

Equality Impact Assessment

**Cost of Living Crisis -
support for residents and
businesses**

- **Background**

An Equality Impact Assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

- **Legislation- Equality Duty**

As a local authority that provides services to the public, Charnwood Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to

- Eliminate discrimination, harassment, victimisation.
- Advance Equality of Opportunity
- Foster good relations

For the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex (Gender)
- Sexual orientation
- Socially excluded groups

What is prohibited?

- Direct Discrimination
- Indirect Discrimination
- Harassment
- Victimisation
- Discrimination by association
- Discrimination by perception
- Pregnancy and maternity discrimination
- Discrimination arising from disability
- Failing to make reasonable adjustments

Complete this action plan as you go through the questions

- **Step 1 – Introductory information**

Title of the policy	Cost of Living
Lead officer and others undertaking this assessment	Helen Gretton – Head of Transformation, Strategy & Performance
Date EIA started	16.09.22
Date EIA completed	20.09.22

● **Step 2 – Overview of policy/function being assessed**

Outline: What is the purpose of this policy? (Specify aims and objectives)

Charnwood Borough Council recognises the cost-of-living crisis and fall of real disposable income that the UK and borough have experienced since late 2021.

This crisis has been caused due to high inflation surpassing wage and benefit increases, this has been further impacted by tax increases.

Charnwood are looking to support a range of voluntary organisations

What specific group/s is the policy designed to affect/impact and what is the intended change or outcome for them?

It is the Council's aim that the support is inclusive of all communities where need has been established. Analysis will be undertaken to ensure that the grants/support are distributed in a reasonable and proportionate way.

Which groups have been consulted as part of the creation or review of the policy?

Consultation has taken place with the voluntary and community sector, Leicestershire resilience colleagues and internal services to ensure that the process is fair and equal to all.

In particular analysis is undertaken to determine any barriers which prevent specific communities from successfully applying or accessing help.

● **Step 3 – What we already know and where there are gaps**

List any existing information/data do you have/monitor about different diverse groups in relation to this policy? Such as in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation etc.

Data/information such as:

- Consultation
- Previous Equality Impact Assessments
- Demographic information
- Anecdotal and other evidence

Demographic information

The Council has access to a wealth of data and information which has helped inform the approach to the cost of living crisis.

The demographic profile of Charnwood skews younger than the national average due to large numbers of students living in off-campus accommodation primarily, but not exclusively, in Loughborough. The latest data from the 2021 Census shows breakdown by broad age category and is as follows:

- 0-19 (23.21%)
- 20-39 (27.46%)
- 39-64 (30.56%)
- 65-90+ (18.81%)

This is higher than the England and Wales average for populations under 19 and 39-64 and lower than the England and Wales average for 20-39 and 65+ population groups. Comparing to the 2011 census there has been an increase of 26.9% in people aged 65 years and over, an increase of 7.0% in people aged 15 to 64 years, and an increase of 10.2% in people aged under 15 years.

Of these ages groups the breakdown by sex, by which is meant the sex of an individual assigned at birth or to whom a Gender Recognition Certificate has been issued is 91,100 females and 92,000 males or 49.97% and 50.02%, respectively. This is in line with previous census data.

In the borough it is estimated that there are 10,540 (6.4%) people between the ages of 16-64 with a moderate or serious physical disability. This compares to 12,882 (7.7%) over 65. Nationally it is estimated that 1 in 4 people will be affected by mental health issues at some time in their life. In Charnwood this would equate to 41,525 out of 166,100 residents. Mental health issues can either be short or long term, the most common being mixed anxiety and depression. In Charnwood there are 290 people aged 18-64 with learning disabilities. There are 567 children with Statements of Special Educational Needs or on an Education Health Care Plan. The Council is currently in the process of determining how many people residing in Charnwood are registered with sight or hearing loss, or both. It is estimated that there are a high number of people with a sight and hearing loss within Charnwood who have not yet registered.

Within Charnwood approximately 65,000 people (47.1%) are either married or are in a registered same-sex civil partnership. This is relative to Leicestershire as a whole.

Local Authority level data for ethnicity from the 2021 census has yet to be released however previous census data shows 145,114 people (86.2%) of the population identified themselves as 'White' and 20,986 people (12.7%) are from Black and Minority Ethnic (BME) Groups, which shows an increase of 4,413 people from the 2001 census data. Specific race groups within Charnwood, which the population identified themselves as, are Indian (10,225 people), Other White (4,147 people), Bangladeshi (2,022 people), Chinese (1,943) and Other EU- Accession Countries (1.1% of people).

On Gypsy & Traveller community it is estimated across Leicester, Leicestershire and Rutland in 2012 was 588 families, many of whom may pass through Charnwood and the neighbouring areas.

Refugees and Asylum Seekers: In Loughborough there is a Home Office East Midlands Reporting Centre and Loughborough is recognised as a 'Town of Sanctuary' for refugee and asylum seekers to seek support. Therefore, we recognise that there may be a number of asylum seekers and refugees situated in, travelling through or visiting Charnwood.

Religion or Belief (& No Belief): Within Charnwood there are a number of religions and beliefs followed by local people, which include Buddhist, Christian, Hindu, Jewish, Muslim, Pagan, Sikh and Spiritualist faiths. In the 2011 census (55%) of the population identify themselves as being Christian, 5% Hindu, 2% are Muslim, 1% are Sikh and 1% are all other religions. 29% of Charnwood residents stated that they had no religion.

There are a number of areas where there remain gaps and/or lags in data reporting. Gaps include sexual orientation, maternity or pregnancy status and gender identity and reassignment status. This is due, in particular regard to LGBT+ communities, to ONS not capturing or reporting on this data, however it is assumed that between 6-10% of a given population will identify as Lesbian, Gay or Bisexual with estimates of between 0.5-1% identifying as Transgender or Non-Binary.

We will continue to monitor Census data releases in line with the ONS release schedule upon which we will update our monitoring activity and mitigative actions in line with national and international best practice.

What does this information / data tell you about diverse group? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (Please list)

The data available highlights that Charnwood is an area which is largely representative of the England and Wales average with small divergences primarily in age. This is largely derived from the high number of students relative to the permeant, settled population of residents.

Considering any data/consultation/information and your own knowledge, identify whether the policy has a positive or negative impact on the individuals or community groups who identify with any 'protected characteristics' and provide an explanation for your decision. Please refer to the general duties on the front page.

<p>Age</p>	<p>Positive Impact</p> <p>The support makes a specific commitment to facilitate focused meetings/support with interest groups, organisations and community advocates where there is demand. Overall, the aim of this is to advance equality of opportunity to access support.</p> <p>Support will be available to all ages who meet the threshold for support. The proposal has therefore created a positive impact in relation to the protected characteristic of age.</p>
<p>Disability</p> <ul style="list-style-type: none"> • Physical • Visual • Hearing • learning disabilities • mental health 	<p>Positive Impact</p> <p>The support makes a specific commitment to facilitate focused meetings/support with interest groups, organisations and community advocates where there is demand. Overall, the aim of this is to advance equality of opportunity to access support.</p> <p>Support will be available to all individuals who meet the threshold for support. The proposal has therefore created a positive impact in relation to the protected characteristic of disability.</p>

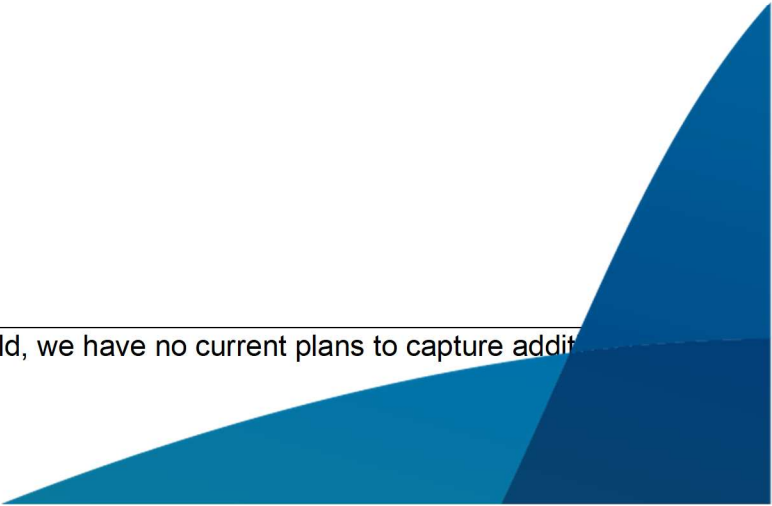
Gender Reassignment (Transgender)

Neutral Impact

Benefits of the support would be equal as it applies to the public generally.

For groups where data is not captured or currently held, we have no current plans to capture additional data.

[Title]



information. This is due to considerations for privacy and safety of particular at-risk groups e.g., Trans and Non-Binary people or, as in the case for pregnancy and maternity status data is captured elsewhere and has limited interoperability with local government or ONS capture and reporting systems.

- **Step 4 – Do we need to seek the views of others? If so, who?**

Considering the answers given in Step 2, do you need to consult with specific groups to identify needs / issues? If not explain why.

There has been significant engagement to date which has informed the development of the approach to the cost of living crisis. Ongoing engagement via our neighbourhood's team will continue with the VCS community, residents' groups, community leads networks and internal stakeholders.

- **Step 5 – Assessing the impact**

Race	<p>Neutral Impact</p> <p>Benefits of the support would be equal as it applies to the public generally.</p>
Religion or Belief (Includes no belief)	<p>Neutral Impact</p> <p>Benefits of the support would be equal as it applies to the public generally.</p>
Sex (Gender)	<p>Neutral Impact</p> <p>Benefits of the support would be equal as it applies to the public generally.</p>
Sexual Orientation	<p>Neutral Impact</p> <p>Benefits of the support would be equal as it applies to the public generally.</p>
<p>Other protected groups</p> <ul style="list-style-type: none"> • Pregnancy & maternity • Marriage & civil partnership 	<p>Neutral Impact</p> <p>Benefits of the support would be equal as it applies to the public generally.</p>
<p>Other socially excluded groups</p> <ul style="list-style-type: none"> • Carers • Low literacy • Priority neighbourhoods • Health inequalities • Rural isolation • Asylum seeker and refugee communities 	<p>Positive Impact</p> <p>The support makes a specific commitment to facilitate focused meetings/support with interest groups, organisations and community advocates where there is demand. Overall, the aim of this is to advance equality of opportunity to access support.</p> <p>The proposal has therefore created a positive impact in relation to the protected characteristic of socially excluded groups.</p>

<p>Where there are potential barriers, negative impacts identified and/ or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.</p> <ul style="list-style-type: none"> • If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately. • Additionally, if you have identified adverse impact that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.
<p>We have not identified any adverse or negative impact arising from the support outlined. On-going monitoring and evaluation are designed to capture any adverse impact as soon as possible and mitigative action will be overseen and authorised, in consultation with the appropriate bodies and communities.</p>
<p>Summarise your findings and give an overview as to whether the policy will meet Charnwood Borough Council's responsibilities in relation to equality and diversity (please refer to the general duties on the front page).</p>
<p>As a local authority that provides services to the public, Charnwood Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to</p> <ul style="list-style-type: none"> • Eliminate discrimination, harassment, victimisation.

- Advance Equality of Opportunity
- Foster good relations

We have not identified any adverse or negative impact arising from the support outlined. On-going monitoring and evaluation are designed to capture any adverse impact as soon as possible and mitigative action will be overseen and authorised, in consultation with the appropriate bodies and communities.

● **Step 6- Monitoring, evaluation, review**

Are there processes in place to review the findings of this assessment and make appropriate changes? How will you monitor potential barriers and any positive/ negative impact?

This proposal will be subject to strategic delivery oversight by the Senior Leadership Team who will ask the project lead to provide regular monitoring information.

There is robust monitoring, evaluation and reporting in place to assess both qualitative and quantitative measures of success of which a consideration of ongoing equality, diversity and inclusion issues are a part.

How will the recommendations of this assessment be built into wider planning and review processes? e.g. policy reviews, annual plans and use of performance management systems.

This EqIA and all subsequent monitoring activity will be captured in order to assess performance of this proposal and any additional / mitigating actions that need to be taken.

● **Step 7- Action Plan**

Please include any identified concerns/actions/issues in this action plan. The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan

Reference Number	Action	Responsible Officer	Target Date
	NONE		

● **Step 8- Who needs to know about the outcomes of this assessment and how will they be informed?**

	Who needs to know?	How they will be informed (we have a legal duty to publish EIA's)
Employees	x	If Cabinet approves this proposed support, the document will be published online for the reference of all service users (general public and organisations).
Service users	x	
Partners and stakeholders	x	
Others	x	
To ensure ease of access, what other communication needs/concerns are there?	x	Accessibility requests will be responded to in a positive manner.

● **Step 9- Conclusion (to be completed and signed by the **Service Head**)**

Delete as appropriate

I agree with this assessment

Signed (Service Head): Helen Gretton, Head of Transformation, Strategy and Performance

Date: 23.09.22

Please send completed & signed assessment to **Vicky Brackenbury** for publishing.