



Deyes
High School

Retirement Policy 2012

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| School: | DEYES HIGH SCHOOL DEYES LANE MAGHULL LIVEPOOL L31 6DE |
| Signed: | J Graham |
| Chair: | J Graham |
| Headteacher: | MRS A STAHLER |

Scope

The Retirement Policy applies to all employees of Deyes High School.

This is in compliance with age regulations, which removed the default retirement age with effect from October 2011. The Employment Equality (Age) Regulations make it unlawful to treat a person less favourable on the grounds of their age unless it can be objectively justified as a proportionate response to a legitimate need.

Policy

1. Following the abolition of the Default Retirement Age we do not operate a fixed retirement age for our employees.
2. Retirement may be a process, to be negotiated between the employee and the School, by which an employee ends his or her paid employment. Retirement plans should be discussed between the employee and the Business Manager and employment will normally terminate (and retirement occur) after the appropriate notice has been given by the employee.
3. Employment is normally terminated by giving written notice as required by the Conditions of Employment. An employee needs to provide formal, written notice if s/he has a clear intention to retire.
4. Contractual notice periods require employees to give notice depending on the terms of their contract. Planning with certainty, e.g. for a replacement, can only commence when written notice has been given. Employees may provide their written notice earlier than their contract requires. While it is no longer possible for the School to compulsorily retire an employee, it remains possible to use all the other fair reasons for dismissal – conduct, capability, redundancy, a statutory restriction, or some other substantial reason.
5. The School will consider a range of possible flexible working options that employees as part of their planning for the retirement process. These are described in the Work Life Balance Policy. Employees have the right to request changes in their hours and the Headteacher will consider such requests seriously, taking account of the needs of the School to meet its commitments effectively and efficiently. Any variation to an employee's working arrangements will require the agreement of the Headteacher.
6. The legislation on age discrimination makes differential treatment on the grounds of age unlawful, unless there is an objective justification that justifies such treatment as a proportionate response to a legitimate need. This covers treatment such as offering training and development opportunities, expectations of performance, consideration of requests for flexible working, etc. We are aware that it will not be acceptable to tolerate a decrease in performance in an older employee, possibly in the period before retirement that would not be tolerated in younger employees; this could be regarded as unfair treatment by younger employees. Similarly, it would be unfair not to offer development opportunities to older employees just because of their age.

Pension Age

For the state pension, pension ages for men and women are in the process of being harmonized at age 65, which is expected to be achieved by 2018. By October 2020 it is expected that the state pension age for both men and women will have increased to age 66. Further increases to state

pension ages are planned up to age 68 by 2046 though these plans may change. Further information on the state pension is available from the Directgov website.