

## Equality and Human Rights Impact Assessment (EqHRIA) Summary of Results

<b>Policy / Practice</b>	Pay Procedure V1.00
<b>Owning Department</b>	<b>People &amp; Development</b>
<b>Date EqHRIA Completed</b>	18/01/2019
<b>Purpose of Policy / Practice</b>	This document intends to provide an overview of how pay is determined, managed, paid and communicated. It outlines the processes to access temporary responsibility payments, market supplements and job evaluation.

### A. Summary of Analysis / Decisions - What the assessment found and actions already taken.

The equality impact assessment concludes that the procedure provides an agile framework within which appropriate pay can be allocated to meet the numerous resourcing scenarios likely to be faced by the organisation.

The assessment does not identify any direct or indirect discrimination as a consequence of the key features within the procedure but it recognises the potential to create inequality in relation to selection processes that may be attached to temporary responsibility payments.

The procedure provides the flexibility to allow managers to deal with resourcing issues in efficient and effective way and clearly differentiates between provisions that were once used interchangeably across legacy arrangements. No specific guidance is given on the selection of individuals to undertake TRP as to do so has the potential to impact operational ability. More general guidance is given that any selection methods should be equality proofed to ensure no direct, indirect or unconscious bias is applied. This should be incorporated within any draft of future Recruitment & Selection Procedure.

### B. Summary of Mitigation Actions - What else we plan to do and how we are going to check that it has been done.

Monitoring and review of future payments (including occupational segregation) should be carried out to ensure fair and equitable application of pay arrangements linked to TRP, Market Supplement & Job evaluation.

Selection procedures where appropriate should be outlined within a Recruitment & Selection Procedure to ensure fair and equitable application of pay arrangements linked to TRP.

### Management Log – Policy Support Dept. Use Only

<b>Review Date</b>		<b>Review Date</b>	
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