

Equality Impact Assessment Form



Supporting a Fairer South Lakeland:

- Poverty Alleviation Community Fund
- Emergency fund for severe hardship

This report proposes two new funds designed to tackle financial hardship in South Lakeland. The first will support local councils and community groups to develop projects to alleviate poverty and the second will enable partner agencies working on the frontline to provide immediate, low level, financial support to individuals to avert a crisis.

Stakeholders: Town and Parish Councils, community groups and residents of South Lakeland. SLDC officers and members. 3rd sector organisations and members of the Building Financial Resilience (BFR) Partnership.

Consultation/ engagement undertaken: Portfolio Holder for Health, Wellbeing and Poverty Alleviation, Strategy Lead and Specialist Strategy officers and Director of Strategy, Innovation and Resources, In addition all SLDC Operational Leads have been contacted. There has also been consultation with Citizen’s Advice, Manna House and Age UK South Lakeland.

Evidence, research and other sources of information used: Data from the Cumbria Observatory and updates from the Cumbria Poverty Group and the BFR Partnership.

Impacts on people

What impacts/issues have been identified about how the proposal impacts on people?

The impact is positive for all groups as the funds are designed to alleviate anyone in financial hardship – data shows some groups are more impacted than others in financial downturns.

Equality action plan

What actions will be taken to eliminate or minimise the negative impacts identified above?

Actions	Who’s responsible	Completed (Date)
N/A	xxx	01/01/01

What actions will be taken to advance equality?

Actions	Who’s responsible	Completed (Date)
The grant application form requires supporting equality policy evidence and the monitoring form asks: How did you encourage participation and take up of services from all groups in your community including reference to the protected characteristics under the Equality Act 2010?	SB	March 2023

What actions will be taken to foster positive relations between people who share a protected characteristic and those who do not?

Actions	Who's responsible	Completed (Date)
Applications which show awareness and positive action around equalities characteristics will be selected.	SB	March 2023

Report details

Date of report: 07/04/22

EIA Author(s): Simon Blyth

Director: David Sykes

Document version number:0.1

Date for review: March 2023

EIA forwarded to Strategy Specialist: Yes

Glossary

Age: This refers to a person having a particular age (for example, 32 year-olds) or being within an age group (for example, 18-30 year-olds).

Armed Forces Families: Those who have served or who are serving in the Armed Forces and their families.

Civil partnership: Legal recognition of a same-sex couple's relationship. Civil partners must be treated the same as married couples on a range of legal matters.

Disability: A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. Includes: Physical/sensory disability, mental health or learning disability.

Gender reassignment: A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

Maternity: The period after giving birth. It is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.

Race: It refers to a group of people defined by their colour, nationality (including citizenship), ethnic or national origins. Includes, Asian, Black and White minority ethnic

groups including. Eastern Europeans, Irish people and Gypsy Travellers.

Religion or belief: “Religion” means any religion, including a reference to a lack of religion. “Belief” includes religious and philosophical beliefs including lack of belief (for example, Atheism). The category includes Christianity, Islam, Judaism, Hinduism, Buddhism, and non religious beliefs such as Humanism.

Rurality: South Lakeland is defined as ‘Rural-80’ – this means we have at least 80 percent of our population in rural settlements and larger market towns. Issues affecting the health and wellbeing of rural communities include: low-paid work, unemployment of young people, high costs of housing and fuel poverty, poor access to health services, lack of public transport and poorer broadband and mobile phone network availability. Social isolation is also an issue especially among older people – in South Lakeland 27.7% of the population are aged over 65. The ageing rural population brings a number of challenges. These include the fact that older people often have poorer health and greater care needs, issues compounded by the greater distances to healthcare services and poor public transport. South Lakeland (2015) features most poorly in deprivation indices in “Barriers to Housing and Services Domain” (which relate to the physical proximity of local services, and issues relating to access to housing, such as affordability) and the “Living Environment Deprivation Domain” (The 'indoors' living environment measures the quality of housing; while the 'outdoors' living environment contains measures of air quality and road traffic accidents.

Sexual orientation: This is whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Socio-economic disadvantage: This includes people on low incomes, as well as issues around rural and urban deprivation, such as access to services and transport. SLDC must adopt effective measures to address the inequalities that result from differences in occupation, education, place of residence or social class. Socio-economic disadvantage includes: Income, employment, health, education, housing, discrimination and local concentrations of deprivation.