

EQUALITY IMPACT ASSESSMENT

Transformation and Change - Finance Service



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?	Impact of transferring the potential LGPS pension deficit that may arise at the end of the DELT ICT contract from DELT to PCC.
Author	Simon Arthurs
Department and service	Transformation and Change – Finance Service
Date of assessment	21/12/2016

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (eg data and feedback)	Any adverse impact See guidance on how to make judgement	Actions	Timescale and who is responsible
Age	68* employees transferred from PCC to DELT under TUPE arrangements to protect their rights, including their LGPS pension rights. There is no impact as the proposed change is a technical finance change and does not affect these individuals pension rights or their pensions or pension contributions.	No adverse impact on employees	N/A	N/A
Disability		No adverse impact on employees	N/A	N/A
Faith/religion or belief		No adverse impact on employees	N/A	N/A
Gender - including marriage, pregnancy and maternity		No adverse impact on employees	N/A	N/A
Gender reassignment		No adverse impact on employees	N/A	N/A
Race		* 50 male 18 female employees TUPE transferred	No adverse impact on employees	N/A

Sexual orientation - including civil partnership		No adverse impact on employees	N/A	N/A
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STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

Local priorities	Implications	Timescale and who is responsible
Reduce the gap in average hourly pay between men and women by 2020.	None. This is a technical financial change to the way a potential pension fund deficit will be accounted for.	N/A
Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.	None. This is a technical financial change to the way a potential pension fund deficit will be accounted for.	N/A
Good relations between different communities (community cohesion)	None. This is a technical financial change to the way a potential pension fund deficit will be accounted for.	N/A
Human rights Please refer to guidance	None. This is a technical financial change to the way a potential pension fund deficit will be accounted for.	N/A

STAGE 4: PUBLICATION

Responsible Officer – Simon Arthurs (Senior Financial Analyst)

Date 21/12/2016

Head of Service – David Northey (Head of Integrated Finance)