



## Equality Impact Assessment

### What is an Equality Impact Assessment (EIA) and why does the County Council do them?

The [Public Sector Equality Duty](#) (PSED) is an obligation within the [Equality Act 2010](#) ("the Act"), which asks public authorities, like Hampshire County Council, to give 'due regard' to equality considerations, in particular to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

This includes assessing the impact of policies and practices on individuals and communities with a protected characteristic, as defined in the Act and some other specific groups. The County Council uses EIAs to ensure it has paid 'due regard' to equalities considerations when there are changes to a service or policy, a new project or certain decisions.

EIA author	Position & Department	Contact
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Title:	DWP Household Support Grant expansion of the Connect4Communities programme
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Support provided to households through the Connect4Communities programme
Description of the service/policy/project/project phase	The DWP Household Support Grant will provide a further £7.1m funding to HCC to support vulnerable households with costs of food, energy, water bills and housing costs. The grant conditions state that at least 50% must be spent on households with children and up to 50% can be spent on other types of households. A variety of initiatives have been identified working with our local community partners.
New/changed service/policy/project	The Household Support Grant is aimed at vulnerable families impacted by COVID, the reduction in universal credit and increased energy costs this winter to provide financial support for food and energy bills. Working with schools, colleges and early years providers the proposed programme will deliver food vouchers and other financial support to a wide range of vulnerable families between September and March 2022. Through the grant funding, the programme will also support the development and delivery of a range of community led projects and holiday activity and food schemes to meet local needs across Hampshire.

Engagement
Stakeholder engagement we sought via email and through meetings from major stakeholders including the voluntary and charitable sector, Adult Health & Care, Local Children's Partnerships, Supporting Families, Children's Social Care, Early Years, County Supplies & HC3S, Community Pantry operators and Communications. A variety of other stakeholders have been consulted so existing local provision and need could be identified and minimise risks in respect of funding duplication.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	Children, families and individuals who are vulnerable or find themselves in financial hardship, this programme, with support from signposting agencies, will help to identify and support those people to ensure they have access to food and heating this winter, as well as other basics such as cooking facilities, bedding or other essentials to keep warm this winter.
Mitigation	

## Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	Children, families and individuals with disabilities and who are vulnerable (eligible for benefits, allocated a social worker or in a low income setting) or find themselves in hardship, this programme, with signposting from agencies, will help to identify and help those people to ensure they have access to food and heating this winter, as well as other basics which may be identified such as cooking facilities, bedding or other essentials.
Mitigation	

## Gender Reassignment

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	there will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups.
Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	there will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups.
Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	there will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups.

Mitigation

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	there will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups.
Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	there will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups.
Mitigation	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral

Rationale	there will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups.
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	there will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups.
Mitigation	

## Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	Additional funding will be distributed to help children, families and individuals who live in poverty or are in need of food, energy and other basic items.
Mitigation	

## Rurality

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Impact on public	Neutral
Impact on staff	Neutral
Rationale	there will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups.
Mitigation	

Geographical Impact:All Hampshire

## Equality Statement

Additional information:

None

Overview Statement:

Assessment to show that due regard has been given and that there is no requirement for a full EIA:

EIA reference number: 00163

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