

# Equality Impact Assessment

**Service Area:** NDC

**Head of Service:** Click or tap here to enter text.

**Lead Officer:** Nikki Gordon, Head of Organisational Development

**Date of Assessment:** 15/12/2024

**Name of policy/function/project/service area to be assessed:** Review of Chief Officer salary levels to address inconsistencies within our Statutory Pay Policy

**Brief description of proposal to be assessed:** Review of Chief Officer Salary levels

**Proposed implementation date of project/proposal:** Following resolution at Full Council 15 January 2025

## Brief description of the anticipated outcomes of the proposal:

Proposal	Current Arrangement	Proposed Arrangement	Comment
To address inconsistencies within our Statutory Pay Policy	Spot Salary for CEO and Deputy CEO posts	3 point Salary range	Click or tap here to enter text.
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## Consultation:

**Brief description of any consultation undertaken with stakeholders and summarise the results and how it has influenced the proposal or not. Please attach a summary of consultation results or other relevant reports:**

Independent advice sought from Local Government Association highlighting pay levels from CIPFA Councils and neighbouring Devon Councils. Governance Committee 12th November 2024 Group Leader meeting 16th December 2024

### **Demographic Data by protected characteristic:**

**Please detail the Census 2021 data for protected characteristics for North Devon (as detailed in the EIA Guidance for Managers and on NDC website):**

Click or tap here to enter text.

### **Equality Data by protected characteristic from consultation:**

**Please detail the equality data obtained as part of the consultation and compare this data to the Census 2021 data (as detailed in the EIA Guidance for Managers and on NDC website) and identify where this data does not reflect the demographics for North Devon and any disparities in outcomes by characteristic:**

Click or tap here to enter text.

### **Other Data:**

**Please detail any other data that has been obtained and taken into consideration (for example, Council service areas data, other Census 2021 data which is not related to protected characteristics such as no household members having English as main language, vulnerable groups, education, economy, housing, access to transport etc, Public Health and NHS data, deprived neighbourhoods, workforce profile data):**

Click or tap here to enter text.

### **Impact:**

**Summarise any positive impacts or benefits, any negative impacts (i.e. potential for discrimination, disadvantage or disproportionate treatment) and any neutral impacts and the evidence/data you have taken into account to reach this conclusion. Be aware that there may be positive, negative and neutral impacts within each characteristic. (NOTE: please refer to the EIA Guidance for Managers or Equality Strategy for the characteristics) Where an impact is unknown, state so, and identify what steps will be taken to address any gaps in data:**

There are not considered to be any negative impacts arising from this for any of the protected characteristics. This change will however ensure that NDC is more competitive in the Market to retain / attract our most Senior Officers to provide services to our communities.

<b>Characteristic</b>	<b>Impact</b> (what information was used to assess impact? Data/feedback etc. Describe whether this is positive, negative or neutral)	<b>Scale of Impact</b> (High/Med/Low)	<b>Can it be mitigated?</b> (what needs to be done to reduce/remove the impact? Have service users been involved in providing this insight?)
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NOTE: The protected characteristics are: Age, Disability, Gender reassignment, marriage and civil partnership (employment only), pregnancy and maternity, race, religion or belief, sex, sexual orientation)

### **Consideration of Alternatives:**

**Describe what alternatives have been considered and/or what actions will be taken to remove or minimise any potential negative effect identified above (attach evidence to appropriate data, reports, etc):**

N/A

### **Funding Considerations:**

If approved the changes can be funded through the Senior Management team salary budget within the existing budgetary framework.

### **Monitoring Arrangements:**

**Briefly describe the monitoring arrangements/systems that will be put in place to monitor the effects of this proposal.**

Statutory Pay Policy is taken to full Council each year the Hutton Report outlines that the most appropriate metric for pay dispersion is the multiple of Chief Executive to median earnings. This multiple is tracked annually

## **Date on which you will be re-considering the project/report and submitting a further EIA if applicable.**

Click or tap here to enter text.

EIA's should be further reviewed for significant changes or projects within 12 months or as part of a project close down. If after completing a review material changes are identified, these should be reported to the Senior Management Team for consideration. This is to assess the true impact in the delivery.

### **Reporting and Publication:**

**As part of the democratic decision making process, Equality Impact Assessments will be published on North Devon Council's website as an appendix to committee reports.**

**For Equality Impact Assessments that are produced which are not part of the democratic decision making process, please forward to [equality@northdevongov.uk](mailto:equality@northdevongov.uk) for publication on North Devon Council's website.**

**Corporate and Community Services Use Only:** Date of publication to NDC Website: Click or tap to enter a date.