

Equality Impact Assessment (EIA)

Title of policy/process under consideration

Industrial Injuries disablement benefit

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 policy has no significant impact on any of the protected characteristics.

What are the policy/process objectives and aims?

Industrial Injuries Disablement Benefit (IIDB) is a benefit for people who are disabled either as a result of an accident at work (industrial accident) or a prescribed disease. The scheme does not cover certain groups of people, for example, the self-employed, members of the Armed Services or some trainees. The benefit consists of a basic pension and a number of supplementary allowances.

The intention of the policy is to clarify the income the ILF would expect a user in receipt of the benefit to contribute towards their support.

The policy reflects the ILF Conditions of Grant Agreement (COGA) which states what income should be taken into account (paragraph 7.4). The income taken into account is determined by income support regulations and the policy clarifies this for ease of administration.

The content of this policy is a procedural explanation of mandatory provisions set out in the COGA which does not allow for any discretion.

Please state the reasons why the changes are taking place.

The policy has been amended to simplify the content and therefore make it more accessible. The amendments have not changed the purpose or nature of the 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 has no significant impact relating to age.
Disability	0	The policy has no significant impact relating to disability.
Gender	0	The policy has no significant impact relating to gender.
Gender reassignment	0	The policy has no significant impact relating to gender reassignment.
Marriage and civil partnership	0	The policy has no significant impact relating to marriage and civil partnership.
Pregnancy and maternity	0	The policy has no significant impact relating to pregnancy or maternity.
Race	0	The policy has no significant impact relating to race.
Religion or belief	0	The policy has no significant impact relating to religion or belief.
Sexual orientation	0	The policy has no significant impact relating to sexual orientation.

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

The detail of how the ILF calculate income from industrial injuries disablement allowance is a procedural explanation of mandatory provisions set out in the COGA which does not allow for any discretion.

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

ILF 2006 Trust Deed and COGA
Income support regulations

Are any future actions required for example monitoring or review?


No

EIAB comments/recommendations

The EIA was presented to the board on 24 October 2013 and the board agreed to the EIA as presented with no suggestions for amendment.

Date form completed 4 September 2013

Signature of EIAB chair



Date 5 November 2013

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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