

EQUALITY IMPACT ASSESSMENT RECORD

Title of policy/ practice/ strategy/ legislation etc.	ILF Transition Fund Treatment of Capital – TF04
Is this new policy or revision to an existing policy?	New Policy

Screening

Policy Aim

Policy TF04 -Treatment of Capital outlines the requirement that ILF Transition Fund applicants must not have personal capital exceeding an amount prescribed. The current limit is £26,250. Individuals with capital greater than this sum are not eligible

Who will it affect?

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

What might prevent the desired outcomes being achieved?

The only barriers identified to this outcome being achieved would be if an applicant finds a way of hiding or not disclosing their capital. Checks and recovery procedures will be in place if an applicant is discovered to have capital greater than this amount after they receive a grant.

Stage 1: Framing

Results of framing exercise

A formal co-production group met on six occasions. The group included representatives from: Disabled Peoples Organisations; COSLA; Social Work Scotland; Carers; 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 critical life stages. The group preferred that in the first instance the fund would have a narrower focus than this broad general 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 Organizations (DPO), this policy therefore requires only a light touch EQIA.

This policy will have no specific impact on the protected characteristics of the population of young people applying to the ILF Transition Fund. No concerns have been raised by any individual or group involved in the co-production of the ILF Transition Fund and the capital amount was arrived at by consensus of the working group.

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
AGE	6 meetings of the co-production working group and 12 public consultation meetings around Scotland were held and recorded. A set of options appraisal parameters were produced to inform decision making. A service mapping exercise was completed. This data provided evidence where the funds should be targeted.	Co-production group, and public consultation events.	It has been identified that the support needs and capital assets of young people who may not meet eligibility thresholds for SDS support are not specifically clear.
DISABILITY	Engagement activity consistently identified young disabled people as a priority for the additional funds. In particular, it was identified that there was a growing group of young disabled people who, although having significant need, received little or no formal support post-school due to ever tightening eligibility criteria for social care, and who had very limited access to personal financial resources/capital.	Co-production group and engagement events.	Clear evidence of the scale of potential demand on the ILF Transition Fund was limited given the complexities of disability identification, including disability benefit eligibility, and application of SDS legislation. This will be monitored as the ILF Transition

			Fund is implemented and corrective action taken if required.
SEX	N/A		
PREGNANCY AND MATERNITY	N/A		
GENDER REASSIGNMENT	N/A		
SEXUAL ORIENTATION	N/A		
RACE	N/A		
RELIGION OR BELIEF	N/A		

<p>MARRIAGE AND CIVIL PARTNERSHIP (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>N/A</p>		
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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			None	This policy will have no specific impact on this area.
Advancing equality of opportunity	Yes			The capital amount chosen was set at a limit where, in the view of the working group, few young people would be excluded from being eligible to apply to the ILF Transition Fund

Promoting good relations among and between different age groups			None	This policy will have no specific impact on this area.
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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 eliminating unlawful discrimination, harassment and victimisation.
Advancing equality of opportunity			None	The capital amount chosen is unlikely to be a barrier to disabled people accessing the ILF Transition Fund and it is in line with the amount prescribed in COSLA guidance and used in Local Authority charging policies.

Promoting good relations among and between disabled and non-disabled people			None	This policy will have no specific impact on Promoting good relations among and between disabled and non-disabled people.
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Do you think that the policy impacts on men and women in different ways?

Sex	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			None	The impact of this policy will be no different for men and women.

Advancing equality of opportunity			None	
Promoting good relations between men and women			None	The policy will have no specific impact on promoting good relations between men and women.

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

Pregnancy and Maternity	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			None	The policy will have no specific impact on eliminating unlawful discrimination.
Advancing equality of opportunity			None	The policy will have no specific impact on advancing equality of opportunity for women because of pregnancy or maternity.
Promoting good relations			None	The policy will have no specific impact on promoting good relations in this area.

Do you think your policy impacts on transsexual people?

Gender reassignment	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			None	This policy will have no specific impact transsexual people.
Advancing equality of opportunity			None	This policy will have no specific impact on transsexual people.
Promoting good relations			None	This policy will have no specific impact on transsexual people.

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

Sexual orientation	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			None	This policy will have no specific impact people because of their sexual orientation.
Advancing equality of opportunity			None	This policy will have no specific impact people because of their sexual orientation.
Promoting good relations			None	This policy will have no specific impact people because of their sexual orientation.

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 people on the grounds of their race.
Advancing equality of opportunity			none	This policy will have no specific impact on on people on the grounds of their race.
Promoting good race relations			None	This policy will have no specific impact on on people on the grounds of their race.

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 people because of their religion or belief.
Advancing equality of opportunity			None	This policy will have no specific impact on on people because of their religion or belief.
Promoting good relations			None	This policy will have no specific impact on people because of their religion or belief.

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

Marriage and Civil Partnership	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			None	This policy will have no on people because of their marriage or civil partnership.

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?	

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 is enabling 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 TF04 -Treatment of Capital.

Name: Margaret Wheatley

Position: Head of Policy

Authorisation date: 10th November 2017