

EQUALITY IMPACT ASSESSMENT

A. Summary Details		
1	Title of EIA:	Employer Pension Discretions
2	Person responsible for the assessment:	Deborah Lucas, Head of HR Business Partnering
3	Contact details:	x 4095
4	Section & Directorate:	HR, T&R
5	Name and roles of other officers involved in the EIA, if applicable:	N/A
B. Policy or Function		
1	Is this EIA for a policy or function?	Policy <input checked="" type="checkbox"/> Function <input type="checkbox"/>
2	Is this EIA for a new or existing policy or function?	New <input checked="" type="checkbox"/> Existing <input type="checkbox"/> Change to an existing policy or function
3	What is the main purpose of the policy/function?	To support the Council's decision making process in relation to pension discretions
4	Is the policy/function associated with any other policies of the Authority?	Yes
5	Do any written procedures exist to enable delivery of this policy/function?	Yes

6	Are there elements of common practice not clearly defined within the written procedures? If yes, please state.	No
7	Who are the main stakeholders of the policy? How are they expected to benefit?	Members of the GMPF Scheme in relation to the pension benefits that they may receive as a result of the Council's decisions
8	How will the policy/function (or change/improvement), be implemented?	It will be considered and approved by Employment Committee and applied in line with the Council's Constitution
9	What factors could contribute or detract from achieving these outcomes for service users?	Outcomes will be based upon the decisions that the Council makes. Those decisions will primarily be made in the financial interest of the Council
10	Is the responsibility for the proposed policy or function shared with another department or authority or organisation? If so, please state?	No

C. Data Collection

1	What monitoring data do you have on the number of people (from different equality groups) who are using or are potentially impacted upon by your policy/ function?	Workforce data based upon LGPS membership
2	Please specify monitoring information you have available	Composition of the workforce data (available if required)
3	If monitoring has NOT been undertaken, will it be done in the future or do you have access to relevant monitoring data?	N/A

D. Consultation & Involvement

1	Are you using information from any previous consultations and/or local/national consultations, research or practical guidance that will assist you in completing this EIA?	No
2	Please list any consultations planned, methods used and groups you plan to target. (If applicable)	N/A
3	What barriers, if any, exist to effective consultation with these groups and how will you overcome them?	N/A

E: The Impact – Identify the potential impact of the policy/function on different equality target groups

	Positive	Negative (please specify if High, Medium or Low)	Neutral	Reason
Gender – both men and women, and transgender;			X	
Pregnant women & women on maternity leave			X	
Gender Reassignment			X	
Marriage & Civil Partnership			X	
Race - include race,			X	

nationality & ethnicity (NB: the experiences may be different for different groups)				
Disability – physical, sensory & mental impairments		Medium		Where individuals apply for early release of benefits on compassionate grounds, this generally relates to a serious illness, which, by its nature is likely to be related to a disability
Age Group - specify eg; older, younger etc)		Medium		Given that the matter relates to pension benefits, it ordinary follows that those individuals seeking to access early benefits are from an older age group
Sexual Orientation – Heterosexual, Lesbian, Gay Men, Bisexual people			X	
Religious/Faith groups (specify)			X	

As a result of completing the above what is the potential negative impact of your policy?

High **Medium** **Low**

F. Could you minimise or remove any negative potential impact? If yes, explain how.		
Race:		N/A
Gender, including pregnancy & maternity, gender reassignment, marriage & civil partnership		N/A
Disability:		There is a provision in the policy to take into account exceptional circumstances, which could include a disability
Age:		There is a provision in the policy to take into account exceptional circumstances, which could include age
Sexual Orientation:		N/A
Religious/Faith groups:		N/A
Also consider the following:		
1	If there is an adverse impact, can it be justified on the grounds of promoting equality of opportunity for a particular equality group or for another legitimate reason?	N/A N/A
2	Could the policy have an adverse impact on relations between different groups?	N/A
3	If there is no evidence that the policy <i>promotes</i> equal opportunity, could it be adapted so that it does? If yes, how?	N/A

G. EIA Action Plan

Recommendation	Key activity	When	Officer Responsible	Links to other Plans eg; Sustainable Community Strategy, Corporate Plan, Business Plan,	Progress milestones	Progress
When exercising discretion under the policy, assess the individual's age and whether or not there is a disability	When exercising discretion under the policy, account should be taken of the individual's age and whether or not there is a disability	Ongoing	S.151 and Director of HR	Employment policies	Ongoing	Ongoing