

Equality Impact Assessment (EIA)

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

1. Background

Directorate	Children's Services
Service area	Children and Families Commissioning Hub
Title of the activity being assessed i.e. the strategy, plan, policy or service	Household Support Grant 2021/2022.
Brief outline of the proposal (s)	<p>On 30th September 2021, the government announced a package of extra targeted financial support for those in need over the winter period.</p> <p>The £500 million Household Support Grant, available from October 2021, will see new funding issued to County Councils and Unitary Authorities to support those most in need across England with the cost of food, energy and water bills and other associated costs. Gloucestershire County Council's allocation is £3,692,483.14.</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> <p>The grant is to run from 6th October 2021 to 31st March 2022.</p> <p>This EIA assesses the impacts of spending the grant money which was allocated to Gloucestershire County Council from Household Support Grant to vulnerable families in the form of essential items.</p>
Who is affected by the proposals?	<p>Service users <input checked="" type="checkbox"/> Workforce <input type="checkbox"/></p> <p>Other, please specify: <input type="text" value="District Councils"/></p>
Decision to be taken and	To approve the delivery of the Household Support

decision maker	Fund to financially vulnerable residents as set out by the Department of Work and Pensions (DWP). The funding is intended to provide financial support for Food, Clothing and Utilities with at least 50% of the funding going to families with children. The funding is available 6th October to 31st March 2022 no funding can be carried forward beyond these dates. Cllr Stephen Davis, Lead Cabinet Member for Children's Safeguarding and Early Years
Person(s) responsible for completing this assessment	Daniel Gillingham, Outcome Manager (Children and Families Commissioning Hub) Jacqueline Leave, Commissioning Manager (Children and Families Commissioning Hub)
Date of this assessment	November 2021

2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement	
Service users	Within Gloucestershire, as throughout the country, the current COVID pandemic has shown the real importance of community engagement, the impact on equality and the needs of families. 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.
Workforce	There are no implications on workforce for use of Household Support Fund 2021/22.
Partners	District Councils have been contacted in regards 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.
Other	None

3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidences how the council is giving due regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations.

Protected Characteristic	Service Users	Workforce
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<p>Age</p>	<p>The additional funds are available consistently to all eligible families and individuals. Whilst there is no significant evidence relating to differential impact relating to age 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> <p>There is a limited set of current data available on the financial resilience of this characteristic group</p> <p>In the event of new restrictions, or increased Covid rates, older People are more likely to be shielding (some through choice). Older people also more likely to be asked to shield and prevented from leaving their home, for social or essential needs.</p> <p>Young people, aged 18-25 less likely to secure employment and so more likely to be applying for Universal Credit. This age group also currently at high risk of contracting Covid-19.</p> <p>Mental Health issues are continuing to increase</p> <p>Children under 16 long term effects of further school closures having a greater detrimental impact on low income households.</p> <p>Working age households more at risk of income reduction and therefore increase in debt – furlough scheme ending and potential redundancies.</p> <p>Older people with limited mobility may be more reliant on public transport and therefore at greater risk of contracting Covid-19</p>	<p>No significant impact</p>
<p>Disability</p>	<p>The additional funds are available consistently to all eligible families and individuals Whilst there is no significant evidence relating to differential impact relating to disability 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> <p>There is a limited set of current data available on the financial resilience of this characteristic group</p> <p>In the event of increased rates or further restrictions, more likely to be shielding due to pre-existing health conditions.</p> <p>More likely to be digitally excluded</p> <p>More likely to be living on a fixed income.</p> <p>Reliant on support that may be limited or stopped due to</p>	<p>No significant impact</p>

	<p>carers' need to self-isolate or shield themselves.</p> <p>The visually impaired may find it more difficult to adhere to new protocols in shops, i.e. one-way systems, written instructions.</p> <p>Could be at risk of abuse or intolerance from members of the public due to not wearing a mask for health reasons.</p> <p>May be more reliant on public transport and therefore at greater risk of contracting Covid-19.</p> <p>Social isolation may restrict access to a support network that is relied upon, placing a risk on Mental Health.</p>	
Sex	<p>The additional funds are available consistently to all eligible families and individuals. Whilst there is no significant evidence relating to differential impact relating to sex 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> <p>There is a limited set of current data available on the financial resilience of this characteristic group</p> <p>Women are more likely to be working part time, or on a fixed income, than men</p> <p>Women more likely to be single parents.</p> <p>Significant increase in reports of domestic abuse and violence throughout the pandemic, disproportionately affecting women. This results in women fleeing their homes and facing financial vulnerability through the homelessness process.</p>	No significant impact
Race	<p>The additional funds are available consistently to all eligible families and individuals. Whilst there is no significant evidence relating to differential impact relating to race 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> <p>There is a limited set of current data available on the financial resilience of this characteristic group</p> <p>More serious health implications for BAME residents if Covid-19 is contracted</p> <p>More likely to be on a low or fixed income or having limited hours of work.</p>	No significant impact

	<p>Residents with No Recourse to Public Funds including EU nationals without access to benefits in precarious employment are already vulnerable to destitution if they lose employment.</p> <p>Some communities will have specific dietary needs</p> <p>Social isolation may restrict access to a community network that is relied upon to provide cultural support.</p>	
Gender reassignment	<p>The additional funds are available consistently to all eligible families and individuals. Whilst there is no significant evidence relating to differential impact relating to Gender reassignment 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> <p>There is a limited set of current data available on the financial resilience of this characteristic group</p> <p>More likely to be financially disadvantaged or living on a fixed income.</p> <p>Social isolation may restrict access to a support network that is relied upon, placing a risk on Mental Health</p>	No significant impact
Marriage & civil partnership	<p>The additional funds are available consistently to all eligible families and individuals. Whilst there is no significant evidence relating to differential impact relating to Marriage & civil partnership 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> <p>There is a limited set of current data available on the financial resilience of this characteristic group</p> <p>Significant increase in reports of domestic abuse and violence throughout the pandemic, disproportionately affecting women. This results in women fleeing their homes and facing financial vulnerability through the homelessness process.</p> <p>When fleeing DV, the family is often relocated away from their network of family and friends.</p>	No significant impact
Pregnancy & maternity	<p>The additional funds are available consistently to all eligible families and individuals. Whilst there is no significant evidence relating to differential impact relating to age 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>	No significant impact

	<p>There is a limited set of current data available on the financial resilience of this characteristic group</p> <p>Already reduced income placed under greater pressure due to Covid-19 rules.</p> <p>Pregnant women may choose to be more isolated to limit contracting the virus.</p> <p>Reduced access to post birth support from Community Midwives and Health Visitors.</p> <p>Reduced access to family support due to travel and social distancing rules</p>	
Religion and/or belief	<p>The additional funds are available consistently to all eligible families and individuals. Whilst there is no significant evidence relating to differential impact relating to Religion and/or belief 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> <p>There is a limited set of current data available on the financial resilience of this characteristic group</p> <p>Some religious groups will have specific dietary needs</p> <p>Social isolation may restrict access to a community network that is relied upon to provide cultural support.</p>	No significant impact
Sexual orientation	<p>The additional funds are available consistently to all eligible families and individuals. Whilst there is no significant evidence relating to differential impact relating to Sexual orientation 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> <p>There is a limited set of current data available on the financial resilience of this characteristic group</p> <p>Social isolation may restrict access to a community network that is relied upon to provide support.</p>	No significant impact

4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change
N/A	N/A

5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

Potential impact (positive or negative)	Action	By when	Owner
Age			
Those shielding will be shopping less, shopping locally or not shopping in person at all. They may not have access to full variety of goods, or the best deals (if shopping locally). This could mean food costs rise. Older people may be more likely to be digitally excluded, therefore not accessing on-line shopping slots	<p>Ensure easy access to and smooth referrals into the advice sector for those identified as in need of financial support, including council's own Welfare scheme.</p> <p>Information to be made clear and accessible for all and for all front-line services to be aware of support available and signpost accordingly.</p> <p>Cross service response to the Household Support Fund will help to ensure broad points of access for help.</p>	Ongoing	Wendy Williams / Grant Delivery Team
Young people less financially independent as a result of decrease in employment opportunities. More likely to be on a fixed income. If they contract the virus, their household will need to shield, preventing others from accessing work, community, shops etc.		Ongoing	Wendy Williams / Grant Delivery Team
Children from low Income households will spend less hours in home schooling than better off households and have less access to technology to enable home schooling. This could have long term impact on mental health, educational attainment and long		Ongoing	Wendy Williams / Grant Delivery Team

term employment prospects.			
Households newly furloughed or made redundant will need to adjust to lower income, regardless of pre-existing financial commitments based on their employed income – mortgage, rent, hire purchase, mobile phones, and debt repayments.		Ongoing	Wendy Williams / Grant Delivery Team
Older people may make a choice of taking taxis as opposed to using the bus, to reduce risk of contracting the virus.		Ongoing	Wendy Williams / Grant Delivery Team
Disability			
Those shielding will be shopping less, shopping locally or not shopping in person at all. They may not have access to full variety of goods, or the best deals (if shopping locally). This could mean food costs rise.	Ensure easy access to and smooth referrals into the advice sector for those identified as in need of financial support, including council's own Welfare scheme. Information to be made clear and accessible for all and for all front-line services to be aware of support available and signpost accordingly.	Ongoing	Wendy Williams / Grant Delivery Team
Those digitally excluded may not be accessing online shopping slots.		Ongoing	Wendy Williams / Grant Delivery Team
Those on a fixed income less likely to have savings or financial contingency for increased cost in food expenses if shopping locally etc.		Ongoing	Wendy Williams / Grant Delivery Team
Visually impaired may be more likely to avoid going to the shops themselves due to changes in protocol that they are unable to		Ongoing	Wendy Williams / Grant Delivery Team

follow easily.			
Those unable to wear a mask may find themselves choosing to go into shops less.		Ongoing	Wendy Williams / Grant Delivery Team
Some Disabled people may make a choice of taking taxis as opposed to using the bus, to reduce risk of contracting the virus		Ongoing	Wendy Williams / Grant Delivery Team
Lack of community contact and support may result in negative impact on Mental Health. Poor mental health can link to greater risk of indebtedness		Ongoing	Wendy Williams / Grant Delivery Team
Gender reassignment			
Those on a fixed income less likely to have savings or financial contingency for increased cost in food expenses if shopping locally etc.	Ensure easy access to and smooth referrals into the advice sector for those identified as in need of financial support, including council's own Welfare scheme.	Ongoing	Wendy Williams / Grant Delivery Team
Lack of community contact and support may result in negative impact on Mental Health. Poor mental health can link to greater risk of indebtedness	Information to be made clear and accessible for all and for all front-line services to be aware of support available and signpost accordingly.	Ongoing	Wendy Williams / Grant Delivery Team
Pregnancy and maternity			
Reduced income risks deepening or newly establishing debt. Unable to comfortably adapt to additional costs associated with isolation, i.e. additional meals for the whole family, but specifically children of school age. Less able to buy in	Signpost to Family Information Service, with links into Children's Centres, Community Midwifery and Health Visiting service Ensure easy access to and smooth referrals into the advice sector for those identified as in need of financial support, including council's own Welfare scheme.	Ongoing	Wendy Williams / Grant Delivery Team

more food to manage isolation periods, as well as postnatal period when less able to get out.	Information to be made clear and accessible for all and for all front-line services to be aware of support available and signpost accordingly.		
Self-isolation through choice may result in shopping locally, less economically, relying on others to pick up items for them, may need to use online shopping.		Ongoing	Wendy Williams / Grant Delivery Team
Isolation from support network may have a detrimental impact on Mental Health. Poor MH may result in a lack of motivation or ability to face responsibilities, or resolve issues. This could lead to worsening debt issues or failure to seek help when necessary.		Ongoing	Wendy Williams / Grant Delivery Team
Reduced access to professional support may impact on the wellbeing of the family as a whole.		Ongoing	Wendy Williams / Grant Delivery Team
Race and Ethnicity			
Those who choose to shop less, shop local or shield are more likely to be spending more on food and travel	Ensure information about support is accessible to all groups and encourage this information to be distributed through community-based groups. Consider all options of how financial support can be devolved to community-based groups.	Ongoing	Wendy Williams / Grant Delivery Team
Lack of community contact and support may result in negative impact on Mental Health. Poor mental health can link to greater risk of indebtedness	Ensure easy access to and smooth referrals into the advice sector for those identified as in need of financial support, including council's own Welfare scheme.	Ongoing	Wendy Williams / Grant Delivery Team
Specific dietary needs may be impacted by food shortages or price rises on high demand products	Information to be made clear and accessible for all and for all front-line services to be aware of support available and signpost accordingly.	Ongoing	Wendy Williams / Grant Delivery Team

Emergency food support available may not include items specific to dietary needs.	Information to be made clear and accessible for all, including translated materials in key languages for migrant populations, and for all front-line services to be aware of support available and signpost accordingly	Ongoing	Wendy Williams / Grant Delivery Team
NRPF households may be at particular financial risk if not eligible for all support mechanisms that have been put in place.		Ongoing	Wendy Williams / Grant Delivery Team
Residents with insecure immigration status may fear contacting the authorities in case their details are shared with the Home Office.		Ongoing	Wendy Williams / Grant Delivery Team
Religion and Belief			
Lack of community contact and support may result in negative impact on Mental Health. Poor mental health can link to greater risk of indebtedness	Ensure information about support is accessible to all groups and encourage this information to be distributed through community-based groups. Consider all options of how financial support can be devolved to community-based groups.	Ongoing	Wendy Williams / Grant Delivery Team
Specific dietary needs may be impacted by food shortages or price rises on high demand products	Ensure easy access to and smooth referrals into the advice sector for those identified as in need of financial support, including council's own Welfare scheme.	Ongoing	Wendy Williams / Grant Delivery Team
Emergency food support available may not include items specific to dietary needs	Information to be made clear and accessible for all and for all front-line services to be aware of support available and signpost accordingly.	Ongoing	Wendy Williams / Grant Delivery Team
Sexual Orientation			
Restrictions placed on the meeting of community groups could place a risk on Mental Health and wellbeing which could have a knock-on effect around financial resilience.	Ensure information about support is accessible to all groups and encourage this information to be distributed through community-based groups. Consider all options of how financial support can be devolved to community-based groups. Ensure easy access to and smooth referrals into the advice sector for	Ongoing	Wendy Williams / Grant Delivery Team

	<p>those identified as in need of financial support, including council's own Welfare scheme.</p> <p>Information to be made clear and accessible for all and for all front-line services to be aware of support available and signpost accordingly.</p>		
Marriage and civil partnership			
Homelessness places women at a significant financial disadvantage as well as impacting on their mental health and the wellbeing of the family, as a whole.	Ensure information about support is accessible to all groups and encourage this information to be distributed through community-based groups. Consider all options of how financial support can be devolved to community-based groups.		
Without a network of support, increased expenses may follow due to a loss of informal childcare. Or hours of work may need to be reduced.	<p>Ensure easy access to and smooth referrals into the advice sector for those identified as in need of financial support, including council's own Welfare scheme.</p> <p>Information to be made clear and accessible for all and for all front-line services to be aware of support available and signpost accordingly.</p>	Ongoing	Wendy Williams / Grant Delivery Team

6. Monitoring and review

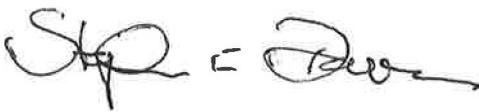
<p>The following processes/actions will be put in place to keep this 'activity' under review:</p>
<p>Formal monitoring will be in place for all grant awards issued and this will be used to assess the performance of each organisation against its original aims and objectives in meeting the grant criteria.</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 Wendy Williams, Assistant Director for Integrated Children and Families Commissioning.</p>

7. Officer / Decision-maker Sign off

Officer: By signing this statement off as complete, you are confirming that 'you' have examined sufficient information across all the protected characteristics and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity.

Signature of Senior Officer	
Name of Senior Officer	Wendy Williams, Assistant Director for Integrated Children and Families Commissioning
Date	18/11/2021

Decision maker: I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate, and I confirm that I, as the decision maker, have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Signature of decision maker	
Name of decision maker	Cllr Stephen Davies, Lead Cabinet Member for Children's Safeguarding and Early Years
Date	25/11/2021

8. Publication

If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and, also in case of future challenge.

Appendix 1 – Service User Data Analysis

Details of service users affected by the proposed activity

Protected Characteristic	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 Population Profile 2021 for whole Gloucestershire data.</i></p> <p>In 2019, the resident population of Gloucestershire was estimated to be 637,070 people of which:</p> <ul style="list-style-type: none"> • 22.4% were aged 0-19; • 56.0% were aged 20-64; • 21.6% were aged 65 and over
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 Population Profile 2021 for whole Gloucestershire data.</i></p> <p>According to the 2011 Census 16.7% of Gloucestershire residents reported having a long-term limiting health problem or disability; 7.3% reported that their activities were limited ‘a lot’ and 9.5% reported their activities were limited ‘a little’. The equivalent national figures for England were 17.6%, 8.3% and 9.3%. At a household level, 24.2% 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 25.7%.</p>
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 Population Profile 2021 for whole Gloucestershire data.</i></p> <p>In 2019, the overall population split by sex in Gloucestershire is</p> <ul style="list-style-type: none"> • Males making up 49.1% of the population and • Females accounting for 50.9%. <p>This situation is also reflected at district, regional and national level</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 Population Profile 2021 for whole Gloucestershire data.</i></p> <p>With regards to ethnic origin, the 2011 Census found that 91.6% of Gloucestershire residents were White British, 2.1% were Asian/Asian British, 1.5% were from a Mixed/Multiple</p>

	<p>Ethnic group, 0.9% were Black/Black British, 0.6% were White Irish, 0.1% were of Gypsy or Irish Traveller origin, 3.1% were in an 'other White' category and 0.2% were in another ethnic group. Some 36% of the people who were not White British were born in the UK.</p> <p>The 2011 Census found that overall, 4.6% of the population in Gloucestershire was from Black and Minority Ethnic (BME) backgrounds; this figure increased to 8.4% when the Irish, Gypsy or Irish Traveller and 'other White' categories were included. The proportion of people from Black and Minority Ethnic backgrounds was considerably lower than the national figure of 14.6%</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 Population Profile 2021 for whole Gloucestershire data.</i></p> <p>There are no official estimates of gender reassignment at either national or local level.</p>
<p>Marriage & 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 Population Profile 2021 for whole Gloucestershire data.</i></p> <p>Among residents of Gloucestershire:</p> <ul style="list-style-type: none"> • 30.5% are single and have never married or registered a same-sex civil partnership • 50.2% are married; • 0.3% are in a registered same-sex civil partnership; • 2.3% are separated but still legally married or still legally in a same sex civil partnership; • 9.5% are divorced or formerly in a same sex civil partnership which is now legally dissolved; • 7.2% are widowed or a surviving partner from a same sex civil partnership
<p>Pregnancy & 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 Population Profile 2021 for whole Gloucestershire data.</i></p> <p>There were 6,124 live births in Gloucestershire in 2019</p>
<p>Religion and/or belief</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 Population Profile 2021 for whole Gloucestershire data.</i></p> <p>According to the 2011 Census, 63.5% of residents in Gloucestershire were Christian, making it the most common religion. This was followed by no religion which accounts for 26.7% of the total population.</p>

Sexual orientation	<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 Population Profile 2021 for whole Gloucestershire data.</i></p> <p>There are no definitive data on sexual orientation at a local or national level.</p>
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Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected:
Age	Not affected
Disability	
Sex	
Race	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	
