

Equality Analysis Form

By completing this form you will provide evidence of how your service is helping to meet Stroud District Council's General Equality duty:

The Equality Act 2010 states that:

*A public authority must, in the exercise of its functions, have **due regard** to the need to:*

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010;*
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;*
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*

The protected characteristics are listed in Question 9

Stroud District Equality data can be found at: <https://www.stroud.gov.uk/council-and-democracy/corporate-plans-and-policies/equality-diversity-and-inclusion/equality-impact-assessments>

Please see Appendix 1 for a good example of a completed EIA.

[Guidance available on the HUB](#)

1. Persons responsible for this assessment:

Name(s): Emma Keating Clark	Telephone:
	E-Mail: emma.keatingclark@stroud.gov.uk
Service: Community Services	Date of Assessment: 19th June 2023

2. Name of the policy, service, strategy, procedure or function:

Household Support Fund Delivery Plan

Is this new or an existing one? This is the fourth allocation of the Household Support Fund.

3. Briefly describe its aims and objectives

The objective of the household support fund is to provide crisis support to vulnerable households in most need of support to help with significantly rising living costs.

4. Are there external considerations? (Legislation / government directive, etc)

The Household Support Fund must be delivered in accordance with criteria set by the Department of Work and Pensions and Gloucestershire County Council.

5. Who is intended to benefit from it and in what way?

The Household Support Fund (HSF), first introduced in 2021/22, is funding that is made available via Department of Work and Pensions (DWP) 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.

In total Gloucestershire County Council has been allocated a sum of £7,384,966 for the period 1st April 2023 to 31st March 2024. The allocation of this funding has been agreed by the County's cabinet which includes a sum of £1.6m allocated to the six district councils to enable them to provide their own localised schemes to support vulnerable people

6. What outcomes are expected?

The HSF Delivery Plan is intended to provide support for:

- Food
- Energy and Water.
- Wider Essentials
- Outreach Money Advice

The Household Support Funding is delivered via an established network of community-based providers who all place a high priority on promoting equality and tackling discrimination. Each of the providers will manage the scheme in line with their own equality and diversity policies. As a network of providers, they are very much focused on ensuring that those that are in the most need are able to access the additional support funded by the household support fund. The proposed delivery framework aims to provide both a good geographical spread of support across the district via the network of community hubs and food pantries, plus ensuring they are working with organisations that can support the most vulnerable (Citizens Advice, Foodbanks, Community Hubs and specialist support providers).

7. What evidence has been used for this assessment?: (e.g. Research, previous consultations, Inform (MAIDEN); Google assessments carried out by other Authorities)

Stroud District Council's Health & Wellbeing Plan 2022-2025 -

<https://www.stroud.gov.uk/media/1939527/health-wellbeing-plan-2022-2025-csl.pdf>

8. Has any consultation been carried out? See list of possible consultees

District Councils: HSF leads from the six Gloucestershire districts have been sharing good practice on delivery plans since the first HSF allocation. After reviewing different approaches, the consensus from the districts is that working through appropriate community partners is the most effective way to deliver this funding.

Residents: Those who receive support via partners value the range of support and other advice they can access via our partners, as well as supermarket vouchers. They also value being able to access support in their local area where possible.

Delivery Partners: SDC partners appreciate the concrete help they are able to provide with a voucher, as well as being linked into other expert advice available by working in partnership with SDC. Partners include: 10 Community Hubs, Citizens Advice, Foodbank, Furniture Bank, Home Start, Primary, Secondary and College Settings, Adult Social Care, P3, Clean Slate, GL Communities.

Strategic Leadership Team: The delivery plan has been discussed at SLT.

Members: The Chairs and Vice-Chairs of Housing Committee and Community Services & Licensing Committees have oversight of the HSF delivery through the monthly Cost of Living Working Group.

9. **Could a particular group be affected differently in either a negative or positive way?**
(Negative – it could disadvantage and therefore potentially not meet the General Equality duty;
Positive – it could benefit and help meet the General Equality duty;
Neutral – neither positive nor negative impact / Not sure)

Protected Group	Type of impact, reason and any evidence (from Q7 & 8)
Age	<p>Positive Impact The district has a population of circa 121,103 people of which children make up 25,843.</p> <p>We anticipate that the delivery plan will have a positive impact on children, young people and older adults by working with delivery partners who have particular connections with these target groups.</p>
Disability	<p>Somewhat Positive Impact The district has a population of circa 121,100 people (based on 2021 census) which are broken down as follows:-</p> <p>Disabled and limited a lot – 5.8% Disabled and limited a little – 10.3% Not disabled – 83.9%</p> <p>We do not yet have a delivery partner who has a specialist connection with people with disabilities, other than through our educational partners, Community Hubs and Citizens Advice who support a high number of disabled residents with PIP applications and appeals. Throughout this year, we will try to engage more partners who work with disabled people but the lack of admin funding attached to the HSF may prohibit them from working with us.</p>
Gender Re-assignment	<p>Neutral Impact We have no way of knowing how many people with gender re-assignment will be supported this year.</p>
Pregnancy & Maternity	<p>Positive Impact We anticipate that the delivery plan will have a positive impact on pregnancy and maternity through our partner Home Start who support women from pregnancy until their</p>

	children are 5. We know that Home Starts groups for young families are major users of the Food Pantries in the venue where they are held. Additional resource for Home Start for their groups and 1:1 mentors will enable more help to reach these families.
Race	<p>Neutral Impact</p> <p>The district has a population of circa 121,100 people (based on 2021 census) which are broken down as follows:-</p> <p>Asian, Asian British or Asian Welsh - 1.0%</p> <p>Black, Black British, Black Welsh, Caribbean or African - 0.4%</p> <p>Mixed or Multiple ethnic groups - 1.8%</p> <p>White - 96.4%</p> <p>Other ethnic groups -0.4%</p> <p>There may be a positive impact on members of these groups who are working with our partners but we have no delivery partner in the district working exclusively with these groups.</p>
Religion – Belief	No Impact
Sex	<p>Neutral Impact</p> <p>The district has a population of circa 121,100 people (based on 2021 census) which are broken down as follows:-</p> <p>Male - 59,200 - 48.9%</p> <p>Female - 61,900 - 51.1%</p> <p>All delivery partners work with male and female residents so we anticipate a neutral impact.</p>
Sexual Orientation	<p>Neutral Impact</p> <p>We have no delivery partner in the district working exclusively with residents based on sexual orientation so we expect a neutral impact.</p>
Marriage & Civil Partnerships (part (a) of duty only)	No Impact
Rural considerations: le Access to services; transport; education; employment; broadband;	<p>Positive Impact</p> <p>We anticipate a positive impact for rural resident by working with delivery partners like Community Hubs who are based neighbourhoods to support those struggling to access services due to location or lack of transport.</p>

10. If you have identified a negative impact in question 9, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?

Please transfer any actions to your Service Action plan on Excelsis.


Action(s):	Lead officer	Resource	Timescale

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Declaration

We are satisfied that an Impact Assessment has been carried out on this policy, service, strategy, procedure or function * (delete those which do not apply) and where a negative impact has been identified, actions have been developed to lessen or negate this impact.

We understand that the Equality Impact Assessment is required by the District Council and that we take responsibility for the completion and quality of this assessment.

Completed by: Emma Keating Clark	Date: 19/06/23
Role: Community Health & Wellbeing Manager	
Countersigned by Head of Service/Director: 	Date: 03/07/23