

Equality analysis report

Step 1. About the policy, service change or withdrawal

Name of the policy, service or project: <i>be specific</i>	Pay Policy Statement
Revised / new / withdrawal:	Revised
Intended aims / outcomes/ changes:	That the Cabinet recommends the Pay Policy Statement to Council, subject to any amendments or suggestions.
Relationship with other policies / projects:	The Policy Statement is a retrospective account of the Council's pay, charges, fees, allowances, benefits in kind, increases in/enhancements of pension entitlements and termination payments policies.
Name of senior manager for the policy / project:	Bob Palmer, Director of Resources
Name of policy / project manager:	Paula Maginnis, Assistant Director - HR

Step 2. Decide if the policy, service change or withdrawal is equality relevant

Does the policy / project / service process involve, or have consequences for employees or other people? If yes, please state who will be affected. If yes, then the policy / project is equality relevant.	If yes, state which protected groups:
If no, state your reasons for this decision. Go to step 7.	If no, state reasons for your decision:
<i>The majority of Council policies and projects are equality relevant because they affect employees or our communities in some way.</i>	No. This is a statement of fact and members are not required to make any policy decisions. Any equalities impact assessment for individual policies will be detailed on the respective reports as appropriate.

Name and job title of officer completing this analysis:	Paula Maginnis, Assistant Director - HR
Date of completion:	20/01/2017
Name & job title of responsible officer: (If you have any doubts about the completeness or sufficiency of this equality analysis, advice and support are available from the Performance Improvement Unit)	Paula Maginnis, Assistant Director - HR
Date of authorisation:	20/01/2017
Date signed copy and electronic copy forwarded to PIU equality@eppingforestdc.gov.uk	20/01/2017