

**EQUALITY IMPACT ASSESSMENT (EIA)
ON PROPOSED CHANGES TO USS**

January 2022

(a) What is the workforce profile in relation to employees' declarations on being covered by one or more of the nine protected characteristics; race, disability, age, gender reassignment, marriage and civil partnership, pregnancy and maternity, religion and belief, sexual orientation and sex according to scheme membership? (Reported as individuals irrespective of hours worked, including fixed term contract staff employed at the time of the Assessment).

Disability

	Declared Disability	No Known Disability	Information Refused	Information Not Available	Total	Staff with Declared Disability %
USS Members	83	1838	48	23	1992	4.2
Eligible for USS	15	332	9	34	390	3.8
UoDSS Members	48	869	14	3	934	5.1
Members of other Schemes	4	80	0	1	85	4.7
Eligible for other Schemes	16	335	8	14	373	4.3

Table 1 Pension Membership Disability

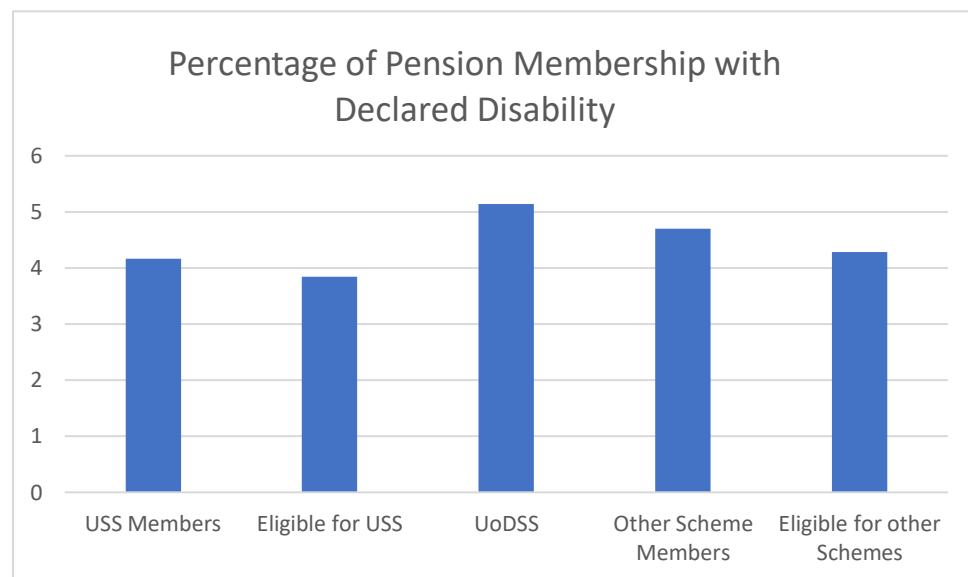


Figure 1 Pension Membership Disability

Age

	< 20	20 - 29	30 - 39	40 - 49	50 - 59	60 - 64	>= 65	Not Known	Total
USS		101	487	594	581	168	61		1992
Eligible for USS	2	95	116	73	48	22	31	3	390
UoDSS		148	197	199	255	116	19		934
Members of Other Schemes	0	2	19	22	32	7	3	0	
Eligible for other Schemes	19	125	60	28	50	36	54	1	373

Table 2 Pension Membership Age

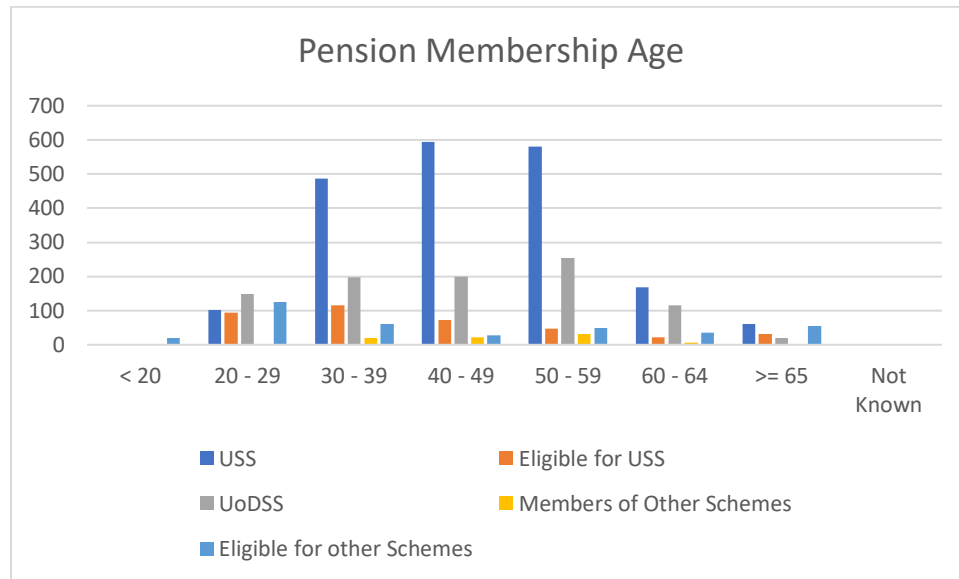


Figure 2 Pension Membership Age

	< 20	20 - 29	30 - 39	40 - 49	50 - 59	60 - 64	>= 65	Not Known	Total
USS		101	487	594	581	168	61		1992
Eligible for USS	2	95	116	73	48	22	31	3	390
% Eligible Staff not in USS	100	48.5	19.2	10.9	7.6	11.6	33.7	100.0	16.4

Table 3 Percentage of Eligible Staff who are not members of USS by Age Range

Ethnicity

	BAME	White	Information Refused	Information Not Available	Total
USS Members	256	1646	46	44	1992
Eligible for USS	92	232	12	54	390
UoDSS	31	860	11	32	934
Members of other Schemes	12	73	0	0	85
Eligible for other Schemes	46	270	4	53	373

Table 4 Pension Membership Ethnicity

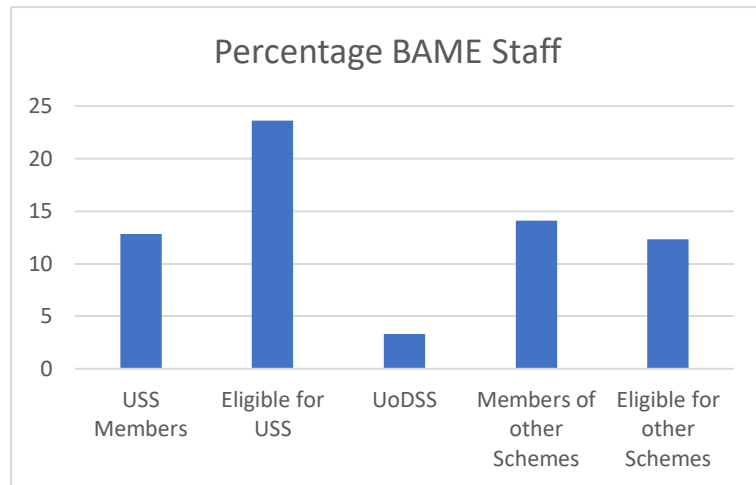


Figure 3 Percentage of Membership that is BAME

	BAME	White	Information Refused	Information Not Available	Total
USS Members	256	1646	46	44	1992
Eligible for USS	92	232	12	54	390
% Eligible Staff not in USS	26.4	12.4	20.7	55.1	16.4

Table 5 Percentage of Eligible Staff Not in USS by Ethnicity

Religion and Belief

	Buddhist	Christian	Hindu	Sikh	Jewish	Muslim	Spiritual	Any other religion or belief	No Religion	Information Refused	Not known	Total
USS	12	411	29	4	5	31	8	5	803	136	548	1992
Eligible for USS	4	83	21	1		28	3	3	139	26	82	390
UoDSS	2	181	2			13	4	2	357	36	337	934
Other Schemes	0	27	2	0	0	3	0	0	22	2	29	85
Eligible for other Schemes	2	78	4	1	1	12	3		119	10	143	373

Table 6 Pension Membership Religion and Belief

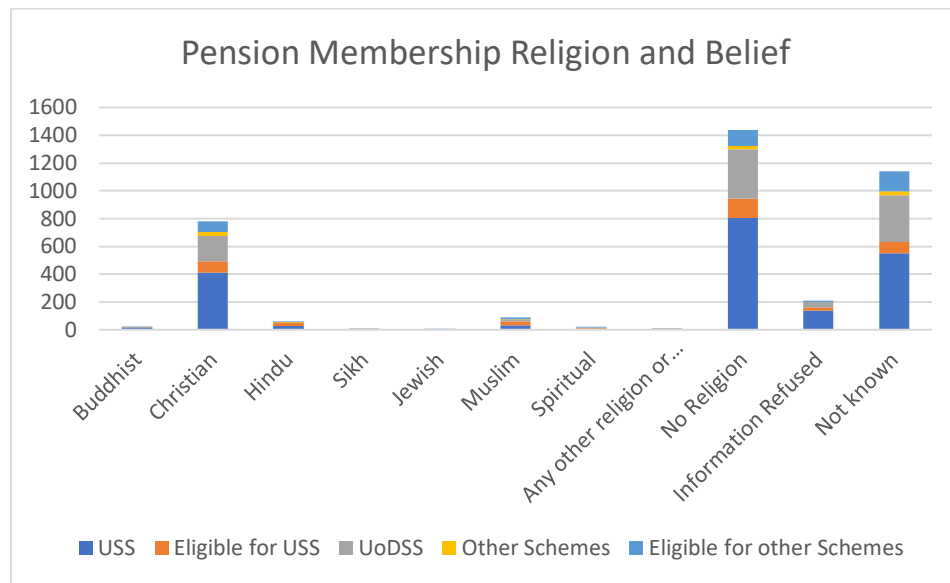


Figure 4 Pension Membership Religion and Belief

Sexual Orientation

	Bisexual	Gay man	Gay woman / lesbian	Hetero sexual	Other	Information refused	Not Known	Total
USS Members	26	30	21	1204	5	157	549	1992
Eligible for USS	16	9	5	228	9	40	83	390
UoDSS Members	17	11	5	510	8	42	341	934
Other Scheme Members	0	0	0	50	1	5	29	85
Eligible for other Schemes	11	3	1	190	7	17	144	373
Total	70	53	32	2182	30	261	1146	3774

Table 7 Pension Membership Sexual Orientation

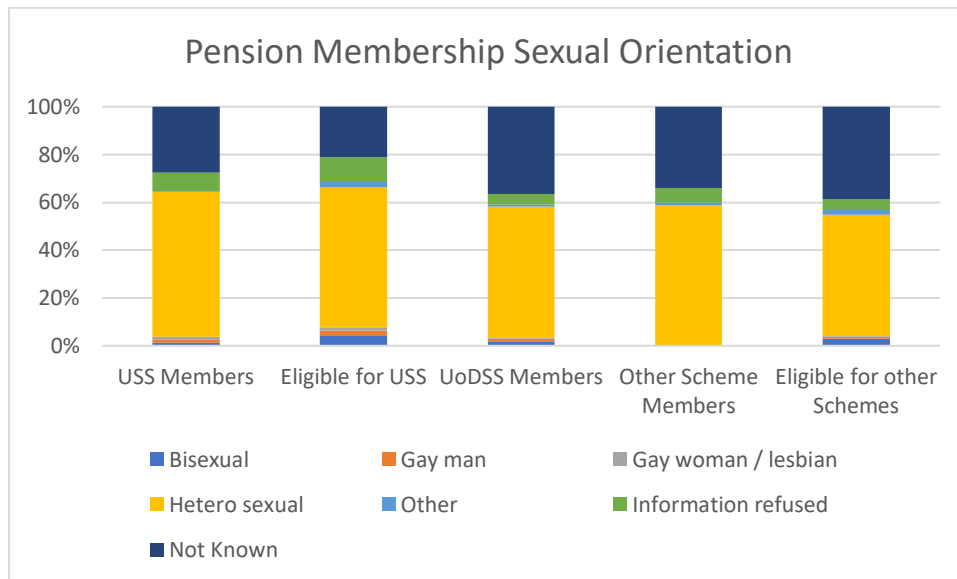


Figure 5 Pension Membership Sexual Orientation

Sex

	Female	Male	Total	Percentage Female	Percentage Male
USS	1052	940	1992	52.8	47.2
Eligible for USS	204	186	390	52.3	47.7
UoDSS	648	286	934	69.4	30.6
Other Scheme Members	43	42	85	50.6	49.4
Eligible for other Schemes	256	117	373	68.6	31.4
Total	2203	1571	3774	58.4	41.6

Table 8 Pension Membership Sex

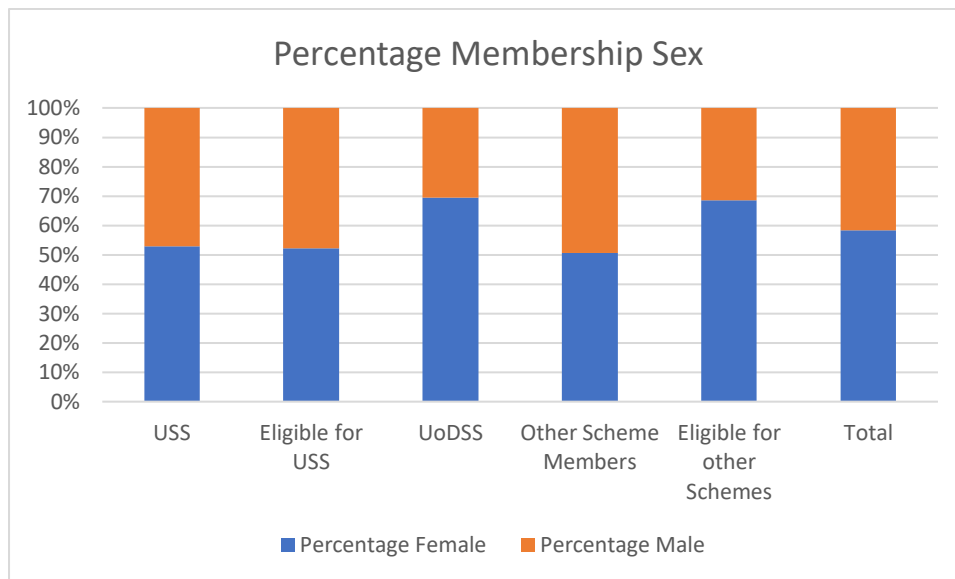


Figure 6 Pension Membership Sex (Percentage)

b) Gaps in data

Institutions to identify any gaps in the data and the possible reasons for the gaps.

For example: The above data excludes hourly paid staff due to [state reason]. There is also insufficient disclosure on staff records to provide meaningful data on x and x (insert relevant protected characteristics).

Please note that there is insufficient disclosure provided by staff on personal profiles to provide complete and meaningful data on the following protected characteristics:

Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Religion and Belief and Sexual Orientation, though some data is available for the last two categories.

The above information excludes workers with **casual** arrangements as limited information is gathered for these individuals.

Template form for full Equality Impact Assessment of changes to the USS

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STEP 1 The proposed revisions to the USS are as follows:

(1) From 1 April 2022 the rate at which members will build up future benefits in the DB section (USS's retirement income builder section) will change from 1 April 2022 (to a lower rate of 1/85 of salary compared to the current 1/75 of salary, and a separate lump sum of 3/85 rather than 3/75, up to the Salary Threshold)

(2) From 1 April 2022, the Salary Threshold will reduce from £59,883.65 to £40,000

(3) From 1 April 2023, the Salary Threshold will continue to increase annually in line with official pensions, which are currently increased in line with the Consumer Prices Index (CPI), but subject to a lower maximum increase of 2.5% a year until 31 March 2025 or if earlier, the date of any change concluded by a review by the JNC of the amount of the Salary Threshold

(4) Benefits earned in the USS Retirement Income Builder from 1 April 2022 will continue to see increases applied annually before and after members retire, but subject to a lower maximum of 2.5% a year

(5) From 1 April 2022, there will be a change of benefits for those who are members of USS for a short period (more than three months but less than two years).

(6) The JNC has proposed changes to the scheme so that contributions won't need to rise significantly and impact affordability for members. However, in the absence of the JNC's (or other) proposed changes being executed by 28 February 2022, there is a proposed fall-back position, where contribution rates will increase every six months from 1 April 2022. In the fall-back position, the increase would be from the October 2021 levels of 9.8% to 18.8% of salary for members by 1 October 2025. For employers, the increase would be from 21.4% to 38.2%.

	Members (% of salary)	Employers (% of salary)
From 1 April 2022 to 30 September 2022:	11.0%	23.7%
From 1 October 2022 to 31 March 2023:	12.9%	27.1%
From 1 April 2023 to 30 September 2023:	13.9%	29.1%
From 1 October 2023 to 31 March 2024:	15.0%	31.0%
From 1 April 2024 to 30 September 2024:	16.0%	33.0%
From 1 October 2024 to 31 March 2025:	17.1%	34.9%
From 1 April 2025 to 30 September 2025:	18.1%	36.9%
From 1 October 2025 onwards:	18.8%	38.2%

Additional information required

For example:

Comparability data for the proposed changes to the USS from the other pension schemes to which employees of the institution belong. The data should perhaps cover all of the areas of the proposed changes and the elements set out below are by way of example.

This institution has employees in the following schemes:

Scheme	DB accrual rate (and threshold if applies)	Indexation and revaluation of pensions	Benefits for those who leave the scheme with less than two years' service (more than three months)	Contributions for employers and members
Scottish Teachers Pension Scheme	<2015 = 1/60 th Final Salary 2015 section = 1/57 th	<2015 = final salary. 2015 section active member accrual = CPI + 1.6% Deferred & Pensioner pensions = CPI	Refund or defer if intending to rejoin within 5 years or transfer out.	Employee: Tiered rates Employer: 23%
LGPS (or regional equivalent)	<2009 = 1/80 th Final Salary <2015 = 1/60 th Final Salary 2015 = 1/49 th Career Average	<2015 = final salary. 2015 active member accrual = CPI Deferred and Pensioner Pensions = CPI	Refund or transfer out	Tayside Employee: Tiered rates . Tayside Employer: 17% Strathclyde Employee: Tiered rates . Strathclyde Employer: 35.3% + £61K p.a. deficit conts.
UoDSS	1/80 th	<2011 = Final Salary 2011 active members accrual = CPI capped at 5%. Deferred Benefits from 2011 = CPI capped at 2.5%. and Pensioner pensions from 2011 = CPI capped at 5 %	Refund or transfer out	Employee: 7.75% Employer: 28.3% + £3.4m p.a. deficit conts (increasing by 3% each 1st August)
NHS	1995 section = 1/80 th Final Salary	<2015 = final salary. 2015 active member accrual = CPI + 1.5%	Refund or defer if intending to rejoin within 5 years or transfer out.	Employee: Tiered Employer: 20.9%

	<i>2008 section = 1/60th Final Salary</i> <i>2015 section = 1/54th Career Average</i>	<i>Deferred and Pensioner Pensions = CPI + 1.5%</i>		
<i>Other : MRC</i>	<i>1/60th</i>	<i>Active member accrual, deferred and pension payment = CPI</i>	<i>Refund or transfer out.</i>	<i>Employee: 6.5%</i> <i>Employer: 16.9%</i>

STEP 2 Analysis of the proposed reforms to the USS

Having regard to the duty to promote equality and eliminate discrimination, do the proposed reforms to the USS minimise unfairness? Do they have a disproportionate negative effect on people with one or more of the nine protected characteristics?

In completing the impact assessment using this form, if it is anticipated that the proposed reforms will have a negative impact on one or more of the protected groups, note the likely impact including whether there is direct or indirect discrimination and whether such discrimination can be justified, identify the range of options to address it in order to meet the general equality duties, identify the effect of each option, the preferred option and the reasons for preferring it. Possible options include feeding back to the USS Trustee on the basis of the impact that the reforms have at this institution that:

- (i) there should be no change to the proposed reform;
- (ii) the proposed reform should be adjusted in a particular way;
- (iii) that it should continue with the proposed reform; or
- (iv) that it should abandon the proposed reform (noting the implications and specifically the fall-back position stated by the USS trustee).

Any options chosen must be informed by the evidence available. Evidence may need to be supplemented by consultation, where appropriate, with affected groups. Sufficient evidence will be required to allow conclusions to be drawn. If the evidence is insufficient, consultation with affected groups may be necessary. Institutions must retain a record of evidence relied upon.

(1) Proposed reform:

From 1 April 2022 the rate at which members will build up future benefits in the DB section (USS's retirement income builder section) will change from 1 April 2022 (to a lower rate of 1/85 of salary compared to the current 1/75 of salary, and a separate lump sum of 3/85 rather than 3/75, up to the Salary Threshold).

Anticipated impact of proposed reform on existing USS members			
	Positive	Negative	Neutral
Race			X
Disability			X
Sex			X
Age		X	
Gender reassignment			X
Marriage and civil partnership			X
Pregnancy and maternity			X
Religion and belief			X
Sexual orientation			X

If it is anticipated that the proposed reform will have a negative impact on one or more of these protected groups, please provide below the:

- *Range of options for addressing anticipated negative impact:*
- *Preferred option for addressing likely negative effect:*
- *Reason for preferring this option*

Assessment:

The proposal will affect all categories of staff, but the pension benefits of staff who have not been in the pension scheme for long and who will build up the majority of their pension fund under the proposed arrangements are likely to be impacted more severely. It is reasonable to assume that this group of staff are likely to be in the younger age categories.

The workforce profile (Table 2, Figure 2) shows that majority of USS members (and those eligible to join) fall between the ages of 30 and 59. Treating staff differently on the basis of age would constitute direct discrimination so there is no option to mitigate the effect of the proposed change for staff in the age groups that are more likely to be more significantly affected.

Given the financial position of USS, reforms are inevitable. A lower accrual rate is considered to be a reasonable and justifiable means of addressing the need for reform. Without such reforms, contribution rises for employees would risk pricing more and more members out of pensions savings and would not be sustainable for the University.

Anticipated negative impact of proposed reform on existing non-USS members			
	Range of options	Preferred Option	Reason for preferred option
Race			
Disability			
Sex			
Age			
Gender reassignment			
Marriage and civil partnership			
Pregnancy and maternity			
Religion and belief			
Sexual orientation			

No anticipated negative impact of proposed reform on existing non-USS members.

(2) Proposed reform:

From 1 April 2022, the Salary Threshold will reduce from £59,883.65 to £40,000.

Anticipated impact of proposed reform on existing USS members			
	Positive	Negative	Neutral
Race			X
Disability			X
Sex			X
Age		X	
Gender reassignment			X
Marriage and civil partnership			X
Pregnancy and maternity			X
Religion and belief			X
Sexual orientation			X

If it is anticipated that the proposed reform will have a negative impact on one or more of these protected groups, please provide below the:

- Range of options for addressing anticipated negative impact:
- Preferred option for addressing likely negative effect:
- Reason for preferring this option

Assessment:

The proposed reform will apply to all staff earning more than £40k. The reduction in DB benefits will negatively impact those staff with earnings at or above the current threshold most significantly, with a proportional reduction for those staff earning between £40,000 and £59,883. There is likely to be a disproportionate effect on younger staff who have a longer period until their retirement, but for all staff earning more than £40,000, retirement plans may have to be reconsidered if they were based on the current threshold for DB benefits. There is some mitigation through the provision for members to contribute to the DC element of the scheme, but benefits are likely to be less favourable for the same cost and there is increased risk for employees in the DC fund. Based on current figures, 1231 current members of USS (61.8%) would be affected by this element of the proposal. Currently a slightly larger proportion of USS members affected by this element of the proposal are male (53.7%); 12.2% of affected staff are BAME compared with 12.9% of all USS members; analysis by age group shows that staff in the 30-59 age range are more likely to be affected (86.7%) (Table 7).

	Age Group						Total
	20 - 29	30 - 39	40 - 49	50 - 59	60 - 64	>= 65	
USS Members earning over £40k	9	203	423	441	113	42	1231
Percentage USS Members Earning over £40k	0.7	16.5	34.4	35.8	9.2	3.4	100

Table 7 USS Members Earning over £40,000

Given the financial position of USS it is accepted that reforms are required. Reducing the threshold for the DB element of the scheme is considered to be a reasonable and justifiable means of addressing the need for reform however increasing the threshold to a higher level than £40k would lessen the anticipated negative impact on the staff most affected (i.e. staff in the 30-59 age range).

Anticipated negative impact of proposed reform on existing non-USS members

	Range of options	Preferred Option	Reason for preferred option
Race			
Disability			
Sex			
Age			
Gender reassignment			
Marriage and civil partnership			
Pregnancy and maternity			
Religion and belief			
Sexual orientation			

No thresholds relative to DB accrual, exist in the other schemes so no anticipated negative impact of proposed reform on existing non-USS members.

(3) Proposed reform:

From 1 April 2023, the Salary Threshold will continue to increase annually in line with official pensions, which are currently increased in line with the Consumer Prices Index (CPI), but subject to a lower maximum increase of 2.5% a year until 31 March 2025 or if earlier, the date of any change concluded by a review by the JNC of the amount of the Salary Threshold.

Anticipated impact of proposed reform on existing USS members			
	Positive	Negative	Neutral
Race			X
Disability			X
Sex		X	
Age		X	
Gender reassignment			X
Marriage and civil partnership			X
Pregnancy and maternity			X
Religion and belief			X
Sexual orientation			X

If it is anticipated that the proposed reform will have a negative impact on one or more of these protected groups, please provide below the:

- *Range of options for addressing anticipated negative impact:*
- *Preferred option for addressing likely negative effect:*
- *Reason for preferring this option*

Assessment:

As in (2), the proposed reform will apply to all staff earning more than the threshold. The annual increase of the salary threshold in line with official pensions/CPI, but to a maximum of 2.5% will impact more negatively on those groups identified in (2), who earn above the new threshold and the impacts identified in (2) also apply. The limit on increases to the threshold is likely to mean an increasing percentage of staff will be affected by this change in future years due to, for example, incremental progression. This will likely have a disproportionate effect on female staff, as the university's pay gap information for 2021, indicates that there is a greater proportion of female staff in Grades 7 and just below the threshold point.

The lower maximum increase of 2.5% a year is considered to be a reasonable and justifiable means of addressing the need for reform of USS. Although this option will have a negative impact as identified in (2) without such reforms, the alternative would be an increase in employee contributions which would risk pricing more and more members out of pensions savings and would not be sustainable for the University.

Anticipated negative impact of proposed reform on existing non-USS members			
	Range of options	Preferred Option	Reason for preferred option
Race			
Disability			
Sex			
Age			
Gender reassignment			
Marriage and civil partnership			
Pregnancy and maternity			
Religion and belief			
Sexual orientation			

As stated in (2) no thresholds relative to DB accrual exist in in the other schemes so no anticipated negative impact on proposed reform on existing non-USS members.

(4) Proposed reform:

Benefits earned in the USS Retirement Income Builder from 1 April 2022 will continue to see increases applied annually before and after members retire, but subject to a lower maximum of 2.5% a year.

Anticipated impact of proposed reform on existing USS members			
	Positive	Negative	Neutral
Race			X
Disability			X
Sex			X
Age		X	
Gender reassignment			X
Marriage and civil partnership			X
Pregnancy and maternity			X
Religion and belief			X
Sexual orientation			X
<p><i>If it is anticipated that the proposed reform will have a negative impact on one or more of these protected groups, please provide below the:</i></p> <ul style="list-style-type: none"> • <i>Range of options for addressing anticipated negative impact:</i> • <i>Preferred option for addressing likely negative effect:</i> • <i>Reason for preferring this option</i> <p>Assessment:</p> <p>The lower cap on Retirement Income Builder increases has the potential to impact the value of pension benefits earned after 1 April 2022. In years where increases fall below the cap there will be no impact, but if official pensions increases are above 2.5% there will be a negative impact on pension benefits for that year. Potentially this may affect all members and future pensioners, regardless of protected characteristic, but the pension benefits of staff who have not been in the pension scheme for long and who will build up the majority of their pension fund under the proposed arrangements have a higher risk of being impacted. It is reasonable to assume that this group of staff are likely to be in the younger age categories.</p> <p>The lower maximum increase of 2.5% a year is considered to be a reasonable and justifiable means of addressing the need for reform of USS. Although this option will impact more negatively staff who have not been in the pension scheme for long, and likely to be staff in the younger age categories, this option is preferably to the alternative option of increasing contribution rates for employees and employers which would risk pricing more members out of pensions savings and would not be sustainable for the University.</p>			
Anticipated negative impact of proposed reform on existing non-USS members			
	Range of options	Preferred Option	Reason for preferred option
Race			
Disability			

Sex			
Age			
Gender reassignment			
Marriage and civil partnership			
Pregnancy and maternity			
Religion and belief			
Sexual orientation			

No negative impact on proposed reform on existing non-USS members as members in the other schemes have annual increases to pension benefits in line with CPI or CPI plus an additional amount.

(5) Proposed reform:

From 1 April 2022, there will be a change of benefits for those who are members of USS for a short period (more than three months but less than two years).

Anticipated impact of proposed reform on existing USS members			
	Positive	Negative	Neutral
Race			X
Disability			X
Sex			X
Age	X		
Gender reassignment			X
Marriage and civil partnership			X
Pregnancy and maternity			X
Religion and belief			X
Sexual orientation			X

If it is anticipated that the proposed reform will have a negative impact on one or more of these protected groups, please provide below the:

- *Range of options for addressing anticipated negative impact:*
- *Preferred option for addressing likely negative effect:*
- *Reason for preferring this option*

Assessment:

Members who leave the scheme with more than three months', but less than two years' qualifying service, will be provided with full deferred benefits in the USS Retirement Income Builder (i.e. a pension of 1/85 of salary and a lump sum of 3/85 of salary up to the Salary Threshold for each year of active membership) rather than the current deferred benefit which is based on their contributions multiplied by an actuarial factor. On average, the change will provide a larger deferred benefit for the relevant members. This improvement will apply to all staff, although may have a greater impact staff who are at an earlier stage of their career and are moving more frequently between different institutions. These staff are likely to be a younger age category.

Anticipated negative impact of proposed reform on existing non-USS members			
	Range of options	Preferred Option	Reason for preferred option
Race			
Disability			
Sex			
Age			
Gender reassignment			
Marriage and civil partnership			
Pregnancy and maternity			
Religion and belief			

Sexual orientation			
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(6) Proposed reform:

The JNC has proposed changes to the scheme so that contributions won't need to rise significantly and impact affordability for members. However, in the absence of the JNC's (or other) proposed changes being executed by 28 February 2022, there is a proposed fall-back position, where contribution rates will increase every six months from 1 April 2022. In the fall-back position the increase would be from the October 2021 levels of 9.8% to 18.8% of salary for members by 1 October 2025. For employers, the increase would be from 21.4% to 38.2% (further details are set out in the USS Trustee's formal information notice.

Anticipated impact of proposed reform on existing USS members			
	Positive	Negative	Neutral
Race			X
Disability			X
Sex		X	
Age		X	
Gender reassignment			X
Marriage and civil partnership			X
Pregnancy and maternity			X
Religion and belief			X
Sexual orientation			X

If it is anticipated that the proposed reform will have a negative impact on one or more of these protected groups, please provide below the:

- *Range of options for addressing anticipated negative impact:*
- *Preferred option for addressing likely negative effect:*
- *Reason for preferring this option*

Assessment:

The proposed reform will have a negative impact on all staff however the proposed change to the contribution levels will likely impact more negatively younger staff and staff at an early stage of their career progression as the increase in contribution rates may be unaffordable and result in the member leaving or not able to join the scheme. The proposed increase in contribution levels will also likely have a disproportionate effect on female staff, as the university's pay gap information for 2021, indicates that there is a greater proportion of female staff on Grade 7 and 8 and who may find the proposed increase in contribution rates unaffordable relative to their salary level. One option to lessen the impact on the staff most affected, would be to limit any increase to once a year rather than every 6 months, as this may be more manageable taking into account annual increases in salary, due to annual incremental progression and/or a pay award uplift. However, this would not be a preferred option for the University, as it does not consider the level of contributions to USS above current rates to be affordable. In a survey of staff 88% said they would be concerned about affordability if contributions were to increase.

Other options to address this anticipated negative impact would be to consider offering a tiered approach for staff contributions based on salary levels or offering an alternative pension scheme which had an affordable level of contributions for staff to recognise that the alternative changes to USS being proposed is preferable to the increase in contribution rates. The University supports the workstream with UUK to look at lower cost options which would provide some mitigation for this impact.

Anticipated negative impact of proposed reform on existing non-USS members

	Range of options	Preferred Option	Reason for preferred option
Race			
Disability			
Sex			
Age			
Gender reassignment			
Marriage and civil partnership			
Pregnancy and maternity			
Religion and belief			
Sexual orientation			

No negative impact on proposed reform on existing non-USS members as members in the other schemes have lower employee contribution rates compared to the contributions that USS members would need to make into the scheme by 1 October 2025.

STEP 3

Could the impacts identified in Step 2 above be minimised or removed or equality be promoted in some other way?

The proposed reforms to USS were considered and any likely negative impact on one or more of the protected groups noted:

Reform (1) - Age

Reform (2) - Age

Reform (3) - Age and Sex

Reform (4) - Age

Reform (6) - Age and Sex

It was identified that reforms proposed would have greater impact on pension benefits of staff who have not been in the pension scheme for long and who will build up the majority of their pension fund under the proposed arrangements, and this group of staff are likely to be in the younger age categories or in the cases of proposed reforms.

It was also identified that for reforms proposed under (3) and (6) that there would be a likely disproportionate effect on female staff due to relative salary levels compared to increases to the threshold level based on a lower maximum increase of 2.5% and the proposed increases to contribution levels.

The University recognises that our employees value retention of a defined benefit element and on that basis we support the broad principle of retaining a hybrid structure which includes an element of defined benefit, along with death in service and incapacity provision.

We have been very clear the contribution uplift in October 2021 is not affordable to this University and while it is understood that significant benefit reform is inevitable we do not underestimate the impact that this will have on staff as identified in Step 2 of the EIA.

The University has considered how the impacts could be minimised, removed or equality promoted in some other way and in relation to this believe that it is important any reforms to the scheme include insuring that lower cost options can be offered for staff who are unable to participate at 9.6%, plus a greater ability to move benefits internationally. The flexible alternatives should also include some death in service and ill health cover, noting that 92% of our staff felt these elements to be important to them.

Given the cost constraints and recognising the value our staff place on defined benefit, we recognise that this would be a reasonable outcome from an employer perspective.

STEP 4

How will the reforms to the USS be monitored in the future and by whom? (consider a periodic (perhaps five-yearly) review of membership demographics and a repeat of the EIA?)

The University will conduct a 5 yearly review of the membership demographics and the EIA will be repeated to monitor the impact of the reforms to USS. The review will be conducted by Pensions and HR with support from colleagues in EDI and Strategic Intelligence.

The University will engage with UUK and USS on current and future proposals for reforms to ensure equality impact is taken into account in decision-making.

Scheme demographics are regularly monitored as part of the institution's existing equality and diversity monitoring arrangements. Equality and Diversity statistics are published on the University website and information is provided on a regular basis to the University Court.

January 2022