



**Equality Impact Assessment
Validation Decision Notice**

EIA Reference Number	11/2010
Service, policy, or strategy	Discretionary Policy Statement – Pension and Severance
Element(s) assessed	Redundancy Multiplier
Names of Assessors	Dorcas Bunton (Corporate Director), Shella Storey (HR Manager), Hilary Brummell (JSCF), Jane Mason (Unison), Dave Hill (Unison), Sarah Blohm

Consider:

	Yes	No
Was discrimination or disadvantage identified?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Was the service promoting equality?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Could the service be improved in promoting equality?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Are the customers' needs understood and met?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Is there good evidence and/or reasoning to support the decisions on whether groups are/aren't affected?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Does the summary report properly reflect the key findings of the assessment?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Is the summary report clear and easy to understand?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
If improvements have been identified, do they reflect and deal with the key findings?	<input checked="" type="checkbox"/>	<input type="checkbox"/>

The decision is to: **Validate** **Not validate**

The reason/s for the decision are: *please give details below*

- Validation given – information correct No improvements required
- Not validated – decision not to proceed as EIA incorrect
- Not validated - screening error
- Not validated – research/consultation error
- Not validated – improvement error

Signed

Designation
Corporate Director

Name
Karen Brimacombe

Date
24 May 2010

Summary Report

Name of service, policy, or strategy	Pension and Severance Discretionary Statement
Element(s) being assessed	Redundancy Multiplier reduction
Date of assessment	21 May 2010
Name of assessors	Dorcas Bunton, Shella Storey, Hilary Brummell (JSCF), Jane Mason (Unison), Dave Hill (Unison), Sarah Blohm

The Assessment

The council has a legal requirement under the Compensation Regulations to develop a policy statement regarding discretionary powers to increase compensatory payments made to staff following redundancy. The recommendations made in the proposal aim to give staff a clear framework for calculating severance pay and also identify potential savings for the council, through reducing the lump sum payment and by reducing the employers' contributions for the early release of pension benefits.

The recommendations contained within the proposed policy included:

- Use of actual week's pay rather than statutory maximum weekly pay
- To reduce the multiplier used to calculate severance pay
- Not to augment pension service
- To give employees option to use some or all of their discretionary redundancy payment to purchase augmented service in the LGPS where this is cost neutral for the council

Assessment Findings

The EIA group acknowledged that although the proposed policy did not discriminate against any equality group, there would be a significant negative effect for staff facing redundancy as the proposed reduction would lead to any severance pay being reduced. The group also acknowledged that, as indicated by national research, some people (such as older, female employees) may find it harder to find other employment. Support available to staff facing redundancy includes training, time off for interviews and coaching. Although the group identified this negative impact as a concern, the policy itself complies with equality impact assessment requirements.

Recommendations

To forward the completed scoping/screening paperwork to the Equalities Strategy Group for validation and publication.