Independent Living Fund Scotland

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Equality Impact Assessment: Policy 39 - Treatment of Capital

In completing this EQIA you should be ensuring the needs of diverse groups of people are thought about when developing and implementing a new policy, procedure or service or a change to existing ones. Please consider the protected groups in line with the Equality Act 2010 and other diverse groups who may be impacted.

Name of Activity: Equality Impact Assessment (EQIA) for Policy 39 - Treatment of Capital
Name of person completing EQIA: Linda Scott, Director, Policy, Improvement and Engagement
Date EQIA completed: 1 April 2024

What type of activity are you planning?

Change to procedure: No
Event: No
Office Plan / Budget: No
Project: No
Policy: Yes
Service: No

1. Describe the main aim or purpose of what it is you are planning to do?

Change of wording to clarify that this Policy does not apply to any applicant / recipients of the Independent Living Fund as of 1 April 2024.

2. Who is likely to be affected by this policy, service or charge?

Recipients of the Independent Living Fund.

3. Do you have enough information to know what the potential impact might be on diverse groups and what that might look like?

The protected characteristics to consider are: Age, Disability, Sex, Race, Religion or Belief, Gender Reassignment, Sexual Orientation, Marriage and Civil Partnership, Pregnancy and Maternity. It will also be helpful to consider these groups more widely in relation to their socio-economic status that includes such factors as educational attainment, occupation, income, wealth and social deprivation. Please mark as Yes or No. If yes use the Comments column to describe what the potential impact is. What are your sources of evidence?

(Try to think about both positive and negative impacts. There are lots of sources of data to help answer this question. Diversity

Networks, the Diversity Report or Diversity & Inclusion team may offer some useful information. Previously completed EQIAs may also offer answers to questions you may have).

Age: No
Comments:

Disability: Yes
Comments: Those applying to the Independent Living Fund as of 1 April 2024 will not be required to have capital of less than £32,750. This is of benefit to those applying to the re-opened fund.

Gender Reassignment: No
Comments:

Marriage and Civil Partnership: No
Comments:

Pregnancy and Maternity: No
Comments:

Race: No
Comments:

Sex: No
Comments:

Sexual Orientation: No
Comments:

Is there evidence of any impact on other groups not covered by the protected characteristics? If yes use the Comments column to describe what the potential impact is, what you could do to remove / reduce any negative impact and what you could do to benefit from any positive impact.

(For example, carer status, single parent, economic exclusion. It is important not to limit your thinking to just the protected characteristics listed above. The question is broadening the EQIA out to be more inclusive. The impact might be a negative one (e.g. making that decision could decrease the opportunity for some people to participate) or it could be a positive one (e.g. by making that decision, more people are able to take part in the activity).)

No

4. Have you consulted with the relevant groups (these could be internal and / or external) or gathered evidence for you to know the potential impact on these different groups affected? What sources have you used to gather information?

If there are any gaps in information that make it difficult or impossible to form an opinion on how your policy, service or change might affect different groups of people, please take the time to gather information to help you make an informed answer (for

example, review statistics, survey results, complaints analysis, consultation documents, customer feedback, existing briefings submissions or business reports, comparative policies from external sources and other Government Departments etc).

The Co-Production Working Group for the re-opening of the Independent Living Fund have been consulted. This advisory group includes disabled people, carers, disabled people's organisations (DPOs) and representatives of ILF Scotland, the Scottish Government and health and social care statutory partners.

5. Having analysed the relevant sources of information, what does the evidence tell you? Is there any evidence that the proposed changes will have an adverse equality impact on any of these different groups of people?

Age: No
Disability: Yes – recipients of the Fund prior to 1 April 2024 are required not to have capital exceeding £32,750, unlike those who are current recipients. This may be considered inequitable in relation to existing recipients, however, the level of funding they receive differs in a variety of other aspects, some positive and some less so.
Gender Reassignment: No
Marriage and Civil Partnership: No
Pregnancy and Maternity: No
Race: No
Religion or Belief: No
Sexual Orientation: No

6. Please provide details of who the proposals affect, the adverse impacts and explain how you will minimise or remove the adverse impact.

There should be no adverse effects on recipients. Those recipients in the Fund prior to 1 April 2024 will not see a change in their award. Those recipients joining after 1 April 2024 may have capital in excess of £32,750, however their level of Funding also differs.

7. Is there any evidence that the proposed changes will have a positive impact on any of these different groups of people and / or promote equality of opportunity? Please provide details of which group / groups benefits from the positive impacts. and how this will be promoted / evaluated.

Age: No
Disability: Yes - recipients as of 1 April 2024 will not be required to be within capital limits of £32,750.
Gender Reassignment: No
Marriage and Civil Partnership: No
Pregnancy and Maternity: No
Race: No
Religion or Belief: No
Sexual Orientation: No

8. Provide a final summary of the commitments / actions you will take as a result of completing this EQIA. Who will you consult with on your action plan and how will you do this to ensure the relevant stakeholders understand the equality impact?

We will take the capital threshold for existing recipients forward with the Co-Production Working Group.

9. Have you a plan in place to review your actions? Please provide a summary. Will plan require sign off and from where?

It is acknowledged that the re-opening of the Independent Living Fund will require ongoing review and consultation. The Co-Production Working Group will continue to meet and engage with recipients and liaise with ILF Scotland on adjustments that may be required.