

Equality Impact Assessment

Introduction

The Council's Single Equality Scheme states that:

“We will achieve equality of opportunity by removing direct and indirect discrimination wherever it exists. It is recognised that people may be disadvantaged because of their: age; gender; race, colour, ethnic, national, cultural or social origin; disability; religious belief, or non belief; marital status, family circumstances, or caring responsibilities; sexual orientation; class, level of income, or housing circumstances; membership or non membership of trade unions, or involvement or non involvement in trade union activity.”

The Single Equality Scheme brings together action plans for Race, Gender and Disability equality, meeting the Council's statutory duties in these areas. The scheme also goes beyond these three streams and begins to consider how the Council develops its approach to equalities and diversity for all residents of Stockton in response to the recent Equalities Review report, Discrimination Law Review and the report of the Commission on Integration and Cohesion. The Council is also committed to responding to all diversity related legislation and the single equality scheme is the best mechanism for achieving this. Equality Impact Assessments play an integral role in ensuring that all the council policies are operating to support these aims to offer the highest level of service for all our residents

Equality Impact Assessment

Section One: About the Strategy / Policy / Function

Service Group	Service	Section	Lead Officer For EIA
RESOURCES	Human Resources	Organisational Development	Jacqui Mcgregor
Support Officer(S) Tasmin Hoque		EIA Completion Date 14 April 2011	
1) Name of policy / function	Changes to Overtime payment		
2) Is this new or existing?	New proposed changes to overtime scheme - changes to terms and conditions		
3) What is the overall aim(s) of the policy / function?	<p>The reason we chose overtime was in response to the difficult financial situation which requires the Council to make overall savings of £27m by 2014/15. The Council has had a managed approach to reducing its costs over the past 2 years and has achieved significant savings through reducing the size of it's senior management team, reducing spend on IT and telecommunications, freezing inflation on supplies, reducing vacant posts and smarter procurement. The Council has also looked for creative ways of saving/generating money through partnering opportunities and raising income and has also used some of its reserves. There is also a 3 year programme of Efficiency, Improvement and Transformation (EIT) Reviews but despite all this there is still a potential deficit of £6m by 2014/15. Consequently a review of terms and conditions has been carried out as a result of which there are some proposed changes. Overtime worked in excess of 37 hours per week is currently paid at the enhanced rate of time plus 1/2. The removal of this enhancement from 1st October 2011 would save approximately £140,000 per annum based on 2010/11 figures. Currently, overtime is voluntary and not a contractual requirement and tends to be worked in small amounts in certain service areas. The advantage of this proposal is that it will therefore have a relatively minor financial impact on individual employees</p>		

4) What are the objectives of the policy / function?	To reduce the current overtime payment rate from 1.5 to plain time rate for all employees workign within SBC.
5) Who implements this policy / function within Stockton-on-Tees and how?	Human Resources with consultation with trade union officials followed by approval via Cabinet.
6) Are there any partner agencies involved in the delivery of this policy / function? If so, whom?	N/A
7) Are other services affected by this policy / function? If yes which are they?	This policy will be applicable for all staff employed by Stockton Borough Council with the exception of teaching staff.

Data Review and Analysis

The data analysis should be used to identify who are the actual and potential customers for this policy. And any significant findings across the diversity strands i.e. any data that shows a difference or tells a story about the strand

NATIONALLY COLLECTED DATA e.g. Census 2001, Labour Force Survey etc.

Please list significant findings for age, disability, faith/belief, gender, race, sexual orientation and community cohesion.

In terms of Age:

Across the United Kingdom in 2004, 25 to 49 year olds have the highest male employment rate with over 88% of people in employment . This compares to the lowest employment rate of 7.2% in the 70 to 74 years old age group. Unemployment among the male population is highest at 8.3% in the 16 to 24 years old age group, and declines steadily with age.

Across the United Kingdom in 2004, 25 to 49 year olds and 50 to 54 year olds have the highest female employment rate with over 74% of people in employment . This compares to the lowest employment rate of 4.1% in the 70 to 74 years old age group. Unemployment among the female population is highest at 6.4% in the 16 to 24 years old age group, and declines steadily with age.

Full time employment amongst males was highest in the 25 to 49 year olds (80.5%), and lowest in the 70 years old and over age group (11.0%). Part time employment is highest in the older population but also in the 16 to 24 years old age group.

2001 Census Population projections show the local population will change dramatically so that by 2029 there will be 3% fewer children and 62% more people of retirement age.

In terms of Disability:

In 2001, there were nearly 9 million people in England who defined themselves as having a limiting long-term illness (LLTI) accounting for 17.9% of the population at the point of Census . In the North East 22.7% of people reported having a limiting long-term illness (571,692 people) compared to 19.9% of the population of Stockton (35,438 people). Therefore the rate of limiting long-term illness is higher in the borough than the national figure but lower than the average across the region.

In 2001, there were 1.8 million (5.3%) people in England who were not working as they were permanently sick or disabled; in the North East the proportion is significantly higher at 9.0% or 164,313 people .

According to the General Household Survey, there were around 11 million disabled adults in 2002. According to the Family Resources Survey, there were around 9.8 million disabled adults and an estimated 700,000 disabled children in the United Kingdom in 2003.

In 2005, the Government declared that it aspires to achieve a working age employment rate of 80 per cent. The rate in 2004 was 73 per cent, so achieving the aspiration means an extra 2.5 million people being in employment.

In terms of Religion or belief:

The main source of information on the faith and religion of the population is the Census. Yet, the Census question about religion was voluntary. Christianity is the main religion in England. There were 35 million Christians in 2001, making up almost three quarters of the population (72%).

About one in twenty people (6% of the population) belonged to a non-Christian religious denomination. Muslims were the largest religious group after Christians. There were 1.5 million Muslims living in England in 2001. This group comprised 3% of the total population and over half of the non-Christian population.

Hindus were the second largest non-Christian religious group. There were over half a million Hindus, comprising 1% of the total population and about 19% of the non-Christian religious population.

Unemployment rates for Muslims are higher than those for people from any other religion, for both men and women. In 2004, Muslims had the highest male unemployment rate in Great Britain, at 13%. This was about three times the rate for Christian men (4%). Unemployment rates for men in the other religious groups were between 3% and 8%.

The unemployment rate for Muslim women at 18% was about four times the rate for Christian and Jewish women (4% in each case). Unemployment rates for women in the other religious groups were between 6% and 9%. Unemployment rates were highest among those aged under 25 years for all religious groups. Muslims aged 16 to 24 years had the highest unemployment rates. They were over twice as likely as Christians of the same age to be unemployed – 28% compared with 11%.

In terms of gender:

There are 25.8 million females and 24.9 million males in England; 50.9% of the population are female and 49.1% are male. This is expected as there are more male births than female births; there have consistently been around 1,050 male births for every 1,000 female births in the UK . Lower death rates and longer life expectancy in women lead to a larger female population of retirement age.

The gender differences follow the same patterns as the national trends with less female children and more elderly women. There are more males than females in the younger age groups (up to 25 years of age); and females outnumber men in the older age groups (over 25 years of age).

Over the last two decades there has been a marked increase in the number of employee jobs performed by women. In 1985 men filled 2.0 million more jobs than women. In June 2005 the numbers were similar, with each of the sexes performing about 13.3 million jobs. However, almost half of the women's jobs were part time compared with around one in six of the men's . A greater proportion of men than women of working age are in employment. In spring 2005 the employment rate was 79% for men compared with 70% for women in the UK. Since spring 1971 the rates for men have generally fallen while the rates for women have risen.

Employment rates for both men and women were highest among those aged 25 to 34 and 35 to 49. However, the rates for men in both of these age groups were higher than those for women – around 88% compared with around 75%.

In terms of Race:

As counted by the 2001 Census the majority of the population of England were White (90.92% or nearly 45 million people) , and the remaining 4.5 million people (9.08%) defined themselves as belonging to other ethnic groups. Indians were the largest of these groups, followed by Pakistanis and Black Caribbean. The remaining minority ethnic groups each accounted for less than one percent of the UK population and together accounted for 2.2 million people or 4.4% of total population.

In 2004, 79.6% of Great Britain's working age population as a whole, but only 65.3% of the working age BME population, were economically active . Men from Indian, Black Caribbean and Black Other groups have similar economic activity rates to that of White People, while Black Caribbean women are more likely than women from other ethnic minorities to be economically active. Chinese, Pakistani and Bangladeshi men are least likely to be economically active, and more than two thirds of Pakistani and Bangladeshi women of working age are not in the labour market.

In general, women are less likely to be employed than men, but the differential is greater for BME groups. In Great Britain, in 2004, 79.4% of all men and 70.1% of all women were in work. The figures for BME groups in employment were 67.4% for men and 51.6% for women. The difference in employment rates for men and women was most pronounced among Bangladeshis and Pakistanis, with Bangladeshi women (36.9%), and Pakistani women (36.8%) less likely to be in employment than men from the same groups.

In terms of Sexual Orientation:

Any estimates of the lesbian, gay and bisexual population are likely to be under-estimates. Some people still feel that being open about their sexuality, 'being out', puts them at risk of harassment or discrimination.

Government estimates put the gay, lesbian and bisexual population at between 5% and 7% of the population in England and Wales (DTI, Final Regulatory Impact Assessment: Civil Partnership, 2004). In a report by the National Association for the Care and Rehabilitation of Offenders (NACRO, Without Prejudice, April, 2002) estimates vary from 5% of the population in rural areas, to 25% in parts of London and Brighton.

In terms of Community Cohesion:

This is covered in the next section.

LOCALLY COLLECTED DATA e.g. IPSOS MORI Household Survey, BVPIs, Viewpoint

Please list significant findings for age, disability, faith/belief, gender, race sexual orientation and community cohesion

In terms of Age:

In line with national population trends, Stockton expects to see a major change in age of the population by 2029. There will be a large increase of 62% of older people (retirement age). The number of working age people will decrease by 2%. Within Stockton the working age population is mostly between 35 and 49 years old (35.9%), with the younger age groups forming a smaller proportion of the workforce. The number of children in the Borough overall is projected to remain fairly stable, but general population rises in the affluent areas of the south of the borough will see numbers of children and young people rising in these areas.

In terms of Disability:

Almost 20% of the population report having a Limiting Long Term Illness. This is higher than the national figure of 17.9% but lower than the North East figure of 22.7%. This figure varies widely across the borough at 41% in the Stockton Town Centre ward and 10.5% in Ingleby Barwick West.

In terms of Faith/belief:

More people define as Christian in Stockton-on-Tees than in the North East. Ten percent of the population stated that they had no religion in the Census. Muslims count for 1.4% of the population in Stockton compared to 3.1% nationally.

In terms of gender:

in Stockton - Men outnumber women in the working age population and there are many more women than men in the retirement age group. Female life expectancy outstrips male life expectancy.

In terms of Race:

-Stockton has a much smaller minority ethnic make-up than the country and most BME residents are of Pakistani origin (1.1%). In addition to the established BME population of Stockton there are 372 registered asylum seekers in Stockton (March 2007).

In terms of sexual orientation:

-We estimate that 9-13,000 residents in the borough of Stockton-on-Tees are lesbian, gay or bisexual.

Community Cohesion:

The IPSOS MORI survey also found that 59% of respondents feel that the local area is a place where residents respect ethnic differences between people, an increase of 6% from 2004. Due to the relatively small number of BME respondents in the sample, care needs to be taken when analysing the findings by ethnicity. Indications are that their views are in line with the overall sample with regards community cohesion indicators (22 Of 30 BME respondents interviewed agree that the local area is a place where residents respect ethnic differences between people, whilst four disagree and the other four are neutral or don't know).

South Stockton has the highest percentage of residents who feel that the local area is a place where people from different backgrounds get on well together (77%); the lowest is in Central Stockton. Thornaby and South Stockton have the highest percentage of residents who feel the local area is a place where ethnic differences are respected (69%), and Central Stockton has the lowest (44%). The area of Central Stockton has the highest non-White community and it could be suggested that these communities feel the least amount of community cohesion.

SERVICE AREA COLLECTED DATA e.g. Comments and Complaints, User Surveys, Evaluation Forms.

Please list significant findings for age, disability, faith/belief, gender, race sexual orientation and community cohesion

A recent workforce equality report 2010/11 showed the following results in relation to the 6 equality strands:

Race - a recent workforce equality report 2010 indicates that there are 1.5% of our staff are from a BME background

Gender - a recent workforce equality report 2010 indicates that there are 77% women and 23% men

Disability - a recent workforce equality report 2010 indicates that 6% of our workforce are declared as disabled/

Age - a recent workforce equality report 2010 indicates that majority of our workforce are aged between 40 and 59 years.

Sexual Orientation - a recent workforce equality report 2010 indicates that there are 0.7% of our workforce are LGBT group.

Religion or belief - a recent workforce equality report 2010 indicates that there are 39% Christians and 46% have chosen not to

answer this question.

Consultation on the proposals was undertaken with the recognised Trades Unions and with employees through a series of employee road shows and the Council's internal newsletter, Keeping You In Touch.

Research and legislation relating to overtime (payment) is obtained by accessing the following sources of information:

- Chartered institute of Personnel and Development [CIPD]
- Employment Law Bulletin
- Acas
- Department of trade and Industry [Dti]
- People Management
- Croner's [employment law]
- Expert HR

Stage 2 Scoring the Policy

Now that you have all the information available you can move onto scoring the policy for impact:

	Does it reduce discrimination?	Does it or is it likely to promote equality of opportunity?	Does it promote good relations between these groups?	Does it encourage participation in public life and access to council services?	Does it promote positive attitudes and images to different groups?	Total Score for strand
Age	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	10
Disability	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	10
Faith/Belief	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	10
Gender	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	10
Race	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	10
Sexual Orientation	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	10
Community Cohesion	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	10
Total Score						70

Scoring System:

- Score 3 if the policy has a positive effect
- Score 2 if the policy has a neutral effect
- Score 1 if the policy has a negative effect
- If a score has been awarded due to lack of data rather than anticipated effect please indicate by using **the check box**

Evidencing the Score - Positive impact scores (3) should be evidenced in the table below. This is not a repeat of the data in the review and analysis section but a demonstration of how the policy or strategy is having a positive impact. For example, if there is a specific section in a document that sets out what you are trying to achieve, please reference here.

Score being evidenced	Reference / Source / Justification for the score
70	<p>This proposal is assessed as having a neutral effect. The proposals have been assessed against the following equality strands: Gender, age, disability and ethnicity.</p> <p>1. Gender Of the 772 employees affected by this proposal, 54% are female and 46% are male compared with a workforce profile of 77% female and 23% male. Although it could be expected therefore that a larger number of females would be affected by the proposals, this is explained by the fact that 46% of the female workforce work on a part time basis compared with only 4% of males and they are therefore ineligible to receive overtime at the enhanced rate until they work 37 hours per week.</p> <p>2. Age The majority of the council's workforce are aged between 40 and 59 (59%) and this is reflected in the impact of the overtime proposals where 65% fall into this age group.</p> <p>3. Disability Excluding those employees who are undeclared, 6% of the workforce are disabled and 6% of the employees affected by these proposals are disabled.</p> <p>4. Ethnicity 1.5% of employees are from ethnic minority communities and 1% of employees from an ethnic minority background are affected by these proposals.</p>

Equality Impact Assessment Summary

Name of policy / function	Changes to overtime payment	
Service Group	Service	Lead Officer For EIA
RESOURCES	HR - Organisational development	Jacqui Mcgregor
Support Officer(S)	Tasmin Hoque	EIA Completion Date 14 April 2011

Action Plan:

This action plan highlights that will address the issues highlighted in the Equalities Impact Assessment. Longer term issues will be developed into actions within the relevant Service Improvement Plan. They will also be included in the Disability, Gender and Race Action plans that form part of the Council's Single Equality Scheme

Objective - To ensure Overtime payment Policy / Function is being delivered so all employees have equal opportunities to benefit from its aims and objectives.		
Key Actions	Who is responsible?	Timescale
To Monitor and review the policy in 12 months time following implementation date.	The policy development team	April 2012

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Stage 3 Publication and Monitoring Date of Publication Date Set for Review	Published Score
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