

# Equality Analysis

## Birmingham City Council Analysis Report

<b>EA Name</b>	PETPS (Birmingham) Limited
<b>Directorate</b>	Corporate Resources
<b>Service Area</b>	CR - Financial Services - Finance & Legal
<b>Type</b>	New/Proposed Function
<b>EA Summary</b>	To provide background to the proposed strategy in relation to the latest triennial valuation for The NEC Limited Pension Fund and The NEC Executive Pension Scheme.
<b>Reference Number</b>	EA001990
<b>Task Group Manager</b>	felicia.saunders@birmingham.gov.uk
<b>Task Group Member</b>	
<b>Date Approved</b>	2017-04-28 00:00:00 +0100
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### Introduction

The report records the information that has been submitted for this equality analysis in the following format.

#### **Initial Assessment**

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

#### **Relevant Protected Characteristics**

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

## 1 Activity Type

The activity has been identified as a New/Proposed Function.

## 2 Initial Assessment

### 2.1 Purpose and Link to Strategic Themes

#### **What is the purpose of this Function and expected outcomes?**

To produce a strategy in relation to the triennial valuation for The NEC Limited Pension Fund and The NEC Executive Pension Scheme.

**For each strategy, please decide whether it is going to be significantly aided by the Function.**

Children: A Safe And Secure City In Which To Learn And Grow	No
Health: Helping People Become More Physically Active And Well	No
Housing : To Meet The Needs Of All Current And Future Citizens	No
Jobs And Skills: For An Enterprising, Innovative And Green City	Yes

### 2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	No
Will the policy have an impact on employees?	No
Will the policy have an impact on wider community?	No

### 2.3 Relevance Test

Protected Characteristics	Relevant	Full Assessment Required
Age	Not Relevant	No
Disability	Not Relevant	No
Gender	Not Relevant	No
Gender Reassignment	Not Relevant	No
Marriage Civil Partnership	Not Relevant	No
Pregnancy And Maternity	Not Relevant	No
Race	Not Relevant	No
Religion or Belief	Not Relevant	No
Sexual Orientation	Not Relevant	No

### 2.4 Analysis on Initial Assessment

There has been dialogue with Officers from Legal and Democratic Services and City Finance, Directors of PETPS (Birmingham) Limited, Trustees of NEC Pension Schemes and City Council External Auditors Grant Thornton UK LLP.

All of the above have been involved and consulted in the development of the strategy in relation to triennial valuation for the NEC Limited Pension Fund and the NEC Executive Pension Scheme.

As this proposal relates to the development of a strategy for the two defined benefit pension schemes which have ceased to provide future service accrual, there are no direct equality implications. Therefore there is no requirement for a full equality analysis to be completed.

### **3 Full Assessment**

The assessment questions below are completed for all characteristics identified for full assessment in the initial assessment phase.

#### **3.1 Concluding Statement on Full Assessment**

The City Council has provided guarantees to the Trustees to meet the current and future contingent funding obligations that may arise in respect of the NEC Limited Pension Fund and NEC Executive Pension Scheme.

The consultation with all relevant Officers from Legal and Democratic Services and City Finance, Directors of PETPS (Birmingham) Limited, Trustees of NEC Pension Schemes and City Council External Auditors Grant Thornton UK LLP will continue.

There have been no equality implications identified in relation to the development of a strategy for the future financial arrangements for the pension fund and scheme. Therefore there is no requirement for a full equality analysis to be completed.

### **4 Review Date**

27/10/17

### **5 Action Plan**

There are no relevant issues, so no action plans are currently required.