

## **PAY POLICY STATEMENT 2017/18 – EQUALITY IMPACT INITIAL ASSESSMENT**

### **Summary of Findings**

The Pay Policy Statement is published annually as a requirement of Section 38 to 43 of the Localism Act 2011. The purpose of the statement is to provide transparency with regard to the Council's approach to setting the pay of its employees (excluding those working in local authority schools) by identifying;

- The methods by which, salaries of all employees are determined.
- The detail and level of remuneration of its most senior employee's i.e. 'chief officers', as defined by the relevant legislation.
- The detail and level of remuneration of the lowest paid employees
- The relationship between the remuneration for highest and lowest paid employees.
- The Committee(s)/Panel responsible for ensuring the provisions set out in this statement are applied consistently throughout the Council.

The policies referred to in this statement have not been changed or updated and will have been subject to equality impact assessment at the time of their adoption.