

## Equality Impact Assessment (EqIA)

The Equality Act 2010 introduced the Public Sector Equality Duty which states that a public authority must, in the exercise of its functions, have due regard to the need to:

1. Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act.
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This document demonstrates how the Council is meeting the Public Sector Equality Duty by setting out the findings of an equality analysis that has been undertaken in relation to a proposed change to assess whether it has a disproportionate impact on people who share a protected characteristic. The Council's Equality Impact Assessment (EqIA) process covers additional groups not 'protected' by section 149 of the Equality Act 2010, including care leavers and care experienced adults.

### 1. Background

Directorate	Children's Services
Service area	Children and Families Commissioning Hub
Title of the proposed change being assessed i.e. the policy, service or other development	Household Support Fund (HSF) Grant Extension (HSF5) – 1st April 2024 to 30th September 2024

Describe the purpose of the proposed change and the intended outcomes
<p>The Household Support Fund (HSF), first introduced in 2021/22, is being extended by the Government through 2024/25. Additional funding (the "Extended 2024/25 HSF Funding") has been made available to County Councils and Unitary Authorities in England to support those most in need to help with global inflationary challenges and the significantly rising cost of living. The Extended 2024/25 HSF Funding is intended for use in the period 1st April 2024 to 30th September 2024 inclusive.</p> <p>The Extended 2024/25 HSF Funding is being provided for the purpose to provide support to households, who would otherwise struggle to buy food or pay essential utility bills or meet other essential living costs or housing costs (in exceptional cases of genuine emergency) to help them with living costs.</p> <p>The Department for Work and Pensions (DWP) will provide funding to County Councils and Unitary Authorities, under section 31 of the Local Government Act 2003, who will administer the scheme and provide direct assistance to vulnerable households and families with children as well as individuals as we recover from the pandemic. DWP have set out the broad rules for the scheme the council has some discretion on how the scheme can be delivered and the level of support within the overall budget provided.</p>

This EIA assesses the impacts of spending the grant money which is allocated to Gloucestershire County Council from Household Support Grant to vulnerable families in the form of essential items.

Who is affected by the proposals?

Service users:	Yes
Wider community:	Yes
Workforce:	No
Other (please specify):	District Councils

Decision to be taken and decision maker	To seek the Cabinet Member's approval for the recommendations in relation to the distribution of the Extended 2024/25 HSF Funding (amounting to £3,692,482 that is being provided by the Department of Work and Pensions (DWP) for allocation in the period 1st April 2024 to 30th September 2024  Cllr Stephen Davis, Lead Cabinet Member for Children's Safeguarding and Early Years
Person(s) responsible for completing this assessment	Daniel Gillingham, Head of Service (Children and Families Commissioning Hub)
Date of this assessment	May 2024

## 2. Information and Data Collection

Summarise how you have collected the information and data required to assess the current situation (section 3.1 below) and the potential or actual impact of the proposed change (section 3.2 below) on those who share the protected characteristics and the additional groups (e.g. survey of services users, running community focus groups, analysing service usage data, engaging with staff networks). The actual information and data should be set out in Appendix 1 (Service Users) and Appendix 2 (GCC staff).

If there are any gaps, include an action in section 4 to fill these. This does not mean that you cannot complete the equality impact assessment, but you need to follow-up the action and revisit as part of the monitoring and review arrangements set out in section 5.

Stakeholders	Engagement and Consultation	Other Sources
Service Users / Wider Community	<p>Within Gloucestershire, as throughout the country, the current cost of living crisis has shown the real importance of community engagement, the impact on equality and the needs of families.</p> <p>It has not been possible to undertake any Consultation and Engagement for the use of previous grants; however, some families have emailed expressing their thanks for the support they have received.</p>	<p>Data from previous Household Support Fund delivery information</p> <p>Inform Gloucestershire</p>
Workforce	<p>There are no implications on workforce for use of Household Support Fund 24/25.</p>	
Partners	<p>District Councils have been contacted in regard to this grant as to how they will support the delivery of this in their areas. They have been asked to provide to GCC, their delivery plans.</p>	
Other		

### 3. Equality Assessment

Indicate the impact on each group and explain how you have reached your conclusions (i.e. through analysis of the information and data that was collected through the engagement, consultation and other sources / methods that were set out in section 2).

Consider sub-categories (e.g. different kinds of disabilities) and how the groups are interconnected (e.g. young women) resulting in particular needs or types of disadvantage and discrimination (sometimes known as intersectional or combined discrimination).

#### 3.1 – Status Quo

If the proposal involves changing an existing activity (e.g. policy, service), summarise the key findings from your assessment of the current situation for each of the groups below. If the proposal is completely new, then move straight to section 3.2.

	<b>Service Users</b>	<b>Gloucestershire County Council (GCC) Staff</b>
<b>Protected Characteristics (Equality Act 2010)</b>	<p>On 6th March 2024, the Chancellor announced, as part of a number of measures to provide help with the continued global inflationary challenges and the significantly rising cost of living, that the Household Support Fund (HSF) would be extended for the fifth time from 1st April 2024 to 30th September 2024 (the “Extended 2024/25 HSF Funding”).</p> <p>Guidance was released by the Department for Work and Pensions on 26 March 2024. When administering the fund, authorities are expected to adopt the following principles: use the funding from 1 April 2024 to 30 September 2024 to meet immediate needs and help those who are struggling to afford household essentials including energy and water bills, food, and wider essentials. Authorities can also use funding to support</p>	<p>Not impacted by this decision.</p>

<p style="text-align: center;">Additional Groups (including care leavers / care experienced adults)</p>	<p>households with housing costs where existing housing support does not meet this need, and to supplement support with signposting and advice.</p> <p>Local Authorities have discretion in deciding exactly how the Extended 2024/25 HSF Funding will be used, provided it is used within the scope of the DWP grant determination and guidance. It is the DWP's expectation that the Extended 2024/25 HSF Funding should be used to support households in the most need.</p> <p>The Extended 2024/25 HSF Funding is intended to provide support for a wide range of low-income households in need including families with children of all ages, pensioners, unpaid carers, care leavers, and people with disabilities.</p> <p>There is no material change to the way in which we are proposing to allocate the funding, therefore we have not identified any significant negative impact from the proposal and overall, we expect the award of monies through the Household Support Fund will have a positive impact on people from protected characteristic groups, and additional groups, who find it more difficult to manage financially. There is a national rise in the cost of living, so this grant will benefit in the short term, those who apply and are supported.</p> <p>By having the 'central' fund element to the delivery plan, applications from all residents are accepted and are assessed based on financial need.</p> <p>The additional funds are available consistently to all eligible families and individuals. Whilst there is no</p>	
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	<p>significant evidence relating to differential impact relating to any protected characteristic or additional group in Gloucestershire at this stage, national data shows that certain groups have a greater likelihood for being in lower-income households and are therefore more likely to benefit from this proposal.</p>	
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### 3.2 – The Proposed Change

Summarise your assessment of the likely or actual impact of the proposed change on each of the groups. If an action is required, this should be recorded in Section 4.

<b>Service Users</b>
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Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age	✓				We have not identified any significant negative impact from the proposal and overall, we expect the award of monies through the Household Support Fund will have a positive impact on people from protected characteristic groups and additional groups who find it more difficult to manage financially. There is a continued rise in the cost of living, so this grant will benefit in the short term, those who apply and are supported. The Household Support fund will advance equality of	Yes – through ongoing promotion of the scheme.

					<p>opportunity for those protected characteristic and additional groups who are more likely to experience financial hardship.</p> <p>The approval of this decision, which includes claims for financial aid, will improve the financial resilience of this category of residents. There will be no perceived negative impact on this protected characteristic providing they meet the criteria and are assessed as needing support.</p> <p>Aspects of the distribution of the funding will directly support families with children where poverty rates are highest. This includes through the distribution of supermarket vouchers to eligible school children. Other households will be able to apply for support if in receipt of eligible benefits.</p> <p>It is also recognised that pension age households can experience greater levels of poverty. There are already several national initiatives to support this, but the current recommendations also propose proactive support for this cohort.</p>	
Disability	✓				<p>We have not identified any significant negative impact from the proposal and overall, we expect the award of monies through the Household Support Fund will have a positive impact on people from protected characteristic groups and additional groups who find it more difficult to manage financially. There is a continued rise in the cost of living, so this grant will benefit in the short term, those who apply and are supported. The Household Support fund will advance equality of opportunity for those protected characteristic and</p>	Yes – through ongoing promotion of the scheme.

					<p>additional groups who are more likely to experience financial hardship.</p> <p>The approval of this decision, which includes claims for financial aid, will improve the financial resilience of this category of residents. There will be no perceived negative impact on this protected characteristic providing they meet the criteria and are assessed as needing support.</p> <p>The numbers of people receiving disability benefits in the UK has risen by 26% since 2019. People with disabilities are much more likely to be economically inactive, experience unemployment and face additional costs of £975 per month in comparison to non-disabled persons. Consequently, poverty rates are much higher for households with a disability. Current funding from the household support fund is being used to directly support households with a disabled person, and this will continue.</p>	
Sex	✓				<p>We have not identified any significant negative impact from the proposal and overall, we expect the award of monies through the Household Support Fund will have a positive impact on people from protected characteristic groups and additional groups who find it more difficult to manage financially. There is a continued rise in the cost of living, so this grant will benefit in the short term, those who apply and are supported. The Household Support fund will advance equality of opportunity for those protected characteristic and additional groups who are more likely to experience financial hardship.</p>	Yes – through ongoing promotion of the scheme.



					<p>The approval of this decision, which includes claims for financial aid, will improve the financial resilience of this category of residents. There will be no perceived negative impact on this protected characteristic providing they meet the criteria and are assessed as needing support.</p> <p>In the UK research has found that females face significant economic disadvantage to comparative males. This is due to a wide range of factors – such as the gender pay gap, the higher proportion of females in part-time work, childcare commitments, and the higher proportion of unpaid female carers in the UK.</p>	
Race	✓				<p>We have not identified any significant negative impact from the proposal and overall, we expect the award of monies through the Household Support Fund will have a positive impact on people from protected characteristic groups and additional groups who find it more difficult to manage financially. There is a continued rise in the cost of living, so this grant will benefit in the short term, those who apply and are supported. The Household Support fund will advance equality of opportunity for those protected characteristic and additional groups who are more likely to experience financial hardship.</p> <p>The approval of this decision, which includes claims for financial aid, will improve the financial resilience of this category of residents. There will be no perceived negative impact on this protected</p>	Yes – through ongoing promotion of the scheme.

					<p>characteristic providing they meet the criteria and are assessed as needing support.</p> <p>Poverty rates between ethnic groups in the UK vary significantly. Figures from the Joseph Rowntree Foundation show that poverty rates for Bangladeshi (51%) and Pakistani (44%) ethnic groups are much higher than that of white ethnic groupings (19%). When analysing these figures further, minority ethnic communities also experience higher rates of in-work poverty, child poverty rates, lower wages, and insecure employment. This makes minority ethnic communities especially vulnerable to experience the consequences of financial hardship. Funding from the Household Support Fund will be aimed at low-income households such as those from minority ethnic backgrounds.</p>	
Gender reassignment	✓				<p>We have not identified any significant negative impact from the proposal and overall, we expect the award of monies through the Household Support Fund will have a positive impact on people from protected characteristic groups and additional groups who find it more difficult to manage financially. There is a continued rise in the cost of living, so this grant will benefit in the short term, those who apply and are supported. The Household Support fund will advance equality of opportunity for those protected characteristic and additional groups who are more likely to experience financial hardship.</p> <p>The approval of this decision, which includes claims for financial aid, will improve the financial resilience of this category of residents. There will</p>	Yes – through ongoing promotion of the scheme.

					be no perceived negative impact on this protected characteristic providing they meet the criteria and are assessed as needing support.	
Pregnancy & maternity	✓				<p>We have not identified any significant negative impact from the proposal and overall, we expect the award of monies through the Household Support Fund will have a positive impact on people from protected characteristic groups and additional groups who find it more difficult to manage financially. There is a continued rise in the cost of living, so this grant will benefit in the short term, those who apply and are supported. The Household Support fund will advance equality of opportunity for those protected characteristic and additional groups who are more likely to experience financial hardship.</p> <p>The approval of this decision, which includes claims for financial aid, will improve the financial resilience of this category of residents. There will be no perceived negative impact on this protected characteristic providing they meet the criteria and are assessed as needing support.</p>	Yes – through ongoing promotion of the scheme.
Religion and/or belief	✓				<p>We have not identified any significant negative impact from the proposal and overall, we expect the award of monies through the Household Support Fund will have a positive impact on people from protected characteristic groups and additional groups who find it more difficult to manage financially. There is a continued rise in the cost of living, so this grant will benefit in the short term,</p>	Yes – through ongoing promotion of the scheme.

					<p>those who apply and are supported. The Household Support fund will advance equality of opportunity for those protected characteristic and additional groups who are more likely to experience financial hardship.</p> <p>The approval of this decision, which includes claims for financial aid, will improve the financial resilience of this category of residents. There will be no perceived negative impact on this protected characteristic providing they meet the criteria and are assessed as needing support.</p>	
Sexual orientation	✓				<p>We have not identified any significant negative impact from the proposal and overall, we expect the award of monies through the Household Support Fund will have a positive impact on people from protected characteristic groups and additional groups who find it more difficult to manage financially. There is a continued rise in the cost of living, so this grant will benefit in the short term, those who apply and are supported. The Household Support fund will advance equality of opportunity for those protected characteristic and additional groups who are more likely to experience financial hardship.</p> <p>The approval of this decision, which includes claims for financial aid, will improve the financial resilience of this category of residents. There will be no perceived negative impact on this protected characteristic providing they meet the criteria and are assessed as needing support.</p>	Yes – through ongoing promotion of the scheme.

Marriage & civil partnership	✓				<p>We have not identified any significant negative impact from the proposal and overall, we expect the award of monies through the Household Support Fund will have a positive impact on people from protected characteristic groups and additional groups who find it more difficult to manage financially. There is a continued rise in the cost of living, so this grant will benefit in the short term, those who apply and are supported. The Household Support fund will advance equality of opportunity for those protected characteristic and additional groups who are more likely to experience financial hardship.</p> <p>The approval of this decision, which includes claims for financial aid, will improve the financial resilience of this category of residents. There will be no perceived negative impact on this protected characteristic providing they meet the criteria and are assessed as needing support.</p>	Yes – through ongoing promotion of the scheme.
Armed Forces community	✓				<p>We have not identified any significant negative impact from the proposal and overall, we expect the award of monies through the Household Support Fund will have a positive impact on people from protected characteristic groups and additional groups who find it more difficult to manage financially. There is a continued rise in the cost of living, so this grant will benefit in the short term, those who apply and are supported. The Household Support fund will advance equality of opportunity for those protected characteristic and additional groups who are more likely to experience financial hardship.</p>	Yes – through ongoing promotion of the scheme.

					The approval of this decision, which includes claims for financial aid, will improve the financial resilience of this category of residents. There will be no perceived negative impact on this protected characteristic providing they meet the criteria and are assessed as needing support.	
Carers	✓				<p>We have not identified any significant negative impact from the proposal and overall, we expect the award of monies through the Household Support Fund will have a positive impact on people from protected characteristic groups and additional groups who find it more difficult to manage financially. There is a continued rise in the cost of living, so this grant will benefit in the short term, those who apply and are supported. The Household Support fund will advance equality of opportunity for those protected characteristic and additional groups who are more likely to experience financial hardship.</p> <p>The approval of this decision, which includes claims for financial aid, will improve the financial resilience of this category of residents. There will be no perceived negative impact on this protected characteristic providing they meet the criteria and are assessed as needing support.</p>	Yes – through ongoing promotion of the scheme.
Care leavers / care experienced adults	✓				We have not identified any significant negative impact from the proposal and overall, we expect the award of monies through the Household Support Fund will have a positive impact on people	Yes – through ongoing

					<p>from protected characteristic groups and additional groups who find it more difficult to manage financially. There is a continued rise in the cost of living, so this grant will benefit in the short term, those who apply and are supported. The Household Support fund will advance equality of opportunity for those protected characteristic and additional groups who are more likely to experience financial hardship.</p> <p>The approval of this decision, which includes claims for financial aid, will improve the financial resilience of this category of residents. There will be no perceived negative impact on this protected characteristic providing they meet the criteria and are assessed as needing support.</p>	<p>promotion of the scheme.</p>
Digital exclusion	✓				<p>We have not identified any significant negative impact from the proposal and overall, we expect the award of monies through the Household Support Fund will have a positive impact on people from protected characteristic groups and additional groups who find it more difficult to manage financially. There is a continued rise in the cost of living, so this grant will benefit in the short term, those who apply and are supported. The Household Support fund will advance equality of opportunity for those protected characteristic and additional groups who are more likely to experience financial hardship.</p> <p>The approval of this decision, which includes claims for financial aid, will improve the financial resilience of this category of residents. There will</p>	<p>Yes – through ongoing promotion of the scheme.</p>

					be no perceived negative impact on this protected characteristic providing they meet the criteria and are assessed as needing support.	
Geography, for example, urban and rural areas	✓				<p>We have not identified any significant negative impact from the proposal and overall, we expect the award of monies through the Household Support Fund will have a positive impact on people from protected characteristic groups and additional groups who find it more difficult to manage financially. There is a continued rise in the cost of living, so this grant will benefit in the short term, those who apply and are supported. The Household Support fund will advance equality of opportunity for those protected characteristic and additional groups who are more likely to experience financial hardship.</p> <p>The approval of this decision, which includes claims for financial aid, will improve the financial resilience of this category of residents. There will be no perceived negative impact on this protected characteristic providing they meet the criteria and are assessed as needing support.</p>	Yes – through ongoing promotion of the scheme.
Socio-economic disadvantage	✓				<p>We have not identified any significant negative impact from the proposal and overall, we expect the award of monies through the Household Support Fund will have a positive impact on people from protected characteristic groups and additional groups who find it more difficult to manage financially. There is a continued rise in the cost of living, so this grant will benefit in the short term,</p>	Yes – through ongoing promotion of the scheme.



					<p>those who apply and are supported. The Household Support fund will advance equality of opportunity for those protected characteristic and additional groups who are more likely to experience financial hardship.</p> <p>The approval of this decision, which includes claims for financial aid, will improve the financial resilience of this category of residents. There will be no perceived negative impact on this protected characteristic providing they meet the criteria and are assessed as needing support.</p>	
Vulnerable groups of society	✓				<p>We have not identified any significant negative impact from the proposal and overall, we expect the award of monies through the Household Support Fund will have a positive impact on people from protected characteristic groups and additional groups who find it more difficult to manage financially. There is a continued rise in the cost of living, so this grant will benefit in the short term, those who apply and are supported. The Household Support fund will advance equality of opportunity for those protected characteristic and additional groups who are more likely to experience financial hardship.</p> <p>The approval of this decision, which includes claims for financial aid, will improve the financial resilience of this category of residents. There will be no perceived negative impact on this protected characteristic providing they meet the criteria and are assessed as needing support.</p>	Yes – through ongoing promotion of the scheme.

Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?

**Gloucestershire County Council Staff**

Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age					GCC workforce is not impacted by the proposal/decision being taken.	No
Disability						
Sex						
Race						
Gender reassignment						
Pregnancy & maternity						
Religion and/or belief						

Sexual orientation						
Marriage & civil partnership						
Armed Forces community						
Carers						
Care leavers / care experienced adults						
Digital exclusion						
Geography, for example, urban and rural areas						
Socio-economic disadvantage						
Vulnerable groups of society						
Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure		
					GCC workforce is not impacted by the proposal/decision being taken.	

#### 4. Action Plan

Set out the key actions that will be undertaken, following the equality assessment in section 3, to further maximise the positive impact or mitigate the negative impact of the proposal on the protected characteristics and additional groups prior to implementation (any negative consequences should be eliminated, minimised or counter-balanced by other measures):

Identified Potential or Actual Impact	Recommended Action(s)	Owner	Target Completion Date
Positive	Promotion of the application-based element of the scheme across different cohorts and linking to the community networks and districts	Daniel Gillingham	30 <sup>th</sup> September 2024
Positive	Continued review of the uptake of the initiatives and amending the policy as needed.	Daniel Gillingham	30 <sup>th</sup> September 2024
Positive	Offer support to those who may not otherwise be able to access the support e.g. through telephone appointments, walk in appointments	Daniel Gillingham	30 <sup>th</sup> September 2024

#### 5. Monitoring and Review

Public bodies must have regard to the aims of the duty not only when a policy, service or development is being created and decided upon, but also when it is implemented and at regular intervals thereafter. The Equality Duty is a continuing duty.

Lead officer(s):	Daniel Gillingham (Head of Service, Children's Commissioning)
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Part 1 – Initial arrangements (up to around six months following implementation)


Date of the post implementation review:	Ongoing
<p>Approach to <u>measuring the impact</u> of the change to enable a <u>comparison</u> between the <u>anticipated impact</u> (as set out in section 3) with the <u>actual impact</u>:</p> <ul style="list-style-type: none"> <li>▪ What mechanisms will be used?</li> <li>▪ How will service users / the wider community / GCC staff and other stakeholders be involved?</li> </ul>	<p>As a requirement of the funding received from the DWP, a quarterly report which details how the funding is allocated must be compiled. This report includes a breakdown of cohorts which includes households with children, households with a pensioner and households with a disabled person. This will be the fifth round of funding and further data regarding the distribution of the funds can be accessed from previous Household Support Funds</p>

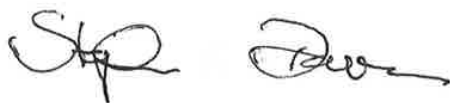
Part 2 – Ongoing arrangements (from around six months onwards)

Frequency of monitoring and review:	Monthly and Quarterly.
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<p>What mechanisms will be used?</p> <p>How will service users / the wider community / GCC staff and other stakeholders be involved?</p>	<p>Formal monitoring will be in place for all grant awards issued and this will be used to assess the performance of each organisation against its original aims and objectives in meeting the grant criteria.</p> <p>DWP will undertake monitoring will be in proportion to the grant amount received. Authorities will be asked to participate in monitoring and may also be approached to participate in additional evaluative research through a named contact.</p> <p>Progress to be reported to Children’s Directorate SLT at regular intervals through Daniel Gillingham, Head of Service for Children’s Commissioning and Household Support Fund</p>
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## 6. Approval

Signature of Senior Officer	
Name of Senior Officer	Ann James – Executive Director for Children’s Services
Date	20 May 2024

Signature of Decision Maker	
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Name of Decision Maker	Cllr Stephen Davis, Lead Cabinet Member for Children’s Safeguarding and Early Years
Date	19 May 2024

## Appendix 1 – Service User Data and Information

Details of service users affected by the proposed activity:

Groups	Service User Data and Information
Age	<p><i>For the purpose of this EIA, as the grant is to support as many families and individuals in Gloucestershire as possible, based on need and application for such support, we have used the <a href="#">Population Profile 2023</a> for whole Gloucestershire data.</i></p> <p>In 2021, the resident population of Gloucestershire was estimated at 646,627 people, of which:</p> <ul style="list-style-type: none"> <li>• 21.8% were aged 0-19.</li> <li>• 56.5% were aged 20-64.</li> <li>• 21.8% were aged 65 and over.</li> </ul> <p>Young people aged 18-25 less likely to secure employment and so more likely to be applying for Universal Credit. GCC residents aged 65 or over are more likely to need support due to long-term limiting illness, in poor health, living alone, providing unpaid care of 50-hours or more a week, without a car and living in a household without central heating.</p> <p>From the data provided by the current data in relation to HSF4, the breakdown of those applying by age</p>

	<table border="1"> <tr> <td data-bbox="689 202 1137 244">Aged 25 &amp; Under</td> <td data-bbox="1137 202 1585 244">752 Applications</td> <td data-bbox="1585 202 2031 244">12.4%</td> </tr> <tr> <td data-bbox="689 244 1137 285">Aged 26 to 40</td> <td data-bbox="1137 244 1585 285">3,243 Applications</td> <td data-bbox="1585 244 2031 285">53.3%</td> </tr> <tr> <td data-bbox="689 285 1137 327">Aged 41 to 59</td> <td data-bbox="1137 285 1585 327">1,757 Applications</td> <td data-bbox="1585 285 2031 327">28.9%</td> </tr> <tr> <td data-bbox="689 327 1137 368">Aged 60 +</td> <td data-bbox="1137 327 1585 368">334 Applications</td> <td data-bbox="1585 327 2031 368">5.5%</td> </tr> </table>	Aged 25 & Under	752 Applications	12.4%	Aged 26 to 40	3,243 Applications	53.3%	Aged 41 to 59	1,757 Applications	28.9%	Aged 60 +	334 Applications	5.5%
Aged 25 & Under	752 Applications	12.4%											
Aged 26 to 40	3,243 Applications	53.3%											
Aged 41 to 59	1,757 Applications	28.9%											
Aged 60 +	334 Applications	5.5%											
Disability	<p><i>For the purpose of this EIA, as the grant is to support as many families and individuals in Gloucestershire as possible, based on need and application for such support, we have used the <a href="#">Population Profile 2023</a> for whole Gloucestershire data.</i></p> <p>According to the 2021 Census 16.8% of Gloucestershire residents reported having a long-term limiting health problem or disability; 6.4% reported that their activities were limited ‘a lot’ and 10.4% reported their activities were limited ‘a little’. The equivalent national figures for England were 17.3%, 7.3% and 10.0%. At a household level, 30.3% of households had at least one person with a long-term limiting health problem or disability; this was slightly lower than the figure for England of 32.0%.</p> <p>From the data provided by the current data in relation to HSF4, the breakdown of those applying by disability – please note, data is provided for those who stipulate specifically.</p> <ul style="list-style-type: none"> <li>• 38% of applications identified as a household with disability.</li> <li>• 53% of applicants have accessed mental health support.</li> <li>• 14.1% of applicants have a child with an EHCP.</li> <li>• 13.3% of applicants have a child with a disability.</li> </ul>												
Sex	<p><i>For the purpose of this EIA, as the grant is to support as many families and individuals in Gloucestershire as possible, based on need and application for such support, we have used the <a href="#">Population Profile 2023</a> for whole Gloucestershire data.</i></p> <p>The overall population split by sex in Gloucestershire is slightly skewed towards females, with</p>												



	<p>males making up 48.9% of the population and females accounting for 51.1%. This situation is also reflected at district, regional and national level.</p> <p>We do not routinely capture data in relation to this protected characteristic, so no data is available from previous HSF delivery.</p>
Race	<p><i>For the purpose of this EIA, as the grant is to support as many families and individuals in Gloucestershire as possible, based on need and application for such support, we have used the <a href="#">Population Profile 2023</a> for whole Gloucestershire data.</i></p> <p>The 2021 Census found that 10% of Gloucestershire residents (around 64,500 people) were born outside the UK compared with a national figure of 17.4%; of this group, 50.5% were born in another European country and 22.8% were born in the Middle East or Asia.</p> <p>With regards to ethnicity, the 2021 Census found that:</p> <ul style="list-style-type: none"> <li>• 87.7% of Gloucestershire residents were white people from an English, Welsh, Scottish, Northern Irish or British background.</li> <li>• 2.9% were people from an Asian, Asian British, or Asian Welsh background.</li> <li>• 2.2% were people with a mixed or multiple ethnic background.</li> <li>• 1.2% were black people from a British, Welsh, Caribbean, or African background.</li> <li>• 0.6% were white people from an Irish background.</li> <li>• 0.1% were white Gypsy and Irish Traveller people, 0.1% were white Roma people.</li> <li>• 4.5% were in the 'other white' group.</li> <li>• 0.7% were in another ethnic group.</li> </ul> <p>The 2021 Census found that overall, 6.9% of the population in Gloucestershire were from an ethnic minority background (excluding white minorities). This was considerably lower than the national figure of 19.0%.</p>

	<p>We do not routinely capture data in relation to this protected characteristic, so no data is available from previous HSF delivery.</p>						
<p>Gender reassignment</p>	<p><i>For the purpose of this EIA, as the grant is to support as many families and individuals in Gloucestershire as possible, based on need and application for such support, we have used the <a href="#">Population Profile 2023</a> for whole Gloucestershire data.</i></p> <p>Overall, 94.8% of residents in Gloucestershire aged 16 and over answered the question in relation to gender identity. Of these, almost 2,200 people (0.4%) regarded their gender identity to be different from the sex registered at birth. This is slightly lower than the national average of 0.5%.</p> <p>The approximate figure of 2,200 transgender people in the county should be regarded as the minimum number, but this could potentially be considerably higher.</p> <p>We do not routinely capture data in relation to this protected characteristic, so no data is available from previous HSF delivery.</p>						
<p>Pregnancy &amp; maternity</p>	<p><i>For the purpose of this EIA, as the grant is to support as many families and individuals in Gloucestershire as possible, based on need and application for such support, we have used the <a href="#">Population Profile 2023</a> for whole Gloucestershire data.</i></p> <p>There were 6,138 live births in Gloucestershire in 2021.</p> <p>From the data provided by the current data in relation to HSF4, the breakdown of those applying by pregnancy and maternity</p> <table border="1" data-bbox="689 1252 2029 1366"> <tr> <td>Specified Pregnancy in the application</td> <td>217 Applications</td> </tr> <tr> <td>Had a child born in 2022</td> <td>390 Applications</td> </tr> <tr> <td>Had a child born in 2023</td> <td>292 Applications</td> </tr> </table>	Specified Pregnancy in the application	217 Applications	Had a child born in 2022	390 Applications	Had a child born in 2023	292 Applications
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	<table border="1" data-bbox="689 202 2029 245"> <tr> <td data-bbox="689 202 1361 245">Had a child born in 2024</td> <td data-bbox="1361 202 2029 245">22 Applications</td> </tr> </table> <p data-bbox="689 284 1935 357">15.1% applications received were either Pregnant or had a young child under the age of 2years old.</p>	Had a child born in 2024	22 Applications
Had a child born in 2024	22 Applications		
<p data-bbox="282 624 586 655">Religion and/or belief</p>	<p data-bbox="689 421 1989 528"><i>For the purpose of this EIA, as the grant is to support as many families and individuals in Gloucestershire as possible, based on need and application for such support, we have used the <a href="#">Population Profile 2023</a> for whole Gloucestershire data.</i></p> <p data-bbox="689 568 2029 675">According to the 2021 Census, 49.2% of residents in Gloucestershire were Christian, making it the most common religion. This was followed by No religion which accounts for 41.4% of the total population.</p> <p data-bbox="689 715 1935 788">We do not routinely capture data in relation to this protected characteristic, so no data is available from previous HSF delivery.</p>		
<p data-bbox="304 1094 564 1126">Sexual orientation</p>	<p data-bbox="689 890 1989 997"><i>For the purpose of this EIA, as the grant is to support as many families and individuals in Gloucestershire as possible, based on need and application for such support, we have used the <a href="#">Population Profile 2023</a> for whole Gloucestershire data.</i></p> <p data-bbox="689 1037 2011 1256">As with gender identity, the Census 2021 has provided the first set of official data on sexual orientation in England and Wales. In the 2021 Census there was a new question around sexual orientation, asking ‘which of the following best describes your sexual orientation?’, and providing a list of options. It was directed only at people aged 16 and over, and answers were voluntary.</p> <p data-bbox="689 1295 2002 1327">Overall, 93.2% of residents in Gloucestershire aged 16 and over answered the question. The</p>		

	<p>majority of people who answered described their sexual orientation as 'straight or heterosexual', at 90.4% of the population. This is slightly higher than the national average of 89.4%.</p> <p>There were almost 15,000 people (2.8%) who described their sexual orientation as being in one of the LGB+ categories. This is lower than the national average of 3.2%.</p> <p>Due to the sensitive nature of the question, it might be reasonable to assume that some LGB+ people felt reticent to provide an answer. The approximate figure of 15,000 LGB+ people should be regarded as the minimum number in the county, but this could potentially be considerably higher.</p> <p>We do not routinely capture data in relation to this protected characteristic, so no data is available from previous HSF delivery.</p>
<p>Marriage &amp; civil partnership</p>	<p><i>For the purpose of this EIA, as the grant is to support as many families and individuals in Gloucestershire as possible, based on need and application for such support, we have used the <a href="#">Population Profile 2023</a> for whole Gloucestershire data.</i></p> <p>Among residents of Gloucestershire aged 16 and over:</p> <ul style="list-style-type: none"> <li>• 33.6% are single and have never married or registered a civil partnership.</li> <li>• 47.8% are married.</li> <li>• 0.2% are in a registered civil partnership.</li> <li>• 2.0% are separated but still legally married or still legally in a civil partnership.</li> <li>• 9.9% are divorced or formerly in a civil partnership which is now legally dissolved.</li> <li>• 6.5% are widowed or a surviving partner from a civil partnership.</li> </ul> <p>We do not routinely capture data in relation to this protected characteristic, so no data is available from previous HSF delivery.</p>

Armed Forces community	We do not routinely capture data in relation to this protected characteristic, so no data is available from previous HSF delivery.																					
Carers	<p>From the data provided by the current data in relation to HSF4, the breakdown of those applying by carer status</p> <ul style="list-style-type: none"> <li>13.3% of applications identified themselves as a carer.</li> </ul>																					
Care leavers / care experienced adults	<p>From the data provided by the current data in relation to HSF4, the breakdown of those applying by care leaver status</p> <ul style="list-style-type: none"> <li>We received 633 applications from care leavers, 10%.</li> </ul>																					
Digital exclusion	No data is captured for this group.																					
Geography, for example, urban and rural areas	<p>From the data provided by the current data in relation to HSF4, the breakdown of those applying by district</p> <table border="1"> <tr> <td>Cheltenham</td> <td>985 Applications</td> <td>16%</td> </tr> <tr> <td>Cotswolds</td> <td>454 Applications</td> <td>8%</td> </tr> <tr> <td>Forest of Dean</td> <td>697 Applications</td> <td>11%</td> </tr> <tr> <td>Gloucester</td> <td>2,193 Applications</td> <td>36%</td> </tr> <tr> <td>Stroud</td> <td>858 Applications</td> <td>14%</td> </tr> <tr> <td>Tewkesbury</td> <td>867 Applications</td> <td>14%</td> </tr> <tr> <td>Out of County</td> <td>30 Applications</td> <td>1%</td> </tr> </table>	Cheltenham	985 Applications	16%	Cotswolds	454 Applications	8%	Forest of Dean	697 Applications	11%	Gloucester	2,193 Applications	36%	Stroud	858 Applications	14%	Tewkesbury	867 Applications	14%	Out of County	30 Applications	1%
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Socio-economic disadvantage	Data is not specifically captured for this group, but the applicant must meet the eligibility criteria to access any support from the Household Support fund. There are priority groups, which are in the main all those that come from the vulnerable groups of society.
Vulnerable groups of society	

## Appendix 2 – Gloucestershire County Council Staff Data and Information

Details of GCC staff affected by the proposed activity:

Groups	GCC Workforce Data and Information
Age	Not affected
Disability	
Sex	
Race	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	
Armed Forces community	
Carers	

Care leavers / care experienced adults	
Digital exclusion	
Geography, for example, urban and rural areas	
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