

EQUALITY IMPACT ASSESSMENT

Cease Local Welfare Provision Scheme

Reference: EIA000318

Date: 30/01/2024



EIA Form – About your EIA

Reference number	EIA000318
Date Submitted	30/01/2024
Subject of the EIA	Cease Local Welfare Provision Scheme
Brief description of the policy, service or function covered by the EIA	Birmingham's Local Welfare Provision (LWP) scheme helps vulnerable people in short-term crisis with food and essential items. It is grant-based, which means people who receive help from it will not have to repay anything. It is not intended to replace the council's statutory duties. The scheme provides critical short-term help and assistance with limited one-off household goods. There is no statutory right to a grant and all awards are discretionary. Each application based on the circumstances of each applicant. The scheme is funded on an annual basis and once the fund has been exhausted for that financial year, there will be no further awards. The Local Welfare Provision budget funding is allocated from the General Fund. There are no mitigations to offset the impact of this proposal, other than to signpost people to other services – most likely provided by the third sector (such as foodbanks). As part of the citywide corporate savings the scheme has been identified as an area of potential savings by the discontinuation of service. The budget for the scheme if approved will cease from April 2024. If any delays to the process through consultation, impact assessments issues etc then any associated savings would be reduced pro rata.
Equality Assessment is in support of...	["Amended function", "Amended service"]
How frequently will you review impact and mitigation measures identified in this EIA?	Not required
Due date of the first review	2024-01-30

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["City Operations"]
Division	Revenue & Benefits
Service area	Benefits
Budget Saving	Yes

Officers

What is the responsible officer's email address?	Winston McKenzie
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What is the accountable officer's email address?	David Kinnair
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Data Sources

Data sources	["Birmingham City Observatory data and insight"]
Data source details	The Local Welfare Provision - Diversity Data 01.04.23 – 24.01.24 Census 2021 Birmingham City Observatory BUDGET DELIVERY PLAN

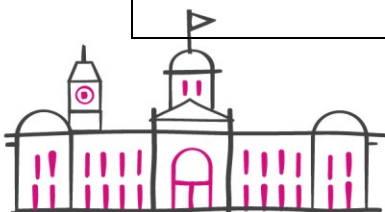
Protected Characteristics

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	The LWP scheme if withdrawn will impact all age groups identified in the Equality Act 2010. However, we do not have sufficient qualitative or independent data to identify how this will affect this group in particular.
How will you mitigate against any negative impact to the age characteristic?	Mitigation cannot be established as there is no comprehensive data available from the application process or unless a full impact assessment is carried out for this characteristic. Aside from signposting there is no other mitigation the Benefit service can offer to offset the removal of LWP

Protected Characteristic – Disability

Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
Please describe the impact to the disability characteristic	The LWP scheme if withdrawn will impact all disability groups identified in the Equality Act 2010, that may apply for LWP. However, we do not have sufficient qualitative or objective data to identify how this will affect this group. There is some evidence in the data available that shows a higher level of applicants applying for LWP assistance may experience or suffer from mental ill health.



How will you mitigate against any negative impact to the disability characteristic?	Mitigation cannot be established as there is no comprehensive data available from the application process or unless a full impact assessment is carried out for this characteristic. Aside from signposting there is no other mitigation the Benefit service can offer to offset the removal of LWP
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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 LWP scheme if withdrawn will impact Male, Female & non-binary groups correspondingly as identified in the Equality Act 2010. However, we do not have sufficient qualitative or independent data to identify how the cessation of the LWP fund/scheme will affect this group in detail. There is some evidence in the data available that shows a higher level of applicants applying for LWP assistance are female. But there is a prevalence in the data that shows females are more likely to apply for LWP than males.
How will you mitigate against any negative impact to the sex characteristic?	Mitigation cannot be established as there is no comprehensive data available from the application process or unless a full impact assessment is carried out for this characteristic. Aside from signposting there is no other mitigation the Benefit service can offer to offset the removal of LWP

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?	Yes
Please describe the impact to the gender reassignment characteristic	The LWP scheme if withdrawn will impact any person subject to gender reassignment as identified in the Equality Act 2010, as the scheme will no longer be in operation. However, we do not have sufficient qualitative or independent data to identify how this will affect this group in particular



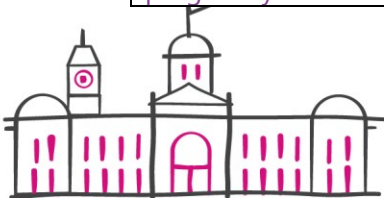
How will you mitigate against any negative impact to the gender reassignment characteristic?	Mitigation cannot be established as there is no comprehensive data available from the application process or unless a full impact assessment is carried out for this characteristic. Aside from signposting there is no other mitigation the Benefit service can offer to offset the removal of LWP
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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?	Yes
What legal marital or registered civil partnership status will be impacted by this proposal?	["Single", "Never married and never registered a civil partnership", "Married: Same sex", "Married: Opposite sex", "In a registered civil partnership: Opposite sex", "In a registered civil partnership: Same sex", "Separated, but still married", "Separated, but still in a registered civil partnership", "Divorced", "Formerly in a civil partnership now legally dissolved", "Widowed", "Surviving partner from civil partnership"]
Please describe the impact to the marriage and civil partnership characteristic	The LWP scheme if withdrawn will impact all person including those subjects to marriage or a civil partnership as identified in the Equality Act 2010, this is because the scheme will no longer be in operation for them to apply.
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	There is insufficient qualitative or independent data to identify in more detail how this will affect this group in particular Mitigation cannot be established as there is no comprehensive data available from the application process or unless a full impact assessment is carried out for this characteristic. Aside from signposting there is no other mitigation the Benefit service can offer to offset the removal of LWP

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
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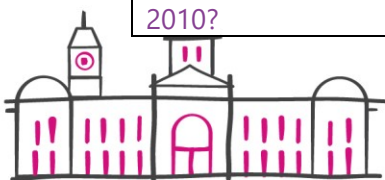
Please describe the impact to the pregnancy and maternity characteristic	The LWP scheme if withdrawn can impact all person including those who are pregnant/ on maternity as identified in the Equality Act 2010, this is because the scheme will no longer be in operation for them to apply.
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	<p>We do not have sufficient qualitative or independent data to identify in more detail how this will affect this group in particular</p> <p>Mitigation cannot be established as there is no comprehensive data available from the application process or unless a full impact assessment is carried out for this characteristic. Aside from signposting there is no other mitigation the Benefit service can offer to offset the removal of LWP</p>

Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	Yes
What ethnic groups would be impacted by this proposal?	["White British", "Other White", "Bangladeshi", "Chinese", "Indian", "Pakistani", "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"]
Please describe the impact to the ethnicity and race characteristic	The LWP scheme if withdrawn can impact all ethnicities and races as identified in the Equality Act 2010, this is because the scheme will no longer be in operation for them to apply.
How will you mitigate against any negative impact to the ethnicity and race characteristic?	<p>There is insufficient qualitative or independent data to identify in more detail how this will affect this group in particular</p> <p>Mitigation cannot be established as there is no comprehensive data available from the application process or unless a full impact assessment is carried out for this characteristic. Aside from signposting there is no other mitigation the Benefit service can offer to offset the removal of LWP</p>

Protected Characteristic - Religion or Beliefs

Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	Yes
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What religions could be impacted by this proposal?	["No religion", "Christian", "Buddhist", "Hindu", "Jewish", "Muslim", "Sikh"]
Please describe the impact to the religion or beliefs characteristic	The LWP scheme if withdrawn can impact based on religion or beliefs as identified in the Equality Act 2010, this is because the scheme will no longer be in operation
How will you mitigate against any negative impact to the religion or beliefs characteristic?	There is insufficient qualitative or independent data to identify in more detail how this will affect this group in particular Mitigation cannot be established as there is no comprehensive data available from the application process or unless a full impact assessment is carried out for this characteristic. Aside from signposting there is no other mitigation the Benefit service can offer to offset the removal of LWP

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?	["Straight or heterosexual", "Gay or lesbian", "Bisexual", "Asexual", "Queer", "All other sexual orientations", "Pansexual"]
Please describe the impact to the sexual orientation characteristic	The LWP scheme if withdrawn can impact based on sexual orientation as identified in the Equality Act 2010, this is because the scheme will no longer be in operation
How will you mitigate against any negative impact to the sexual orientation characteristic?	There is insufficient qualitative or independent data to identify in more detail how this will affect this group in particular Mitigation cannot be established as there is no comprehensive data available from the application process or unless a full impact assessment is carried out for this characteristic. Aside from signposting there is no other mitigation the Benefit service can offer to offset the removal of LWP

Monitoring



<p>How will you ensure any adverse impact and mitigation measures are monitored?</p>	<p>The proposed withdrawal of the LWP functionality will have no direct influence on most of the protected characteristics.</p> <p>However, the data supports some groups are possibly more disadvantages than other with the removal of this scheme.</p> <p>In terms of Gender more applications were completed by female than males. Therefore, an inference can be drawn that more women than males apply for LWP and will be impacted when the scheme is discontinued.</p> <p>69% of the sample that completed the LWP questionnaire stated they had some sort of disability of which 41.86% is related to a mental illness. Therefore, it can be assumed that the withdrawal of the LWP fund would have some impact on this group.</p>
<p>Please enter the email address for the officer responsible for monitoring impact and mitigation</p>	<p>Winston McKenzie</p>

