

Equality Impact Analysis

Changes to Terms & Conditions Schools Support Staff

April 2016



Derby City Council



Purpose and Objective(s)....

- **Purpose** - To brief you on the equality analysis findings, conclusions and recommendations arising from the proposed changes to terms and conditions for schools support staff.
- **Objectives(s)** – To improve your understanding of how the analysis was conducted, what it shows, and to raise awareness of aspects that may require further analysis/consideration.
- **Approach** – Powerpoint presentation and questions & answers.



Report

- Covers 2651 schools support staff;
- Excludes Non Schools staff, inc 78 School based roles;
- Based on data of July 2015 & 5 original Directorates;
- Same format, cohort groups and principles of analysis used in payline report;
- Covers changes to working hours, working weeks and overall impact on pay (inc grading outcome) and level of decrease;
- Focus on 4 PCGs and Tenure & Part/full time status;
- Proportion impacted in 7 role types and grade; and
- Used 'benchmark comparison' in each case.



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Gender

- 9:1 female workforce;
- Greater proportion of females affected (working hrs and separately by working weeks);
- Overall variance is impacted by large numbers of Middays, Catering and Cleaning female staff;
- Variance within accepted tolerance for TAs (95% of those affected by hours and hours/weeks);
- No significant difference in overall pay decrease (Across all grades); but
- Significant variance in overall pay decrease at grade E (37.56%) adversely affecting females (1);
- No significant difference on percentage reduction in pay.

Ethnicity

- 1:8 Minority ethnic workforce (exc 'Not known');
- Asian/Asian British is only sizable comparison group;
- No adverse variance for working hours;
- Greater proportion of Asian/Asian British affected by working weeks (2);
- Variance within accepted tolerance for TAs – working weeks;
- Greater proportion of Asian/Asian British catering, cleaning and Middays affected – Working hours and separately weeks;
- Less overall pay decrease for Asian/Asian British;
- No significant difference on percentage reduction in pay.



Age

- More than 1:2 is aged between 40-54;
- Greater proportion of ages 20-24 & 25-29 affected by working hrs – (3);
- Minimal variance between TAs – Working hours or working weeks;
- Greater proportion of ages 35-39 affected by working weeks – (4);
- Minimal variance between Middays – Working weeks;
- Greater proportion of ages 20-24 & 25-29 affected by overall decrease in pay – (3a);
- Ages 45-49 experience a greater percentage decrease in pay – (5).



Disability

- Minimal disability declaration (2.45%);
- Changes to hours and weeks affects proportionately less persons with a declared disability;
- Proportionately fewer persons with a declared disability experience an overall decrease in pay;
- Percentage decrease in pay is greater for persons with a declared disability (6).



Tenure (Service)

- 2:3 have less than 11 years service;
- Greater proportion of 6-15 years service are affected by weeks and weeks/hrs (7);
- All other service groups are within/marginally outside tolerance (hours and separately weeks);
- Minimal variance between TAs - weeks (exc 21-25 yrs service);
- Greater proportion of 6-15 years service affected by overall decrease in pay (8);
- Greater proportion of 11-15 years service at grade E affected by overall decrease in pay (9);
- All other service groups in tolerance of respective average.



Part/full time

- 3:1 part time workforce;
- Greater proportion of full time affected by working hrs and hours/weeks;
- Greater proportion of part time affected by working weeks;
- Minimal variance between TAs (95% of those affected);
- Greater proportion of full time affected by overall pay decrease (across all grades);
- Greater proportion of part time affected by overall pay decrease in grade E - 3.42% (10);
- Percentage reduction in pay is similar across grades C, E & G (except grade A - small sample size).



Protection of Earnings (PoE)

- Receipt of PoE is largely reflective of PCG profile.



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Further Mitigation

- Several factors that may mitigate financial loss;
 - Additional hrs and/or weeks;
 - Grading appeal; and
 - Grading review.
- Final outcome not yet known;
- Any adverse impact will be known on implementation.



Further Analysis

- Additional analysis recommended - 10 issues;
 - Gender (1);
 - Ethnicity (1);
 - Age (3);
 - Disability (1);
 - Tenure (3); and
 - Part/full time (1).
- Any further issues/areas of challenge raised by Mgt/TUS.



Next steps

- Finalise and sign off report;
- Circulate to TUS and other interested stakeholders;
- Present headlines at Pay & Reward meeting (28/04);
- Invite views;
- Carry out further analysis;
- Overarching Equality Assessment ?
- Publication.



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Questions....

What questions, views and/or concerns does anyone have ?



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