

Title of proposed EIA	Job Evaluation / Pay & Grading
Reference No	EQUA844
EA is in support of	Amended Policy
Review Frequency	Two Years
Date of first review	01/10/2024
Directorate	HR
Division	
Service Area	Total Reward
Responsible Officer(s)	<input type="checkbox"/> Anthony Sharwood
Quality Control Officer(s)	<input type="checkbox"/> Melanie James
Accountable Officer(s)	<input type="checkbox"/> Darren Hockaday
Purpose of proposal	To assess the impact of the re-designed Job Evaluation / Pay & Grading process
Data sources	Consultation Results; relevant reports/strategies; Statistical Database (please specify); Other (please specify)
Please include any other sources of data	Information collated over the past 12 years following the Single Status project and subsequent equal pay claims BCC has faced
 ASSESS THE IMPACT AGAINST THE PROTECTED CHARACTERISTICS	
Protected characteristic: Age	Not Applicable
Age details:	The Job Evaluation / Pay & Grading process is designed not to be age biased. The aim of the process is to provide a fair and transparent approach to Job evaluation accross BCC
Protected characteristic: Disability	Not Applicable
Disability details:	The Job Evaluation / Pay & Grading process is designed not to discriminate against disability. The aim of the process is to provide a fair and transparent approach to Job evaluation accross BCC
Protected characteristic: Sex	Not Applicable
Gender details:	The Job Evaluation / Pay & Grading process designed not to

discriminate against gender. The aim of the process is to provide a fair and transparent approach to Job evaluation across BCC

Protected characteristics: Gender Reassignment

Not Applicable

Gender reassignment details:

The Job Evaluation / Pay & Grading process is designed not to discriminate against gender reassignment. The aim of the process is to provide a fair and transparent approach to Job evaluation across BCC

Protected characteristics: Marriage and Civil Partnership

Not Applicable

Marriage and civil partnership details:

The Job Evaluation / Pay & Grading process designed not to discriminate against civil partnerships. The aim of the process is to provide a fair and transparent approach to Job evaluation across BCC

Protected characteristics: Pregnancy and Maternity

Not Applicable

Pregnancy and maternity details:

The Job Evaluation / Pay & Grading process is designed not to discriminate against Pregnancy and Maternity. The aim of the process is to provide a fair and transparent approach to Job evaluation across BCC

Protected characteristics: Race

Not Applicable

Race details:

The Job Evaluation / Pay & Grading process is designed not to discriminate against race. The aim of the process is to provide a fair and transparent approach to Job evaluation across BCC

Protected characteristics: Religion or Beliefs

Not Applicable

Religion or beliefs details:

The Job Evaluation / Pay & Grading process is designed not to discriminate against religious beliefs. The aim of the process is to provide a fair and transparent approach to Job evaluation across BCC

Protected characteristics: Sexual Orientation

Not Applicable

Sexual orientation details:

The Job Evaluation / Pay & Grading process is designed not to discriminate

process is designed not to discriminate against sexual orientation. The aim of the process is to provide a fair and transparent approach to Job evaluation across BCC

Socio-economic impacts

During the implementation phase careful consideration needs to be made over the impact to staff with a full pay and grading review of all NJC for LGS roles due to take place.

Please indicate any actions arising from completing this screening exercise.

Ensure the process remains at all times fair, transparent and non biased.

Ensure alignment with Trade Union colleagues remains strong

Please indicate whether a full impact assessment is recommended

NO

What data has been collected to facilitate the assessment of this policy/proposal?

Consultation analysis

Adverse impact on any people with protected characteristics.

Could the policy/proposal be modified to reduce or eliminate any adverse impact?

How will the effect(s) of this policy/proposal on equality be monitored?

What data is required in the future?

Are there any adverse impacts on any particular group(s)

No

If yes, please explain your reasons for going ahead.

Initial equality impact assessment of your proposal

Consulted People or Groups

Informed People or Groups

Summary and evidence of findings from your EIA

- The re-designed Job Evaluation / Pay & Grading process will be a fair and transparent way of evaluating jobs within BCC and associated partners.

- The process will not be biased toward any person

- For the implementation of the new process to succeed it must remain aligned with Trade Union colleagues

QUALITY CONTROL SECTION

Submit to the Quality Control Officer for reviewing?

Yes

Quality Control Officer comments

Decision by Quality Control Officer

Submit draft to Accountable Officer? No

Decision by Accountable Officer

Date approved / rejected by the Accountable Officer

Reasons for approval or rejection

Please print and save a PDF copy for your records Yes

Content Type: Item

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