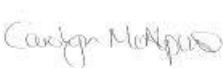


<p>Corporate Outcomes:</p> <ul style="list-style-type: none"> • Our Economy is diverse and thriving • People live active, healthier and independent lives <p>Business Outcomes</p> <ul style="list-style-type: none"> • BO117: We encourage creativity and innovation to ensure our workforce is fit for the future <p>Agreed Priorities (2018-2022 Corporate Plan):</p> <ul style="list-style-type: none"> • We are an employer of choice • We ensure there are homes for all, we tackle poverty and build opportunity <p>This will be achieved by increasing the basic pay for employees currently receiving the Living Wage Supplement to lift out of the Living Wage zone.</p> <p>In addition, Proposal C would also introduce changes which would modernise the current employment deal and have a positive impact on the wellbeing of the workforce.</p>

<p>Name of lead officer</p>	
<p>Job title</p>	
<p>Department</p>	
<p>Name of appropriate officer</p>	
<p>Job title</p>	
<p>Department</p>	
<p>Sign off of EqSEIA</p>	
<p>Date of sign off</p>	<p>22/05/2020</p>

<p>An implementation plan will be drawn up by the project team should this be the preferred option. Implementation will be led by HR&OD, with input from service managers and JTUs as required.</p>

Section 2: Evidence used in the course of carrying out EqSEIA

<p>The following consultation/engagement activities have been undertaken during the development of the proposals and informed the content of the final costed options report:</p> <ul style="list-style-type: none"> • Input from the Project Steering Group December 2018 – September 2019. The steering group membership is drawn from service managers, HROD managers, strategic finance and TU officials. • Professional input from an Independent Equalities consultant with specialist
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knowledge of local authority pay and grading structures and conditions of employment.

- Professional input from HR&OD Managers and Strategic Finance
- Feedback from COSO session 14 June 19
- Feedback from presentation to Elected Members Seminar 17 June 2019
- Results from Employment Deal Survey which ran 3 – 28 June 2019.
- The survey was on line for networked employees and paper copies were posted to non-networked employees home addresses.
- Completion of the survey was promoted through newsflashes, cascade, team talks and a letter from

