

# Pre-Screening Equality Impact Assessment

Borough Council of  
**King's Lynn &  
West Norfolk**



Name of policy/service/function		Pension Fund – Employer's Policy Statement				
Is this a new or existing policy/ service/function?		Existing (NB. Internal Policy for Staff)				
Brief summary/description of the main aims of the policy/service/function being screened. Please state if this policy/service rigidly constrained by statutory obligations		Policy statement required by law to set out how an employer will exercise various discretions provided by the Local Government Pension Scheme. Discretions outlined in the LGPS (Administration) Regulations 2013				
<b>Question</b>		<b>Answer</b>				
<p><b>1. Is there any reason to believe that the policy/service/function could have a specific impact on people from one or more of the following groups <b>according to their different protected characteristic</b>, for example, because they have particular needs, experiences, issues or priorities or in terms of ability to access the service?</b></p> <p>Please tick the relevant box for each group.</p> <p>NB. Equality neutral means no negative impact on any group.</p>			Positive	Negative	Neutral	Unsure
		Age			✓	
		Disability			✓	
		Gender			✓	
		Gender Re-assignment			✓	
		Marriage/civil partnership			✓	
		Pregnancy & maternity			✓	
		Race			✓	
		Religion or belief			✓	
		Sexual orientation			✓	
		Other (eg low income)			✓	
<b>Question</b>		<b>Answer</b>	<b>Comments</b>			
<p><b>2. Is the proposed policy/service likely to affect relations between certain equality communities or to damage relations between the equality communities and the Council, for example because it is seen as favouring a particular community or denying opportunities to another?</b></p>		No	<p>Although this policy specifically relates to pension matters, and thus affects employees aged 55 and above, it is a legal requirement. The content of the policy is consistent with legal requirements and sets out the Council's position with regards to how each discretion will be applied to ensure consistency of approach.</p> <p>The proposals contained within the report will be subject to usual consultation arrangements with Unions for staff related policies.</p>			
<p><b>3. Could this policy/service be perceived as impacting on communities differently?</b></p>		No				
<p><b>4. Is the policy/service specifically designed to tackle evidence of disadvantage or potential discrimination?</b></p>		No				
<p><b>5. Are any impacts identified above minor and if so, can these be eliminated or reduced by minor actions?</b> If yes, please agree actions with a member of the Corporate Equalities Working Group and list agreed actions in the comments section</p>		N/A	<p><b>Actions:</b></p> <p><b>Actions agreed by EWG member:</b> .....</p>			
<p><b>Assessment completed by:</b> <b>Name Becky Box</b></p>						
<p><b>Job title Personnel Services Manager</b></p>		<p><b>Date: 5<sup>th</sup> December 2014</b></p>				

