

Due Regard Record

This page shows **which groups of people are affected** by the subject of this report. It sets out **how they are affected** and how any **discrimination** they experience can be eliminated. It also includes information about how **access to the service(s)** subject to this report can be improved for the different groups of people; and how they can be assisted to **understand each other better** as a result of the subject of this report.

S149 Equality Act 2010 requires that due regard must be paid to this information when considering the subject of this report.

The Local Government Pension Scheme 2014 – Discretions Policy Statement applies to all employees who are members of the Pension Scheme.

The Policy Statement is intended to provide clarity for the Administering Authority, employees and ex-employees regarding the Council's position on the discretions afforded to it due to the changes to the Scheme in 2014.

The recommendations have been made with the Council's financial position in mind to ensure that the Policy Statement is workable, affordable and reasonable having regard to foreseeable costs. Due to potential costs the Council has not applied many of the discretions at this time.

Any decisions taken regarding ill-health (due to disability or otherwise) will be determined in line with the Council's Occupational Health provider's medical assessment.