Name of policy/practice being impact assessed:

Retirement Policy and Procedure

What the equality impact assessment concluded:

Slightly more men than women have left through retirement in the last 4 years. However the default retirement age was only removed on 6 April 2011 so the numbers relate to the previous policy and could be for a number of reasons

What evidence was used?

Data on those leaving the School through retirement since 2007

Who was involved and consulted and how?

Head of Personnel, Pay & Pensions, Equality and Diversity Manager and Pensions Officer

The action that will be taken as a result of the impact assessment:

Continue to monitor those leaving the School through retirement

The date and author of the impact assessment:

15 April 2011 Hilary Lowe

Signed off by:

Head of Personnel, Pay & Pensions

Please send the completed checklist, action plan and summary report to the Equality and Diversity Manager at Diversity