



Equality Impact Assessment (EIA)

Title of policy/process under consideration

Board and Lodging and Subletting

Lead department

Corporate Affairs

Is this policy/process? (Please tick)

New Existing Revised

Is this a full EIA? (Please tick)

Yes No

Please state the reasons for the above decision.

The ILF was established to provide financial support to disabled people in order to employ care to enable them to live independently within their communities. Eligibility to receive an ILF award has always been means tested and has always been calculated in accordance with income support regulations (see ILF trust deeds since 1988). The policy on board and lodging and subletting reflects income support guidance.

The wider policy of means testing does not negatively impact upon any of the protected characteristics, but ensures that people who are financially disadvantaged continue to be able to benefit from cash limited public funds.

What are the policy/process objectives and aims?

The policy details what income to take into account when an ILF user is not in receipt of income support or a comparable benefit*. The policy details what expenses can be taken into account when a user pays towards their board and lodging and it details what income can be disregarded when a user sublets accommodation to lodgers.

It ensures that the ILF does not disadvantage users by taking more income into account than would be taken into account if the user or their partner were in receipt of income support or a comparable benefit*.

*Income Based Jobseekers Allowance, Income-related Employment and Support Allowance or Pension Guarantee Credit

Please state the reasons why the changes are taking place.

As stated above the ILF has always been a means tested fund that has used income support regulations to ensure that users have a minimum standard of income. There are no changes to the proposed revised policy.

Key			
-2	Significant negative impact	+1	Mild/moderate positive impact
-1	Mild/moderate negative impact	+2	Significant positive impact
0	Neutral impact		
Protected Characteristic	Impact	Notes	
Age	0	The policy is universally applied to all ILF users and is not expected to have any impact relating to age.	
Disability	0	The policy is universally applied to all ILF users and is not expected to have any impact relating to disability.	
Gender	0	The policy is universally applied to all ILF users and is not expected to have any impact relating to gender.	
Gender reassignment	0	The policy is universally applied to all ILF users and is not expected to have any impact relating to gender reassignment.	
Marriage and civil partnership	0	The policy is universally applied to all ILF users and is not expected to have any impact relating to marriage and civil partnership.	
Pregnancy and maternity	0	The policy is universally applied to all ILF users and is not expected to have an impact relating to pregnancy and maternity.	
Race	0	The policy is universally applied to all ILF users and is not expected to have any impact relating to race.	
Religion or belief	0	The policy is universally applied to all ILF users and is not expected to have any impact relating to religion or belief.	
Sexual orientation	0	The policy is universally applied to all ILF users and is not expected to have any impact relating to sexual orientation.	

What alternative policy/process options have been considered to reduce or alleviate any identified impact?

The policy ensures that all ILF users are treated equally regardless of whether they are in receipt of income support (or comparable benefits*) or not. As there is no identified impact regarding the protected characteristics no alternatives have been proposed.

*Income Based Jobseekers Allowance, Income-related Employment and Support Allowance or Pension Guarantee Credit.

What research has been gathered/considered when making decisions regarding the Protected Characteristics?

The ILF does not systematically collect statistical information on the number of users either in lodgings or subletting lodgings.

ILF trust deeds (1988-2012)

Income support (general) regulations 1987 – regulation 20

Decision Makers guide

Are any future actions required for example monitoring or review?


The policy is subject to the ILF's rolling review programme. The Operations Policy Board can consider interim recommendations for a review of the policy.

EIAB comments/recommendations

The EIAB reviewed the EIA on 29 November 2012 and agreed to the EIA as presented with no requested amendments.

Date form completed 9 November 2012

Signature of EIAB chair



Date 17 December 2012

Subsequent amendments to policy/process

Date of amendment

Details of amendment

Reason why a new EIA is not required

Date of amendment

Details of amendment

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