



**Basingstoke  
and Deane**

## Equality Impact Assessment Validation Decision Notice

<b>EIA Reference Number</b>	81
<b>Service, policy, or strategy</b>	Retirement Policy
<b>Element(s) assessed</b>	
<b>Names of Assessors</b>	HR Manager, Local Tax Court Officer, Customer Access Manager

Consider:

	Yes	No	
Was discrimination or disadvantage identified?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	div legal.
Was the service promoting equality?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Could the service be improved in promoting equality?	<input type="checkbox"/>	<input checked="" 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

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**  
26 May 2011

Stage 1

<b>STAGE 1 – Briefing Note</b>	
<i>EIA ID (Sinbad reference number)</i>	81
<i>Date of meeting</i>	9 May 2011
<i>Job Titles of assessors</i>	HR Manager Local Tax Court Officer Customer Access Manager

**The Assessment**

The purpose of the Retirement Policy is to provide information and guidance to staff and managers about retirement options and benefits.

**Assessment Findings**

The assessment found many positives in the retirement policy, including being able to join Local Government Pension Scheme up to the age of 75, which was a previous exclusion. The policy also contains practical examples of retirement scenarios and a range of pre-retirement courses.

A potential negative impact is to younger workers where opportunities for promotion and job opportunities are reduced through older workers staying at work longer.

**Justification**

Decision to move to scoping and screening stage as this is an HR policy.

**Stage 6**

<i>EIA ID (Sinbad reference number)</i>	81
<i>Date of assessment</i>	9 May 2011
<i>Name of assessors</i>	HR Manager, Local Tax Court Officer, Customer Access Manager

**The Assessment**

The changes to the Retirement Policy following a change in legislation were reviewed by the above officers. The team discussed the information collated by the HR Manager about the age profile of the population as part of the FLOW project.

**The Customer/Customer Group**

N/A

**Consultation and Research**

Information has been gathered in relation to BDBC workforce age profile including trends. Business Unit, Gender etc have been analysed as part of this review.

**Key Individuals and Organisation**

TAEN, Third Age Employment Network provided research information.

**Assessment Findings**

The assessment found many positives in the retirement policy, including being able to join Local Government Pension Scheme up to the age of 75, which was a previous exclusion. The policy also contains practical examples of retirement scenarios and a range of pre-retirement courses.

A potential negative impact is to younger workers where opportunities for promotion and job opportunities are reduced through older workers staying at work longer. However, the profile of an aging population goes some way to reducing this impact.

**Actions Arising**

Identified in Improvement Plan.

**Equality Impact Assessment  
Stage 5**

**FORM F**

<b>STAGE 5 - Improvements</b>	
<b>EIA ID (Sinbad reference number)</b>	81
<b>Date to be submitted for validation</b>	9 May 2011
<b>Target implementation start date</b>	1 April 2011
<b>Target completion date</b>	April 2012
<b>Action required to achieve improvement title &amp; brief description</b>	A project is underway called Flexible Lives for Older Workers (FLOW) which is aimed at enabling workers aged 50 plus to continue working and promotes the options within this policy
<b>Reference number or code</b>	
<b>Responsibility:</b>	HR Manager
	HR Business Partners
<b>Resource implications</b>	There are implications for the HR business partner team. Funding has been obtained from the EU Social Fund.
<b>Links</b> <i>To business/service plan actions, policies, strategies or programmes</i>	GACS Service Plan, HR Team Action Plan 2011/12

*The prioritisation criteria used at Stage 2 may be useful to give an overall priority and to prioritise individual actions. In either case you may need to add additional criteria such as cost, timescale, ease of implementation, etc.*