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| <b>TITLE</b>   |
| <b>Youth Service – proposed change to pay and conditions</b>   |
| <b>DATE</b>  |
| November 2024  |
| <b>LEAD OFFICER.</b>   |
| Kelly Cogger, Interim Assistant Director, Children’s Services  |
| <b>1 Summary description of the proposed change</b>  |
| What is the change to policy / service / new project that is being proposed?<br>How does it compare with the current situation?  |
| Proposal to change pay structure from existing MedPay arrangements to JNC Youth and Community terms and conditions.<br>Option 1 – no change<br>Option 2 – proposes that the Council retains decisions on pay awards.<br>Option 3 – proposes that the Council relinquishes control of pay decisions and returns to national bargaining.   |
| <b>2 Summary of evidence used to support this assessment</b>   |
| E.g. Feedback from consultation, performance information, service user.<br>E.g. Comparison of service user profile with Medway Community Profile   |
| This DIA uses information from data held within Resourcelink, the Council’s HR/Payroll System.<br><br>The proposal will impact all staff on youth and community worker grades (21.09fte/49 headcount).<br><br>The rationale and evidence for this proposal is comprised of through the comparison of pay structures and pressures affecting the service through recruitment and retention of key roles.<br><br>An informal consultation meeting with staff will be held on 12 November 2024. |

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| <b>3 What is the likely impact of the proposed change?</b>   |
| Is it likely to:<br>Adversely impact on one or more of the protected characteristic groups<br>Advance equality of opportunity for one or more of the protected characteristic groups<br>Foster good relations between people who share a protected characteristic and those who don’t<br>(insert Yes when there is an impact or No when there isn’t) |

| Protected characteristic groups (Equality Act 2010) | Adverse impact | Advance equality | Foster good relations |
|---|----------------|------------------|-----------------------|
| <b>Age</b>  | <b>N</b>       |                  |                       |

# Diversity impact assessment

| Protected characteristic groups (Equality Act 2010) | Adverse impact | Advance equality | Foster good relations |
|---|----------------|------------------|-----------------------|
| <b>Disability</b>                                   | N              |                  |                       |
| <b>Gender reassignment</b>                          | N              |                  |                       |
| <b>Marriage/civil partnership</b>                   | N              |                  |                       |
| <b>Pregnancy/maternity</b>                          | N              |                  |                       |
| <b>Race</b>   | N              |                  |                       |
| <b>Religion/belief</b>                              | N              |                  |                       |
| <b>Sex</b>  | N              |                  |                       |
| <b>Sexual orientation</b>                           | N              |                  |                       |
| <b>Care experience</b>                              | N              |                  |                       |
| <b>Other (e.g. low income groups)</b>               | N              |                  |                       |

#### 4 Summary of the likely impacts

Who will be affected?  
How will they be affected?

This proposal will impact all staff (21.08fte / 49 headcount) on youth terms and conditions. If approved, the pay structure will be more favourable for all staff and align nationally to the sector. There is no evidence to suggest that there would be any negative impact for any protected group.

All staff will be consulted with as part of this proposal for change.

#### 5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

What alternative ways can the Council provide the service?  
Are there alternative providers?  
Can demand for services be managed differently?

Not applicable

# Diversity impact assessment

## 6 Action plan

Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

| Action  | Lead                        | Deadline or review date                     |
|---|-----------------------------|---|
| Engagement commenced with staff on 12 November 2024 | Andrada Pepenel / Roy Smith | Ongoing until implementation – 1 April 2025 |

## 7 Recommendation

The recommendation by the lead officer should be stated below. This may be: to proceed with the change, implementing the Action Plan if appropriate, consider alternatives, gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

It is recommended to proceed with Option 3 – to align to JNC terms and conditions for youth and community workers - subject to Employment Matters Committee recommending to Full Council.

Formal consultation with impacted staff to commence following recommendation by Employment Matters Committee.

## 8 Authorisation

The authorising officer is consenting that the recommendation can be implemented, sufficient evidence has been obtained and appropriate mitigation is planned, the Action Plan will be incorporated into the relevant Service Plan and monitored

### Assistant Director

Kelly Cogger

### Date of authorisation

08.11.24