



Equality Impact Assessment (EIA)

Title of policy/process under consideration

Ex-Gratia Payments

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 equally to all ILF users and we have not identified any negative impacts of the policy.

What are the policy/process objectives and aims?

The 2006 Trust Deed enables the ILF to make ex-gratia payments to users who have experienced financial loss, gross inconvenience or gross embarrassment caused by maladministration and/or excessive and unwarranted delay on the part of the Trust.

The policy confirms the 3 areas where the Trust Deed states that it may be reasonable for an ex-gratia payment to be made. The policy also confirms that the amount of payment that can be made on any one claim is from £25 to £300 per person, provided that this does not exceed the annual limit of £300 per person set out in the Trust Deed.

Please state the reasons why the changes are taking place.

There are no changes to the policy. The Equality Impact Assessment has been completed as part of an exercise to ensure that all ILF policies and procedures have an Equality Impact Assessment completed on the most recent ILF impact assessment form.

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 will be universally applied to all ILF users and it is not expected to have an impact relating to age.	
Disability	0	The policy will be universally applied to all ILF users and it is not expected to have an impact relating to disability.	
Gender	0	The policy will be universally applied to all ILF users and it is not expected to have an impact relating to gender.	
Gender reassignment	0	The policy will be universally applied to all ILF users and it is not expected to have an impact relating to gender reassignment.	
Marriage and civil partnership	0	The policy will be universally applied to all ILF users and it is not expected to have an impact relating to marriage and civil partnership.	
Pregnancy and maternity	0	The policy will be universally applied to all ILF users and it is not expected to have an impact relating to pregnancy and maternity.	
Race	0	The policy will be universally applied to all ILF users and it is not expected to have an impact relating to race.	
Religion or belief	0	The policy will be universally applied to all ILF users and it is not expected to have an impact relating to religion or belief.	
Sexual orientation	0	The policy will be universally applied to all ILF users and it is not expected to have an impact relating to sexual orientation.	

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 and therefore alternative policy/process options have not been considered.

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

The ILF Trust Deed 2006

The Equality Act has been considered to ensure that the policy does not directly or indirectly discriminate against any of the Protected Characteristics.

The members of the EIAB also provide experience relating to the protected characteristics when reviewing the equality impact assessment.

Are any future actions required for example monitoring or review?

This policy will not be reviewed before the closure of the ILF on 30 June 2015 unless there are changes made within the Trust Deed that necessitate a change to the policy.

EIAB comments/recommendations

The EIAB reviewed the EIA on 20 June 2014 and agreed to the EIA as presented with no suggestions for amendments.

Date form completed 2 June 2014

Signature of EIAB chair



Date 20 June 2014

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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