

Equality Impact Assessment Record

Date of EIA	December 2009
Directorate	CYPL – Performance and Resources
Part One - Initial Screening Record	
1. Activity to be assessed	Model Pay Policy for school staff
2. What is the activity?	<input checked="" type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change
3. Is it a new or existing activity?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing
4. Who are the members of the EIA team?	Paul Young – Human Resources Tom Wheaton – NUT Andrea Griffiths – Headteacher
5. Initial screening assessment.	<p>1. Does the activity have the potential to cause adverse impact or discriminate against different groups in the Councils workforce or the community?</p> <p>The policy is designed to provide a consistent mechanism to deal with all the pay issues for school based staff. This incorporates the requirements of statutory documents such as the Schools Teachers Pay and Conditions document. This creates a rigid structure for the payment of school teachers which is based on national conditions. The payment for school support staff is based on the Bracknell Forest job evaluation scheme.</p> <p>The policy in itself does not have a potential to cause an adverse impact or discriminate against different groups in the schools workforce.</p> <p>The department are currently reviewing data under workforce planning to identify the breakdown of the staffing in schools/ grades etc. This will allow further monitoring against these equality strands.</p> <p>2. Does the activity make a positive contribution to equalities?</p> <p>Yes as it provides a consistent approach for dealing with the pay arrangements in school fairly irrespective of age, sex, race, disability etc.</p>
6. Did Part 1: Initial Screening indicate that a full EIA was necessary?	<p>If the answer to question one above is 'yes' then it is necessary to go ahead with a full Equality Impact Assessment.</p> <input type="checkbox"/> Yes – full EIA completed and recorded below. <input checked="" type="checkbox"/> No
7. Chief Officers signature.	David Watkins
8. Which PMR will this EIA be reported in?	Q4 2009/10