

## Equality Impact Assessment (EIA) COVID Local Support Grants 2021/22

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
Service area	Commissioning
Title of the activity being assessed i.e. the strategy, plan, policy or service	The commissioned activities for use of Covid Local Support and Extended Grants 2021/22
Brief outline of the proposal (s)	<p>The Department for Work and Pensions (DWP) provided funding to County Councils and Unitary Authorities, under section 31 of the Local Government Act 2003 to administer the scheme and provide direct assistance to vulnerable households and families with children particularly affected by the pandemic.</p> <p>This EIA assesses the impacts of spending the grant money which was allocated to Gloucestershire County Council from Covid Local Support and Extended Grants to support vulnerable families in form of essential items.</p> <p>Both programmes aims to use an existing provider for free school meals and emergency support to vulnerable children and families in form of essential items (food, fuel, white goods), from 17<sup>th</sup> April to 21<sup>st</sup> June and from 21<sup>st</sup> June to 30<sup>th</sup> September 2021.</p> <p>The grant will also provide funding to districts to support vulnerable children and families in their communities.</p> <p>Support Summer Holidays and additional dietary requirements for children under 5 and young people age 16-17 where its not possible to offer Holiday Activity and Food funding</p>
Who is affected by the proposals?	<p>Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/></p> <p>Other, please specify: <input type="text" value="Commissioning Partners"/></p>

Decision to be taken and decision maker	Cabinet /ICM
Person(s) responsible for completing this assessment	Anima Thawait, Senior Commissioning Manager
Date of this assessment	July 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	<p>It has not been possible to undertaken any survey for the use of winter grant / emergency support grants, however some families have emailed expressing their thanks for the support they have received.</p> <p>This impact assessment embraces the experiences from Covid Winter Grant which started from July 2020 and the engagement of families and individuals (non families).</p> <p>Numbers support under the winter grant were 1095 :</p> <ul style="list-style-type: none"> <li>• 957 families</li> <li>• 138 individuals (non families)</li> </ul> <p>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 and the community as a whole.</p>
Workforce	There are no implications on workforce in commissioned activities for use of Covid Local Support and Extended Grants programme 2021/22
Partners	Public Health Voluntary Sector Partners Private Sector Partners Children and Families Staff working in districts
Other	

### 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														
Age	<p>This winter grant programme has offered support to families of all ages who were eligible and met the criteria.</p> <p>Age ranges supported from winter grants from total the 1095 families and individuals were:</p> <table data-bbox="464 801 1246 1055"> <tr> <td>Aged 0-4</td> <td><b>15%</b></td> </tr> <tr> <td>Aged 5-11</td> <td><b>27%</b></td> </tr> <tr> <td>Aged 12-16</td> <td><b>14%</b></td> </tr> <tr> <td>Aged 17-18</td> <td><b>3%</b></td> </tr> <tr> <td>Aged 19-25</td> <td><b>7%</b></td> </tr> <tr> <td>Aged 26-64</td> <td><b>34%</b></td> </tr> <tr> <td>Aged 65 and over</td> <td><b>1%</b></td> </tr> </table> <p>66% were under age 25, and 34% were between the ages of 26 to 64.</p>	Aged 0-4	<b>15%</b>	Aged 5-11	<b>27%</b>	Aged 12-16	<b>14%</b>	Aged 17-18	<b>3%</b>	Aged 19-25	<b>7%</b>	Aged 26-64	<b>34%</b>	Aged 65 and over	<b>1%</b>	No change.
Aged 0-4	<b>15%</b>															
Aged 5-11	<b>27%</b>															
Aged 12-16	<b>14%</b>															
Aged 17-18	<b>3%</b>															
Aged 19-25	<b>7%</b>															
Aged 26-64	<b>34%</b>															
Aged 65 and over	<b>1%</b>															
Disability	<p>This information is not currently collected.</p> <p>However, Gloucestershire has 15,847 children within the county eligible for Free School Meals (FSM) of which 1,360 have Education Health Care Plan (EHCP). From age breakdown above (FSM for age 5-11) makes up 27% families and individuals who have been offered support from winter grant.</p> <p>Covid19 lockdown/ restrictions and negative economic impacts have exacerbated the inequalities existing within those families, making more evident the gaps in access to services, education, keeping warm, purchasing healthy food which can be stored safely.</p> <p>No disproportionate impact identified.</p>	No change.														
Sex	This information is not currently collected.	No change.														
Race	<p>This information is not currently collected.</p> <p>However the service actively reaches out to children and families from under represented communities, from</p>	No change.														

	<p>diverse backgrounds accessing support in Gloucestershire.</p> <p>By using the allocation mechanism through existing provision and using panels already in existence to distribute financial support will offer consistency in the delivering emergency support and the individuals who are most in need will receive support more swiftly.</p> <p>Project team uses survey tool:  <a href="https://haveyoursaygloucestershire.uk/engagementhq.com/emergency-assistance-grant">https://haveyoursaygloucestershire.uk/engagementhq.com/emergency-assistance-grant</a> which will streamline processes and create a no-stigmatised offer to all families accessing the Covid grants.</p> <p>No disproportionate impact identified.</p>	
Gender reassignment	<p>This information is not currently collected.</p> <p>This service will not exclude parents and children with gender reassignment.</p>	No change.
Marriage & civil partnership	<p>This information is not currently collected.</p> <p>This service will not exclude parents who are not married, married or have civil partnership status.</p>	No change.
Pregnancy & maternity	<p>This information is not currently collected.</p>	No change.
Religion and/or belief	<p>This information is not currently collected.</p>	No change.
Sexual orientation	<p>This information is not currently collected.</p>	No change.

#### 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
Resource for both Covid Support Grant support has been secured for the short term.	This resource will enable the programme to continue offering support to vulnerable families and individuals who meet the criteria from 17 <sup>th</sup> April 2021 until October 2021, with the embedded focus on equality of access in Gloucestershire.

## 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
Positive	Both COVID Winter Grant and Easter HAF programmes evaluation and feedback was very successful and we aim to build on the positive outcomes for families and individuals.	2021/22	Wendy Williams

## 6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:
Progress to be reported to Children's Directorate SLT at regular intervals through Wendy Williams, Assistant Director.

## 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
Date	31/10/2021

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 for Children's Safeguarding and Early Years
Date	30/11/21

## 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

The £170 million COVID Winter Grant Scheme, which was made available in December 2020 saw 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. The Department for Work and Pensions (DWP) provided funding to County Councils and Unitary Authorities, under section 31 of the Local Government Act 2003, to administer the scheme and provide direct assistance to vulnerable households and families with children particularly affected by the pandemic.

The criteria from DWP were as follows:

- at least 80% is ring-fenced to support families with children, with up to 20% of the total funding to other types of households, including individuals
- at least 80% is ring-fenced to provide support with food, energy and water bills (including sewerage), with up to 20% on other items

Gloucestershire County Council has supported 1095 families and individuals, 66% were under age 25, and 34% were between the ages of 26 to 64.

Within the guidance for the Grant Scheme there is scope to support Individuals with No Recourse to Public Funds (NRPF). The grant scheme can provide basic safety net support to an individual, regardless of their immigration status, if there is a genuine care need that does not arise solely from destitution, for example if:

- there are community care needs
- they have serious health problems
- there is a risk to a child's wellbeing
- they lose employment or hours of employment due to Covid and are unable to access public funds

These families are included within the Covid Local Support Grants and Extension findings. If families are receiving food vouchers for children through the FSM provision through vouchers from schools, this needed to be taken into in order to avoid duplication. However, the government allowed families receiving other support to access additional support through the grant if for example, a family:

- had additional wider needs in terms of food
- required other essential supplies
- included individual family members that are not in receipt of these vouchers
- had seen an impact on their income due to COVID

Gloucestershire County Council was allocated £354,747 of COVID Local Support Grant to cover period from 17<sup>th</sup> April to 20<sup>th</sup> June 2021 and further allocation of £1,418,987.91 - COVID Local Support Grant Extension to cover period from 21<sup>st</sup> June to 30<sup>th</sup> September 2021 for Food and Essential Supplies. Covid grants aims to

follow same process for delivering financial packages in order to supplement financial support that has been allocated.

Application Criteria for winter grant are as follows:

<https://www.gloucestershire.gov.uk/health-and-social-care/gloucestershire-welfare-support-scheme/covid-19-local-support-grant-find-out-more-and-apply/eligibility-requirements/#main>

- Applicants can be awarded funding in 2 week amounts varying between 2 and 12 weeks,
- Applicants can re-apply even if they have received funding before, however this is taken into account when assessing the new application
- Only 1 application per household is accepted
- Adults £35 per week in food vouchers
- Children not on FSM £20 a week
- Children on FSM £10 a week
- Additional £10 if pregnant
- Additional £10 if any children are bottle-fed
- Utility vouchers £23.70 per week for everyone
- Other essential supplies are awarded this is predominately clothing, white goods and furniture.

These grants will support Summer holidays (in addition to what was planned of £15 per week for 2 weeks) and additional dietary requirements, distribute book vouchers to those attending Holidays Activity and Food programme and use for a school uniform grant.

The service does not collect data at present, against certain protected characteristics, for example, gender, race, disabilities, sexual orientation, gender reassignment status, marriage or civil partnership or pregnancy and maternity.

Protected Characteristic	Service User Data and Information
Age	Total of 1095 families and individuals were offered support from winter grant:- <ul style="list-style-type: none"> <li>• 66% were under age 25,</li> <li>• 34% were between the ages of 26 to 64.</li> </ul>
Disability	Data Not collected.
Sex	Data Not collected.

Race	Data Not collected.
Gender reassignment	Data Not collected.
Marriage & civil partnership	Data Not collected.
Pregnancy & maternity	Data not collected
Religion and/or belief	Data not collected
Sexual orientation	Data not collected

## **Appendix 2**

Gloucestershire population ([source](#)):

Gloucestershire has an estimated population of 633,558 people in 2018. The main urban centres are Gloucester and Cheltenham, where 39% of the population live...

### Age Structure

The proportion of children and Young People aged 0-19 (22.6%) is slightly higher than that for the South West but lower than that for England and Wales

The working age population (aged 20-64) made up 56.6% of the population in Gloucestershire in 2016. This was slightly higher than the figure for the South West, but lower than that for England and Wales.

The proportion of people aged 65 or over (20.8%) was lower than that for the South West but higher than that for England and Wales. The proportion of children and young people aged 0-19 (22.6%) was slightly higher than that for the South West but lower than that for England and Wales

## **Appendix 3**

Information from equality-profile-2020

<https://www.gloucestershire.gov.uk/media/2097197/equality-profile-2020-final.pdf>

### Ethnicity

With regards to ethnic groups, 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 Ethnic group, 0.9% were Black/Black British, 0.6% were White Irish, 0.1% were of Gypsy or Irish Traveller origin, and 3.9% were in an 'other White' category. Overall, 4.6% of the population were 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. Around 36% of the people who were not White British were born in the UK.

There is a wide variation at district level in the proportion of the population who are not White British. At the time of the 2011 Census, Gloucester and Cheltenham had the highest proportions at 15.4% and 11.7% respectively, whilst the Forest of Dean

had the lowest proportion at 3.3%. Some 22% of the Gloucestershire Asian/Asian British population lived in Barton and Tredworth ward in Gloucester, and 42% of people who were of Gypsy/Irish Traveller origin lived in Tewkesbury district. People from other BME backgrounds and other White backgrounds were more geographically dispersed.

In relation to language, the 2011 Census found that 3.3% of the population in Gloucestershire who were aged 3 or over did not speak English as their main language. Amongst this group, Polish was the most common main language, followed by Gujarati and then a Chinese language. Some 82% of the people, whose main language was not English, could speak English well or very well. Older people were less likely than younger people to be proficient in English; 29% of people aged 50 and over who did not speak English as a main language were not proficient compared with 17% of people aged fewer than 50 who did not have English as a main language.

### Focus on Children, Young, People and Families

The composition of the children and young people population is slightly different to the population as a whole and is changing relatively rapidly.

According to the 2011 census 7.6% of 0-19 year olds were from a Black or Minority Ethnic Group. This compares to 4.6 % in the wider Gloucestershire population and 21.1% in the wider UK population.

The children and young people segment of the population of Gloucestershire is becoming increasingly diverse. In 2011 around 10,300 0-19 year olds were from a Black or Minority Ethnic Group (7.6%). This has increased since 2001 when 6,300 people or 4.6% of 0-19 year olds were from a Black or Minority Ethnic Group. The number of 0-19 year olds classed as "white other" which includes migrants from Europe, has also increased from 1,725 people or 1.3% of 0-19 year olds in 2001 to 3,600 people or 2.6% of 0-19 year olds in 2011.

Although the 0-19 year old population fell between 2002 and 2012, the latest population projections suggest this trend will be reversed over the next ten years. Gloucestershire's 0-19 year old population is projected to increase by almost 10,000 people or 7.2% to about 146,700 in 2021.

---