

INITIAL EQUALITY IMPACT ASSESSMENT PRO FORMA

Section:	Names of those undertaking assessment:	
Whole Council	Joyce Slater Marion Fox Hilary Lovell	
Name of Policy to be assessed: Amendments to pensions and compensation policies	Date of Assessment: 10.10.06	Is this a new or existing policy?: Current policies need amending in accordance with Employment Equality (Age) Regulations 2006
1. Briefly describe the aims, objectives and purpose of the policy: To ensure the compensation payments scheme and retirement arrangements comply with current legislation.		
2. What are the key performance indicators? BVPI 14 and BVPI 15		
3. Who will be affected by this policy? All employees		
4. Who is intended to benefit from this policy and in what way? Employees whose posts are redundant and employees affected by the Rule of 85 interim arrangements / regulation 31 arrangements for early retirements.		
5. Are there any other organisations involved in the delivery of the service? Lincolnshire County Council as pension scheme administrators.		
6. What outcomes are required from this policy and for whom? Compliance with legislation. A clear, fair and consistent process for all affected employees.		
7. What factors/forces could contribute/detract from the outcomes? Further changes from government in pension arrangements.		
8. Who are the main stakeholders in relation to the policy? Employees Managers Pension Scheme Administrator Audit Trade Unions		
9. Who implements the policy, and who is responsible for the policy? Collective responsibility – new 5 stage approval process ensures internal control. The 5 stages are as follows:		

Service Manager
HR Manager
Section 151 Officer
Monitoring Officer
Chief Executive

10. Are there concerns that the policy could have a differential impact on different racial groups? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this?

No particular concerns – the five stage approval process will ensure a consistent approach to the decision making process to ensure that employees from different racial groups are not differently affected.

11. Are there concerns that the policy could have a differential impact on men and women? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this?

Redundancy payments for women who may have taken career breaks for childcare purposes could be affected.

Compensation payments for redundancy on a flat rate basis were considered and consulted on but there appeared to be no support from staff or unions for this proposal.

In terms of redundancy arrangements see section 10.

12. Are there concerns that the policy could have a differential impact on disabled people? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this?

See section 10.

Section 31 of the Regulations permits early retirement with employer consent which could be beneficial to employees with a disability.

13. Are there concerns that the policy could have a differential impact on the grounds of sexual orientation? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this?

See section 10.

14. Are there concerns that the policy could have a differential impact on the grounds of age? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this?

There is a differential impact in terms of redundancy payments which are calculated using age and length of service. Our proposals are based on statutory calculations which have been given a dispensation with respect to age discrimination regulations.

15. Are there concerns that the policy could have a differential impact on the grounds of religious belief? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this?

See section 10.

16. Are there concerns that the policy could have a differential impact on any other groups of people eg those with dependants/caring responsibilities, those with an offending past, those with learning difficulties, transgendered or transsexual people. If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this?

In terms of redundancy payments there could be a differential impact for those with caring responsibilities in the same way as for women – see section 11 above.

17. Are there any obvious barriers to accessing the service eg language, physical access?
No
18. Where do you think improvements could be made?
Not applicable.
19. Are there any unmet needs or requirements that can be identified that affect specific groups. If yes, please give details.
No
20. Is there a complaints system? Yes. Determination of applications for early retirement and the provisions relating to compassion for enhancement of redundancy payments is delegated to the Chief Executive. Employees have the right to appeal on the decision to a member panel.
21. Do we monitor complaints by race, gender, disability, age, sexual orientation, religious belief? Arrangements to be put in place as per current grievance procedure.
22. Do we have feedback from managers or frontline staff? All staff were consulted. Issues were consulted on with the trade unions via the JCNG.
23. Is there any feedback from voluntary/community organisations? Not applicable.
24. Is there any research or models of practice that may inform our view? National guidance.
25. Could the differential impact identified in 8 – 16 amount to there being unlawful discrimination in respect of this policy? No
26. Could the differential impact identified in 8-16 amount to there being the potential for adverse impact in this policy? No
27. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason? Not applicable.
28. Should the policy proceed to a full impact assessment? No.
29. Date on which Full assessment to be completed by Not applicable

Signed (Lead Officer):Joyce Slater.....

Date:12th October 2006.....