

Equalities Impact Assessment - Policies, Relevance and Impact

Policy Title: Retirement Policy

Section 1					
<p>Does this policy or procedure impact on staff patients or public?</p> <p>Staff</p>	<p>How relevant is it to achieving the duties under race legislation?</p> <p>0</p>	<p>Could some groups be disadvantaged due to race?</p> <p>N</p>	<p>How relevant is it to achieving the duties under disability legislation</p> <p>N</p>	<p>Could some groups be disadvantaged due to disability?</p> <p>N</p>	<p>Could men or women be disadvantaged by this policy?</p> <p>N</p>
<p>Could some groups be disadvantaged according to their religious belief or philosophy?</p> <p>N</p>	<p>Could some groups be disadvantaged according to their sexual orientation?</p> <p>N</p>	<p>Could some groups be disadvantaged according to their age?</p> <p>Y</p>			

Section 2			
Please note in this section:	Race:	Disability:	Gender:
<ul style="list-style-type: none"> any thing you have already included in the policy to meet the equality duties any changes you have made to the policy in order to eliminate any potential for disadvantage on the grounds of race disability or gender 	N/A	N/A	N/A
	N/A	N/A	<p>Age: Included: Provision for flexible working options, Facility to work beyond normal retirement age (up to 70), Provision of pre-retirement courses, Links to pension provision. Removal of upper age limit for people working past normal retirement age, and requirement for extensions to be reviewed at appraisal annually. Associated guidance on “right to request deferment of retirement” to be produced and referenced within the policy. Changes made to pensions scheme in light of legislation to be reflected in the appendices.</p> <p>Recommended: Policy to be monitored re:requests for deferment and agreement to defer.</p>

NB

The duties under the legislation are to eliminate unlawful discrimination and promote equality

The content of this assessment has been formulated by Maxine Morris, Head of HR, Diversity, Laura Flatman and Kate Douglas, Senior HR Advisers, in consultation with the Trust’s Diversity Reference Group (chaired by Oretha Gaskin) and the Staff Side Council (chaired by Bobbie Chadwick). If you have any queries regarding the content of this assessment or the process , please contact Maxine Morris, Head of HR, Diversity by email at maxine.morris@leedsth.nhs.uk or by telephone on 0113 206 4146.

Assessment appended to policy ratification paper and agreed at Trust Board

Date: Insert ratification date