



Equality Impact Assessment (EIA)

Title of policy/process under consideration

Financial Management Support

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 applies to all ILF users equally. We have not identified any negative impacts of the revised policy.

What are the policy/process objectives and aims?

The ILF makes payments so that users are able to employ the care providers that they choose. The ILF is not able to directly employ care providers on behalf of users or directly provide care services to users.

It is recognised that many users or their representatives may wish to receive ILF funding but would like to have assistance in the management of the money.

The policy states that the ILF will pay towards support for a user to manage the financial administration of their ILF funding. It sets out guidance on the usual cost of that support but allows for individual circumstances to be taken into account.

The ILF will not normally pay for a close relative living in the same household to manage the funding in line with the ILF Trust Deed.

Please state the reasons why the changes are taking place.

The revision to the policy details how the ILF approach may be different to that of a Local Authority and that where this is identified to be the case at the transfer review visit the user should be made aware that this type of support may change after transfer of responsibility for eligible care needs to Local Authorities\devolved administrations from April 2015.

This intention of the amendment is to help prepare users with the transfer process.

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	This policy change should have a neutral impact on the protected characteristic. The change should ease transfer process for some users
Disability	0	This policy change should have a neutral impact on the protected characteristic. The change should ease transfer process for some users
Gender	0	This policy change should have a neutral impact on the protected characteristic. The change should ease transfer process for some users
Gender reassignment	0	This policy change should have a neutral impact on the protected characteristic. The change should ease transfer process for some users
Marriage and civil partnership	0	This policy change should have a neutral impact on the protected characteristic. The change should ease transfer process for some users
Pregnancy and maternity	0	This policy change should have a neutral impact on the protected characteristic. The change should ease transfer process for some users
Race	0	This policy change should have a neutral impact on the protected characteristic. The change should ease transfer process for some users
Religion or belief	0	This policy change should have a neutral impact on the protected characteristic. The change should ease transfer process for some users
Sexual orientation	0	This policy change should have a neutral impact on the protected characteristic. The change should ease transfer process for some users

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

There has not been any identified negative impact as a result of this assessment. The policy has been revised with a view to reduce and/or alleviate any possible impact on users from April 2015.

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

The Equality Act has been considered to identify any positive or negative impact of the revised policy with regards to the Protected Characteristics.

The members of the EIAB also provide experience relating to the Protected Characteristics when reviewing the equality impact assessments.

Are any future actions required for example monitoring or review?

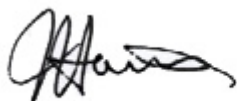
This policy is due for general review in August 2013

EIAB comments/recommendations

The EIAB reviewed the EIA on 25 April 2013 and agreed to the EIA as presented with no suggestions for amendments.

Date form completed 11 April 2013

Signature of EIAB chair



Date 26 April 2013

Subsequent amendments to policy/process

Date of amendment	November 2013
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Details of amendment

On 6 November 2013, the Court of Appeal quashed the Government's decision that was made on 18 December 2012 to close the Independent Living Fund (ILF). All activity relating to the Transfer Review Programme has therefore ceased. The policy has been amended to remove a paragraph asking assessors consider if such arrangements would be compatible with local authority practice.

Reason why a new EIA is not required

This amendment has no impact on the protected characteristics

Date of amendment	7 March 2014
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Details of amendment

On 6 March 2014 the Government made a decision to close the Independent Living Fund (ILF) on 30 June 2015. The funding and responsibility for users ILF care and support needs will be transferred to local authorities in England and the devolved administrations in Scotland, Wales and Northern Ireland from 1 July 2015. The ILF commenced a Transfer Review Support Programme (TRSP) on 7 March 2014.

The policy has been updated to include a paragraph advising assessors to consider if the arrangements would be supported by the local authority following transfer.

Reason why a new EIA is not required

The current EIA does not identify any negative impact on the protected characteristics as the policy is intended to be applied to each group equally.

The revisions to the policy do not affect this impact and therefore a new EIA is not required.