

**DIVERSITY IMPACT ASSESSMENT** (please complete electronically)

Title of policy/procedure: Retirement
Policy author/assessor: Lynne Wainwright/Rebecca Hellens
Department: Employment Relations
Date of assessment: 12/4/2007

**PART ONE**

**Aims of the Policy/Function**

1.1 Identify the aims of the policy or function.

[To explain the rights of Members of Staff when they reach their Compulsory Retirement Age \(CRA\)](#)

1.2 Which individuals and organisations are likely to have an interest in or likely to be affected by the policy or function?

[All Police Staff and Police Officers](#)  
[HR/Personnel Staff](#)  
[UNISON/FEDERATION](#)  
[Home Office](#)  
[ACPO](#)  
[TVPA](#)  
[HMIC](#)

Age

Disability

Faith or Religion

[Force Chaplain and team](#)

Gender (including transgender)
<a href="#">BAWP – British Association for Women Police Officers</a>
Race
<a href="#">BPA – Black Police Association</a>
Sexual Orientation
<a href="#">GPA – Gay Police Association</a>
<b>Evidence</b>
<b>2.1</b> What <b>quantitative</b> information is available about the subject matter of the policy/function and its effect on each diversity target group?
Age The demographic figures below show there is an ageing population in the UK (Source: <a href="#">The Employer's Forum on Age</a> ) <ul style="list-style-type: none"> <li>• <a href="#">By 2006 there will be more 55-64 year olds than 16-24 year olds for the first time</a></li> <li>• <a href="#">Between 1986 and 2006, the number of men aged 16-24 is predicted to fall by 26%, and the number of women by 30%</a></li> <li>• <a href="#">Between 1986 and 2006, the numbers of 35-44 year old men will increase by 19% and the number of women in this age group by 39%</a></li> <li>• <a href="#">Life expectancy increases one more year approximately every four years</a></li> <li>• <a href="#">There are 1 million fewer people in their 20s than ten years ago</a></li> </ul>
Disability  There are anecdotal statistics about the link between age and disability, however only 17% of disabled people were born with their disabilities ( <b>Source: <a href="#">Institute for Public Policy Research article <i>Work for disabled people</i></a></b> )

<p>Faith or Religion</p> <p>There is no quantitative data on this area</p>
<p>Gender (including transgender)</p> <p>There is no quantitative data on this area</p>
<p>Race</p> <p>There is no quantitative data on this area</p>
<p>Sexual Orientation</p> <p>There is no quantitative data on this area</p>
<p><b>2.2</b> What <b>qualitative</b> information is available about the subject matter of the policy/function and its effect on each diversity target group?</p>
<p>Age</p> <p>The following findings were produced by the Employer's Forum on Age:</p> <ul style="list-style-type: none"> <li>• By 2006, 45-59 year olds will form the largest group in the labour force</li> <li>• 68% of employers seeking skilled staff are experiencing recruitment difficulties</li> <li>• 95% of 55-65 year old men were working in 1975. In 1999 it was close to 60%</li> <li>• 75% of people in Local Government employment are retiring early</li> <li>• Nine out of 10 people aged 50 and over receive no training from their employer at all</li> <li>• At least 40% of people who retired early feel that they were forced to against their will and would rather have continued to work</li> </ul>

- A significant proportion of IT professionals think the term older worker can be applied to someone younger than 35
- Close to half of young workers say they've been held back at work because of their age

#### Disability

There is little qualitative information on this as the effect on each target group will not be known until at least 12 months after the introduction of the Age legislation.

#### Faith or Religion

There is little qualitative information on this as the effect on each target group will not be known until at least 12 months after the introduction of the Age legislation.

#### Gender (including transgender)

There is little qualitative information on this as the effect on each target group will not be known until at least 12 months after the introduction of the Age legislation.

#### Race

There is little qualitative information on this as the effect on each target group will not be known until at least 12 months after the introduction of the Age legislation.

#### Sexual Orientation

There is little qualitative information on this as the effect on each target group will not be known until at least 12 months after the

introduction of the Age legislation.

**2.3** What are the gaps in the available data?

There are gaps in the data as the effect on each target group will not be known until at least 12 months after the introduction of the Age legislation.

Age

There are gaps in the data as the effect on each target group will not be known until at least 12 months after the introduction of the Age legislation.

Disability

There are gaps in the data as the effect on each target group will not be known until at least 12 months after the introduction of the Age legislation.

Faith or Religion

This is not currently recorded on the HR database

Gender (including transgender)

There are gaps in the data as the effect on each target group will not be known until at least 12 months after the introduction of the Age legislation.

Race

There are gaps in the data as the effect on each target group will not be known until at least 12 months after the introduction of the Age legislation.

Sexual Orientation

This is not currently recorded on the HR database

**2.4** Have you considered doing new research? If not, state why not.

Age

Once the retirement policy has been in place for longer, more research can be done in this area

Disability

Once the retirement policy has been in place for longer, more research can be done in this area

Faith or Religion

This is not currently recorded on the HR database

Gender (including transgender)

Once the retirement policy has been in place for longer, more research can be done in this area

Race

Once the retirement policy has been in place for longer, more research can be done in this area

<p>Sexual Orientation</p> <p>This is not currently recorded on the HR database</p>
<p><b>Assess the likely impact – negative impact</b></p>
<p><b>3.1</b> From the information available, and your knowledge and experience of the policy or function, could it (if properly followed) have a negative impact on any one of the diversity target groups? State how.</p>
<p>Age</p> <p>Police Officers have different retirement ages depending on their rank which could have a negative impact.</p>
<p>Disability</p> <p>Police officers are required to undergo a medical assessment if they request to work beyond their retirement date. Based on the links between age and disability, this could disadvantage this particular target group.</p>
<p>Faith or Religion</p> <p>Not in the policy or function</p>
<p>Gender (including transgender)</p> <p>Not in the policy or function</p>
<p>Race</p> <p>Not in the policy or function</p>

Sexual Orientation  Not in the policy or function
<b>3.2</b> If the answer to 3.1 is yes, is there any negative impact which is intended or justified under law?  Explain.
Age  The mentioned discrepancies between police officer retirement dates are determined by the Home Office and not justified under law
Disability  The mentioned requirement for a medical assessment for police officers wanting to extend their retirement date is determined by the Home Office and is not justified under law
Faith or Religion  Not applicable
Gender (including transgender)  Not applicable
Race  Not applicable
Sexual Orientation

Not applicable
<p><b>3.3</b> If the answer to 3.1 is yes, explain any negative impact which you feel is justifiable in order to achieve the overall policy/function aims.</p> <p>Give examples.</p>
<p>Age</p> <p>Unable to provide example</p>
<p>Disability</p> <p>The medical assessment is to ensure that a Police Officer can perform an operational role if required to do so.</p>
<p>Faith or Religion</p> <p>Not applicable</p>
<p>Gender (including transgender)</p> <p>Not applicable</p>
<p>Race</p> <p>Not applicable</p>
<p>Sexual Orientation</p>

Not applicable
<b>3.4</b> Are there other factors that might explain the negative impact?
Age  No
Disability  No
Faith or Religion  No
Gender (including transgender)  No
Race  No
Sexual Orientation  No
<b>Assess the likely impact – positive impact</b>

**4.1** Could the policy or function have a positive impact on any of the diversity target groups, by promoting equality or improving relations between those groups and other employees or service users outside each group?

Say how.

Age

The retirement policy provides the right to request to stay in employment for longer which will give the member of staff the opportunity to work for longer and the organisation to retain staff.

Disability

The retirement policy provides the right to request to stay in employment for longer which will give the member of staff the opportunity to work for longer and the organisation to retain staff.

Faith or Religion

The retirement policy provides the right to request to stay in employment for longer which will give the member of staff the opportunity to work for longer and the organisation to retain staff.

Gender (including transgender)

The retirement policy provides the right to request to stay in employment for longer which will give the member of staff the opportunity to work for longer and the organisation to retain staff.

<p>Race</p> <p>The retirement policy provides the right to request to stay in employment for longer which will give the member of staff the opportunity to work for longer and the organisation to retain staff.</p>
<p>Sexual Orientation</p> <p>The retirement policy provides the right to request to stay in employment for longer which will give the member of staff the opportunity to work for longer and the organisation to retain staff.</p>
<p><b>4.2</b> If there is no evidence that the policy or function promotes equality or improves relations between diversity target groups and other people, what amendments could be made to achieve this?</p> <p>If there are no such amendments, please say so.</p>
<p>Age</p> <p>Not applicable</p>
<p>Disability</p> <p>Not applicable</p>
<p>Faith or Religion</p> <p>Not applicable</p>
<p>Gender (including transgender)</p> <p>Not applicable</p>

<p>Race</p> <p>Not applicable</p>
<p>Sexual Orientation</p> <p>Not applicable</p>
<p><b>Amendments to policy</b></p>
<p><b>5.1</b> Which diversity target groups were identified as being negatively affected by the policy or function?</p> <p>Summarise the negative impact for each group (you may do so by reference to your answers at 3.1 above if appropriate)</p>
<p>Age</p> <p>Not applicable</p>
<p>Disability</p> <p>Not applicable</p>
<p>Faith or Religion</p> <p>Not applicable</p>
<p>Gender (including transgender)</p> <p>Not applicable</p>

<p>Race</p> <p>Not applicable</p>
<p>Sexual Orientation</p> <p>Not applicable</p>
<p><b>5.2</b> Have you removed or reduced the possibility of negative impact by making changes to the policy or function?</p> <p>Explain what changes were made.</p>
<p>Age</p> <p>Not applicable</p>
<p>Disability</p> <p>Not applicable</p>
<p>Faith or Religion</p> <p>Not applicable</p>
<p>Gender (including transgender)</p> <p>Not applicable</p>

Race  Not applicable
Sexual Orientation  Not applicable
<b>5.3</b> If changes were considered but not made, explain why this was the case.
Age  Not applicable
Disability  Not applicable
Faith or Religion  Not applicable
Gender (including transgender)  Not applicable

<p>Race</p> <p>Not applicable</p>
<p>Sexual Orientation</p> <p>Not applicable</p>
<p><b>5.4</b> If the possibility of negative impact remains despite amendments, explain why implementing the policy is justifiable to meet the wider policy aims.</p> <p>What alternative options have you considered for delivering the policy or function's aims?</p>
<p>Age</p> <p>Not applicable</p>
<p>Disability</p> <p>Not applicable</p>
<p>Faith or Religion</p> <p>Not applicable</p>
<p>Gender (including transgender)</p> <p>Not applicable</p>

Race  Not applicable
Sexual Orientation  Not applicable

IMPACT LEVEL – (CONSULTATION)							
	Scoring	Age	Disability	Faith or Religion	Gender (and transgender)	Race	Sexual Orientation
Does the policy or function affect TVP staff?(i.e. officers or staff)	Yes = 1 No = 0  Comments	1	1	1	1	1	1
Does the policy or function affect the	Yes = 1 No = 0	0	0	0	0	0	0

public served by TVP?	Comments						
Does the policy or function involve the use of a statutory power?	Yes = 1 No = 0  Comments	1	1	1	1	1	1
Does the policy, when properly followed, allow for the exercise of discretion by the person implementing it?	Yes = 1 No = 0  Comments	0  The retirement process must be followed according to the policy	0  The retirement process must be followed according to the policy	0  The retirement process must be followed according to the policy	0  The retirement process must be followed according to the policy	0  The retirement process must be followed according to the policy	0  The retirement process must be followed according to the policy
Do you perceive the function to be politically or socially sensitive?	Yes = 2 No = 0  Comments	0	0	0	0	0	0
Insert your answer to <a href="#">Question 3.1</a> above (Yes/No)	Yes = 2 No = 0  Comments	2	2	0	0	0	0
Insert your answer to <a href="#">Question 3.2</a>	Yes = -2 Partly = -1 No = 0	0	0	0	0	0	0

above (Yes/Partly/No)	Comments						
Insert your answer to <a href="#">Question 5.2</a> above (Yes/Partly/No)	Yes = -2 Partly = -1 No = 0  Comments	0	0	0	0	0	0
Insert your answer to <a href="#">Question 4.1</a> above (Yes/No)	Yes = -1 No = 0  Comments	-1	-1	-1	-1	-1	-1
Add your scores for each column	Total score	3	3	1	1	1	1
Impact Level:	1-3 = Low 4-5 = Medium 6-8 = High	Low	Low	Low	Low	Low	Low

**PART TWO**

**Formal consultation**

<p><b>6.1</b> Has the policy or function been consulted upon?</p> <p>As of 13/4/2007 the policy is still undergoing consultation. Comments have yet to be received.</p> <p>If not state why not.</p> <p>If yes, state which individuals and organisations were consulted and what form the consultation took.</p> <p><a href="#">See Notes</a></p>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
<p><b>6.2</b> What was the outcome of the consultation?</p> <p>State briefly what the recommendations or comments arising from the consultation consisted of.</p> <p><a href="#">See Notes</a></p>
Age
Disability
Faith or Religion
Gender (including transgender)

Race
Sexual Orientation
<b>6.3</b> Has the policy or function been revised or amended as a result of the consultation?
State how
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
<b>6.4</b> Have the results of the consultation been fed back to the consultees? How?
<a href="#">See Notes</a>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation

<b>Monitoring</b>
<p>7.1 Make monitoring arrangements</p> <p>Will monitoring be at force, BCU/ Dept level? Monitoring means scrutinising, following up and evaluating the policy/function</p> <p>It should be comprehensive enough to inform future policy making and development.</p> <p><a href="#">See Notes</a></p>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation