

IDRP Survey



Greater Manchester
Pension Fund

IDRP SURVEY

Since November 2007, the Fund has been issuing equalities questionnaires to any appellant using the Internal Dispute Resolution Procedure (IDRP). This is the appeals system laid down by the Local Government Pension Scheme (LGPS). This may be used regarding decisions made by employers or the Fund.

The system has two stages. To prevent double counting a questionnaire is sent to those making a stage 1 appeal about a decision made by the Fund, and to those making a stage 2 appeal about a decision made by an employer.

These results show the diversity of those who appealed between November 2007 and April 2011. During this period 29 questionnaires were returned.

GMPF Equalities Survey																	
We are required by law to monitor the equalities of our service.																	
Please answer as many of these questions as you are comfortable with.																	
Are you?	<input type="checkbox"/> Male <input type="checkbox"/> Female																
Do you consider yourself disabled?	<input type="checkbox"/> Yes <input type="checkbox"/> No																
Are you?	<table border="0"> <tr> <td> White <input type="checkbox"/> British <input type="checkbox"/> Irish <input type="checkbox"/> Other White Background </td> <td> Black or Black British <input type="checkbox"/> Caribbean <input type="checkbox"/> African <input type="checkbox"/> Other Black Background </td> </tr> <tr> <td> Mixed <input type="checkbox"/> White & Black Caribbean <input type="checkbox"/> White & Black African <input type="checkbox"/> White & Asian <input type="checkbox"/> Other Mixed Background </td> <td> Asian or British Asian <input type="checkbox"/> Indian <input type="checkbox"/> Pakistani <input type="checkbox"/> Bangladeshi <input type="checkbox"/> Other Asian Background </td> </tr> <tr> <td> Chinese or other ethnic group <input type="checkbox"/> Chinese </td> <td> <input type="checkbox"/> Other Ethnic Group <small>PLEASE STATE HERE:</small> <input type="text"/> </td> </tr> </table>	White <input type="checkbox"/> British <input type="checkbox"/> Irish <input type="checkbox"/> Other White Background	Black or Black British <input type="checkbox"/> Caribbean <input type="checkbox"/> African <input type="checkbox"/> Other Black Background	Mixed <input type="checkbox"/> White & Black Caribbean <input type="checkbox"/> White & Black African <input type="checkbox"/> White & Asian <input type="checkbox"/> Other Mixed Background	Asian or British Asian <input type="checkbox"/> Indian <input type="checkbox"/> Pakistani <input type="checkbox"/> Bangladeshi <input type="checkbox"/> Other Asian Background	Chinese or other ethnic group <input type="checkbox"/> Chinese	<input type="checkbox"/> Other Ethnic Group <small>PLEASE STATE HERE:</small> <input type="text"/>										
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Are you?	<input type="checkbox"/> Gay <input type="checkbox"/> Lesbian <input type="checkbox"/> Heterosexual <input type="checkbox"/> Bisexual																
What religion or faith are you?	<small>PLEASE STATE HERE:</small> <input type="text"/>																

2007-2011

Gender

13 of the replies (45%) were from men and 16 were from women(55%). This is in line with expectations as less men than women work for local government.

Disability

Five of the respondents were disabled (19%). Two did not answer this question. This is an above average return. However as many IDRP's are related to ill health retirement the additional number of disabled is in line with expectations.

Ethnicity

The majority of respondents were white British (90%). One person was from another white background. One person was Indian and one was Pakistani. This is a fair representation of the ethnic background of the Fund's membership, given the limited size of the sample.

Age

This shows a wide range of ages from 25 to 79 years of age. This is not surprising as the Fund's membership ranges from the very young to the very old.

Sexual Orientation

The majority of respondents were heterosexual, one was bisexual and four did not answer this question.

Religion

The largest group were of various Christian churches (83%). There was one Hindu and one Jewish response. Five did not answer this question and three had no religion.

Conclusion

The results demonstrate a variety of backgrounds. There is no evidence that any group is more likely to instigate IDRP's. GMPF will continue to issue equalities questionnaires and report on the results.

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