

APPENDIX 3

EQUALITY IMPACT ASSESSMENT

Directorate People Planning and Regeneration	Human Resources	Section:	Person responsible for the assessment: Howard Crabtree Corporate Manager - Human Resources			
Name of the Policy to be assessed	'Early Retirement / Severance Scheme'		Date of Assessment	27/02/07	Is this a new or existing policy	New (revised)
1. Briefly describe the aims, objectives and purpose of the policy			The Policy and Statement of Discretions are required under the local Government (Early Termination of Employment) Regulations 2006. These govern termination / severance payments in Local Government, including aspects of pension provision.			
2. Are there any associated objectives of the policy, please explain			There is a requirement that any severance scheme retains public confidence. The scheme must be 'workable, affordable and reasonable having regard to foreseeable costs'.			
3. Who is intended to benefit from the policy and in what way			The policy enables compensation for employees whose employment is terminated by way of <ul style="list-style-type: none"> • Redundancy • Early retirement on the grounds of efficiency • Early retirement of the grounds of ill health • Early retirement under rule 31 of the Local Government Pension Scheme (the 85 year rule). 			
4. What outcomes are wanted from this policy?			The provision of compensation to employees that facilitates effective organisational change and retains public confidence.			

5. What factors/forces could contribute/detract from the outcomes?	Contribute: <ul style="list-style-type: none"> • Consultation with Trade Unions • Consultation with the District Auditor Detract: <ul style="list-style-type: none"> • The Council's financial position • Adverse Employee/Industrial Relations • Failure to manage organisational change 		
6. Who are the main stakeholders in relation to the policy	<ul style="list-style-type: none"> • Employees • Trade Unions • Public (as Council Tax Payers) 	7. Who implements the policy and who is responsible for the policy?	Corporate Manager – Human Resources
8. Are there concerns that the policy could have a differential impact on racial groups.	N	A robust approach to equalities issues in HR policies for handling redundancy / redeployment mitigate this risk.	
What existing evidence (either presumed or otherwise) do you have for this?	No recent grievances / tribunal claims to date on this issue.		
9. Are there concerns that the policy could have a differential impact due to gender	N	A robust approach to equalities issues in HR policies for handling redundancy / redeployment mitigate this risk.	
What existing evidence (either presumed or otherwise) do you have for this?	No recent grievances / tribunal claims to date on this issue.		
10. Are there concerns that the policy could have a differential impact due disability	N	<ul style="list-style-type: none"> • A robust approach to equalities issues in HR policies for handling redundancy / redeployment mitigate this risk. • Consideration of Early Retirement on Grounds of Ill Health must meet the criteria in the Pension Scheme. The decision is solely on medical grounds undertaken independently of the Council by its Occupational health Provider. 	

What existing evidence (either presumed or otherwise) do you have for this?	No recent grievances / tribunal claims to date on this issue.	
11. Are there concerns that the policy could have a differential impact on people due to sexual orientation	N	A robust approach to equalities issues in HR policies for handling redundancy / redeployment mitigate this risk.
What existing evidence (either presumed or otherwise) do you have for this?	No recent grievances / tribunal claims to date on this issue.	
12. Are there concerns that the policy could have a differential impact on people due to their age	Y	<ul style="list-style-type: none"> • The 2006 Local Government Regulations were produced in response to the Employment Equality (Age) Regulations 2006. • Severance payments have included elements of age/length of service to determine amounts paid and these could be challengeable.
What existing evidence (either presumed or otherwise) do you have for this?	No evidence exists as yet. The Council has had the proposed policy checked by an external QC who advised on the original scheme.	
13. Are there concerns that the policy could have a differential impact on people due to their religious belief	N	Robust HR Policies cover this aspect.
What existing evidence (either presumed or otherwise) do you have for this?	No recent grievances / tribunal claims to date on this issue.	
14. Are there concerns that the policy could have a differential impact on people due to them having dependants/caring responsibilities	N	<ul style="list-style-type: none"> • Robust HR Policies cover this aspect. • The Policy makes explicit reference to calculating service when there are breaks due to caring responsibilities.
What existing evidence (either presumed or otherwise) do you have for this?	No recent grievances / tribunal claims to date on this issue.	
15. Are there concerns that the policy could have a differential impact on people due to their offending past	N	Robust HR Policies cover this aspect.

What existing evidence (either presumed or otherwise) do you have for this?		No recent grievances / tribunal claims to date on this issue.		
16. Are there concerns that the policy could have a differential impact on people due to them being transgendered or transsexual		N	Robust HR Policies cover this aspect.	
What existing evidence (either presumed or otherwise) do you have for this?		No recent grievances / tribunal claims to date on this issue.		
17. Could the differential impact identified in 8-16 amount to there being the potential for adverse impact in this policy?	Yes	This could occur in relation to age ; case law will need to be kept under review to check continued compliance with the law.		
18. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?	NO			
19. Should the policy proceed to a partial impact assessment?	NO	20. If Yes, is there enough evidence to proceed to a full EIA		N/A
		21. Date on which Partial or Full impact assessment to be completed by		N/A

Signed (completing officer) _____

Signed (Policy Team Leader) _____

Impact Assessment continued.

Northampton Borough Council has addressed some of these issues by the following actions;

- Seeking legal opinion on the operation of the scheme - Age

Proposed recognised actions to monitor and overcome unjustifiable or adverse treatment

- Keeping Case Law under review

Stages 3 & 4 – Formal Consultation & Consultation Result

Formal consultation with Trade Unions has been taking place as part of the consultation on collective redundancies initiated in February 2007.

Stage 5 – Publishing of Findings

Stage 6 – Monitor & Review Arrangements

In built review at September 2007.