

Integrated Impact Assessment – Summary Report

Each of the numbered sections below must be completed
Please state if the IIA is interim or final

- 1. Title of proposal**
Equal Pay policy statement (EPPS) 2023.
- 2. What will change as a result of this proposal?**
The last EPPS was published in 2019. There are no significant changes to the EPPS but in this updated version we formally commit to carrying out an independent health-check of the application of the job evaluation scheme for any bias, every four years.
- 3. Briefly describe public involvement in this proposal to date and planned**
N/a
- 4. Is the proposal considered strategic under the Fairer Scotland Duty?**
No.
- 5. Date of IIA**
Thursday 14 September 2023 (final).
- 6. Who was present at the IIA? Identify facilitator, lead officer, report writer and any employee representative present and main stakeholder (e.g. Council, NHS)**

Name	Job Title	Date of IIA training
Fiona Whitelaw	Lead HR Consultant – Total Reward / facilitator	15/11/2018
Steven Wright	Lead HR Consultant – Employee Lifecycle and Total Reward	07/11/2019
Emma Kilpatrick	Lead HR Consultant – Employee Relations and Policy	18/05/2022
Stefanie Thomson	Senior Solicitor	06/09/2023
Fraser Rowson	Principal Accountant	22/11/2019
Laura Brown	Lead HR Consultant – Relationship	30/01/2020
Emily Craig	Senior HR Consultant – Job Evaluation	

Name	Job Title	Date of IIA training
Barry Fell	Data Analyst – Total Reward	

7. Evidence available at the time of the IIA

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
Data on populations in need		
Data on service uptake/access		
Data on socio-economic disadvantage e.g. low income, low wealth, material deprivation, area deprivation.		
Data on equality outcomes	Occupational segregation - EPPS report appendix	The evidence shows progress with improved representation of workforce groups with protected characteristics across broad occupational groups between 2019 and 2023, for gender, ethnicity, and disability. As data capture improves for other groups (through targeted actions), we will be able to do more analysis in this space.
Research/literature evidence	EHRC definition of equal pay	https://www.equalityhumanrights.com/en/advice-and-guidance/what-equal-pay
Public/patient/client experience information		
Evidence of inclusive engagement of people who use the service and involvement findings		
Evidence of unmet need		
Good practice guidelines	EHRC guidance	The EPPS follows best practice laid out by Society for Personnel and Development Scotland (SPDS) and Equality and Human Rights Commission (EHRC) https://www.equalityhumanrights.com/en/advice-and-guidance/equal-pay-policy
Carbon emissions generated/reduced data		

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
Environmental data		
Risk from cumulative impacts		
Other (please specify)		
Additional evidence required		

8. In summary, what impacts were identified and which groups will they affect?

Equality, Health and Wellbeing and Human Rights	Affected populations
<p>Positive The policy statement is intended to have a positive impact across protected characteristic groups. The policy statement lays out the Council's:</p> <ul style="list-style-type: none"> • Positive intention to eliminate discrimination and drive a culture at the organisation that values and promotes diversity. • Commitment to creating a workplace culture where all our people feel valued, included and able to be their best at work, and recognises the benefits that a diverse workforce with different values, beliefs, experience, and backgrounds bring to the organisation. • Key approaches to ensure that its pay and reward systems continue to be fair and equitable and that there is no bias. <p>A pay and grading system underpinned by an unbiased, objective, and consistent job evaluation methodology supports an evidence-based assessment of the demands of a role which is based on fact and not influenced by any other factors.</p> <p>We want to attract and retain a diverse workforce that reflects the diverse needs of the citizens of Edinburgh. The commitment to tackle occupational segregation would drive better representation across the workforce that better reflects the wider community that the Council serves. Unfortunately, the new census data was not available at the time of the IIA to allow for updated analysis in this space.</p> <p>Improved representation of protected groups and those from diverse backgrounds could have an indirect positive impact on pay gaps for gender, ethnicity, and disability.</p>	<p>All protected groups, families, business community</p>

Equality, Health and Wellbeing and Human Rights	Affected populations
<p>The commitment to flexible working and looking at the wider offering in relation to family friendly benefits could improve our attractiveness as an employer for those with family responsibilities, in particular women and women from diverse backgrounds.</p> <p>The commitment to look at developing more part-time opportunities at the senior level could improve the earnings potential for those from diverse backgrounds, and in particular women and women from diverse backgrounds.</p> <p>As one of the largest employers in the City, the Council's commitment to deliver objective and transparent pay practices may help attract candidates from diverse backgrounds and may encourage local business to adopt a similar approach.</p>	
<p>Negative None.</p>	

Environment and Sustainability including climate change emissions and impacts	Affected populations
<p>Positive None.</p>	
<p>Negative None.</p>	

Economic	Affected populations
<p>Positive The commitment to flexible working and more flexible work opportunities might enable people to continue to be in employment, or take up employment, where they may not otherwise have been able to do so.</p>	<p>Women, families, older people, disabled people, those in receipt of benefits</p>
<p>Negative None.</p>	

9. Is any part of this policy/ service to be carried out wholly or partly by contractors and if so how will equality, human rights including children's rights, environmental and sustainability issues be addressed?

N/a

- 10. Consider how you will communicate information about this policy/ service change to children and young people and those affected by sensory impairment, speech impairment, low level literacy or numeracy, learning difficulties or English as a second language? Please provide a summary of the communications plan.**

This updated EPPS does not present any significant change in policy or approach. A copy of the updated EPPS will be published on the Council’s external website, so this is accessible to all. The document has been tested for accessibility.

- 11. Is the plan, programme, strategy or policy likely to result in significant environmental effects, either positive or negative? If yes, it is likely that a Strategic Environmental Assessment (SEA) will be required and the impacts identified in the IIA should be included in this. See section 2.10 in the Guidance for further information.**

N/a

- 12. Additional Information and Evidence Required**

If further evidence is required, please note how it will be gathered. If appropriate, mark this report as interim and submit updated final report once further evidence has been gathered.

N/a

- 13. Specific to this IIA only, what recommended actions have been, or will be, undertaken and by when? (these should be drawn from 7 – 11 above) Please complete:**

Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)	Who will take them forward (name and job title)	Deadline for progressing	Review date
N/a - No negative impacts or mitigating actions were identified at the IIA session.	N/a	N/a	N/a

- 14. Are there any negative impacts in section 8 for which there are no identified mitigating actions?**

No negative impacts or mitigating actions were identified at the IIA session.

15. How will you monitor how this proposal affects different groups, including people with protected characteristics?

We will continue to regularly monitor the equal pay position at the Council through a range of activities and actions, including job evaluation health-checks, equal pay audits and analysing progress in respect of occupational segregation.

16. Sign off by Head of Service

Name Nareen Turnbull

Date 30 October 2023

17. Publication

Completed and signed IIAs should be sent to:

integratedimpactassessments@edinburgh.gov.uk to be published on the Council website www.edinburgh.gov.uk/impactassessments

Edinburgh Integration Joint Board/Health and Social Care

sarah.bryson@edinburgh.gov.uk to be published at www.edinburghhsc.scot/the-ijb/integrated-impact-assessments/