

Assessing Equality – The Equality Act 2010

Customer Impact Assessment

Name and brief description of policy being analysed

Flexible and Early Retirement

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 MTSP, 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 checked="" type="checkbox"/> | <input type="checkbox"/> | This policy benefits older people as it gives them, increased choices and flexibility when reaching 'traditional' retirement age. This still allows people to retire earlier than normal or work past retirement age if they wish to do so on a flexible basis. | N | |
| Sex | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | | N | |
| Gender reassignment | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | | N | |
| Disability | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | | N | |
| Age | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | N | |
| Sexual orientation | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | | N | |
| Religion or belief | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | | N | |
| Pregnancy & maternity | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | | N | |
| Marriage & civil partnership | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | | N | |

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|--------------------------------|--------------------------|-------------------------------------|--------------------------|-----------------|---|--|
| Human Rights | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | No known impact | N | |
| Socio Economic | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | No known impact | N | |
| Multiple/ Cross Cutting | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | No known impact | N | |

Outcome(s) of customer analysis

a) Will the policy/ procedure impact on the whole population of Fenland and/ or identified groups within the population; negative neutral positive

No major change needed Adjust the policy Adverse impact but continue Stop and remove / reconsider policy

Arrangements for future monitoring:

Review with service managers as and when required for advice to ensure no negative impacts.

Details of any data/ Research used (both FDC & Partners):

Completed by:

Name: Ross Potter

Position: HR, Payroll & Learning Admin Apprentice

Approved by (manager signature):

Date published:

Details of any Committee approved by (if applicable):

Date endorsed by Members if applicable: