Statement of Intent

Under the rules of the Local Government Pension Scheme ("LGPS") the employer has the right to authorise discretion on a number of matters regarding the administration of the pension scheme. For a number of discretions there is a statutory requirement to publicise the approach the employer will take.

The approach to exercising discretion in this policy is to allow the employer to make a reasonable decision in individual cases but also to be clear as to the factors it will take into account in making that decision.

In formulating and reviewing our policy statements the we are required to have regard to the extent to which the exercise of their discretionary powers, unless properly limited, could lead to a serious loss of confidence in the public service, and, be satisfied that the policy is workable, affordable and reasonable having regard to the foreseeable costs.

Any complaints relating to decisions in these matters would need initially to be raised under the pension scheme's Internal Disputes Resolution Procedure, details of which are available from the pension scheme administrator.

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This policy confers no contractual rights and Windsor Academy Trust retains the right to change this policy at any time. This policy will be reviewed on a tri-annual basis and any amendments published accordingly.

The policy which is current at the time a relevant event occurs to the scheme member will be the basis on any decision made.

Any decision pertaining to this policy will be made by the WAT Finance and Audit Committee, who will receive recommendations from the Chief Executive.

The Discretions covered in this policy derive from the following regulation documents.

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E 5 (1)	Power to increase statutory redundancy payments above statutory	Windsor Academy Trust will not increase statutory redundancy payments
	weekly pay limit	above statutory weekly pay limit.
		Enhanced redundancy terms under TUPE may continue to apply.
E 6	Decision to award up to 104 weeks compensation instead of	Windsor Academy Trust will not award up to 104 weeks compensation
	compensatory added years	instead of compensatory added years.

The following table applies to discretions which may be exercised on and after 1 April 2014 in relation to scheme members who left the scheme between 1 April 2008 and 31 March 2014

Regulation Discretion

arise that make payment of those benefits justifiable. Each case will be considered on its individual merits.
