

Equality Impact Assessment [version 2.12]



Title: Household Support Fund 6 (October 2024 – March 2025)	
<input checked="" type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Finance	Lead Officer name: Matt Kendall
Service Area: Revenues and Benefits Service	Lead Officer role: Benefits Technical Manager

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

On 2 September 2024 the Secretary of State for Work and Pensions announced a sixth round of the Household Support Fund to cover the period from October 2024 to March 2025, with a further £421 million being released to County Councils and Unitary Authorities in England to support those most in need with the cost of food, energy and water bills, phone, broadband and clothing and in exceptional cases, housing costs. This funding is for six months only and will be at £4,039,965.

This EqIA is to accompany a report to Committee to approve the council's proposed policy and spend of the above fund.

The eligibility criteria within the policy is as below.

- Can be used to assist households with the costs of; food, gas/electricity, water, phone/broadband, essential household items (e.g. white goods, beds/bedding, clothing, baby/sanitary products) and housing costs (in exceptional circumstance)
- Monies are not ringfenced to any proportion of funding for any cohort of people.
- The fund can be used to provide supplementary advice services to award recipients, including debt and benefit advice, but should not be the primary function.
- Local authorities need to consider those groups who may not have benefitted from any of the recent cost of living support.
- No application is needed if households requiring assistance can be determined in advance.
- Every local authority must, at least in part, have an application basis grant provision i.e. residents should have the opportunity to come forward to ask for support.
- Individuals, regardless of their immigration status are eligible to ensure a basic safety net of support, but only when need is in excess of existing aid routes.
- Cannot be used for advice or mortgage related costs.
- The scheme must also be adequately advertised.

Details regarding how any fund may be implemented are below.

Award	Spend Value	Comments
Targeted support for 2 – 16+ who receive Free School Meals and/or Pupil Premium over school holidays within last six months of the financial year 2024/25.	£2,043,000	<p>This is a £15 voucher, per child for the October 2024 and February 2025 half terms, and £30 per child for Christmas 2024 and Easter 2025.</p> <p>This is an extension of the previous FSM reach. Vouchers will be supplied which will allow the recipient to choose which supermarket they wish to.</p>
Application based support to cover those who still need assistance with Housing Costs (over and above HB/UC) via the Discretionary Housing Payment fund.	£100,000	<p>Advertised assistance to help c300 low-income households in additional need with housing costs.</p> <p>This will be paid via the Discretionary Housing Payment (DHP) fund with support being enabled in addition to any government (DWP) grant.</p>
Targeted support to assist those with No Resource to Public Funds (including Syrian/ Afghanistan Refugees and Asylum Seekers households known directly to BCC).	£120,000	<p>This is being administered by direct award using the existing provisions via Housing Options to the Red Cross.</p> <p>This will assist c250 households at approx. £400 on average, plus administration costs (£20k), where families are on low incomes and unable to access state benefits and are not being assisted by other existing refugee schemes.</p>
Care Leavers and Foster Children payments	£220,000	<p>To assist c100 care leavers and c450 foster children to get vouchers at £400 each, to assist with their food and heating costs. To be administered by Children, Families and Safer Communities Directorate.</p>
Bristol Age UK	£50,000	<p>To provide emergency support to older people who are struggling financially due to the cost-of-living crisis (e.g. high inflation on food, fuel, and housing costs).</p>
Feeding Bristol	£500,000	<p>Targeted support to assist city wide households in need with food poverty via a variety of solutions.</p> <p>This includes; supporting existing food pantries, increasing food supply (via FareShare), extending food parcels beyond the HAF programme, allowing Community Groups and Organisations and Welcoming Spaces to access funding for the food support, and ensuring funds assist those most vulnerable.</p>
Centre for Sustainable Energy	£380,000	<p>Support at least 760 vulnerable households, who are negatively impacted by rising energy costs, who can't afford to pay their utility bills, or who need emergency support to install or repair their heating system.</p> <p>Eligible households will be low-incomes and have a clear need for assistance to pay their energy bills and stay warm over the year, but also targeted to pensioners, especially those that have lost out as a result to changes to the universal Winter Fuel Allowance.</p>
Advice Sector (Advice Grants)	£404,000	<p>Grant to several organisations throughout the city, led by Bristol Advice Centre, to provide information, support, and guidance, allowing it to be used to tackle root causes, as opposed to immediate need.</p> <p>This will enable ACFA: The Advice Network, to help with outreach and longer term focus and will operate in partnership with local community hubs and welcoming spaces in East, North and South Bristol, and will add circa 9 FTE across 14 organisations.</p>

		This will also enable advice and support to be targeted to pensioners, especially those that have lost out as a result to changes to the universal Winter Fuel Allowance.
Support for disabled households	£25,000	Targeted support to disabled households to assist with food/fuel poverty via grants awarded by WECIL and its partners.
Administration, communications, and marketing.	£197,965	This is just under 5% of the total award and to assist with the cost of administration.
Total Spend	£4,039,965	
Total Grant	£4,039,965	

1.1 Who will the proposal have the potential to affect?

<input checked="" type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

1.2 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	[please select]
--	------------------------------------	-----------------

--

Step 2: What information do we have?

2.1 What data or evidence is there which tells us who is, or could be affected?

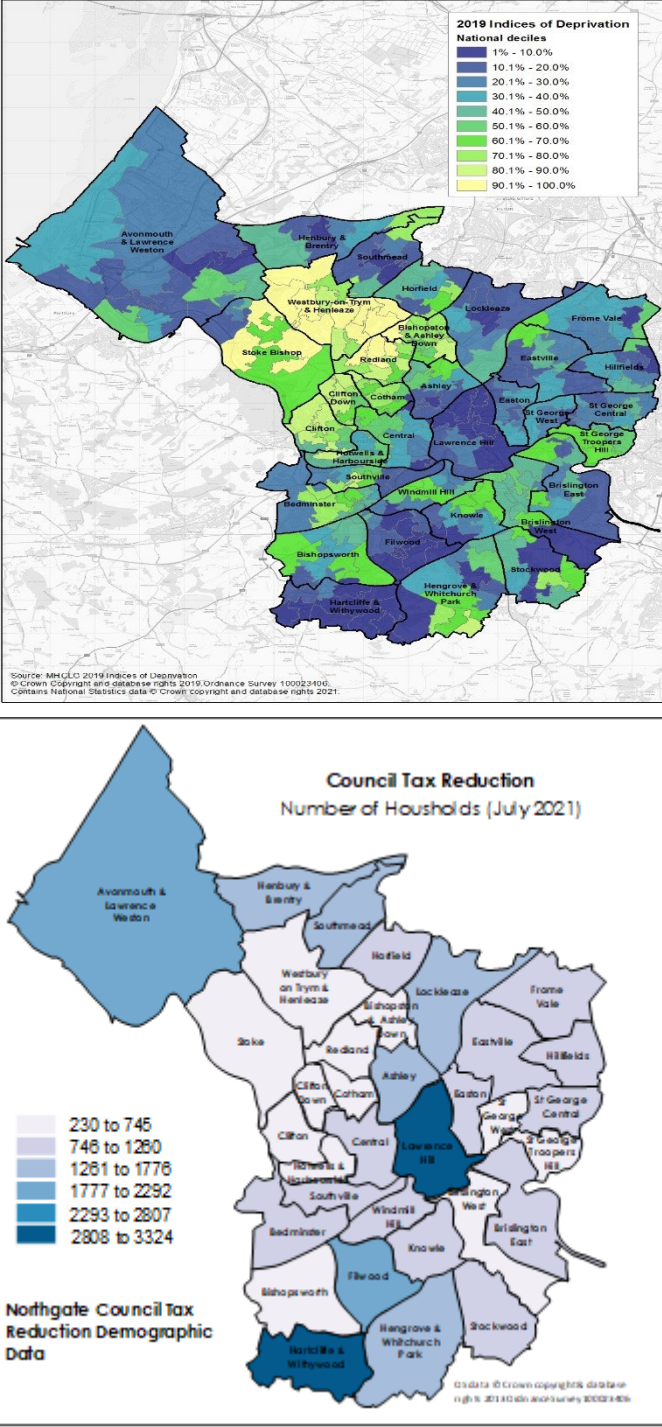
Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: [How we measure equality and diversity \(bristol.gov.uk\)](https://www.bristol.gov.uk/how-we-measure-equality-and-diversity)

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](#). See also: [Bristol Open Data \(Quality of Life, Census etc.\); Joint Strategic Needs Assessment \(JSNA\); Ward Statistical Profiles.](#)

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of

council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment](#)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
<p>Housing Benefit/Council Tax Reduction data (Single Housing Benefit Extract (SHBE)/CTR demographics) [Northgate HB/CTR database]</p>	<p>The maps show that CTR awards are greater in areas of high deprivation e.g. Lawrence Hill, Hartcliffe and Withywood, Avonmouth and Lawrence Weston, Ashley, Filwood, Lockleaze, Southmead and Brislington East.</p>  <p>The top map, titled '2019 Indices of Deprivation National deciles', uses a color scale from dark blue (1% - 10.0%) to yellow (90.1% - 100.0%) to represent deprivation levels across various wards. The bottom map, titled 'Council Tax Reduction Number of Households (July 2021)', uses a color scale from light blue (230 to 745) to dark blue (2808 to 3324) to represent the number of households receiving CTR. Both maps show that areas like Lawrence Hill, Hartcliffe & Withywood, Avonmouth & Lawrence Weston, and Filwood are among the most deprived and also receive the highest number of CTR awards.</p>
<p><u>Census 2011</u> and <u>Census 2021</u></p>	<p>The Census details the demographic profile of Bristol.</p>

Data / Evidence Source [Include a reference where known]	Summary of what this tells us																														
2011 Census Key Statistics About Equalities Communities																															
The population of Bristol	Updated annually. The report brings together statistics on the current estimated population of Bristol, recent trends in population, future projections and looks at the key characteristics of the people living in Bristol.																														
New wards: data profiles Ward Profiles - Power BI tool	<p>The Ward Profiles provide a range of datasets including; Population, Life Expectancy, health and education disparities etc. for each of Bristol’s electoral wards.</p> <p>Ward profiles show that some of the most deprived wards also have the highest CTR recipients, but also ‘significantly high’ or ‘worse’ numbers of people claiming unemployment benefits (e.g. Lawrence Hill, Hartcliffe & Withywood, Filwood, Easton and Eastville) and Child Poverty (e.g. Lawrence Hill, Central and Hartcliffe & Withywood).</p>																														
Joint Strategic Needs Assessment (JSNA)	The Joint Strategic Needs Assessment reports on the health and wellbeing needs of the people of Bristol. It brings together detailed information on local health and wellbeing needs and looks ahead at emerging challenges and projected future needs. The JSNA is used to provide a comprehensive picture of the health and wellbeing needs of Bristol (now and in the future); inform decisions about how we design, commission and deliver services, and also about how the urban environment is planned and managed; improve and protect health and wellbeing outcomes across the city while reducing health inequalities; and provide partner organisations with information on the changing health and wellbeing needs of Bristol, at a local level, to support better service delivery.																														
Quality of life survey 2023/24	<p>The Quality of Life in Bristol survey shows there are significant disparities based on people’s characteristics and circumstances in the extent to which they find it difficult to manage financially. On average 10.4% of respondents to the quality-of-life survey found it difficult to manage, but this doubled (20.9%) in the most deprived areas, and equally as high for disabled persons, full time carers, some ethnicity groups and even higher again for single parents.</p> <table border="1" data-bbox="480 1420 1463 2098"> <thead> <tr> <th>Quality of Life Indicator</th> <th>% who find it difficult to manage financially</th> </tr> </thead> <tbody> <tr> <td>16 to 24 years</td> <td>17.0</td> </tr> <tr> <td>50 years and older</td> <td>6.5</td> </tr> <tr> <td>65 years and older</td> <td>4.1</td> </tr> <tr> <td>Female</td> <td>10.9</td> </tr> <tr> <td>Male</td> <td>9.9</td> </tr> <tr> <td>Disabled</td> <td>21.5</td> </tr> <tr> <td>Asian /Asian British</td> <td>20.2</td> </tr> <tr> <td>Black/Black British</td> <td>24.9</td> </tr> <tr> <td>Mixed/Multiple Ethnicity</td> <td>20.9</td> </tr> <tr> <td>White British</td> <td>8.7</td> </tr> <tr> <td>White Minority Ethnic</td> <td>10.4</td> </tr> <tr> <td>Lesbian Gay or Bisexual</td> <td>14.8</td> </tr> <tr> <td>No Religion or Faith</td> <td>9.9</td> </tr> <tr> <td>Christian Religion</td> <td>8.2</td> </tr> </tbody> </table>	Quality of Life Indicator	% who find it difficult to manage financially	16 to 24 years	17.0	50 years and older	6.5	65 years and older	4.1	Female	10.9	Male	9.9	Disabled	21.5	Asian /Asian British	20.2	Black/Black British	24.9	Mixed/Multiple Ethnicity	20.9	White British	8.7	White Minority Ethnic	10.4	Lesbian Gay or Bisexual	14.8	No Religion or Faith	9.9	Christian Religion	8.2
Quality of Life Indicator	% who find it difficult to manage financially																														
16 to 24 years	17.0																														
50 years and older	6.5																														
65 years and older	4.1																														
Female	10.9																														
Male	9.9																														
Disabled	21.5																														
Asian /Asian British	20.2																														
Black/Black British	24.9																														
Mixed/Multiple Ethnicity	20.9																														
White British	8.7																														
White Minority Ethnic	10.4																														
Lesbian Gay or Bisexual	14.8																														
No Religion or Faith	9.9																														
Christian Religion	8.2																														

Data / Evidence Source [Include a reference where known]	Summary of what this tells us	
	Other Religions	24.7
	Carer	13.2
	Full Time Carer	21.4
	Part Time Carer	10.5
	Single Parent	30.0
	Two Parent	10.4
	Parent (all)	13.1
	No Qualifications	13.7
	Non-Degree Qualified	14.7
	Degree Qualified	8.3
	Rented (Council)	29.2
	Rented (HA)	26.0
	Rented (Private)	18.2
	Owner Occupier	5.7
	Most Deprived 10%	20.9
	Bristol Average	10.4
Additional comments:		

2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input type="checkbox"/> Gender Reassignment
<input type="checkbox"/> Marriage and Civil Partnership	<input checked="" type="checkbox"/> Pregnancy/Maternity	<input checked="" type="checkbox"/> Race
<input type="checkbox"/> Religion or Belief	<input checked="" type="checkbox"/> Sex	<input type="checkbox"/> Sexual Orientation

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

Whilst we have local diversity data for comparison, our existing Housing Benefit (HB) and Council Tax Reduction (CTR) database does not hold data on: religion/belief, sexual orientation, marriage/civil partnership, pregnancy/maternity, gender reassignment or disability (however it does show if a disability related benefit is in payment). This payment provides an indication of who is in receipt of this benefit payment.

Some limited cohort data is held on ethnicity, but this is of poor quality due to the low response rates to equality questions asked on application forms (which we have asked for our supplier to enhance).

We do hold geographical location data for our current claim database, and we have been able to use census and other data to help fill the gaps in data.

We have tried to match with other datasets including the Department for Work and Pensions (DWP) Universal Credit data files extracts, but they only contain information relating to National Insurance numbers, income and number of children.

We also know some equality groups in the city find it hard to manage and so we will bear this in mind when assessing who the next tranche of funding is allocated to.

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing a change process or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

Due to further short timeframes from central government around funding for the Hardship Support Fund 6, October 2024 to March 2025, a full-scale consultation process has not been possible again.

However, there has been previous engagement with a multitude of internal stakeholders, including the BCC's Bristol Community Development Team, Food Strategy Board, Community Exchange, and externally Citizens Advice, Feeding Bristol, Centre for Sustainable Energy and AgeUK to explore best possible solutions around the distribution of this grant. (Note this list is not exhaustive).

Feedback from the previous grant exercises of the same fund, found that distribution of free school meals electronic vouchers via schools/educational establishments worked well, with redemption rates being in the high ninety percent, making quite a difference on food/fuel poverty within these households.

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

Engagement will continue with stakeholders as the proposals go through the council's decision-making pathway on the remaining fund as well as working closely with its consultation and engagement team.

Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#)

3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)	
We have not identified any significant negative impact from the proposal and overall, we expect the award of monies through the Hardship Support Grant will have a positive impact on people from protected characteristic groups who find it more difficult to manage financially.	
We are aware that our allocation process (using HB/CTR data) may mean some groups particularly benefit, whereas other groups may not to the same extent. The main mitigation/justification is that allocation will be based on robust measures and indicators of financial hardship - see below for specific mitigations and comments.	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	The proposal is to award a high proportion of available funding to those low income households with children. Therefore, this is likely to particularly benefit families with dependent children. 17% of people aged 16 – 24 are likely to find it difficult to manage financially, so higher when compared to the Bristol average.
Mitigations:	A large proportion of this grant will also focus on households without children including those facing gas, electricity, and utility poverty.
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Central government have removed specific ringfence for older people.
Mitigations:	Some of the grant will be ring fenced to organisations that assist older people and those that will miss out due to the ending of the universal Winter Fuel Payment, plus some given to more general funds, that award regardless of age.
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Possible over representation when compared to Department for Work and Pensions (DWP) official estimates showing 18% of working age adults are Disabled people, whereas in HB/CTR (when using the definition to be households in receipt of Disability Living Allowance, Personal Independence Payment, or the Support Component of Employment and Support Allowance are in payment for either the claimant or the partner) shows 25% which is higher than Bristol's working age indicator of 12.4%.
Mitigations:	This overrepresentation is by design within a benefit system to recognise additional costs/expenditure within this group and the fact that not all Disabled people will be in receipt of a disability benefit, it is likely that this figure is an underestimate. The fund will take account of people who may not be in receipt of PIP however may be claiming other in work related benefits.
Sex	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	There is possible overrepresentation and despite that the fact that the amount of single people of working age without children is roughly equal 50%/50% and reflects Bristol's sex split, women make up over 95% of single parent households in our current HB/CTR caseload which is higher than average for the South West of 84.7%
Mitigations:	None
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	We do not hold any cohort data on sexual orientation however there is no reason to suppose that this protected characteristic would be differently distributed across the working age HB/CTR caseload compared to the wider population.
Mitigations:	None
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	We do not hold any cohort data on pregnancy and maternity however it would be reasonable to assume that this protected characteristic may be overrepresented in our current working age caseload due to the high number of families with children and particularly of female lone parents (see 'sex').
Mitigations:	None
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	We do not hold any cohort data on gender reassignment however there is no reason to suppose that this protected characteristic would be differently distributed across

	income bands or across the working age HB/CTR caseload compared to the wider population.																										
Mitigations:	None																										
Race	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>																										
Potential impacts:	<table border="1"> <thead> <tr> <th>Bristol ethnicity groups</th> <th>472462</th> <th>2021 Census</th> </tr> </thead> <tbody> <tr> <td>Asian or Asian British</td> <td>31271</td> <td>6.6%</td> </tr> <tr> <td>Black or Black British</td> <td>27886</td> <td>5.9%</td> </tr> <tr> <td>Mixed or multiple ethnic groups</td> <td>21120</td> <td>4.5%</td> </tr> <tr> <td>White Other</td> <td>44891</td> <td>9.5%</td> </tr> <tr> <td>White British</td> <td>338251</td> <td>71.6%</td> </tr> <tr> <td>Other ethnic background</td> <td>9043</td> <td>1.9%</td> </tr> <tr> <td>Black Asian and minority ethnic</td> <td></td> <td>18.9%</td> </tr> </tbody> </table> <p>The HB/CTR caseload is estimated to contain 25% of from Black, Asian and minoritised ethnic communities a group which is overrepresented within the caseload and at ward level when compared to the population of Bristol as a whole which is around 19%, (especially those central wards and those to the inner east of the city).</p> <p>Data for HB/CTR caseload regarding European nationals is not available and this area is further complicated by the fact that many European nationals will be excluded by HB/CTR regulations for receiving any support.</p>			Bristol ethnicity groups	472462	2021 Census	Asian or Asian British	31271	6.6%	Black or Black British	27886	5.9%	Mixed or multiple ethnic groups	21120	4.5%	White Other	44891	9.5%	White British	338251	71.6%	Other ethnic background	9043	1.9%	Black Asian and minority ethnic		18.9%
Bristol ethnicity groups	472462	2021 Census																									
Asian or Asian British	31271	6.6%																									
Black or Black British	27886	5.9%																									
Mixed or multiple ethnic groups	21120	4.5%																									
White Other	44891	9.5%																									
White British	338251	71.6%																									
Other ethnic background	9043	1.9%																									
Black Asian and minority ethnic		18.9%																									
Mitigations:	There will be further work to look at targeting assistance to those that have No Recourse to Public Funds (e.g. refugees, asylum seekers, those failing to register under EUSS) from the remaining grant.																										
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>																										
Potential impacts:	<p>The Quality-of-Life survey shows people from non-Christian faith groups more likely to find they are finding it hard to financially manage. The information that we hold suggests that Muslims living within Central and East parts of the city are overrepresented within the CTR caseload and those declaring a Christian or no religion on the outskirts of the city.</p> <p>Comparison of mapping of the distribution of CTR recipients suggests a correlation between areas with high proportion of Muslim residents (2021 census) and high CTR demand (central areas) but also high demand in some peripheral areas where there are high proportions of Christians or those with no religion.</p>																										
Mitigations:	None																										
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>																										
Potential impacts:	We do not hold any data on marriage and civil partnerships however there is no reason to suppose that this protected characteristic would be differently distributed across income bands or across the working age HB/CTR caseload compared to the wider population.																										
Mitigations:	None																										
OTHER RELEVANT CHARACTERISTICS																											
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>																										
Potential impacts:	See original map distribution of CTR.																										
Mitigations:	None																										
Carers	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>																										
Potential impacts:	We do not hold any data on carers however there is no reason to suppose that this protected characteristic would be differently distributed across income bands or across the working age HB/CTR caseload compared to the wider population.																										
Mitigations:	None																										

Other groups [Please add additional rows below to detail the impact for any other relevant groups as appropriate e.g. asylum seekers and refugees; care experienced; homelessness; armed forces personnel and veterans]	
Potential impacts:	There may be other groups that may not qualify for this initial voucher award in other groups and are hard to identify.
Mitigations:	There will also be a residual amount of funding, deliberately not ring fenced at present, so later decisions can be made to target any group that is later found to be underrepresented.

3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our [Public Sector Equality Duty](#) to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

As per section 3.1. the award of monies through the Hardship Support grant will only have a positive impact of those protected or relevant characteristics, but by using HB/CTR data there may be some groups that disproportionately benefit, where other groups may not.

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:

There are no significant negative impacts, although it is possible that some equalities groups may not benefit from this fund when compared to others, and other groups benefit more due to higher representation in the Free School Meal cohort. This fund does not take account of equality groups who find it financially hard to manage but whose children are not on Pupil Premium.

Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

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.

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
None		

4.3 How will the impact of your proposal and actions be measured?

How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

Total grant funding although £4m to Bristol City Council, individual awards are not sums that will have a major impact of those households/take them out of benefit entitlement but will assist for a short term with immediate needs to pay food and utility /clothing bills for the period October 2024 to March 2025.

The impact is to help reduce food /fuel poverty over this period, but this will be difficult to measure as the effect will be relatively short term but will measure against contacts to the Citizen Service Point (CSP) for this type of advice and against applications to the council's Local Crisis and Prevention Fund over the same period, plus feedback from third sector organisations and in particular those commissioned to distribute some of this fund.

Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director¹.

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off: Tony Kirkham
Date: 04/10/2024	Date: 4/10/2024

¹ Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.