

Integrated Impact Assessment (IIA)

Integrated impact assessment (IIA) form December 2019

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The integrated impact assessment is a quick and easy screening process. It should:

- identify those policies, projects, services, functions or strategies that could impact positively or negatively on the following areas:
 - Communities and safety
 - Regeneration and culture
 - Environment and public space
 - Equality & DiversityThis can be found in Section A5

Directorate:

Corporate Services

Service, function:



Title of policy, service, function, project or strategy (new or old) :

Gender Pay Gap report 2019-20

Type of policy, service, function, project or strategy:



New / proposed

★ Changed

What is the aim of your policy, service, function, project or strategy?

To ensure the Council can fulfill its statutory obligations in respect of the Gender Pay Gap Information Regulations to measure and report on the Gender Pay Gap based on the 6 statutory calculations, and implement the recommended action plan to build on the council's inclusive working practices, to

continue to reduce the gender pay gap.		
Has any consultation been undertaken for this proposal? What were the our anything changed because of the consultation? Did this inform your propos		sultations? Has
A - Communities and safety	Yes	No
ls your policy/proposal relevant to the following questions?		
A1-Crime - Will it make our city safer?		*
In thinking about this question:		
 How will it reduce crime, disorder, ASB and the fear of crime? How will it prevent the misuse of drugs, alcohol and other substance How will it protect and support young people at risk of harm? How will it discourage re-offending? 	es?	
If you want more information contact <u>Lisa.Wills@portsmouthcc.gov.uk</u> or go	o to:	
https://www.portsmouth.gov.uk/ext/documents-external/cou-spp-plan-2018-	<u>-20.pdf</u>	
Please expand on the impact your policy/proposal will have, and how you p impacts?	propose to mitigate	any negative
How will you measure/check the impact of your proposal?		
A - Communities and safety	Yes	No
Is your policy/proposal relevant to the following questions?		
A2-Housing - Will it provide good quality homes?		*
In thinking about this question:		
 How will it increase good quality affordable housing, including social How will it reduce the number of poor quality homes and accommod 		

- How will it produce well-insulated and sustainable buildings?
- How will it provide a mix of housing for different groups and needs?

If you want more information contact <u>Daniel.Young@portsmouthcc.gov.uk</u> or go to:

https://www.portsmouth.gov.uk/ext/documents-external/psh-providing-affordable-housing-in-portsmouth-april-19. pdf

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

 How are you going to measure/check the impact of your proposal?

 A - Communities and safety
 Yes

 No

 Is your policy/proposal relevant to the following questions?

 A3-Health - Will this help promote healthy, safe and independent living?

 In thinking about this question:

 • How will it improve physical and mental health?

 • How will it improve quality of life?

 • How will it encourage healthy lifestyle choices?

 • How will it create healthy places? (Including workplaces)

 If you want more information contact Dominique.Letouze@portsmouthcc.gov.uk or go to:

https://www.portsmouth.gov.uk/ext/documents-external/cons-114.86-health-and-wellbeing-strategy-proof-2.pdf

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

How are you going to measure/check the impact of your proposal?		
A - Communities and safety	Yes	Νο
Is your policy/proposal relevant to the following questions?		
A4-Income deprivation and poverty -Will it consider income deprivation and reduce poverty?		*

In thinking about this question:

- How will it support those vulnerable to falling into poverty; e.g., single working age adults and lone parent households?
- How will it consider low-income communities, households and individuals?
- How will it support those unable to work?
- How will it support those with no educational qualifications?

If you want more information contact Mark.Sage@portsmouthcc.gov.uk or go to:

https://www.portsmouth.gov.uk/ext/documents-external/cou-homelessness-strategy-2018-to-2023.pdf https://www.portsmouth.gov.uk/ext/health-and-care/health/joint-strategic-needs-assessment

Please expand on the impact your policy/proposal will have, and how you p impacts?	ropose to mitigate	any negative
How are you going to measure/check the impact of your proposal?		
A - Communities and safety	Yes	No
Is your policy/proposal relevant to the following questions?		
A5-Equality & diversity - Will it have any positive/negative impacts on the protected characteristics?	$\mathbf{\star}$	

In thinking about this question:

- How will it impact on the protected characteristics-Positive or negative impact (Protected characteristics under the Equality Act 2010, Age, disability, race/ethnicity, Sexual orientation, gender reassignment, sex, religion or belief, pregnancy and maternity, marriage and civil partnership,socio-economic)
- What mitigation has been put in place to lessen any impacts or barriers removed?
- How will it help promote equality for a specific protected characteristic?

If you want more information contact gina.perryman@portsmouthcc.gov.uk or go to:

https://www.portsmouth.gov.uk/ext/documents-external/cmu-equality-strategy-2019-22-final.pdf

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

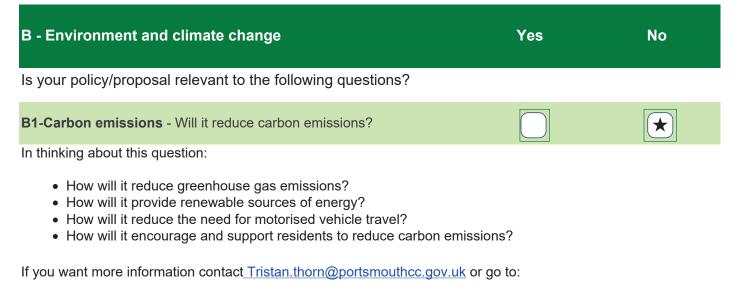
The action plan should have a positive impact on female employees in putting measures into place to reduce the gender pay gap between men's and women's average earnings across the workforce. The makeup of the Council's workforce is that it is predominantly female.

Based on 31st March 2019 data set, there were 4843 relevant full pay employees, which is made up by 3414 females (70%) and 1429 (30%) males. Out of the 4843 relevant employees, 39 are covered by TUPE regulations (11 are male and 28 are female).

The profile of the workforce has been broken down into the proportion of full time and part time employees, whereby 1135 (79%) of males are full time and 294 (21%) are part time compared to 1431 (42%) of females are full time and 1983 (58%) are part time.

Nationally the gender pay gap exists for a number of reasons, this may be due to time being taken out from the labour market for caring responsibilities or a larger proportion of females working in lower paid part time jobs.

How are you going to measure/check the impact of your proposal? The gender pay gap is reviewed and reported on annually. This identifies any changes in the pay gap and where these changes are.



https://www.portsmouth.gov.uk/ext/documents-external/cmu-sustainability-strategy.pdf

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

How are you going to measure/check the impact of your proposal?		
B - Environment and climate change	Yes	Νο
Is your policy/proposal relevant to the following questions?		
B2-Energy use - Will it reduce energy use?		*
 In thinking about this question: How will it reduce water consumption? How will it reduce electricity consumption? How will it reduce gas consumption? 		

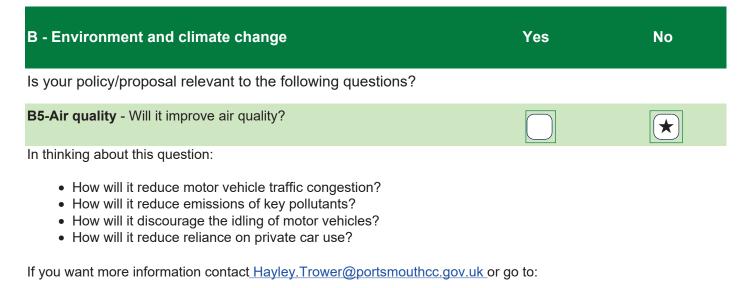
How will it reduce the production of waste?

If you want more information contact <u>Triston.thorn@portsmouthcc.gov.uk</u> or go to:

https://www.portsmouth.gov.uk/ext/documents-external/pln-portsmouth-plan-post-adoption.pdf https://democracy.portsmouth.gov.uk/documents/s24685/Home%20Energy%20Appendix%201%20-%20Energy% 20and%20water%20at%20home%20-%20Strategy%202019-25.pdf

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

B - Environment and climate change	Yes	No
Is your policy/proposal relevant to the following questions?		
B3 - Climate change mitigation and flooding- Will it proactively mitigate against a changing climate and flooding?		×
In thinking about this question:		
 How will it minimise flood risk from both coastal and surface flooding How will it protect properties and buildings from flooding? How will it make local people aware of the risk from flooding? How will it mitigate for future changes in temperature and extreme week 		
If you want more information contact Tristan.thorn@portsmouthcc.gov.uk or	go to:	
https://www.portsmouth.gov.uk/ext/documents-external/env-surface-water-m https://www.portsmouth.gov.uk/ext/documents-external/cou-flood-risk-manage Please expand on the impact your policy/proposal will have, and how you pr impacts?	gement-plan.pdf	
How are you going to measure/check the impact of your proposal?		
B - Environment and climate change	Yes	No
Is your policy/proposal relevant to the following questions?		
B4-Natural environment- Will it ensure public spaces are greener, more sustainable and well-maintained?		×
In thinking about this question:		
How will it encourage biodiversity and protect habitats?How will it preserve natural sites?How will it conserve and enhance natural species?		
If you want more information contact Daniel.Young@portsmouthcc.gov.uk o	r go to:	
https://www.portsmouth.gov.uk/ext/documents-external/pln-solent-recreation-mitigation-strategy-dec-17.pdf https://www.portsmouth.gov.uk/ext/documents-external/pln-portsmouth-plan-post-adoption.pdf		
Please expand on the impact your policy/proposal will have, and how you pr impacts?	opose to mitigate	any negative



https://www.portsmouth.gov.uk/ext/documents-external/env-aq-air-quality-plan-outline-business-case.pdf

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

How are you going to measure/check the impact of your proposal?		
B - Environment and climate change	Yes	No
Is your policy/proposal relevant to the following questions?		
B6-Transport - Will it improve road safety and transport for the whole community?		×

In thinking about this question:

- How will it prioritise pedestrians, cyclists and public transport users over users of private vehicles?
- How will it allocate street space to ensure children and older people can walk and cycle safely in the area?
- How will it increase the proportion of journeys made using sustainable and active transport?
- How will it reduce the risk of traffic collisions, and near misses, with pedestrians and cyclists?

If you want more information contact Pam.Turton@portsmouthcc.gov.uk or go to:

https://www.portsmouth.gov.uk/ext/travel/local-transport-plan-3

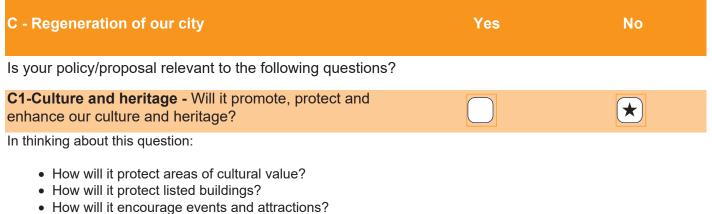
Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

B - Environment and climate change	Yes	No
Is your policy/proposal relevant to the following questions?		
B7-Waste management - Will it increase recycling and reduce the production of waste?		*
 In thinking about this question: How will it reduce household waste and consumption? How will it increase recycling? How will it reduce industrial and construction waste? 		

If you want more information contact <u>Steven.Russell@portsmouthcc.gov.uk</u> or go to:

https://documents.hants.gov.uk/mineralsandwaste/HampshireMineralsWastePlanADOPTED.pdf

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?



• How will it make Portsmouth a city people want to live in?

If you want more information contact <u>Claire.Looney@portsmouthcc.gov.uk</u> or go to:

https://www.portsmouth.gov.uk/ext/documents-external/pln-portsmouth-plan-post-adoption.pdf

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

How are you going to measure/check the impact of your proposal?		
C - Regeneration of our city	Yes	No
Is your policy/proposal relevant to the following questions?		
C2-Employment and opportunities - Will it promote the development of a skilled workforce?		*
 In thinking about this question: How will it improve qualifications and skills for local people? How will it reduce unemployment? How will it create high quality jobs? How will it improve earnings? 		
If you want more information contact Mark.Pembleton@portsmouthcc.	<u>gov.uk</u> or go to:	
https://www.portsmouth.gov.uk/ext/documents-external/cou-regenerat	ion-strategy.pdf	
Please expand on the impact your policy/proposal will have, and how impacts?	you propose to mit	igate any negative

C - Regeneration of our city	Yes	No
Is your policy/proposal relevant to the following questions?		
C3 - Economy - Will it encourage businesses to invest in the city, support sustainable growth and regeneration?		*
In thinking about this question:		
 How will it encourage the development of key industries? 		

- How will it improve the local economy?
- How will it create valuable employment opportunities for local people?
- How will it promote employment and growth in the city?

If you want more information contact Mark.Pembleton@portsmouthcc.gov.uk or go to:

https://www.portsmouth.gov.uk/ext/documents-external/cou-regeneration-strategy.pdf

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

How are you going to mea	sure/check the impact of your proposal?
Q8 - Who was involved	d in the Integrated impact assessment?
Jolene Chaffin	
This IIA has been appr	oved by:
Contact number:	
Date:	