**Equality Impact Assessment**

**Part 1: Background and information**

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| Title of proposal | Early Payment of the Real Living Wage |
| Brief description  of proposal (including intended outcomes & purpose) | Fife Council has been an accredited Living Wage employer since 2016. Part of the commitment as an accredited employer is to implement the Living Wage rate within 6 months of the announced increase in November of each year.  Normal practice in previous years has been for Fife Council to implement the revised Scottish Local Government Living Wage (SLGLW) rate on 1 April, backdating payments as required if a pay award has not been agreed by this date.  We would propose implementing a Living Wage rate of £9.90 per hour with effect from 31st March 2022 for all employees who are currently placed on pay points within the SLGLW rate to bring their pay up to the Real Living Wage rate.  The benefit of early payment of the Living Wage is that staff will receive the additional money now in their pay, rather than receiving a lump sum of backdated pay. Backdated payments could have negative implications for any staff receiving Universal Credit. Therefore, early payment eliminates this impact. |
| Lead Directorate / Service / Partnership | Finance & Corporate Services, Human Resources |
| EqIA lead person | Stevie Murray |
| EqIA contributors | Consider all relevant stakeholders, including people internal and / or external to the organisation |
| Date of EqIA | 10th February 2022 |

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| How does the proposal meet one or more of the general duties under the Equality Act 2010? (Consider proportionality and relevance on p.12 and see p.13 for more information on what the general duties mean). If the decision is of a strategic nature, how does the proposal address socio-economic disadvantage or inequalities of outcome?) | |
| General duties | **Please Explain** |
| Eliminating discrimination, harassment and victimisation |  |
| Advancing equality of opportunity |  |
| Fostering good relations |  |
| Socio-economic disadvantage | Increase Social mobility and participation by establishing minimum salary levels for Fife Council and Associated Employers.  The resultant benefits will enable greater participation from lower paid workers, predominantly women, across the communities.  Helping to reduce levels of ‘in-work’ poverty in Fife. |
| Inequalities of outcome |  |

Having considered the general duties above, if there is likely to be no impact on any of the equality groups, parts 2 and 3 of the impact assessment may not need to be completed. Please provide an explanation (based on evidence) if this is the case.

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**Part 2: Evidence and Impact Assessment**

**Explain what the positive and / or negative impact of the policy change is on any of the protected characteristics**

|  |  |  |  |
| --- | --- | --- | --- |
| Protected characteristic | Positive impact | Negative impact | No impact |
| Disabled people |  |  |  |
| Sexual orientation |  |  |  |
| Women |  |  |  |
| Men |  |  |  |
| Transgendered people |  |  |  |
| Race (includes gypsy travellers) |  |  |  |
| Age (including older people aged 60+) |  |  |  |
| Children and young people |  |  |  |
| Religion or belief |  |  |  |
| Pregnancy & maternity |  |  |  |
| Marriage & civil partnership |  |  |  |

Please also consider the impact of the policy change in relation to:

|  |  |  |  |
| --- | --- | --- | --- |
|  | Positive impact | Negative impact | No impact |
| Looked after children and care leavers |  |  |  |
| Privacy (e.g. information security & data protection) |  |  |  |
| Economy |  |  |  |

* Please record the evidence used to support the impact assessment. This could include officer knowledge and experience, research, customer surveys, service user engagement.
* Any evidence gaps can also be highlighted below.

|  |  |
| --- | --- |
| Evidence used | Source of evidence |
| 1. Women   Information provided from the Council’s payroll systems show that there are 1880 employees (1599 Female and 281 Male) getting paid the SLGLW rate of £9.78, which falls below the new Living Wage rate.  · FCLW SCP7 - 1801 employees (1591 Female and 210 Male)  · FC3 SCP7 - 79 employees (8 Female and 71 Male)  1599 woman will benefit from the increase in their hourly rate as a consequence of payment of the Living Wage. | **Oracle payroll** |
| 1. Economy   The Living Wage work is part of our wider agenda to create a fairer Fife and tackle poverty and inequality.  The Poverty in Scotland 2020 Report by The Joseph Rowntree Foundation reported a 4.8% increase in the proportion of the population in Fife on Universal Credit.  The Fife Child Poverty Action Report 2020 reported that 26% of all households in Fife are in fuel poverty.  Workers receiving the Living Wage report that the difference in pay means that they are able to spend more quality time with family, and to plan for the future in a way that wasn’t possible without it. | **The Poverty in Scotland 2020 Report by The Joseph Rowntree Foundation**  **The Fife Child Poverty Action Report 2020** |
| 3. |  |
| Evidence gaps | **Planned action to address evidence gaps** |
| 1. |  |
| 2. |  |
| 3. |  |

**Part 3: Recommendations and Sign Off**

(Recommendations should be based on evidence available at the time and aim to mitigate negative impacts or enhance positive impacts on any or all of the protected characteristics).

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| --- | --- | --- |
| Recommendation | Lead person | Timescale |
| 1. |  |  |
| 2. |  |  |
| 3. |  |  |
| 4. |  |  |
| 5. |  |  |

**Sign off**

(By signing off the EqIA, you are agreeing that the EqIA represents a thorough and proportionate analysis of the policy based on evidence listed above and there is no indication of unlawful practice and the recommendations are proportionate.

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| --- | --- |
| Date completed: | Date sent to Community Investment Team:  [Enquiry.equalities@fife.gov.uk](mailto:Enquiry.equalities@fife.gov.uk) |
| Senior Officer:  name | Designation: |

FOR COMMUNITY INVESTMENT TEAM ONLY

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| --- | --- |
| EqIA Ref No. |  |
| Date checked and initials | Feb 2022 |

**Equality Impact Assessment Summary Report**

(to be attached as an Appendix to the committee report or for consideration by any other partnership forum, board or advisory group as appropriate)

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| --- |
| Which Committee report does this IA relate to (specify meeting date)? |
| What are the main impacts on equality? |
| In relation to a strategic decision, how will inequalities of outcome caused by economic disadvantage be reduced? |
| What are the main recommendations to enhance or mitigate the impacts identified? |
| If there are no equality impacts on any of the protected characteristics, please explain. |
| Further information is available from: Name / position / contact details: |

One of the following statements must be included in the “Impact Assessment” section of any committee report. Attach as an appendix the completed EqIA Summary form to the report – not required for option (a).

1. An EqIA has not been completed and is not necessary for the following reasons: (please write in brief description)
2. The general duties section of the impact assessment and the summary form has been completed – the summary form is attached to the report.
3. An EqIA and summary form have been completed – the summary form is attached to the report.