



Equality Impact Assessment (EIA) Form

1. Service Area/Directorate

Name of Head of Service for activity being assessed: Emily Lowe

Directorate: Talk Community

Name of lead person for this activity: Nikki Stroud

Individual(s) completing this assessment: Nikki Stroud

Date assessment completed: 28/10/2024

2. What is being assessed

Activity being assessed

Distribution of Household Support Fund to households most in need.

What is the aim, purpose, or intended outcome of this activity?

To establish a local eligibility framework and approach to providing support to those most in need through referral and preventative support, advice services and payments towards cost of food, essential linked to energy and water, wider essentials and housing costs.

Who will be affected by the development and implementation of this activity?

- | | |
|---|---|
| <input checked="" type="checkbox"/> Service users | <input type="checkbox"/> Visitors to the county |
| <input checked="" type="checkbox"/> Communities | <input checked="" type="checkbox"/> Carers |
| <input checked="" type="checkbox"/> Children | <input type="checkbox"/> Patients |
| <input type="checkbox"/> All staff | <input type="checkbox"/> All part-time staff |
| <input type="checkbox"/> Staff at a particular location | <input type="checkbox"/> Other: |

Is this:

- Review of an existing activity/policy
- New activity/policy
- Planning to withdraw or reduce a service, activity or presence?

3. Background information and findings

What information and evidence have you reviewed to help inform this assessment?

Central government requirements for the distribution of grant funding: [1 October 2024 to 31 March 2025: Household Support Fund guidance for county councils and unitary authorities in England - GOV.UK](#)

Central government cost of living support webpage. This provides information on other types of support available to households struggling financially: [Cost of living support: Overview - GOV.UK](#)

DWP data for universal credit claimants whose income is below Free School Meal and prescription thresholds, supplemented by data from Education.

DWP data of customers in receipt of Pension Credit (Guarantee/Savings Credit elements).

DWP statistics on number of people claiming disability related benefits, carers allowance in Herefordshire.

Adult Social Care data on numbers of households with pensioners or vulnerable adults, including households with above average fuel/heating or water consumption due to disability.

Herefordshire's Joint Strategic Needs Assessment (JSNA) Key Findings December 2021

Keep Herefordshire Warm Flexible Eligibility Statement of Intent September 2019 and data from the programme.

Summary of engagement or consultation undertaken

Engagement and consultation with third party organisations to understand the need and to raise awareness within the local communities.

Engagement with the Education sector to understand current support for Free School Meals and identify the need in the school holidays.

Holiday Activities and Food Programme to understand areas for joint working.

Cabinet member Finance and Corporate Services was consulted on the delivery of the Household Support Fund.

Ward members were invited to a political group consultation to seek their views and suggestions for implementation of this funding round.

Summary of relevant findings

Pre-COVID (2019) around 18,500 people were living in income deprivation across Herefordshire (10% of population). More than half (57%) of these lived in urban areas across the County (JSNA).

In 2021/22 around 10,900 children across Herefordshire (30.7%) were living in poverty which is a higher proportion than the national average (29.2%). (JSNA)

Around 4,600 children are eligible for Free School Meals. (Herefordshire Council)

Around 4,000 pensioners have been identified by the DWP as being on pension credit. (DWP)

Between 2018 to 2021 8,265 people had entitlement to disability benefits. 5,297 received Attendance Allowance and 2,968 received Disability Allowance. (DWP)

4. The Public Sector Equality Duty

Will this activity have a positive, neutral or negative impact on our duty to:

	Positive	Neutral	Negative
Eliminate unlawful discrimination, harassment, victimisation?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Advance equality of opportunity between different groups?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Foster good relations between different groups?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Explain your rationale here, and include any ways in which you could strengthen the capacity of this activity to promote equality (remember to add anything relevant into your action planning below)

N/A

5. The impact of this activity

Consider the potential impact of this activity on each of the equality groups outlined below and explain your rationale. Please note it is possible for the potential impact to be both positive and negative within the same equality group. Remember to consider the impact on staff and service users (current and potential) and partner organisations.

Equality Group	Potential positive impact	Potential neutral impact	Potential negative impact	Rationale
Age (include safeguarding, consent and child welfare)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Pensioners who are just above the pension credit threshold will be eligible for support for their heating over the winter months. Working with Age UK will enable us to identify those pensioners most in need.
Disability (consider attitudinal, physical, financial and social barriers, neuro-diversity, learning disability, physical and sensory impairment)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Services within the council that work with disabled people in receipt of adult social care services will be asked to identify households in need of support financially to help reduce the impact of increasing energy costs.
Gender Reassignment (include gender identity, and consider privacy of data and harassment)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No areas of inequality were identified.
Marriage & Civil Partnerships	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No areas of inequality were identified.
Pregnancy & Maternity (consider working arrangements, part-time working, infant caring responsibilities)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Parents identified by professional colleagues, who need financial support to pay for essentials related to children, for example, nappies, formula milk, clothing, or food.
Race (including Travelling Communities and people of other nationalities)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No areas of inequality were identified.
Religion & Belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No areas of inequality were identified.
Sex (consider issues of safety and sexual violence, part-time work)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No areas of inequality were identified.
Sexual Orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No areas of inequality were identified.

Equality Group	Potential positive impact	Potential neutral impact	Potential negative impact	Rationale
Others: carers, care leavers, homeless, social/ economic deprivation (consider shift-patterns, caring responsibilities)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Services within the council that support unpaid carers will be consulted with to consider how financial support can be offered to households most in need.
Health Inequalities (any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from unequal distribution of social, environmental & economic conditions)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No areas of inequality were identified.

Where a negative impact on any of the equality groups is realised after the implementation of the activity, the activity lead will seek to minimise the impact and carry out a full review of this EIA.

6. Action planning

What actions will you take as a result of this impact assessment? (you will need to include actions to mitigate any potential negative impacts)

Objective	What action will be taken	Who will lead	Timeframe
N/A	N/A	N/A	N/A

7. Monitoring and review

How will you monitor these actions?

N/A

When will you review this EIA?

The next funding round.

8. Equality Statement

- All public bodies have a statutory duty under the Equality Act 2010 to give due regard to how they can improve society and promote equality in every aspect of their day-to-day business. This means that they must consider, and keep reviewing, how they are promoting equality in decision-making, policies, services, procurement, staff recruitment and management.
- Herefordshire Council will challenge discrimination, promote equality, respect human rights, and design and implement services, policies and measures that meet the diverse needs of our population, ensuring that none are placed at a disadvantage over others.

Signature of person completing EIA

N.C.Stroud

Date signed

28/10/2024

9. Make this EIA available

- Attach your EIA as an appendix to any decision reports so that decision-makers have all the equality data they need in order to make robust and fair decisions.
- Staff, trade unions, service users or members of the public may want to see this EIA, so it must be published on our website along with the decision report.