

# 1. Equality Impact Assessment Checklist

The Equality Impact Assessment (EIA) is a tool to ensure that your activity meets the needs of individuals and groups that use your service. It also helps the Council to meet its legal obligation under the [Equality Act 2010 and the Public Sector Equality Duty](#).

Please complete the following checklist to determine whether or not you will need to complete an EIA. Please ensure you keep this section for your audit trail. If you have any questions, please contact the Corporate Policy and Diversity Team at [diversity@havering.gov.uk](mailto:diversity@havering.gov.uk)

## About your activity

1	<b>Title of activity</b>	Local Government Pension Scheme London Borough of Havering Employer Discretions Statement of Policy and discretion decisions
2	<b>Type of activity</b>	<i>Policy</i>
3	<b>Scope of activity</b>	<p>As a result of the changes in the Local Government Pension Scheme Regulations (LGPS) 2013 and the Local Government Pension Scheme (Transitional Provisions and Savings) Regulations 2014 (the latter published on 10<sup>th</sup> March 2014), Scheme employers participating in the LGPS in England and Wales had to formulate, publish and keep under review a Statement of Policy on certain discretions which they have the power to exercise in relation to members of the Career Average Revalued Earnings (CARE) Scheme. The Scheme employer was required to send a copy of its statement to the relevant administering authority before the 1<sup>st</sup> July 2014 and also had to publish its statement. Scheme employers were also required to (or where there was no requirement, were recommended to) formulate, publish and keep under review a Statement of Policy on certain other discretions they may exercise in relation to members of the LGPS arising from the 2013 Regulations, 2014 Transitional Regulations and prior Local Government Pension Scheme Regulations.</p> <p>At the Pension Committee of the 24 June 2014 the Committee delegated to the Group Director of Resources, the Director of Human Resources and Organisational Development, and the Council's Monitoring Officer, acting jointly, the setting of the discretion decisions and Policy Statement. Following the setting of the discretion decisions and Policy Statement, the final discretion</p>

		decisions and Policy Statement would be brought back to Committee for information.
4a	Is the activity new or changing?	Yes
4b	Is the activity likely to have an impact on individuals or groups?	No
5	If you answered yes:	<i>Please complete the EIA on the next page.</i>
6	If you answered no:	<p>The benefits payable from the London Borough of Havering Pension Fund are almost exclusively determined by the Department for Communities and Local Government (through the Local Government Pension Scheme Regulations) or in a small number of cases, by the scheme member's employer.</p> <p>DCLG has published an equality statement, assessing the <a href="#">equality impact of the Local Government Pension Scheme reforms (2014 Scheme)</a> using the current, 2008 Scheme as a baseline. The equality statement considers the impacts, both positive and negative, of the reforms on groups with protected characteristics. Decision-makers are advised to refer to the above equality analysis for further information of the impact on people with protected characteristics.</p>

<b>Completed by:</b>	<i>Paul Green and Karen Balam</i>
<b>Date:</b>	<i>01/09/2014</i>