

DUNDEE CITY COUNCIL

Equality Impact Assessment Tool

**Part 1 Description / Consultation**

Is this a <b>Rapid</b> Equality Impact Assessment (RIAT)?	YES
Is this a <b>Full</b> Equality Impact Assessment (EQIA)?	NO
Date of assessment <b>21/12/12</b>	Title of document being assessed The Future of the Independent Living Fund and the Impact of Closing the Fund
Committee report number 38-2013	
1) This is a new policy, procedure, strategy or practice being assessed (If yes please tick box) <b>YES</b>	This is a change to the existing governance arrangements for the Independent Living Fund
2) Please give a brief description of the policy, procedure, strategy or practice being assessed.	This report provides elected members with information about the Social Work Department's response to the Department for Work and Pensions public consultation on the future of the Independent Living Fund as well as providing information on the potential impact that closing the fund may have.
3) What is the intended outcome of this policy, procedure, strategy or practice?	The intended outcome is that the Social Work Department will continue to work in partnership with the ILF and provide support to those in receipt of ILF money during transitional management arrangements.
4) Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	<p>Letter to Scotland/Wales Government officials: James Sanderson, Chief Executive.</p> <p>The transfer of Independent Living Fund support and funding from 1 April 2015 James Sanderson Chief Executive.</p> <p>The Minister for Disabled People written statement 18<sup>th</sup> December 2012 Government announcement on the future of the Independent Living Fund <i>The future of the Independent Living Fund</i> Presented to Parliament by the Secretary of State for Work and Pensions by Command of Her Majesty July 2012 CM 8366.</p> <p>Government response: Consultation on the future of the Independent Living Fund Presented to Parliament by the Secretary of State for Work and Pensions by Command of Her Majesty December 2012 CM 8420.</p>

5) Has any consultation, involvement or research with protected characteristic communities informed this assessment? If yes please give details.	ILF facilitated a series of consultation events for recipients, two of which were held in Scotland. Local Social Work Care Managers ensured that all ILF recipients were aware of the consultation and distributed the ILF consultation questions.
6) Please give details of council officer involvement in this assessment. (E.g. names of officers consulted, dates of meetings etc.)	Avril Smith Hope, Service Manager, Social Work Joyce Barclay, Senior Officer, Social Work
7) Is there a need to collect further evidence or to involve or consult protected characteristics communities on the impact of the proposed policy?	Not at present although consultation and involvement is/will be an on-going part of the implementation of the transitional arrangements.

## **Part 2 Protected Characteristics**

Which protected characteristics communities will be positively or negatively affected by this policy, procedure or strategy?

NB Please place an X in the box which best describes the "overall" impact. It is possible for an assessment to identify that a positive policy can have some negative impacts and visa versa. When this is the case please identify both positive and negative impacts in Part 3 of this form.

If the impact on a protected characteristic communities are not known please state how you will gather evidence of any potential negative impacts in box Part 1 section 7 above.

	Positively	Negatively	No Impact	Not Known
Ethnic Minority Communities including Gypsies and Travellers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	x
Gender	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	x
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	x
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	x
People with a disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	x
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	x
Lesbian, Gay and Bisexual	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	x
Socio-economic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	x
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	x
Other (please state) Informal Carers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	x

### Part 3 Impacts / Monitoring

<p><b>1) Have any positive impacts been identified?</b> (We must ensure at this stage that we are not achieving equality for one strand of equality at the expense of another)</p>	<p>If yes please give further details.</p> <p>The Government proposal allows ILF payments to transfer to a care and support system in a way that is more equitable, consistent and responsive to local needs and priorities.</p> <p>It is thought that Dundee Citizens with disabilities and care needs overall have been negatively affected by the ILF closure. Also, individuals with existing funding from ILF are unable to request an increase in their ILF funding if their care and support needs increase. However the proposal to transfer responsibilities to local authorities might result in a less bureaucratic system for existing ILF recipients which in turn will have the potential for greater flexibility. It is anticipated that coupled with increased personalisation this will result in positive outcomes for service users and for carers. Self Directed Support will ensure that the person is at the very centre of their assessment and as a participant they will be fully involved in shaping the supports and/or services they receive; and allow them to work with professionals, advocates (if appropriate) and their carers.</p>
<p><b>2) Have any negative impacts been identified?</b></p>	<p>The full impact of the change is not known at present as Scottish government guidance is awaited. Dundee City Council will be actively monitoring the transition and will use whatever reporting is developed to alert the Scottish Government, if and when, negative impacts are identified.</p> <p>(From Govt Document Cm 8366)- “Current users have a range of primary and secondary disabilities and we (UK GOVERNMENT) will be assessing how the closure of the ILF would impact particular groups of users on the basis of their impairments .....There are around 1,500 pensioners who are ILF recipients....There is no evidence to suggest that the policy would impact disproportionately on any ethnic minority group. There is no reason to suggest that either men or women are more likely to be affected by the proposed changes.”</p>
<p><b>3) What action is proposed to overcome any negative impacts?</b></p>	<p>The transitional arrangements will be implemented with consultation and involvement of individuals affected by the changes. Local authorities are required to meet the care needs of all disabled people in a consistent way. It is possible that some ILF users may have current care packages reduced although there will be some transitional protection where required, which will be considered on a case by case basis after a detailed assessment of user needs.</p>

4) Is there a justification for continuing with this policy even if it cannot be amended or changed to end or reduce inequality without compromising its intended outcome?	If yes please give further details The policy has been agreed by UK Government. It is anticipated that Scottish Government will propose measures to ensure optimum equality is achieved with changes.
5) Has a 'Full' Equality Impact Assessment been recommended?	If yes please give further details No
6) How will the policy be monitored? (How will you know it is doing what it is intended to do? e.g. data collection, customer survey etc.	Please give details The Social Work Department will monitor effects of any changes on individuals who use services and their carers on an individual basis. The Social Work Department has a robust process of self evaluation which is subject to external scrutiny by the Care Inspectorate. This process would be expected to monitor impacts (positive and negative) to people from "protected characteristics"

**Name of Department or Partnership: Social Work**

Human Resource Policy	<input type="checkbox"/>
General Policy	<input type="checkbox"/>
Strategy/Service	x
Change Papers/Local Procedure	<input type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>
Other	<input type="checkbox"/>

**Contact Information**

Manager Responsible	Author Responsible
Name Avril Smith Hope	Name Joyce Barclay
Designation Service Manager	Designation Senior Officer
Base Claverhouse	Base Dundee House
Telephone 438308	Telephone 433947
Email avril.smithhope@dundeecity.gov.uk	Email joyce.barclay@dundeecity.gov.uk

Signature of author of the policy:

A.SMITH HOPE

Date: 4/1/13

Signature of Director / Head of Service area:

Date

Name of Director / Head of Service:

Date of next policy review: