

Assessing Equality – The Equality Act 2010

Customer Impact Assessment

Name and brief description of policy being analysed

Retirement Policy

Fenland District Council recognises its legal obligation under the Age Discrimination Regulations 2006 to ensure that no employee is discriminated against on the basis of their age. The regulations introduce a retirement default age of 65 years of age.

The normal retirement date for Council employees is their 65th birthday, however they can continue to work beyond this date or choose to retire from the age of 60 onwards (dependant on certain circumstances). Pension benefits will vary for scheme members.

This policy details the Council’s approach to all employees who reach normal retirement age, and will enable a constructive dialogue between the Council and employees who may wish to continue working after retirement age.

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 type="checkbox"/>	Giving staff increased flexibility over retirement.	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	

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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	
Human Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		N	
Socio Economic	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		N	
Multiple/ Cross Cutting	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		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: Marie Harley

Position: HR Business Partner

Approved by (manager signature):

Date published: This should be the date the analysis was published on the website

March 2019

Details of any Committee approved by (if applicable):

Date endorsed by Members if applicable:

N/A