

## EQUALITY IMPACT ASSESSMENT - RESULTS

<b>Title of Policy</b>	Scottish Teachers' Pension Scheme 2015
<b>Summary of aims and desired outcomes of Policy</b>	To implement the requirements of the UK government's Public Service Pensions Act 2013 in relation to teachers in Scotland.
<b>Directorate: Division: team</b>	Learning Directorate: People and Infrastructure: People and Leadership

### Executive summary

The new Scottish Teachers' Pension Scheme will replace the existing Scottish Teachers' Superannuation Scheme with a new scheme based on a Career Average Revalued Earnings model. The current scheme will close to new members on 31 March 2015.

### Background

The new Scottish Teachers' Pension Scheme will replace the existing Scottish Teachers' Superannuation Scheme with a new scheme based on a Career Average Revalued Earnings (CARE) model. The current scheme will close to new members on 31 March 2015.

### The Scope of the EQIA

The Scottish Government undertook an assessment of the impact of the proposed scheme on the teaching workforce drawing on published data and statistics gathered for the purpose of analysing alternative scheme design options.

### Key Findings

The introduction of the new Scottish Teachers' Pension Scheme in April 2015 will impact differently on scheme members dependent upon their age. The ultimate impact of the new scheme will be felt on retirement and older scheme members, who are closer to retirement and have less time to make adjustments to mitigate or accommodate that impact, will be protected from its effects. The new scheme is not expected to have a different impact on members as a result of any other protected

characteristic. The introduction of a CARE scheme should improve fairness overall in the way that pension benefits are accrued throughout a teaching career.

### **Recommendations and Conclusion**

The introduction of the new Scottish Teachers' Pension Scheme will not lead to discrimination or inequality among affected individuals. Limited data was available on some of the characteristics protected by legislation and consideration should be given to their future collection.