

Impact Assessment - First Stage

1. Details of the initiative

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| Initiative description and summary: Amendments to LGPS Discretion Policy as a result of additions directed by the LGPS |
| Service Area: All Council Employees eligible to be part of LGPS |
| Directorate: All |

2. Does the initiative affect:

| | Yes | No |
|--------------------------------------|-----|----|
| Service users | | X |
| Staff | X | |
| Wider community | | X |
| Internal administrative process only | X | |

3. Does the initiative impact on people because of their:

| | Yes | No | None/ Negligible | Don't Know | Impact H/M/L | Reasons for your decision (including evidence)/How might it impact? |
|----------------------------|-----|----|---------------------|---------------|-----------------|--|
| Age | X | | | | L | Low impact as Pension Discretion Policy used rarely. Impact on age only applies as employees need to be over 55 to access pension with the exception of ill health retirement. |
| Disability | | X | | | | |
| Gender Reassignment | | X | | | | |
| Marriage/Civil Partnership | | X | | | | |

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|---------------------|--|---|--|--|--|--|
| Pregnancy/Maternity | | X | | | | |
| Race | | X | | | | |
| Religion/Belief | | X | | | | |
| Sex | | X | | | | |
| Sexual orientation | | X | | | | |

4. Does the initiative impact on:

| | Yes | No | None/ Negligible | Don't know | Impact H/M/L | Reasons for your decision (including evidence used) / How might it impact? |
|---|-----|----|---------------------|---------------|-----------------|---|
| People's opportunities to use the Welsh language | | X | | | | |
| Treating the Welsh language no less favourably than English | | X | | | | |

5. Does the initiative impact on biodiversity:

| | Yes | No | None/ Negligible | Don't know | Impact H/M/L | Reasons for your decision (including evidence) / How might it impact? |
|--------------------------------------|-----|----|---------------------|---------------|-----------------|--|
| To maintain and enhance biodiversity | | X | | | | |

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|--|--|---|--|--|--|--|
| To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc. | | X | | | | |
|--|--|---|--|--|--|--|

6. Does the initiative embrace the sustainable development principle (5 ways of working):


| | Yes | No | Details |
|--|-----|----|---|
| Long term - how the initiative supports the long term well-being of people | x | | The additions to the policy clarify some additional discretions which sit with the Local Authority as the Employer to make decisions. |
| Integration - how the initiative impacts upon our wellbeing objectives | | | N/A – this policy is delegated to the employer by LGPS |
| Involvement - how people have been involved in developing the initiative | | | N/A – this is delegated to the employer by LGPS |
| Collaboration - how we have worked with other services/organisations to find shared sustainable solutions | | | N/A – this is delegated to the employer by LGPS |
| Prevention - how the initiative will prevent problems occurring or getting worse | | | N/A – this is delegated to the employer by LGPS |

7. Declaration - based on above assessment (tick as appropriate):

| | |
|--|---|
| A full impact assessment (second stage) is not required | X |
| Reasons for this conclusion | |
| <p>A full impact is not required as there is no impact on any protected group, with the exception of Age. Age is a direct element of the pension scheme as employees have to be 55 or over to access their pension, unless on the grounds of ill health.</p> <p>It also has no negative impact on bio-diversity or the Welsh Language.</p> | |

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| A full impact assessment (second stage) is required | |
| Reasons for this conclusion | |
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| | Name | Position | Signature | Date |
|---------------|----------------------|--------------------------|---|-------------------|
| Completed by | Amy Hutchings | HR Manager | | 08/11/2019 |
| Signed off by | Sheenagh Rees | Head of Service/Director |  | 21/11/19 |