

Equality and Human Rights Impact Assessment (EqHRIA) Summary of Results

Policy / Practice	Ill Health Retirement (Staff) V3.00
Owning Department	People and Development
Date EqHRIA Completed/Reviewed	14/07/2021
Purpose of Policy / Practice	To guide staff and managers through the ill health retirement process

A. Summary of Analysis / Decisions - What the assessment found and actions already taken.

The assessment found that there was an existing gap on the provision of a standard procedure and that the new procedure will significantly assist those considering ill health retirement under the terms of the LGPS scheme. Assessment of the data found that there were very small numbers involved historically so this made reliable statistical analysis difficult from an equality point of view. That being said though the general information and data from external sources was used to provide background and context in a general sense and has guided the framework of the procedure and identified issues in the EqHRIA that may require mitigation.

B. Summary of Mitigation Actions - What else we plan to do and how we are going to check that it has been done.

The addition of references to our in house employee assistance programme and other relevant supports has been inserted and a link to our current provider will be placed on the resources section of the hub. A suggestion was made for the inclusion of accompaniment at formal meetings however there are no formal meetings required within this process. Individuals could request to be accompanied if they wish at the discretion of their manager.

The procedure is likely to be reviewed after 3 years according to the risk matrix produced however if any significant changes to the pension process or occupational health provision occur before then an earlier review would be progressed. Similarly if there were concerns raised over the application of the procedure itself then a review may be required.

Management Log – Policy Support Dept. Use Only

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