

EQUALITY IMPACT ASSESSMENT

Cost of Living Programme - Household Support Fund
(HSF) Round 5

Reference: EIA000402

Date: 26/03/2024

Submitted by: Greg.Ward@birmingham.gov.uk



 **RESET**

 **RESHAPE**

 **RESTART**

EIA Form – About your EIA

Reference number	EIA000402
Date Submitted	26/03/2024
Subject of the EIA	Cost of Living Programme - Household Support Fund (HSF) Round 5
Brief description of the policy, service or function covered by the EIA	Activities associated with the DWP allocation of the 5th round of HSF
Equality Assessment is in support of...	["Amended/refreshed strategy "]
How frequently will you review impact and mitigation measures identified in this EIA?	Six months
Due date of the first review	2024-11-01

Directorate, Division & Service Area

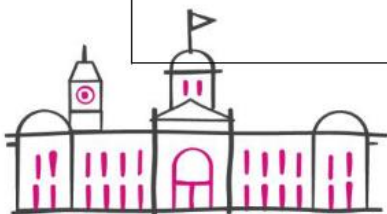
Which directorate(s) are responsible for this EIA?	["Strategy, Equalities and Partnerships"]
Division	Early Intervention and Prevention
Service area	Cost of Living Programme
Budget Saving	No

Officers

What is the responsible officer's email address?	Greg.Ward@birmingham.gov.uk
What is the accountable officer's email address?	Richard.Brooks@birmingham.gov.uk

Data Sources

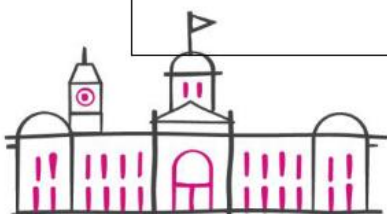
Data sources	["Birmingham City Observatory data and insight", "Relevant research", "Heart of England monitoring", "Relevant reports/strategies"]
Data source details	<p>The Cost of Living programme evaluation framework was approved by Cabinet on 25 April 2023. Work is ongoing to enhance this framework to reflect additional activities being undertaken in the Household Support Fund Round 5, working closely with the City Observatory who are developing a Cost of Living dashboard to highlight impact to date.</p> <p>In addition, Heart of England will monitor the activity of the providers and the Adult Social Care, Prevention and Communities Team will monitor the reporting of Heart of England Community Foundation and quarterly reports will be shared with the Cost-of-Living Strategic Group. Heart of</p>



	<p>England will be required to produce an evaluation report at the end of the funding period that will form part of the evaluation of the wider impact made in Birmingham relating to the Cost-of-Living Crisis and proposed recommendations for future advice services in the city.</p>
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Protected Characteristics

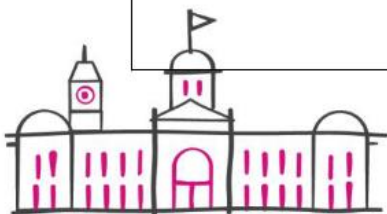
Protected Characteristic – Age	
Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["0-9 years", "10-19 years", "20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"]
Please describe the impact to the age characteristic	<p>The Household Support Fund Round 5 programme includes targeted actions to support vulnerable young people across Birmingham. These interventions, which go beyond the assistance available to all residents regardless of age, include:</p> <ul style="list-style-type: none"> • an Employment Charter which aims to diversity recruitment and increase youth recruitment across the city; • a recalibration of BCC’s social value procurement to prioritise local employment and recruitment among target cohorts, including increasing apprenticeships; • promoting apprenticeships more effectively to the directorates across the council, assisting with skills gap analysis, career mapping and proving current employees with the skills needed to advance in their careers. This additional resource would also support liaison with over 400 schools to drive the apprenticeship programmes. The emphasis would be particularly on preventing and reducing the city’s high youth unemployment rate. • Following a successful pilot funded by Department for Levelling Up, which saw local coach-mentors work with six schools in East Birmingham, the aim is to expand local collaboration with schools. This will include mentoring, inspirational employer collaboration, and connecting students and parents with further skills development; • a proposal to improve careers advice and a delivery plan to establish an employment support service for young people ending full time education, building on the pilot in East Birmingham and the new powers in the devolution deal; • a weekly Coding Club that will cater for those who are 17



	<p>or under; and</p> <ul style="list-style-type: none"> • to drive long-term investment in entrepreneurship for young people in Birmingham, the programme will also sponsor a Prince’s Trust roundtable of young people and youth entrepreneurship providers. <p>The team will explore ways to increase the uptake of Free School Meals, liaising with schools around individual's Free School Meal eligibility. The Cabinet’s decision to allocate £5m of the Household Support Fund (HSF) to the Council’s cost of living activity provides opportunity to enhance other areas of support to vulnerable young people. For example, the Birmingham Playcare Network provides beds and cots to vulnerable families. Using new HSF funding to schools and linking to the cost-of-living benefits maximisation activity, if any school or nursery identifies a need, these beds will be provided, and then the team will monitor subsequent school attainment through the Observatory’s evaluation framework. Additional funding for a complete set of bedding from mattresses to pyjamas will also be provided if needed.</p> <p>Support for older residents of the city, beyond the wider cost-of-living interventions, will include a new “Warm Welcome @ Home” initiative which will provide direct support to residents who are isolated or vulnerable, including the provision of warm packs for those who cannot access warm spaces themselves. Tailored IT courses will also be aimed at those aged 55 plus and delivered across city libraries.</p>
<p>How will you mitigate against any negative impact to the age characteristic?</p>	<p>There are no negative impacts on this group.</p>

Protected Characteristic – Disability

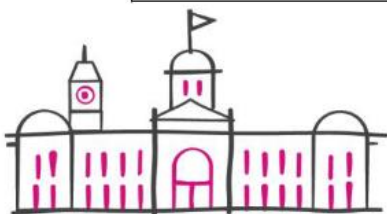
<p>Does this proposal impact those people with a disability as per the Equality Act 2010?</p>	<p>Yes</p>
<p>Please describe the impact to the disability characteristic</p>	<p>The Household Support Fund Round 5 programme, which includes funding to the Heart of England Foundation, will provide additional infrastructure across the adult social care and NNS commissioned pathways. Heart of England will set up and manage a grant programme where they will broker and manage the activity provided by community-based organisations, with an aim of working with</p>



	organisations linked to currently under-represented communities, and with communities facing the greatest need across Birmingham. The funding is being used to provide income maximisation related Information Advice and Guidance.
How will you mitigate against any negative impact to the disability characteristic?	<p>A proactive approach is being taken, to help avoid a reliance on client walk-ins, and to extend reach to those who find engagement out-with the home difficult, due to disabilities and other issues.</p> <p>Household Support Fund Round 5 supported employability interventions will also include the targeting of disabled adults to help diversify the city's workforce and provide improved employment opportunities for this cohort of the city's residents.</p> <p>As with the first phase of the Cost-of-Living work, this programme will be underpinned by diverse communication activity, which will include messaging in ten Birmingham languages, braille and deaf speak.</p>

Protected Characteristic – Sex

Does this proposal impact citizens based on their sex as per the Equality Act 2010?	Yes
What sexes will be impacted by this proposal?	["Male", "Female", "Non-binary"]
Please describe the impact to the sex characteristic	The Household Support Fund Round 5 interventions are accessible to all genders with a commitment to addressing their personalised support needs and applying a holistic approach to their wellbeing.
How will you mitigate against any negative impact to the sex characteristic?	<p>A proactive approach to the provision of benefits maximisation is being taken, to help avoid a reliance on client walk-ins, and to extend reach to those who find engagement out-with the home difficult, due to caring responsibilities and other issues.</p> <p>The focus on employment activity within the Household Support Fund Round 5 programme is likely to impact on female workers, who make up the majority of employees in low paid roles across the health and care and catering sectors in particular.</p>



Protected Characteristic - Gender Reassignment

Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	No
Please describe the impact to the gender reassignment characteristic	
How will you mitigate against any negative impact to the gender reassignment characteristic?	

Protected Characteristic - Marriage and Civil Partnership

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
What legal marital or registered civil partnership status will be impacted by this proposal?	
Please describe the impact to the marriage and civil partnership characteristic	
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	

Protected Characteristic - Pregnancy and Maternity

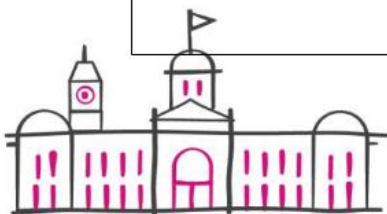
Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	Yes
Please describe the impact to the pregnancy and maternity characteristic	Household Support Fund Round 5 funding is being used to provide income maximisation related Information Advice and Guidance, enabling advice to be provided to those communities in greatest need across Birmingham.
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	A proactive approach is being taken, to help avoid a reliance on client walk-ins, and to extend reach to those who find engagement out-with the home difficult, due to caring responsibilities and other issues.



	<p>The Household Support Fund Round 5 programme will look to increase uptake of the Healthy Start initiative across the city What is Healthy Start Healthy Start Birmingham City Council. This programme supports pregnant women and their families to eat well and get the vitamins they need for healthy development.</p>
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Protected Characteristic - Ethnicity and Race

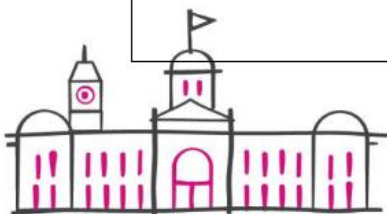
<p>Does this proposal impact people due to their race as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What ethnic groups would be impacted by this proposal?</p>	<p>["Bangladeshi", "Pakistani", "Those impacted by multiple disadvantage", "White British", "Other White", "Chinese", "Indian", "Other Asian", "African", "Caribbean", "Black British", "Other Black", "Arab", "Latin American", "Irish", "Gypsy or Irish Traveller", "Roma", "Central and Eastern Europe", "Western and Southern Europe"]</p>
<p>Please describe the impact to the ethnicity and race characteristic</p>	<p>The cost-of-living crisis has significantly impacted those already living in poverty. Within Birmingham there is a concentration of poverty amongst certain ethnic groups, including the Bangladeshi and Pakistani communities, and those impacted by multiple disadvantage,</p>
<p>How will you mitigate against any negative impact to the ethnicity and race characteristic?</p>	<p>The Household Support Fund Round 5 programme is targeted at helping the most vulnerable communities across Birmingham. The programme, which includes funding to the Heart of England Foundation, will provide additional infrastructure across the adult social care and NNS commissioned pathways. Heart of England Community will set up and manage a grant programme where they will broker and manage the activity provided by community-based organisations, with an aim of working with organisations linked to currently under-represented communities. The funding will provide Cost of Living income maximisation related Information Advice and Guidance, enabling advice to be provided to communities of greatest need across Birmingham. Where appropriate, these agencies may refer on into other specialist advice support agencies e.g., Tribunals service. The inclusive strategy of NNS and commissioned support providers ensures that all funded assets are designed to be inclusive</p>



	<p>and welcoming to all people regardless of ethnicity, and other protected characteristics (Ethnic Minority Groups Supported by NNS and P&C, BVSC April 2021).</p> <p>Household Support Fund Round 5 supported employability interventions will also help diversify the city’s workforce and provide improved employment opportunities and fairer pay for a wider cohort of the city’s residents. This programme will be underpinned by diverse communication activity, which will include messaging in ten Birmingham languages.</p>
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Protected Characteristic - Religion or Beliefs

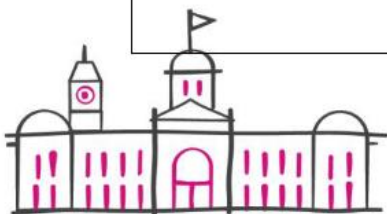
<p>Does this proposal impact people’s religion or beliefs as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What religions could be impacted by this proposal?</p>	<p>["Muslim", "No religion", "Christian", "Buddhist", "Hindu", "Jewish", "Sikh"]</p>
<p>Please describe the impact to the religion or beliefs characteristic</p>	<p>Data provided by the Council’s Data Observatory will be used to highlight areas of the city where there are so-called “deserts of service provision”. These include parts of East Birmingham where there is a high percentage of people from the city’s Muslim community. Work is underway to consider alternative routes to engaging with this community, in recognition of the limited effectiveness of the current somewhat transactional approach.</p>
<p>How will you mitigate against any negative impact to the religion or beliefs characteristic?</p>	<p>Religion or beliefs will not be seen as a barrier when accessing Household Support Fund Round 5 funded services. Faith-based organisations are key partners in the NNS. The programme, which includes funding to the Heart of England Foundation, will provide additional infrastructure across the adult social care and NNS commissioned pathways. Heart of England Community Foundation will set up and manage a grant programme where they will broker and manage the activity provided by community-based organisations, with an aim of working with organisations linked to currently under-represented communities.</p> <p>The grant schemes for food bank provision in Phase 1 of the Cost of Living programme highlighted a lack of provision in East Birmingham so for Household Support Fund Round 5 there will be targeted work to increase</p>



	sustainable capacity for food provision in this part of the city. This will include support for mosques and other community assets to purchase equipment to increase their capacity to provide nutritious, and culturally appropriate food.
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Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	Yes
What sexual orientations may be impacted by this proposal?	["Gay or lesbian", "Bisexual", "Pansexual", "Asexual", "Queer", "All other sexual orientations", "Straight or heterosexual"]
Please describe the impact to the sexual orientation characteristic	<p>Sexual orientation will not be a barrier when accessing the services. With the strong link required to community assets by Cost of Living supported services local groups for LGBTQ+ citizens can be identified and accessed. In addition, providers will be expected to deliver equality and diversity training where appropriate, ensuring that local assets and support will be accessible to LGBTQ+ citizens and inclusive of their needs</p> <p>In the second phase, the Household Support Fund Round 5 programme, the overall challenge is to move from the immediate actions already taken, to creating the conditions for more inclusive economic growth.</p> <p>Continued support to help alleviate fuel and food poverty, through proactive engagement on preferential energy and broadband tariffs, will be enhanced with interventions to help manage the Cost of Living crisis more sustainably in the future.</p> <p>The Household Support Fund Round 5 programme will include elements of the enhancement of employment and enterprise opportunities for the most vulnerable communities in Birmingham. Included in the programme will be support for existing employer partnerships to develop a "Good Employment" Charter. The charter will secure commitment to the best employment practices from Birmingham's key employers, sectors, and businesses. Aimed at improving the quality, availability, and access to jobs for underrepresented residents in the labour market, the charter will seek to address inequalities and improve equity amongst the city's wide workforce.</p> <p>There will also be a drive to increase employer commitment to the number of accredited Living Wage employers headquartered in Birmingham. Currently, twenty percent of Birmingham's workers still do not</p>



	receive the Living Wage.
How will you mitigate against any negative impact to the sexual orientation characteristic?	There is no negative impact on this group.

Monitoring

How will you ensure any adverse impact and mitigation measures are monitored?	Working closely with the City Observatory we have developed a dashboard of impacts and the coverage of local communities. We will continue to refine this tool and to review the results so that we address any adverse impacts.
Please enter the email address for the officer responsible for monitoring impact and mitigation	greg.ward@birmingham.gov.uk

