

## Appendix 2

### Equality Analysis (EqA)

#### Questionnaire

Please refer to the guidance before completing this form.

<b>1. Details of function, policy, procedure or service:</b>	
Title of what is being assessed: Transfer of Independent Living Fund payments	
Is it a new or revised function, policy, procedure or service? New	
Department and Section: Adults & Communities	
Date assessment completed: 23/02/15	
<b>2. Names and roles of officers completing this assessment:</b>	
Lead officer	Gary Johnson, Customer Finance Manager
Stakeholder groups	Citizens – Clients and Carers Adult and Communities Social Care Experts by Experience Partnership Boards
Representative from internal stakeholders	Jon Dickinson, AD Adult Social Care Karen Morrell, Head of Integrated Care Learning Disability/Mental Health
Representative from external stakeholders	
Delivery Unit Equalities Network rep	Emily Bowler, Customer Care Manager
Performance Management rep	Deborah Robinson, Interim Business Improvement, Adults and Communities
HR rep (for employment related issues)	n/a

**3. Full description of function, policy, procedure or service:**

Please describe the aims and objectives of the function, policy, procedure or service  
*Please include - why is it needed, what are the outcomes to be achieved, who is it aimed at? Who is likely to benefit? How have needs based on age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, marriage and civil partnership and carers been taken account of? Identify the ways people can find out about and benefit from the proposals. Consider any processes they need to go through or criteria that we apply to determine eligibility.*

This equality analysis is to support the planned transfer of Independent Living Fund payments for care following the Government's decision to close the Fund. The Department for Work and Pensions has undertaken its own equality analysis:

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/287236/closure-of-ilf-equality-analysis.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/287236/closure-of-ilf-equality-analysis.pdf)

The Government's decision to close the Independent Living Fund and devolve funding to Councils will lead to the transfer of £1.6m of care funding to the London Borough of Barnet. There are 90 people in Barnet who receive payments from the Independent Living Fund.

**4. How are the equality strands affected? Please detail the effects on each equality strand, and any mitigating action you have taken so far. Please include any relevant data. If you do not have relevant data please explain why.**

Equality Strand	Affected?	Explain how affected	What action has been taken already to mitigate this? What action do you plan to take to mitigate this?										
1. Age	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	<p>The Independent Living Fund user base tends to be comparatively young when considered in the context of people who receive care. The majority of users are aged between 25- 60 (64%)</p> <p>Barnet ILF users age profile:</p> <table border="1"> <thead> <tr> <th>Age</th> <th>No's</th> </tr> </thead> <tbody> <tr> <td>Under 25</td> <td>5</td> </tr> <tr> <td>25-60</td> <td>58</td> </tr> <tr> <td>60-70</td> <td>19</td> </tr> <tr> <td>70plus</td> <td>8</td> </tr> </tbody> </table>	Age	No's	Under 25	5	25-60	58	60-70	19	70plus	8	<p>The transfer will be applied equally to all Independent Living Fund users. All users care and support needs will be reviewed in accordance with A&amp;C eligibility criteria. All users will be contacted prior to the transfer and provided with information/support.</p>
Age	No's												
Under 25	5												
25-60	58												
60-70	19												
70plus	8												
2. Disability	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	<p>Disability Summary:</p> <p>_____</p>	<p>The transfer will be applied equally to all</p>										

Primary impairment	No of Users	Independent Living Fund users. All users care and support needs will be reviewed in accordance with A&C eligibility criteria. All users will be contacted prior to the transfer and provided with information/support.
Arthritis (osteo-rheumatoid-still's dis)	4	
Brain damage (inc head injury)	4	The impact of any reduction in the value of a care package will be mitigated:
Cancers-tumours	1	
Cerebral Palsy	10	<ul style="list-style-type: none"> <li>• Provisions under the Care Act will ensure that those with assessed care needs will have outcomes which continue to be met.</li> <li>• A transitional protection scheme will protect those people who have a reduction in funding.</li> </ul>
Cerebro-vascular (inc stroke)	5	
Friedreich's ataxia	2	
Hydrocephalus	1	
Learning disability	1	
Lung or respiratory disease (inc asthma)	1	
Motor Neurone Disease	1	
Multiple Sclerosis	15	
Muscular Dystrophy or Atrophy	1	
Osteoporosis	2	
Other	13	
Parkinson's disease	1	
Polio damage	2	
Severe learning disability	17	
Spinal injury	9	
<p>The ILF's eligibility criteria is different than the care assessment eligibility criteria under the Care Act 2014. This may lead to a reduction in a person's care packages following a review/assessment of care needs.</p>		
<p>The impact is likely to vary according to whether the user is a Group 1 or a Group 2 user. Group 1 users are not required to have a council</p>		

		contribution towards care, Group 2 users are required to have a minimum assessed care needs and a council care package funded by at least £340 per week.	
3. Gender reassignment	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	No data has been collected by the Department for Work and Pensions on whether the ILF users have this protected characteristic. The Department for Work and Pensions has not identified any inequitable impact relating to gender reassignment.	The transfer will be applied equally to all Independent Living Fund users. All users care and support needs will be reviewed in accordance with A&C eligibility criteria.
4. Pregnancy and maternity	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	No data is collected by the Department for Work and Pensions on whether the ILF users have this protected characteristic. The Department for Work and Pensions has not identified any inequitable impact relating to gender reassignment.	The transfer will be applied equally to all Independent Living Fund users. All users care and support needs will be reviewed in accordance with A&C eligibility criteria.
5. Race / Ethnicity	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	The Department for Work and Pensions Equality Analysis for the ILF closure states: 'No evidence to suggest that any fresh decision to close the ILF would have a disproportionate impact on any particular race or ethnic group, or have an adverse impact (in relation to race/ethnicity) under either of the other limbs of the equality duty'	The transfer will be applied equally to all Independent Living Fund users. All users care and support needs will be reviewed in accordance with A&C eligibility criteria.
6. Religion or belief	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	The Department of Work and Pensions Equality Analysis for the Care Act has not identified any inequitable impact relating to religion or belief.	The transfer will be applied equally to all Independent Living Fund users. All users care and support needs

			will be reviewed in accordance with A&C eligibility criteria.
<b>7. Gender / sex</b>	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	The Department of Work and Pensions Equality Analysis has not identified any inequitable impact relating to Gender/Sex	The transfer will be applied equally to all Independent Living Fund users. All users care and support needs will be reviewed in accordance with A&C eligibility criteria.
<b>8. Sexual orientation</b>	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	The Department of Work and Pensions Equality Analysis has not identified any inequitable impact relating to sexual orientation	The transfer will be applied equally to all Independent Living Fund users. All users care and support needs will be reviewed in accordance with A&C eligibility criteria.
<b>9. Marital Status</b>	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	The Department of Work and Pensions Equality Analysis has not identified any inequitable impact relating to marital status	The transfer will be applied equally to all Independent Living Fund users. All users care and support needs will be reviewed in accordance with A&C eligibility criteria.
<b>10. Other key groups?</b>	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>		

<b>5. What will be the impact of delivery of any proposals on satisfaction ratings amongst different groups of residents?</b>
The closure and transfer of the Independent Living Fund is a decision made by Government. There are 90 people living in Barnet who are affected by the closure and transfer. The transferees care need and finances will be assessed in accordance with Adults and Communities policies and procedures. The council will ensure that assessed care needs and outcomes are met during and after the transfer.
<b>6. How does the proposal enhance Barnet's reputation as a good place to work and live?</b>
The transfer of the Independent Living Fund and mainstreaming of care needs and support assessments will ensure that people with assessed care needs continue to receive the support they need to meet these care needs.

<p><b>7. How will members of Barnet’s diverse communities feel more confident about the council and the manner in which it conducts its business?</b></p>
<p>The transfer will be managed equally among all recipients of the Independent Living Fund.</p>
<p><b>8. What measures and methods have been designed to monitor the application of the policy or service, the achievement of intended outcomes and the identification of any unintended or adverse impact? <i>Include information about the groups of people affected by this proposal. Include how frequently will the monitoring be conducted and who will be made aware of the analysis and outcomes? Include these measures in the Equality Improvement Plan (section 15)</i></b></p>
<p>There are 90 people affected by the transfer. As cases are migrated across from the Fund their care needs and support planning will be reviewed by the locality teams within care services. Thereafter care needs and the financial assessment of contributions are reviewed annually. In addition to the annual review process, there will be monitoring of the impact of the transfer on transferee; changes in care packages; assessment of contributions.</p>
<p><b>9. How will the new proposals enable the council to promote good relations between different communities? <i>Include whether proposals bring different groups of people together, does the proposal have the potential to lead to resentment between different groups of people and how might you be able to compensate for perceptions of differential treatment or whether implications are explained.</i></b></p>
<p>The assessment of care needs and financial contributions will be applied equally across all eligible groups of people. The mainstreaming of Independent Living Fund users within Adults and Communities policies will reduce inequities between people with similar or the same care needs and how these care needs are met.</p>
<p><b>10. How have residents with different needs been consulted on the anticipated impact of this proposal? How have any comments influenced the final proposal? <i>Please include information about any prior consultation on the proposal been undertaken, and any dissatisfaction with it from a particular section of the community.</i></b></p>
<p>All those affected by the transfer have been consulted on the transfer. Support and advice has been offered to people to feedback on the transfer proposals. There was a mixed response to the proposals on the transfer. Following consultation it is proposed to implement a 6 month transitional protection scheme for those affected by the transfer, this will be applied equally to those affected by the transfer.</p>

## Overall Assessment

11. Overall impact		
Positive Impact  <input type="checkbox"/>	Negative Impact or Impact Not Known <sup>1</sup>  x <input type="checkbox"/>	No Impact  <input type="checkbox"/>

12. Scale of Impact		
Positive impact:  Minimal <input type="checkbox"/> Significant <input type="checkbox"/>	Negative Impact or Impact Not Known  Minimal x <input type="checkbox"/> Significant <input type="checkbox"/>	

13. Outcome			
No change to decision  <input type="checkbox"/>	Adjustment needed to decision  x <input type="checkbox"/>	Continue with decision <i>(despite adverse impact / missed opportunity)</i>  <input type="checkbox"/>	If significant negative impact - Stop / rethink  <input type="checkbox"/>

14. Please give full explanation for how the overall assessment and outcome was decided
The proposal on the management of the transfer has taken into account Department of Health guidance on the transfer and incorporated this within the report to Adults and Safeguarding Committee. It takes account of the Department of Work and Pensions overall Equality Analysis for closure and transfer of the Independent Living Fund.

<sup>1</sup> 'Impact Not Known' – tick this box if there is no up-to-date data or information to show the effects or outcomes of the function, policy, procedure or service on all of the equality strands.

### 15. Equality Improvement Plan

Please list all the equality objectives, actions and targets that result from the Equality Analysis (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Objective	Action	Target	Officer responsible	By when
<p>The Independent Living Fund closure and transfer affects 90 people. All transferees will be assessed under Adults and Communities care and financial eligibility criteria.</p>	<p>Care needs will generally be assessed within 3 months before and 3 months following the transfer</p> <p>Financial assessment of contributions will be assessed prior to the transfer</p>	<p>The numbers assessed as eligible for the Scheme as well as the numbers making enquiries about eligibility will be monitored through the Care Act Implementation Project.</p>	<p>Gary Johnson</p>	<p>1/07/15</p>

<p><b>1<sup>st</sup> Authorised signature (Lead Officer)</b>  <b>Gary Johnson</b></p>	<p><b>2<sup>nd</sup> Authorised Signature (Delivery Unit management team member)</b>  <b>Jon Dickinson</b></p>
<p><b>Date: 23/02/15</b></p>	<p><b>Date:25/02/15</b></p>