

## Assessing Equality – The Equality Act 2010

### Customer Impact Assessment

#### Name and brief description of policy being analysed

#### Flexible and Early Retirement Policy

Fenland District Council is committed to providing choice and flexibility to employees making the transition from working life to retirement. In compliance with the Local Government Pension Scheme (LGPS) regulations, we offer employees the right to request early or flexible retirement. This policy explains what is meant by the term early/flexible retirement and outlines the Council's procedure for dealing with retirement requests.

#### Information used for customer analysis

The policy itself, best practice, ACAS guidelines, XpertHR, appropriate legislation, consultation with StaffSide, CMT, colleagues and HR team. Where appropriate Staff Committee.

	Could particularly benefit	Neutral	May adversely impact	Explanations	Is action possible or required?	Details of actions or explanations if actions are not possible  Please note details of any actions to be placed in your Service Plan
Race	<input type="checkbox"/>	✓	<input type="checkbox"/>	<b>Increased choices and flexibility when reaching 'traditional' retirement age.</b>	N	
Sex	<input type="checkbox"/>	✓	<input type="checkbox"/>		N	
Gender reassignment	<input type="checkbox"/>	✓	<input type="checkbox"/>		N	
Disability	<input type="checkbox"/>	✓	<input type="checkbox"/>		N	
Age	✓	<input type="checkbox"/>	<input type="checkbox"/>		N	
Sexual orientation	<input type="checkbox"/>	✓	<input type="checkbox"/>		N	
Religion or belief	<input type="checkbox"/>	✓	<input type="checkbox"/>		N	
Pregnancy & maternity	<input type="checkbox"/>	✓	<input type="checkbox"/>		N	
Marriage & civil partnership	<input type="checkbox"/>	✓	<input type="checkbox"/>		N	
Human Rights	<input type="checkbox"/>	✓	<input type="checkbox"/>		N	

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<b>Socio Economic</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		N	
<b>Multiple/ Cross Cutting</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		N	
<b>Outcome(s) of customer analysis</b>						
<p>a) Will the policy/ procedure impact on the whole population of Fenland and/ or identified groups within the population; negative <input type="checkbox"/> neutral <input checked="" type="checkbox"/> positive <input type="checkbox"/></p> <p>No major change needed <input checked="" type="checkbox"/>      Adjust the policy <input type="checkbox"/>      Adverse impact but continue <input type="checkbox"/>      Stop and remove / reconsider policy <input type="checkbox"/></p>						
<b>Arrangements for future monitoring:</b>						
Review with service managers as and when required for advice to ensure no negative impacts.						
<b>Details of any data/ Research used (both FDC &amp; Partners):</b>						
<b>Completed by:</b>						
<b>Name: Marie Harley</b>						
<b>Position: HR Business Partner</b>						
<b>Approved by (manager signature):</b>				<b>Date published:</b> This should be the date the analysis was published on the website		
				<b>March 2019</b>		
<b>Details of any Committee approved by (if applicable):</b>				<b>Date endorsed by Members if applicable:</b>		
N/A						