

## *Policy Circular*

**Document No 03/05**

**Owner:** Strategy & Communications Directorate

**Subject:** Stakeholder Pensions

**Version:** 2 of 2

**Last Amended:** July 2010

**Date Reviewed:** July 2010

**Next Review:** March 2012

### **1.0 Background**

The Welfare Reform and Pensions Act 1999 (the Act) and the Welfare Reform and Pensions (Northern Ireland) Order 1999 require many employers to offer employees access to a stakeholder pension scheme.

Stakeholder pensions are intended to enable employees to save for their retirement where, for example, they cannot join an occupational pension scheme. Stakeholder pension schemes are offered by commercial financial services companies.

Employers who have less than 5 employees are exempt. Employers are not required to make contributions to stakeholder pensions, they are only obliged to offer access (this includes consultation, selection of a scheme and making payroll deductions if an employee so wishes).

#### **Independent Living Fund**

Equinox House, Island Business Quarter, City Link, Nottingham NG2 4LA

Tel: 0845 601 8815 or 0115 945 0700, Fax: 0115 945 0945, Textphone: 0845 601 8816

Email: [funds@ilf.org.uk](mailto:funds@ilf.org.uk), Website: [www.dwp.gov.uk/ilf](http://www.dwp.gov.uk/ilf)

The Independent Living Fund is an Executive Non-Departmental Public Body of the Department for Work and Pensions

## **2.0 Policy**

Employers are not required by law to make contributions to stakeholder pensions. The Funds will not make any payments towards stakeholder pension contributions.

## **3.0 Procedure**

Employers with 5 or more employees are covered by the provisions of the Act. This will include some of the Funds clients. If any user has enquires about stakeholder pensions they should be advised to contact The pension regulator

<http://www.thepensionsregulator.gov.uk/>

## **4.0 Source**

The Pension Service – Stakeholder Pensions, A Guide for Employers  
OPRA Website

The Welfare Reform and Pensions Act 1999

Welfare Reform and Pensions (Northern Ireland) Order 1999

Stakeholder Pension Schemes Regulations 2000

SMT 15/12/04

## **5.0 History Date Reviewed**

13 February 2008

July 2010

# Equality Impact Assessment

## Screening Template

This preliminary impact assessment form is to help you screen your policy, project, function or new service. It should help you consider whether a full Equality Impact Assessment is required by looking at whether there is a potential negative or positive impact on any of the equality groups, if there is an opportunity to promote equality, and whether further data is needed.

**Title of policy, project, function or service:**

Stakeholder pensions

**Short description of aims and objectives**

This policy clarifies the ILF's response to requests to contribute towards stakeholder pensions for personal assistants.

**Thinking about each group below, does (or could) the policy, project, service or function have an impact on members of each equality group? If so, how?**

Equality Group	Yes – negatively	Yes – positively	Unclear	No impact
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Transgender	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Socio-economic groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## What information or research has been considered in judging these impacts?

The Pensions Advisory Service website. Interim changes have been announced for pension scheme members who reach the age of 75 or over after 22/06/10 without having secured a retirement income, however this does not affect ILF policy – see below.

You should consider a full Equality Impact Assessment (EIA) if:

- (a) you feel one or more equality groups will be negatively impacted by the policy, project or service, or
- (b) there is an opportunity to promote equality and eradicate discrimination.

You may also consider further research if it is unclear, at this stage, what the impact may be.

**Based on your findings, is a full EIA required?**

Yes

No

**Please provide a short summary of your decision-making below:**

This policy simply reflects Government legislation and does not waiver from Government advice.

**Notes:**

- The completed EIA Screening Template should be sent to Jon Duckworth, User Liaison Manager for approval by the Equality Impact Assessment Board (EIAB).
- We will contact you with any comments or queries about the completed form.

**This form was  
completed by:**

Charlotte Gandhu
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