

Pre-Screening Equality Impact Assessment

Borough Council of
**King's Lynn &
West Norfolk**



Name of policy/service/function		Annual Pay Increase 2014/15				
Is this a new or existing policy/ service/function?		Existing (NB. Internal policy)				
Brief summary/description of the main aims of the policy/service/function being screened. Please state if this policy/service rigidly constrained by statutory obligations		Locally determined pay increase for all employees. Although not constrained by statutory obligations the proposals reflect the Government's policy on public sector pay and the Chancellors recent submission to the Low Pay Commission regarding the national minimum wage.				
Question		Answer				
<p>1. Is there any reason to believe that the policy/service/function could have a specific impact on people from one or more of the following groups according to their different protected characteristic, for example, because they have particular needs, experiences, issues or priorities or in terms of ability to access the service?</p> <p>Please tick the relevant box for each group.</p> <p>NB. Equality neutral means no negative impact on any group.</p>			Positive	Negative	Neutral	Unsure
		Age			x	
		Disability			x	
		Gender			x	
		Gender Re-assignment			x	
		Marriage/civil partnership			x	
		Pregnancy & maternity			x	
		Race			x	
		Religion or belief			x	
		Sexual orientation			x	
Other (eg low income)	x					
Question		Answer	Comments			
2. Is the proposed policy/service likely to affect relations between certain equality communities or to damage relations between the equality communities and the Council, for example because it is seen as favouring a particular community or denying opportunities to another?		No	Internal policy			
3. Could this policy/service be perceived as impacting on communities differently?		Yes (internally)	Positive impact on lowest paid employees			
4. Is the policy/service specifically designed to tackle evidence of disadvantage or potential discrimination?		Yes (internally)	Positive impact on lowest paid employees			
5. Are any impacts identified above minor and if so, can these be eliminated or reduced by minor actions? If yes, please agree actions with a member of the Corporate Equalities Working Group and list agreed actions in the comments section		N/A	Actions: The impact identified is significant for the employees affected by the proposed introduction of a minimum wage within the Council. However, this impact is positive (not adverse) and therefore further action is not required.			

		Actions agreed by EWG member: Becky Box
Assessment completed by: Name Debbie Gates		
Job title Executive Director, Central and Community Services	Date 17th February 2014	