

Equality impact assessment

E562523476

Date assessment completed 16 Nov 2023

Title of equality impact assessment Members' Allowance Scheme 2024/25

Service Governance and Corporate Services

Team Corporate and Governance Support

Focus / aim of equality impact assessment

What impact do the proposed levels of remuneration have

Names and roles of officers completing the assessment

Simon Hill, Director of Governance and Corporate Services

Adam Rees, Senior Governance Support Officer

Contact telephone number of lead officer 01279 446099

Policy / service / function details

This is a review policy/service/function

What is the purpose of the policy / service / function?

To provide fair, justifiable levels of remuneration for Councillors

To review the Basic Allowance and the Special Responsibility Allowances

Who are the key stakeholders?

Councillors

Are there any other documents / strategies linked to this policy / service / function?

None

Who is affected by the policy / service / function?

Councillors

Who has been involved in the development of the policy / service / function?

The Independent Remuneration Panel

Officers in Corporate and Governance Services

Which staff carry out the policy / service / function?

Full Council and the Leader of the Council determine who receive SRAs

The administration of the policy is joint between Corporate and Governance Support and HR

Quantitative and qualitative data

Quantitative

Quantitative Research is used to quantify the problem by way of generating numerical data or data that can be transformed into usable statistics. It is used to quantify attitudes, opinions, behaviours, and other defined variables – and generalise results from a larger sample population.

What quantitative (numerical) data do you already have about those who use or will use the policy / service / function?

Comparison data of other authorities schemes
Data from Councillor survey including hours worked by Councillors per month

What gaps are there in the quantitative data?

Some councils could not provide historic data

What other quantitative data do you need?

None

Qualitative

Qualitative research is a process of naturalistic inquiry that seeks an in-depth understanding of social phenomena within their natural setting. It focuses on the "why" rather than the "what" of social phenomena and relies on the direct experiences of human beings as meaning-making agents in their everyday lives.

What qualitative data do you already have about those who use or will use the policy / service / function?

Results and comments from Councillor survey
Comments from workshops with Councillors

What gaps are there in the qualitative data?

Analysis of workloads at other authorities

What other qualitative data do you need?

None

Consultation

Number of formal or informal consultation that have taken place or that you are planning to hold to inform your Equality impact assessment 0

Protected characteristic groups from the Equality Act 2010

Assessment of Impact – Based on the data you have analysed and provided, and the results of the consultation or research you have undertaken, list below how the policy or function will or does work for each of the following equalities groups.

Protected characteristic groups from the Equality Act 2010 - Age, Sex/gender

What do you know?

It is long established that Councillors do not reflect the composition of the country as a whole. They are more likely to be older, white, and male.

What do people tell you?

There is often a financial penalty to being a Councillor. This is particularly true has not reached retirement age.

Young parents have declined to stand for election as the level of remuneration paid means they will be financially worse off. They would have to turn down employment opportunities to fulfil the role of Councillor.

What does this mean?

Low levels of remuneration mean it is financially unviable for younger people to stand as Councillors.

This is especially true of young parents (often women) who would have a greater need to turn down other employment opportunities to fulfil the role of Councillor and be a parent.

This means that Councillors are less representative of the overall population than they could be.

What can you do?

The proposals limit this harm by providing adequate remuneration.

There are also allowances payable for childcare.

Assessment of overall impacts and any further recommendations

The proposals will reduce potential barriers.

Further reviews of the Scheme will take place on a regular basis.

Action plan

Number of action plans 0

Project Manager

Project Manager Adam Rees

Date 16 Nov 2023

Assistant Director Simon Hill

Date 16/11/2023