

Name of Employer	North Norfolk Academy Trust has adopted the policies shown below
Signed (authorised signatory)	
Name of authorised signatory	Andrew Richardson – Chief Executive Officer
Date	19 th December 2017

POLICY STATEMENT

North Norfolk Academy Trust is a multi-academy trust that comprises Sheringham High school, Antingham and Southrepps Primary school, Gresham Village School and Nursery and Stalham High school. It also has a central team that work directly for the Trust.

Since 1997, the Local Government Pension Scheme (LGPS) legislation has required every employer to issue a written policy statement on how it will exercise specific discretions provided to employers by the scheme.

There are other discretions but it is not compulsory to include them in this statement. Any requests that fall within these non-discretionary items would be considered on a case by case basis.

This statement covers the following five discretionary powers.

COMPULSORY ITEMS:

Funding of Additional Pension : Regulations 16(2e) 16(4d)

An employer may fund, wholly, or in part a members additional pension contract (APC). This payment can be paid either by regular contributions or a lump sum.

As a general rule, North Norfolk Academy Trust would not consider making such payments but would evaluate any such requests on a case by case basis. A decision would be made purely on the individual circumstances at that time.

NB Where an APC is used to cover a period of unpaid leave, North Norfolk Academy Trust would automatically pay 2/3rds of the cost with the member paying the balance.

Awarding Additional Pension : Regulation 31

An employer may increase a member's benefits by awarding additional pension (up to a maximum of £6,500 per annum from April 2014). Costs would be the responsibility of the employer.

As a general rule, North Norfolk Academy Trust would not consider making such an award but would evaluate any such requests on a case by case basis. A decision would be made purely on the individual circumstances at that time.

Flexible Retirement : Regulation 30(6)

An employer may give consent for a member aged 55 or more who reduces their grade or hours of work (or both) to receive all or part of their LGPS benefits immediately, even though they haven't left its employment. Any cost of early payment would be the employer's responsibility.

As a general rule, North Norfolk Academy Trust would not consider giving such consent but would evaluate any such requests on a case by case basis. A decision would be made purely on the individual circumstances at that time.

Waiving of Actuarial Reduction : Regulation 30(8)

If the benefits payable on retirement before normal pension age would normally be reduced for early payment, the employer may agree to waive all or part of the reduction. Any cost of doing so would be the employer's responsibility.

As a general rule, North Norfolk Academy Trust would not consider making such a waiver but would evaluate any such requests on a case by case basis. A decision would be made purely on the individual circumstances at that time.

Early Payment of Pension : Regulation 30 of the LGPS (Benefits, Membership and Contributions) Regulations 2007

An employer may give consent for a member aged 55 or more who has left its employment prior to April 2014 with an entitlement to immediate LGPS benefits to receive them straight away regardless. Any costs for the early payment would be the employer's responsibility.

As a general rule, North Norfolk Academy Trust would not consider giving such consent but would evaluate any such requests on a case by case basis. A decision would be made purely on the individual circumstances at that time.

If the benefits payable would normally be reduced for early payment, the employer may agree to waive all or part of the reduction on compassionate grounds. Any costs of doing so would be the employer's responsibility.

As a general rule, North Norfolk Academy Trust would not consider making such a waiver but would evaluate any such requests on a case by case basis. A decision would be made purely on the individual circumstances at that time.