

Equality Impact Assessment (EIA)

Title of policy/process under consideration

Carers Allowance

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?

This policy provides procedural guidance regarding ILF users in receipt of Carers allowance. Carers allowance is a benefit paid to people who regularly provide 35 hours per week of care to a severely disabled person. The intention of the policy is two fold:

- 1) To clarify both how the income that a user or their partner receives from Carers Allowance is treated by the ILF, when calculating someone's contribution towards their support costs.
- 2) To explain that when carrying out an assessment of support needs, the ILF will take into account the hours of care and support provided to access carers allowance.

1)
With regard to the contribution that someone has to make towards their support costs, this is set out in the ILF Conditions of Grant Agreement (COGA) which provides for Carers allowance to be disregarded when calculating a user's available income (see clause 7 4 (d)). In addition the ILF also includes a carers premium when calculating how much money someone needs to live on, where they or their partner receive carers allowance. This is in line with income support regulations. The consequence of these provisions is that a user or their partner in receipt of carers allowance will benefit financially to at least the full value of this benefit.

2)
The second area the ILF policy addresses ensures that any assessment the ILF makes regarding care and support needs takes into account the fact that at least 35 hours of care needs to be provided for carers allowance to be in payment. As the ILF provides government funding towards care costs, it is appropriate that we should ensure that this does not duplicate the support already in place. Should this unpaid care subsequently be lost as a result of a change in circumstances, then the ILF can consider supporting an increase in provision within the scope of the increase in funding policy.

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 or 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 Carers allowance is a procedural explanation of mandatory provisions set out in the COGA which does not allow for any discretion.

Likewise the ILF could not cover provision where this is provided under carers allowance as should a user receive fewer than 35 hours of unpaid care per week they would no longer be eligible for carers allowance

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. The board suggested a minor amendment to the EIA as detailed in the minutes for the meeting. This EIA includes the amendment and is therefore agreed by the board.

Date form completed 3 September 2013

Signature of EIAB chair



Date 7 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

Reason why a new EIA is not required

Date of amendment

Details of amendment

Reason why a new EIA is not required

Date of amendment

Details of amendment

Reason why a new EIA is not required