

# LGPS Discretions Policy

## May, 2014

Equality Impact Assessment

# LGPS Discretions Policy

**Contact:** Sophie Vaughan, HR

**Updated:** 19/05/2014

## 1. What type of proposal / decision is being assessed?

A new or revised policy

## 2. What is the purpose of this proposal / decision, and what change (to staff or the community) will occur as a result of its implementation?

The purpose of this revised policy is to bring the policy in line with the new LGPS Pension Regulations. This will provide employees and employers with an agreed policy which outlines the discretions that the employer has in five key areas.

1. Whether to offer shared cost Additional Pension Costs with an employee
2. Whether to offer Flexible Retirement - which has already been agreed
3. Whether to allow an authority to activate the rule of 85 for employees retiring between 55 and 60
4. Whether to offer additional pension to an employee up to a maximum of £6,500 per annum.
5. Allowing early release of pensions on compassionate grounds, or when there is no cost to the council.

The Council's position on 1,2,4 & 5 have not altered, although the option to activate the "85 Year Rule" is new. The recommendation is that each case will be considered on it's own merits, and will require a business case to be confirmed by the Head of Finance and Head of HR, similar to the process of the Early Termination of Employment Policy.

## 3. Does this proposal / decision require an equality impact assessment? If no, please explain why.

*Please note: if the proposal will have an impact on people (staff or the community) then an equality impact assessment **must** be undertaken*

Yes

<If no, briefly summarise the reasons for this decision here, and skip ahead to the declaration at the end>

## 4. Please provide a summary of the steps taken, and the information used, to carry out this assessment, including any engagement undertaken

*(Please refer to section 1 in the toolkit for guidance)*

The policy has been considered to see if there was an impact on each of the protected characteristics. Different scenarios were considered, and then considered in line with the protected characteristics. Many of the discretions Denbighshire County Council has opted not to adopt. The Flexible Retirement Policy has it's own EIA. The only one remaining is the Rule of 85.

- 5. Will this proposal / decision have a positive impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?**  
*(Please refer to section 1 in the toolkit for a description of the protected characteristics)*

n/a

- 6. Will this proposal / decision have a disproportionate negative impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?**

n/a

- 7. Has the proposal / decision been amended to eliminate or reduce any potential disproportionate negative impact? If no, please explain why.**

Yes	The proposal is to ensure that the discretions policy is in line with the new legislation
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- 8. Have you identified any further actions to address and / or monitor any potential negative impact(s)?**

Yes	<If yes please complete the table below. If no, please explain here>
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Action(s)	Owner	By when?
Ensure Business Cases are submitted and the decision makers use fair criteria	Sophie Vaughan	Ongoing
<Please describe>	<Enter Name>	<DD.MM.YY>
<Please describe>	<Enter Name>	<DD.MM.YY>
<Please describe>	<Enter Name>	<DD.MM.YY>
<Unrestrict editing to insert additional rows>	<Enter Name>	<DD.MM.YY>

## 9. Declaration

Every reasonable effort has been made to eliminate or reduce any potential disproportionate impact on people sharing protected characteristics. The actual impact of the proposal / decision will be reviewed at the appropriate stage.

Review Date:	January, 2015
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Name of Lead Officer for Equality Impact Assessment	Date
Sophie Vaughan	19/05/2014

**Please note you will be required to publish the outcome of the equality impact assessment if you identify a substantial likely impact.**

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