

Equality Impact Assessment Record

Title of policy / practice / strategy / legislation:

Transition Fund Policy - TF01 Eligibility Criteria

Is this a new policy or revision to an existing policy?

Revision to Policy

Screening

Policy Aim

The aim of this policy revision is to suspend the option for repeat applications to the Transition Fund for a main grant. This is due to a 60% rise in applications over the past 12 months, resulting in unprecedented demand on the fund. In order to ensure that as many young people as possible are able to access funding, the decision to currently cease the Fund to repeat applications has been made, with effect from 1 January 2024.

Who will it affect?

The Policy revision will affect those who have already had a successful application and received funding and who may have wished or planned to reapply.

The Policy revision will enable applications from first time applicants to be processed more quickly, thus ensuring a larger number of individuals receiving grants.

The Policy revision will allow ILF Scotland to better and more equitably manage distribution of its overall resource and better support sustainability in the long term.

What might prevent the desired outcomes being achieved?

Reducing the number of applications that can be submitted by any one individual may curtail their being able to pursue a new activity or experience. They may have accessed a more comprehensive grant at earlier application if they had been aware that they could not re-apply after a 12-month period given this option is now curtailed.

Stage 1: Framing

Results of Framing Exercise

ILF Scotland used data on application trends and spend to project the future sustainability of the Fund and discussed all possible options with its Sponsor team within Scottish Government.

In order to protect the availability of the scheme and keep it open, the option to reduce the application process to first time applicants only, was considered to be the most equitable in relation to the potential access of all young disabled people in all the eligible categories.

Extent / Level of EQIA required

Full EQIA required

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: Age

Evidence gathered and strength / quality of evidence: There is no change to the age eligibility criteria.

Source:

Data gaps identified and action taken:

Characteristic: Disability

Evidence gathered and strength / quality of evidence: Evidence gathered on the volume of applications suggested that the Fund would be under extreme financial pressure if repeat applications continued. By moving to one-time applicants only, this should allow a greater number of young people to ensure their funding application is successful.

Source: Data from ongoing monitoring of Transition Fund applications.

Data gaps identified and action taken:

Characteristic: Sex

Evidence gathered and strength / quality of evidence: We have specifically ensured the associated documents are de-gendered and application is not based on sex. Gender is identified in an equalities

monitoring section of the application but does not influence the evaluation of applications.

Source:

Data gaps identified and action taken:

Characteristic: Pregnancy and Maternity

Evidence gathered and strength / quality of evidence: Our policies are gender neutral and are flexible to allow for changes in circumstances.

Source:

Data gaps identified and action taken:

Characteristic: Gender Reassignment

Evidence gathered and strength / quality of evidence: Our policies are gender neutral and are flexible to allow for changes in circumstances.

Source:

Data gaps identified and action taken:

Characteristic: Sexual Orientation

Evidence gathered and strength / quality of evidence: Our policies have been screened and do not discriminate in terms of sexual orientation. Eligibility is not based on sexual orientation. This information is identified in an equalities monitoring section of the application but does not influence the evaluation of applications.

Source:

Data gaps identified and action taken:

Characteristic: Race

Evidence gathered and strength / quality of evidence: Our policies have been screened and do not discriminate in terms of race. This is identified in an equalities monitoring section of the application but does not influence the evaluation of applications.

Source:

Data gaps identified and action taken:

Characteristic: Religion or Belief

Evidence gathered and strength / quality of evidence: Our policies and guidance allow for circumstances which require support based on cultural or religious belief. This is identified in the equalities monitoring section of the application but does not influence the evaluation of applications.

Source:

Data gaps identified and action taken:

Characteristic: 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).

Evidence gathered and strength / quality of evidence: This policy doesn't base eligibility on marriage or civil partnership.

Source:

Data gaps identified and action taken:

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: Eliminating unlawful discrimination, harassment and victimisation

Positive:

Negative:

None: ✓

Reason for your decision:

Age: Advancing equality of opportunity

Positive: ✓

Negative: ✓

None:

Reason for your decision: Suspending repeat applications will enable more first-time applicants to be successful in their funding applications. However, some people will not have the opportunity to apply for a second main grant.

Age: Promoting good relations among and between different age groups

Positive:

Negative:

None: ✓

Reason for your decision:

Do you think that the policy impacts disabled people?

Disability: Eliminating unlawful discrimination, harassment and victimisation

Positive:

Negative:

None: ✓

Reason for your decision:

Disability: Advancing equality of opportunity

Positive: ✓

Negative: ✓

None:

Reason for your decision: The policy change has the potential to focus on young people who have not previously accessed the fund, providing them with the fuller opportunity to benefit from it.

However, we recognise that it is not always possible for recipients to achieve all that they wish over one application in a 12-month period.

Disability: Promoting good relations among and between disabled and non-disabled people

Positive:

Negative:

None: ✓

Reason for your decision:

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

Sex: Eliminating unlawful discrimination

Positive:

Negative:

None: ✓

Reason for your decision:

Sex: Advancing equality of opportunity

Positive:

Negative:

None: ✓

Reason for your decision:

Sex: Promoting good relations between men and women

Positive:

Negative:

None: ✓

Reason for your decision:

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

Pregnancy and Maternity: Eliminating unlawful discrimination

Positive:

Negative:

None: ✓

Reason for your decision:

Pregnancy and Maternity: Advancing equality of opportunity

Positive:

Negative:

None: ✓

Reason for your decision:

Pregnancy and Maternity: Promoting good relations

Positive:

Negative:

None: ✓

Reason for your decision:

Do you think your policy impacts on transsexual people?

Gender reassignment: Eliminating unlawful discrimination

Positive:

Negative:

None: ✓

Reason for your decision:

Gender reassignment: Advancing equality of opportunity

Positive:

Negative:

None: ✓

Reason for your decision:

Gender reassignment: Promoting good relations

Positive:

Negative:

None: ✓

Reason for your decision:

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

Sexual Orientation: Eliminating unlawful discrimination

Positive:

Negative:

None: ✓

Reason for your decision:

Sexual Orientation: Advancing equality of opportunity

Positive:

Negative:

None: ✓

Reason for your decision:

Sexual Orientation: Promoting good relations

Positive:

Negative:

None: ✓

Reason for your decision:

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

Race: Eliminating unlawful discrimination

Positive:

Negative:

None: ✓

Reason for your decision:

Race: Advancing equality of opportunity

Positive:

Negative:

None: ✓

Reason for your decision:

Race: Promoting good race relations

Positive:

Negative:

None: ✓

Reason for your decision:

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

Religion or belief: Eliminating unlawful discrimination

Positive:

Negative:

None: ✓

Reason for your decision:

Religion or belief: Advancing equality of opportunity

Positive:

Negative:

None: ✓

Reason for your decision:

Religion or belief: Promoting good relations

Positive:

Negative:

None: ✓

Reason for your decision:

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

Marriage and Civil Partnership: Eliminating unlawful discrimination

Positive:

Negative:

None: ✓

Reason for your decision:

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?

Positive – the policy ensures that a broader group of young people will be able to benefit from the Fund, as currently some people apply multiple times.

Negative – some young people who may have planned to re-apply will no longer have that option and they may have based their first application at that time on the understanding of being able to reapply.

Is the policy directly or indirectly discriminatory under the Equality Act 2010?

Indirectly discriminatory

If the policy is indirectly discriminatory, how is it justified under the relevant legislation?

Young people who have already received funding through the Transition Grant will not be enabled to reapply, which is a variance from those who have already received multiple grant payments. However, wide consideration has been given as to how best to ensure that the largest number of individuals will receive funding.

If not justified, what mitigating action will be undertaken?

Individuals unable to apply will be signposted to other appropriate sources of funding. Staff will work with new applicants to ensure that their application is as comprehensive as possible. They will promote the use of person centred planning and engage with those organisations that provide this. ILF Scotland will engage with partner organisation who support applicants to apply currently to ensure this also.

Describing how Equality Impact Analysis has shaped the policy making process

This policy has been developed through a process of analysis of data including levels of applications received over the past 12 months, taking into account these have risen by 60%. Options on how best to manage

this rise, including the potential to close the Transition Fund completely for a period of time, were considered and discussed by all relevant stakeholders including with our Sponsor who has agreed this amendment with the relevant Minister.

The change in policy is intended to allow a greater number of individuals to benefit from receiving funding.

Monitoring and Review

The rates of applications will continue to be monitored and analysed and should there be capacity in the future to re-instate repeat applications this would be considered.

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 the revision to **Policy TF01 –Eligibility criteria**.

Name: Linda Scott

Position: Director of Policy, Improvement & Engagement

Authorisation Date: 15 January 2024