

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Amendments to LGPS Discretions 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				
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				
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment,		X				

such as air quality, flood alleviation, etc.						
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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 policy is delegated to the employer by LGPS
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions			N/A – this policy is delegated to the employer by LGPS
Prevention - how the initiative will prevent problems occurring or getting worse			N/A – this policy 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	
A full impact is not required as there is low impact on a protected group as these changes are in line with pension regulations. It also has no negative impact on bio-diversity or the Welsh Language.	

A full impact assessment (second stage) is required	
Reasons for this conclusion	

	Name	Position	Date
Completed by	Amy Hutchings	HR Manager	12 July 2021
Signed off by	Sheenagh Rees	Head of Human & Org Development	6 th August 2021