

## SUMMARY SHEET SUMMARY OF IMPACT ASSESSMENT (IA)

Policy	Early Retirement Policy	Date of process	June 2023
Lead service	People and Transformation	Contact person for process	Kirsty Shennan – HR Business Partner

### Names of those involved in process

Kirsty Shennan - HR Business Partner, Maria Clearly - HR Officer, Islay Herrick –Team Leader Pensions, Karen Jones - Trainee HR Officer and Louise Little – HR Assistant

### Summary of IA

The Council is required to publish the findings and results of all IAs conducted. The publication should include a summary of the following:

<p><b>Research and data (section 3)</b> What was used to assess the impact of the policy and a summary of the findings? Who was involved and consulted during the assessment stage? What were the findings from the consultation and how was this information used to develop the policy?</p>	<p>Local Authority Benchmarking Scottish Public Directors Society (SPDS) COSLA Council's Corporate Management Team Consultation Joint Trade Union Consultation Local Government Pensions Scheme (LGPS)</p>
<p><b>Impact Assessment (section 4)</b> From the summary table at number 25 list the impacts.</p>	<p>Positive Impact(s) – 1 (Age) No Impact(s) – 12 (Disability, Sex, Gender reassignment and Transgender, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or belief, Sexual orientation, Human Rights, Health &amp; Wellbeing &amp; Health Inequalities, Economic &amp; Social Sustainability and Environmental Sustainability, Climate Change and Energy Management) Negative Impact(s) – 0</p>
<p><b>Monitoring and review (section 5)</b> How is the policy to be monitored - how often and by whom?</p>	<p>The policy will be monitored and reviewed in 18 months in line with OD&amp;HR Policy Framework. Developments in any new LGPS regulations will be reviewed and updated. Continued engagement with employees and managers including further staff surveys.</p>

**Summary of actions arising from the Impact Assessment**

Transfer details from table at number 26

<b>Actions</b>	<b>Responsibility</b>	<b>Timescale</b>
N/A		