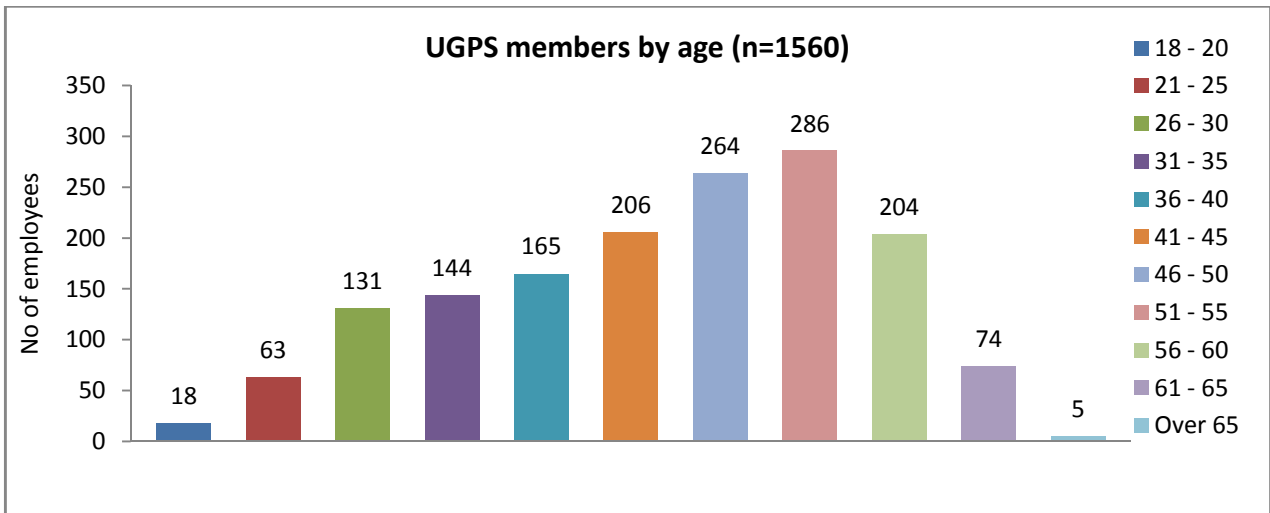


## Equality Impact Assessment Summary

An Equality Impact Assessment was carried out on the proposed changes to UGPS. Indirect negative impacts of some of the proposals were identified for the protected characteristics of age and gender. There is potential mitigation in the form of greater life expectancy for younger employees and female employees. Further, transitional arrangements to protect employees currently nearing retirement age are currently under consideration along with the proposal to set up a defined contribution scheme for new members.

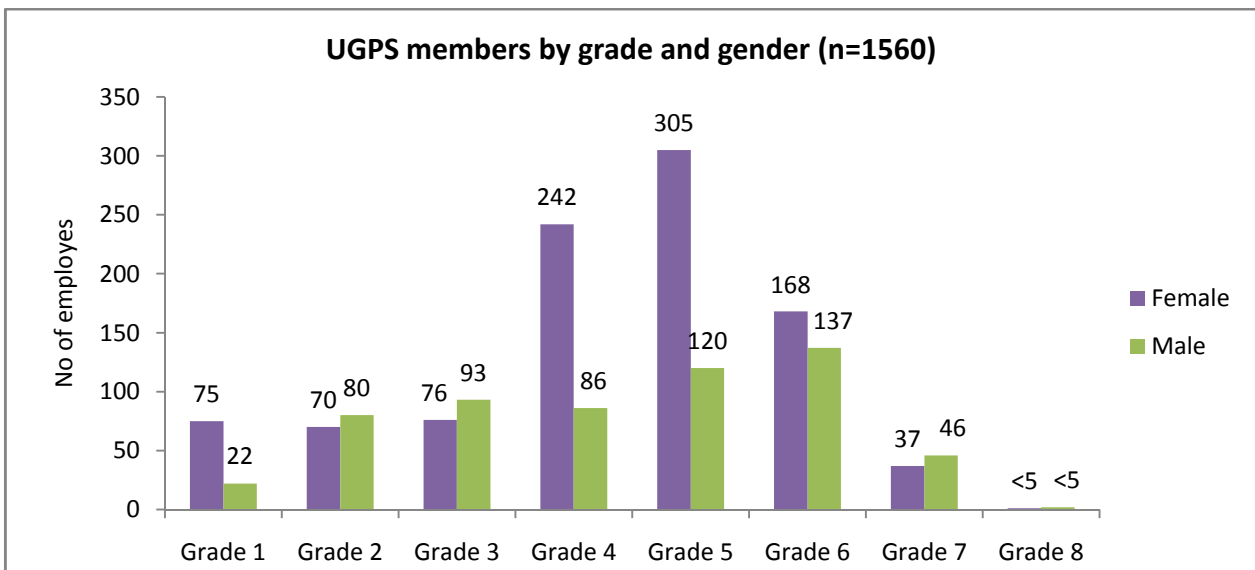
Given the nature of the University's reliance on self population of equality data by staff, it was not possible to make an accurate assessment of the relative impact of the proposed changes on the majority of protected characteristic groups.

### Age distribution of UGPS members at May 2013



The majority of UGPS members are over 40, with 36.5% (569 in total) of members being over 50.

### Gender distribution of UGPS members at May 2013



62.4% (974 in total) of UGPS members are female.