

Retirement Age

We currently do not have a fixed retirement age although this will be reviewed from time to time with a view to introducing a fixed retirement age if this would reflect the needs of the Church and providing that such a change would be objectively justified.

You are therefore free to retire when you wish to do so and we will not pressurise you into retiring because you have reached, or are approaching, a certain age. We would suggest however that an informal review is conducted with the Lead Minister and/or at least 2 Deacons/Trustees around 3-6 months prior to the staff member reaching state pensionable age.

Discussing your future plans

At any time you may wish to discuss your short, medium and long-term plans as the need arises with the Lead Minister and/or members of the Deaconate. We may also want to initiate these discussions with you in order to plan for the needs of the Church. For example, if your circumstances change, you may want a different working pattern or to stop work altogether. There is no obligation for us to hold workplace discussions about your future plans but it may be mutually beneficial to do so in order to ensure that we can plan for the future of the Church.

When a workplace discussion does take place, we will aim to make it as informal as possible. We will not assume that you want to retire just because you are approaching a certain age and we will not make discriminatory comments, suggesting that you should move on due to age.

We will not make generalised assumptions that performance will decline with age, whether due to competence or health issues. If we think there are problems with your performance or ill-health, these will be dealt with in the usual way, through our Capability Procedure or Sickness Absence procedure.

Giving notice of retirement

If you have decided to retire, we would appreciate as much notice as possible, with a minimum of 6 months.

Policy holder/responsible person	Jo Nixon
Review term	Annually
Date agreed	
Signed on behalf of trustees	