

## EQUALITY IMPACT ASSESSMENT RECORD

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| <b>Title of policy/<br/>practice/ strategy/<br/>legislation etc.</b> | ILF Transition Fund<br><br>Financial Management Support – TF07 |
| <b>Is this new policy or<br/>revision to an<br/>existing policy?</b> | <b>New Policy</b>  |

### Screening

#### Policy Aim

This policy Financial Management Support – TF07 outlines the support on offer to ILF Transition Fund recipients to manage their grant should they wish, or require financial management support. The policy makes it clear that formal support from organisations providing this financial management support generally charge for their service and this charge can be covered by ILF Scotland.

The policy removes a financial management barrier to applicants and offers support to those which is inclusive of all groups with ‘protected characteristic’ status who require this support.

#### Who will it affect?

The policy will affect disabled young people from 16 to 21 who apply successfully to the ILF Transition Fund.

#### What might prevent the desired outcomes being achieved?

There should be no barriers to the policy being implemented.

## Stage 1: Framing

### Results of framing exercise

A co-production group met on six occasions. The group included representatives from Disabled Peoples Organisations (DPOs), COSLA, Social Work Scotland, Carers, the Voluntary Sector, Scottish Government and ILF Scotland. This group identified issues for disabled people and the funding of their care and support. The group established consensus that the additional funding to be made available to ILF Scotland should be a broad discretionary fund to support disabled people to live independently, particularly at a critical life stage. The group preferred that in the first instance the fund would have a narrower focus than the broad aim of the fund. They identified that current unmet need was particularly significant for younger disabled people who are in transition, and who may have a level of need below that which would be eligible for statutory support. An additional consideration was the profile of existing ILF Scotland awards being exclusively to individuals over the age of 21 years. The ILF Transition Fund is in some part seen as providing the opportunity to address this imbalance. In their assessment, the group considered available evidence for this policy, including the examination of all submissions received by the Scottish Government in its public consultation exercise on the future of the ILF in Scotland post closure of the UK ILF. ILF Scotland drafted a set of criteria in co-production, so that the needs of this particular group were prioritised for this funding in the first instance, with a view to widening the focus as additional funds become available and/or as priorities change.

## Extent/Level of EQIA required

This policy supports the overall aims, objectives and the implementation of the ILF Transition Fund, developed in co-production with disabled people and Disabled Peoples Organisations (DPOs), this policy therefore requires only a light touch EQIA.

The impact of this policy will have no specific impact on the protected characteristics of the population of young disabled people applying to the ILF Transition Fund and will also support individuals with dual or multiple protected characteristic status where age eligibility criteria is met. There are no circumstances where the financial management policy will not be offered. This policy therefore contributes to increasing choice and support to those successful applicants who require support. No concerns have been raised by any individual or group involved in the co-production of the ILF Transition Fund.

## Stage 2: Data and evidence gathering, involvement and consultation

Include here the results of your evidence gathering (including framing exercise), including qualitative and quantitative data and the source of that information, whether national statistics, surveys or consultations with relevant equality groups.

| Characteristic | Evidence gathered and Strength/quality of evidence   | Source   | Data gaps identified and action taken  |
|----------------|--|--|--|
| <b>AGE</b>     | As this policy is applicable to all successful applicants there was no requirement to gather specific evidence in support. | Experience of existing financial support as applied to the current ILF award fund. | No gaps identified – however policy will be monitored as the transition fund is implemented and this will inform policy development. |

|                                |  |  |  |
|--------------------------------|--|--|--|
| <b>DISABILITY</b>              | As this policy is applicable to all successful applicants - no requirement to gather specific evidence in support. | Experience of existing financial support as applied to the current ILF award fund. | No gaps identified – however policy will be monitored as the ILF Transition Fund is implemented and this will inform policy development. |
| <b>SEX</b>                     | Applicable to all successful applicants - no requirement to gather specific evidence in support.                   | Experience of existing financial support as applied to the current ILF award fund. | No gaps identified – however policy will be monitored as the ILF Transition Fund is implemented and this will inform policy development. |
| <b>PREGNANCY AND MATERNITY</b> | As this policy is applicable to all successful applicants - no requirement to gather specific evidence in support. | Experience of existing financial support as applied to the current ILF award fund. | Experience of existing financial support as applied to the current ILF award fund.   |
| <b>GENDER REASSIGNMENT</b>     | As this policy is applicable to all successful applicants - no requirement to gather specific evidence in support. | Experience of existing financial support as applied to the current ILF award fund. | Experience of existing financial support as applied to the current ILF award fund.   |

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|---------------------------|--|--|--|
| <b>SEXUAL ORIENTATION</b> | As this policy is applicable to all successful applicants - no requirement to gather specific evidence in support. | Experience of existing financial support as applied to the current ILF award fund. | Experience of existing financial support as applied to the current ILF award fund. |
| <b>RACE</b>               | As this policy is applicable to all successful applicants - no requirement to gather specific evidence in support. | Experience of existing financial support as applied to the current ILF award fund. | Experience of existing financial support as applied to the current ILF award fund. |
| <b>RELIGION OR BELIEF</b> | As this policy is applicable to all successful applicants - no requirement to gather specific evidence in support. | Experience of existing financial support as applied to the current ILF award fund. | Experience of existing financial support as applied to the current ILF award fund. |

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|--|---|------------------------|------------------------|
| <p><b>MARRIAGE AND CIVIL PARTNERSHIP</b><br/>         (the Scottish Government does not require assessment against this protected characteristic unless the policy or practice relates to work, for example HR policies and practices - refer to Definitions of Protected Characteristics document for details).</p> | <p>This policy is not applicable to the ILF Transition Fund as it does not relate to employment status.</p> | <p>Not applicable.</p> | <p>Not applicable.</p> |
|--|---|------------------------|------------------------|

### Stage 3: Assessing the impacts and identifying opportunities to promote equality

Having considered the data and evidence you have gathered, this section requires you to consider the potential impacts – negative and positive – that your policy might have on each of the protected characteristics. It is important to remember the duty is also a positive one – that we must explore whether the policy offers the opportunity to promote equality and/or foster good relations.

#### Do you think that the policy impacts on people because of their age?

| Age   | Positive | Negative | None | Reasons for your decision   |
|---|----------|----------|------|---|
| Eliminating unlawful discrimination, harassment and victimisation | Yes.     |          |      | The impact of this policy will enhance the support available to young disabled people who meet the eligibility criteria for funding and are successful in their application. This will improve choice and control and contribute to increased representation. |

|  |  |  |  |   |
|--|--|--|--|---|
| <p>Advancing equality of opportunity</p> | <p>Enabling policy which provides support to successful applicants who require assistance to manage their award and have this 'protected characteristic status and dual/multiple characteristic provided age and disability criteria are met.'</p> |  |  | <p>The impact of this policy will be to enhance equality of opportunity to those who have impaired ability to manage their finance. Young disabled people may be more likely to require this support due to lack of opportunity and experience.</p> |
|--|--|--|--|---|

|   |  |  |      |   |
|---|--|--|------|---|
| Promoting good relations among and between different age groups |  |  | None | The impact of this policy will have no specific impact on this. |
|---|--|--|------|---|

## Do you think that the policy impacts disabled people?

| Disability  | Positive | Negative | None | Reasons for your decision   |
|---|----------|----------|------|---|
| Eliminating unlawful discrimination, harassment and victimisation           |          |          | None | This policy will have no specific impact on this area.  |
| Advancing equality of opportunity   |          |          | None | The impact of this policy will be to enhance equality of opportunity to those who have impaired ability to manage their finances. |
| Promoting good relations among and between disabled and non-disabled people |          |          | None | This policy will have no specific impact on this area.  |

**Do you think that the policy impacts on men and women in different ways?**

| <b>Sex</b>                                     | <b>Positive</b>   | <b>Negative</b> | <b>None</b> | <b>Reasons for your decision</b>  |
|--|---|-----------------|-------------|---|
| Eliminating unlawful discrimination            |   |                 | None        | This policy will not impact on men and women differently.   |
| Advancing equality of opportunity              | Provided age and disability eligibility criteria is met, men and women will have equal access to financial support. |                 |             | The impact of this policy on men and women will be the same and may enhance equality of opportunity.  |
| Promoting good relations between men and women |   |                 | None        | The impact of this policy on men and women will be the same and may enhance equality of opportunity but will not actively promote good relations between men and women. |

**Do you think that the policy impacts on women because of pregnancy and maternity?**

| <b>Pregnancy and Maternity</b>      | <b>Positive</b>   | <b>Negative</b> | <b>None</b> | <b>Reasons for your decision</b>   |
|-------------------------------------|---|-----------------|-------------|--|
| Eliminating unlawful discrimination |   |                 |             | This policy will have no specific impact on this protected characteristic.   |
| Advancing equality of opportunity   | Positive - Young disabled people who meet the age criteria and also fall within this protected characteristic group will have equal access to this support. |                 | None        | The impact of this policy will achieve equality of access for young disabled people who may hold dual or multiple protected characteristic status provided age eligibility is met. |
| Promoting good relations            |   |                 | None        | This policy will have no specific impact on this area.   |

## Do you think your policy impacts on transgender people?

| Gender reassignment                 | Positive  | Negative | None | Reasons for your decision                                 |
|-------------------------------------|---|----------|------|---|
| Eliminating unlawful discrimination |   |          | None | This policy will have no specific impact on this area.    |
| Advancing equality of opportunity   | Provided age eligibility, disability criteria is met, individuals who also fall within this protected characteristic will be able to access this support. |          |      | This policy will enhance equal treatment and opportunity. |
| Promoting good relations            |   |          | None | This policy will have no specific impact on this area.    |

**Do you think that the policy impacts on people because of their sexual orientation?**

| <b>Sexual orientation</b>           | <b>Positive</b>   | <b>Negative</b> | <b>None</b> | <b>Reasons for your decision</b>                                       |
|-------------------------------------|---|-----------------|-------------|--|
| Eliminating unlawful discrimination |   |                 | None        | This policy will have no specific impact on this area.                 |
| Advancing equality of opportunity   | Provided age eligibility, disability criteria is met, individuals who also fall within this protected characteristic will be able to access this support. |                 | None        | The impact of this policy will ensure equal treatment and opportunity. |
| Promoting good relations            |   |                 | None        | This policy will have no specific impact on this area.                 |

**Do you think the policy impacts on people on the grounds of their race?**

| Race                                | Positive  | Negative | None | Reasons for your decision   |
|-------------------------------------|---|----------|------|---|
| Eliminating unlawful discrimination |   |          | None | This policy will have no specific impact on this area.                  |
| Advancing equality of opportunity   | Provided age eligibility, disability criteria is met, individuals who also fall within this protected characteristic will be able to access this support. |          |      | The impact of this policy will support equal treatment and opportunity. |

|                               |  |  |      |  |
|-------------------------------|--|--|------|--|
| Promoting good race relations |  |  | None | This policy will have no specific impact on this area. |
|-------------------------------|--|--|------|--|

**Do you think the policy impacts on people because of their religion or belief?**

| Religion or belief                  | Positive   | Negative | None | Reasons for your decision   |
|-------------------------------------|--|----------|------|---|
| Eliminating unlawful discrimination |  |          | None | This policy will have no specific impact on this area.  |
| Advancing equality of opportunity   | Provided age eligibility, disability criteria is met, individuals who also fall within this protected characteristic will be able to access this support |          | None | The impact of this policy will ensure equal treatment and opportunity irrespective of religion or belief. |
| Promoting good relations            |  |          | None | This policy will have no specific impact on this area.  |

**Do you think the policy impacts on people because of their marriage or civil partnership?**

| <b>Marriage and Civil Partnership</b> | <b>Positive</b> | <b>Negative</b> | <b>None</b> | <b>Reasons for your decision</b>                       |
|---------------------------------------|-----------------|-----------------|-------------|--|
| Eliminating unlawful discrimination   |                 |                 | None        | This policy will have no specific impact on this area. |

## Stage 4: Decision making and monitoring

### *Identifying and establishing any required mitigating action*

If, following the impact analysis, you think you have identified any unlawful discrimination – direct or indirect - you must consider and set out what action will be undertaken to mitigate the negative impact.

|   |                 |
|---|-----------------|
| Have positive or negative impacts been identified for any of the equality groups?               | No              |
| Is the policy directly or indirectly discriminatory under the Equality Act 2010?                | No              |
| If the policy is indirectly discriminatory, how is it justified under the relevant legislation? | No              |
| If not justified, what mitigating action will be undertaken?                                    | Not applicable. |

## Describing how Equality Impact Analysis has shaped the policy making process

This policy has been developed through a genuine process of co-production, which set out to determine how to maximize the impact of available resource to achieve independent living for disabled people. All policy decisions around eligibility were taken within this context. The overall aim of this policy is to state eligibility criteria for a new funding stream for disabled young people. These criteria were determined following careful analysis of options and wide engagement with stakeholders. Following implementation, there will be careful monitoring and evaluation of impact, with a view to developing policy and broadening access beyond the initial target group of 16-21 year old disabled people.

The process followed has resulted in policy decisions being made that are intended to produce better outcomes both for disabled people, and their communities. The ILF Transition Fund will support activity that enables disabled people to be active and participating members of their communities, benefiting both the disabled people and those with whom they will engage as a result of this policy development.

## Monitoring and Review

Strathclyde University Disability Resource Centre has been commissioned to undertake independent review and evaluation of the impact of this policy and of the new ILF Transition Fund generally. This will commence immediately on implementation of the policy in November 2017.

## Stage 5 - Authorisation of EQIA

Please confirm that:

- ◆ This Equality Impact Assessment has informed the development of this policy:

Yes

- ◆ Opportunities to promote equality in respect of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation have been considered, i.e:

- Eliminating unlawful discrimination, harassment, victimisation;
- Removing or minimising any barriers and/or disadvantages;
- Taking steps which assist with promoting equality and meeting people's different needs;
- Encouraging participation (e.g. in public life);
- Fostering good relations, tackling prejudice and promoting understanding.

Yes

- ◆ If the Marriage and Civil Partnership protected characteristic applies to this policy, the Equality Impact Assessment has also assessed against the duty to eliminate unlawful discrimination, harassment and victimisation in respect of this protected characteristic:

Not applicable

## **Declaration**

**I am satisfied with the equality impact assessment that has been undertaken for Policy TF07 Financial Management Support.**

**Name: Margaret Wheatley**

**Position: Head of Policy**

**Authorisation date: 10<sup>th</sup> November 2017**