

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 Fund (HSF) Grant Extension (HSF3) – 1st April 2023 to 31st March 2024
Brief outline of the proposal (s)	<p>The Household Support Fund (HSF), first introduced in 2021/22, is being extended by the Government through 2023/24. Additional funding (the "Extended 2023/24 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 2023/24 HSF Funding is intended for use in the period 1st April 2023 to 31st March 2024 inclusive.</p> <p>The Extended 2023/24 HSF Funding has been provided for the purpose of supporting households that are in the most need – particularly those who may not be eligible for the other support that government has recently made available, including the Cost-of-Living Payments and the energy support.</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>1st April 2023 to 31st March 2024 inclusive.</p> <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.</p>

Who is affected by the proposals?	Service users <input checked="" type="checkbox"/> Workforce <input type="checkbox"/> Other, please specify: <input type="text" value="District Councils"/>
Decision to be taken and decision maker	To approve the delivery and allocation of the Household Support Fund as set out by the Department of Work and Pensions (DWP). 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	February 2023

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 cost of living crisis 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 23/24.
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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Age	<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>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 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>Whilst the grant is no longer restricted to, or is for the purpose of COVID-19, there is still a local and national rise in positive cases and therefore, this EIA does consider some potential impacts;</p> <ul style="list-style-type: none"> • 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. • 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. • Mental Health issues are continuing to increase • Children under 16 long term effects of further school closures having a greater detrimental impact on low-income households. • Working age households more at risk of income reduction and therefore increase in debt – furlough scheme ending and potential redundancies. • Older people with limited mobility may be more reliant on public transport and therefore at greater risk of contracting Covid-19 	No identified significant impact
Disability	<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</p>	No identified significant impact

	<p>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>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 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>Whilst the grant is no longer restricted to, or is for the purpose of COVID-19, there is still a local and national rise in positive cases and therefore, this EIA does consider some potential impacts;</p> <ul style="list-style-type: none"> • In the event of increased rates or further restrictions, more likely to be shielding due to pre-existing health conditions. • More likely to be digitally excluded • More likely to be living on a fixed income. • Reliant on support that may be limited or stopped due to carers' need to self-isolate or shield themselves. • The visually impaired may find it more difficult to adhere to new protocols in shops, i.e., one-way systems, written instructions. • Could be at risk of abuse or intolerance from members of the public due to not wearing a mask for health reasons. • May be more reliant on public transport and therefore at greater risk of contracting Covid-19. • Social isolation may restrict access to a support network that is relied upon, placing a risk on Mental Health. 	
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>	No identified significant impact

	<p>There is a limited set of current data available on the financial resilience of this characteristic group</p> <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 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>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>	
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>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 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>More likely to be on a low or fixed income or having limited hours of work.</p> <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>	No identified significant impact

	<p>Whilst the grant is no longer restricted to, or is for the purpose of COVID-19, there is still a local and national rise in positive cases and therefore, this EIA does consider some potential impacts;</p> <ul style="list-style-type: none"> • More serious health implications for BAME residents if Covid-19 is contracted 	
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>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 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>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 identified 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>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 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>	No identified significant impact

	<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>	
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> <p>There is a limited set of current data available on the financial resilience of this characteristic group</p> <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 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>Whilst the grant is no longer restricted to, or is for the purpose of COVID-19, there is still a local and national rise in positive cases and therefore, this EIA does consider some potential impacts;</p> <ul style="list-style-type: none"> • Already reduced income placed under greater pressure due to Covid-19 rules. • Pregnant women may choose to be more isolated to limit contracting the virus. • Reduced access to post birth support from Community Midwives and Health Visitors. • Reduced access to family support due to travel and social • distancing rules 	No identified significant impact
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>	No identified significant impact

	<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>	
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>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 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>Social isolation may restrict access to a community network that is relied upon to provide support.</p>	No identified significant impact
All Protected Characteristics	<p>Based on the data available we do not anticipate that the delivery of the extension Household Support Fund will have a negative impact on Gloucestershire residents or result in any direct or indirect discrimination of any group that shares protected characteristics. If anything, we would expect that there would be a positive impact as the key driver is around reducing hardship and the evidence in Gloucestershire is that some groups are more disadvantaged from an income inequality perspective than others and would as a result of the Council's proposed allocation be positively impacted.</p> <p>The main barrier/obstacles across all protected characteristics is an awareness of the fund. Mitigation of such is highlighted below.</p>	No identified 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
<p>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 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. The Household Support fund will advance equality of opportunity for those protected characteristic groups who are more likely to experience financial hardship, and who also receive Pupil Premium and who are at a disadvantage.</p>			
<p>Those concerned with COVID-19 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>	<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	Daniel Gillingham / Grant Delivery Team
<p>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.</p>		Ongoing	Daniel Gillingham / Grant Delivery Team
<p>Older people may make a choice of taking taxis as opposed to using the bus, to</p>		Ongoing	Daniel Gillingham / Grant Delivery Team

reduce risk of contracting the virus.			
<p>Disability - 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 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. The Household Support fund will advance equality of opportunity for those protected characteristic groups who are more likely to experience financial hardship, and who also receive Pupil Premium and who are at a disadvantage.</p>			
Those worried about COVID-19 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.	<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	Daniel Gillingham / Grant Delivery Team
Those digitally excluded may not be accessing online shopping slots.		Ongoing	Daniel Gillingham / 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	Daniel Gillingham / 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 follow easily.		Ongoing	Daniel Gillingham / Grant Delivery Team
Those unable to wear a mask may find themselves choosing to go into shops less.		Ongoing	Daniel Gillingham / Grant Delivery Team
Some Disabled people may make a choice of taking taxis as opposed to using the bus, to		Ongoing	Daniel Gillingham / Grant

reduce risk of contracting the virus			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	Daniel Gillingham / Grant Delivery Team
<p>Gender reassignment - 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 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. The Household Support fund will advance equality of opportunity for those protected characteristic groups who are more likely to experience financial hardship, and who also receive Pupil Premium and who are at a disadvantage.</p>			
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	Daniel Gillingham / 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	Daniel Gillingham / Grant Delivery Team
<p>Pregnancy and maternity - 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 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. The Household Support fund will advance equality of opportunity for those protected characteristic groups who are more likely to experience financial hardship, and who also receive Pupil Premium and who are at a disadvantage.</p>			
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	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	Ongoing	Daniel Gillingham / Grant Delivery Team

family, but specifically children of school age. Less able to buy in more food to manage isolation periods, as well as postnatal period when less able to get out.	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.		
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	Daniel Gillingham / 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	Daniel Gillingham / Grant Delivery Team
Reduced access to professional support may impact on the wellbeing of the family as a whole.		Ongoing	Daniel Gillingham / Grant Delivery Team
Race and Ethnicity - 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 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. The Household Support fund will advance equality of opportunity for those protected characteristic groups who are more likely to experience financial hardship, and who also receive Pupil Premium and who are at a disadvantage.			
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	Daniel Gillingham / Grant Delivery Team
Lack of community contact and support may result in negative impact on Mental	Ensure easy access to and smooth	Ongoing	Daniel Gillingham / Grant

Health. Poor mental health can link to greater risk of indebtedness	referrals into the advice sector for those identified as in need of financial support, including council's own Welfare scheme.		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	Daniel Gillingham / 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	Daniel Gillingham / 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	Daniel Gillingham / Grant Delivery Team
Residents with insecure immigration status may fear contacting the authorities in case their details are shared with the Home Office.		Ongoing	Daniel Gillingham / Grant Delivery Team
<p>Religion and Belief - 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 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. The Household Support fund will advance equality of opportunity for those protected characteristic groups who are more likely to experience financial hardship, and who also receive Pupil Premium and who are at a disadvantage.</p>			
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	Daniel Gillingham / 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	Daniel Gillingham / 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	Daniel Gillingham / Grant Delivery Team
<p>Sexual Orientation - 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 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. The Household Support fund will advance equality of opportunity for those protected characteristic groups who are more likely to experience financial hardship, and who also receive Pupil Premium and who are at a disadvantage.</p>			
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.	<p>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.</p> <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	Daniel Gillingham / Grant Delivery Team
<p>Marriage and civil partnership - 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 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. The Household Support fund will advance equality of opportunity for those protected characteristic groups who are more likely to experience financial hardship, and who also receive Pupil Premium and who are at a disadvantage.</p>			
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.		Daniel Gillingham / Grant Delivery Team
Without a network of support, increased	Ensure easy access to and smooth referrals into the advice sector for	Ongoing	Daniel Gillingham /

expenses may follow due to a loss of informal childcare. Or hours of work may need to be reduced.	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.		Grant Delivery Team
All Protected Characteristics			
Obstacles/barriers to residents accessing the fund	Information to be made clear and accessible for all including translation of documents where necessary and for all front-line services to be aware of support available and signpost accordingly. Working with commissioners of services to ensure that information about the fund is shared with commissioned services. Similarly, to work with commissioners to support targeted groups such as those highlighted in the DWP guidance (households with disabilities and those with caring responsibilities). Updated website page about the fund and the delivery intentions and plans Working closely with district partners to target key groups who will benefit from the fund. Ongoing monitoring of beneficiaries	Ongoing	Daniel Gillingham / Grant Delivery Team / District Partners Daniel Gillingham


6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:
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. 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.

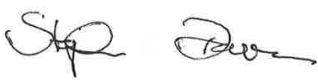
Progress to be reported to Children's Directorate SLT at regular intervals through Daniel Gillingham, Head of Service for Children's Commissioning and Household Support Fund

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	Chris Spencer, Executive Director of Children's Services
Date	16 March 2023

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	16 March 2023

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 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>
Gender reassignment	<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>
Marriage & civil partnership	<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
Pregnancy & maternity	<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>
Religion and/or belief	<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>

	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.
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>

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	