

## EQUALITY ANALYSIS

This Equality Analysis considers the effect of Bury Council/ Bury CCG activity on different groups protected from discrimination under the Equality Act 2010. This is to consider if there are any unintended consequences for some groups from key changes made by a public body and their contractor partner organisations and to consider if the activity will be fully effective for all protected groups. It involves using equality information and the results of engagement with protected groups and others, to manage risk and to understand the actual or potential effect of activity, including any adverse impacts on those affected by the change under consideration.

For support with completing this Equality Analysis please contact [corporate.core@bury.gov.uk](mailto:corporate.core@bury.gov.uk) / 0161 253 6592

<b>SECTION 1 – RESPONSIBILITY AND ACCOUNTABILITY</b>	
<i>Refer to Equality Analysis guidance page 4</i>	
<b>1.1</b> Name of policy/ project/ decision	<b>Cost of Living and Anti-Poverty Strategy</b>
<b>1. 2</b> Lead for policy/ project/ decision	<b>Lynne Ridsdale/Chris Woodhouse</b>
<b>1.3</b> Committee/Board signing off policy/ project/ decision	Cabinet
<b>1.4</b> Author of Equality Analysis	Name: Chris Woodhouse Role: Strategic Partnerships Manager Contact details: <a href="mailto:c.woodhouse@bury.gov.uk">c.woodhouse@bury.gov.uk</a>
<b>1.5</b> Date EA completed	Updated 17/06/2022
<b>1.6</b> Date QA completed	31/05/2022
<b>1.7</b> Departmental recording	Reference: CC/COL/EA/202205 Date: 31/05/2022
<b>1.8</b> Next review date	14/07/2022

<b>SECTION 2 – AIMS AND OUTCOMES OF POLICY / PROJECT</b>	
<i>Refer to Equality Analysis guidance page 5</i>	
<b>2.1</b> Detail of policy/ decision being sought	To approve the <i>Cost of living and anti-poverty strategy</i> for Bury, in light of the <i>Let's Do It!</i> strategy and with a particular focus on local support measures to address the current cost-of-living pressures.
<b>2.2</b> What are the intended outcomes of this?	The strategy is integral to delivering the <i>Let's Do It!</i> vision of achieving faster economic growth than the national average with lower than national average levels of deprivation by 2030.  To achieve this there is a requirement to be data and insight driven to best target resources and support to deliver on both the outcomes set out in the <i>Let's Do It!</i> framework and specific improvements to be sought in relation to Bury data, including reducing food insecurity, and children experiencing poverty as set out in section 7 of the strategy.

### SECTION 3 – ESTABLISHING RELEVANCE TO EQUALITY & HUMAN RIGHTS

Refer to Equality Analysis guidance pages 5-8 and 11

Please outline the relevance of the activity/ policy to the Public Sector Equality Duty

General Public Sector Equality Duties	Relevance (Yes/No)	Rationale behind relevance decision
<b>3.1</b> To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by Equality Act 2010	Yes	This strategies outlines a targeted focus on giving due regard to socio-economic vulnerability - recognised as a local protected characteristic through the joint Council and CCG Inclusion Strategy – and the intersectionality of this across our communities.  The Strategy outlines a proactive, targeted approach to drive inclusive practices across both immediate and long term financial resilience support, information provision and the engagement on these.  This includes co-designing approaches to address specific sensitivities and risks both within and between communities.
<b>3.2</b> To advance equality of opportunity between people who share a protected characteristic and those who do not.	Yes	
<b>3.3</b> To foster good relations between people who share a protected characteristic and those who do not	Yes	
<b>3.4</b> Please outline the considerations taken, including any mitigations, to ensure activity is not detrimental to the Human Rights of any individual affected by the decision being sought.		
The strategy is built upon the pillars of poverty recognised by Greater Manchester Poverty Action, to consider the different elements in which individuals and families may experience socio-economic vulnerabilities, including access of essentials including food and warmth. The proposals seeks to maximise the reach of funding and support to those most vulnerable.		

### SECTION 4 – EQUALITIES DATA

Refer to Equality Analysis guidance page 8

Protected characteristic	Outcome sought	Base data	Data gaps (to include in Section 8 log)
<b>4.1</b> Age	Reduction in poverty rates across all communities of identity, place and experience,	6,470 young people in the Borough eligible for Free School Meals from 3,346 families. Highest prevalence in Moorside, Radcliffe West and Bury East wards  Children living in poverty after housing costs: Sedgley ward 50.4% Bury East Ward 45.5% Radcliffe West 42.3%  Healthy start uptake rate 2022: 42%	

	in particular those wards where the local rate is above the national average, as outlined in the Strategy data tables.	<p>75% of children living in poverty have at least one parent in work (CPAG)</p> <p>The poverty rate for children in families with 3 or more children in the family is twice that of 1 child families (ONS)</p> <p>2018 Mid-Year Estimate (latest data available) of over 70s in Bury : 24,843</p>	Breakdown across the Borough of family sizes												
<b>4.2 Disability</b>		Over 21,224 people in Bury have a limiting long-term illness, health problem or disability equating to 11.24% of our resident population, compared to 18.8% of the population of England and Wales													
<b>4.3 Gender</b>		<p>Female 51% Male 49%</p> <table border="1"> <thead> <tr> <th>% of working age population economically active</th> <th>Bury</th> <th>NW av.</th> <th>GB av.</th> </tr> </thead> <tbody> <tr> <td>Males</td> <td>82.6</td> <td>80.3</td> <td>82.2</td> </tr> <tr> <td>Females</td> <td>75.8</td> <td>73.6</td> <td>74.8</td> </tr> </tbody> </table>	% of working age population economically active	Bury	NW av.	GB av.	Males	82.6	80.3	82.2	Females	75.8	73.6	74.8	
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<b>4.4 Pregnancy or Maternity</b>		<p>Live births rate for the Borough from latest data: 2,104</p> <p>Healthy start uptake rate 2022: 42%</p>													
<b>4.5 Race</b>		Bury has a non-white population of 10.8% compared to 14.7% of the population of England and Wales	Seek specific breakdown for Bangladeshi and Pakistani populations in Bury as identified by GMPA as experiencing greatest risk of poverty												
<b>4.6 Religion and belief</b>		Christian (62.7%, nationally 59.3%), Muslim (6.1%, nationally 4.8%) and Jewish (5.6%, nationally 0.5%). 18.6% identified as having no religion													
<b>4.7 Sexual Orientation</b>		There is currently no national or local data on sexual orientation. However, estimates provided by the LGBT Foundation and Stonewall that between 5% and 7% of the population identify as Lesbian, Gay or Bisexual nationally													

<b>4.8</b> Marriage or Civil Partnership	70,088 recorded as married through census and 253 recorded status as being in same-sex civil partnership.	
<b>4.9</b> Gender Reassignment	There is currently no national or local data on gender identity. However, estimates provided by the Lesbian, Gay, Bisexual and Transgender (LGBT) Foundation that 1 in 4,000 people in the UK seek support to change their birth gender.	
<b>4.10</b> Carers	19,954 (Census 2011) 440 (Bury Carers Hub)	
<b>4.11</b> Looked After Children and Care Leavers	358 Looked After Children 140 Care Leavers	
<b>4.12</b> Armed Forces personnel including veterans	6,447 (GP registers)	Specific question being asked in 2021 census; first data expected July 2022
<b>4.13</b> Socio-economically vulnerable	15,700 Housing benefit / Council Tax support claimants  4,700 households in receipt of Council Tax support where lead claimant is a pensioner.  NOMIS Claimant Count: 5,430 (April 2022) down from 6,610 (September 2021)  NOMIS Wage levels for full time workers: Male (Bury/UK): £530/ £612 Female (Bury/UK): £496/ £558	

## SECTION 5 – STAKEHOLDERS AND ENGAGEMENT

*Refer to Equality Analysis guidance page 8 and 9*

	Internal Stakeholders	External Stakeholders
<b>5.1</b> Identify stakeholders	Cabinet Members, in particular Leader and Cabinet Member for Finance and Communities; Joint Executive Team; Revenue and Benefits Team; Staying Well Team; Assistant Director Education; Assistant Director Early Help; Consultant in Public Health; Housing Service Manager;	Bury Community Support Network including foodbanks and pantries; Bury Voluntary and Community Faith Alliance and related networks; Commissioned service providers including Beacon Service; Citizens Advice Bureau; Six Town Housing; Single Points of Contact at other local authorities; national government
<b>5.2</b> Engagement undertaken	Household Support Fund/Anti Poverty working group meetings; update to Cabinet Portfolio Holder; update to	Public Service Leadership Teams across neighbourhoods including Health and Care INT leads; Six Town

	<p>Leader; Policy Advisory Group; Informal Cabinet. Overview and Scrutiny Committee 15/06/2022</p>	<p>Housing neighbourhood advisors; Beacon Service; Public Health Leads and GMP Neighbourhood Inspectors</p> <p>VCFA engagement including Older People's Network; MEG-N group following Borough wide race listening session; VCSE Leads Group; Bury Community Support network leads; meeting with Chief Officer and colleagues at Citizen Advice Bureau.</p> <p>GM Poverty Action Money Advice lead</p>
<p><b>5.3 Outcomes of engagement</b></p>	<p>Breadth of targeted support widened to include Care Leavers and wider pastoral teams within learning settings.</p> <p>Determination of blended approach to provide direct credits alongside trusted referral schemes.</p> <p>Updated financial information on national funding support and more explicit focus on Socio Economic Duty</p>	<p>Increased awareness of the scheme and greater linkages into existing anti-poverty activity.</p> <p>Learning shared from previous funding schemes, including payment mechanisms and routes for promotion.</p> <p>Additional connections into support including African Caribbean Women's Centre and BRAC group</p> <p>Additional engagement opportunities including Talking About My Generation platform, including aligning with Pension Credit campaign.</p>
<p><b>5.4 Outstanding actions following engagement (include in Section 8 log)</b></p>		<p>Ongoing engagement with VCFA and Bury Community Support Network</p> <p>Further specific engagement with Bury Health Employment and Skills Taskforce and new Chair of Health and Wellbeing Board</p>

## SECTION 6 – CONCLUSION OF IMPACT

*Refer to Equality Analysis guidance page 9*

Please outline whether the activity/ policy has a positive or negative effect on any groups of people with protected inclusion characteristics

Protected Characteristic	Positive/ Neutral Negative/	Impact
6.1 Age	Positive	<p>Childhood poverty is a specific priority pillar within the strategy with a series of actions set out to reduce childhood poverty. Previous iterations of the Household Support Fund have included strong input from school pastoral teams. Additional focus on larger families seek to address some of the most vulnerable.</p> <p>There is a requirement within Household Support fund that at least one-third of funding is on families. One third is also to be on pensioners. Older Peoples Staying Well team as part of the Bury Live Well Service have been engaged in previous iterations of this funding as key front-line professionals to identify individuals at risk and who would benefit from food/fuel support.</p> <p>The Older People’s Network actively engaged with in the development of local support, including tackling stigma in claiming of pension credits and means to ensure communication on support means are in an inclusive manner for older people.</p>
6.2 Disability	Positive	<p>Disabled people face a higher risk of poverty and have done so for at least the last 20 years. This is driven partly by the additional costs associated with disability and ill-health, and partly by many disabled people being less able to access work.</p> <p>Nationally the disabled working age adult poverty rate is 38% compared to 17% for those not-disabled. Among families where someone is disabled, the workless rate is 26%, compared with 10% of families where no-one is disabled.</p> <p>Bury has a strong track record through the Working Well Work and Health programme which this strategy seeks to expand upon.</p> <p>Discussions have taken place to consider measures of increasing access to information, including easy read approaches through Bury People First and Bury Blind Society.</p> <p>Alongside the humanitarian aid support in relation to food and fuel will be guidance in relation to promoting positive wellbeing including the ‘Getting Help Line’ launched in Bury on 17 August 2020 to offer non-clinical, non-urgent support for anyone experiencing low level emotional health and wellbeing difficulties. The new helpline is being launched on behalf of Bury Council and NHS Bury Clinical Commissioning Group (CCG) and is available to Bury residents of all ages. The ‘Getting Help Line’ will be open Monday to Saturday from 8am until 8pm</p>
6.3 Gender	Positive	<p>Specific reference within the wellbeing pillar to addressing specific financial pressures including addressing concerns over period poverty.</p>

<b>6.4</b> Pregnancy or Maternity	Positive	Targeted work through Early Help, and with their health colleagues, will help identify those who are pregnant and new parents who may be facing additional costs and pressures this winter.
<b>6.5</b> Race	Positive	Data from Greater Manchester Poverty Action highlights that non-White British ethnic groups experience considerably greater levels of poverty, with this most acutely seen within the Bangladeshi and Pakistani communities. Working with the MEG-N group of the VCFA and with community leaders, targeted activity to increase welfare access, employability information and access to immediate financial resilience will be strengthened. The Bury Community Support Network is made up on community groups across the Borough, working with residents of different races, including promotion of support through local networks and channels
<b>6.6</b> Religion and belief	Positive	As 6.5 but in relation to faith and the Community Support Network has supported cultural food requirements in terms of kosher and halal provision arranged through the Borough's foodbanks. The strategy will build on examples including the Kosher voucher exchange in Sedgley and will seek to explore the role of faith organisations and cultures in addressing culturally specific poverty drivers.
<b>6.7</b> Sexual Orientation	Neutral	No specific impact in relation to this proposal.
<b>6.8</b> Marriage or Civil Partnership	Neutral	No specific impact in relation to this proposal.
<b>6.9</b> Gender Reassignment	Neutral	No specific impact in relation to this proposal.
<b>6.10</b> Carers	Neutral, to become positive.	<p>Around 1 in 12 adults are informal carers and just over three-quarters are of working age. Informal carers are more likely to live in poverty and this increases with the amount of time spent caring. The poverty rate for working age adults who are caring 35 hours a week or more is 44%, more than double the rate of those caring for under 20 hours</p> <p>Further engagement is to take place with N-Compass who took on the Bury Carers Hub contract during 2020 in terms of their role in targeting support to socio-economically vulnerable carers.</p>
<b>6.11</b> Looked After Children and Care Leavers	Positive	Targeted provision with Children's Services and the Children's Strategic Partnership Board , in conjunction with 6.1
<b>6.12</b> Armed Forces personnel including veterans	Neutral, to become positive.	Refresh of the Armed Forces Covenant in Bury has included Community Hub managers completing online training on supporting included Defence related money advice provisions and linked into Armed Forces Breakfast session; engagement will continue to target support to socio-economically vulnerable personnel and veterans, including their families.

<b>6.13 Socio-economically vulnerable</b>	Positive	This strategy and delivery of immediate cost-of-living support takes a blended approach to facilitate direct and immediate provision to individuals and families that are facing extreme economic pressures, utilising existing interactions with services alongside targeted engagement to reach vulnerable residents not currently known to services and to nurture longer term resilience through addressing the conditions to tackle deprivation through Let's Do It. The proposals also increase the resilience of the Bury Community Support network which has seen isolated food banks develop into a thriving, strong, neighbourhood-based network of 18 food banks and pantries.
<b>6.14 Overall impact – What will the likely overall effect of your activity be on equality, including consideration on intersectionality?</b>	Positive – The HSF proposals provides a blended approach of direct support and targeted engagement to maximise the impact of national funding across the Borough across protected characteristics and communities of interest.	

<b>SECTION 7 – ACTION LOG</b> <i>Refer to Equality Analysis guidance page 10</i>			
Action Identified	Lead	Due Date	Comments and Sign off (when complete)
<b>7.1 Actions to address gaps identified in section 4</b>			
Breakdown across the Borough of family sizes	HS	15/06/2022	Received 30/05/2022. Sedgley ward has highest proportion of three or more dependent children aged under 4, ahead of Redvales and Bury East Ward.
Seek specific breakdown for Bangladeshi and Pakistani populations in Bury as identified by GMPA as experiencing greatest risk of poverty	HS	15/06/2022	Redvales has highest demographics – 2,164 Pakistani residents and 57 Bangladeshi; followed by Bury East ward (1,935 and 37 respectively). Ramsbottom has 52 Bangladeshi residents (2 <sup>nd</sup> highest in the Borough)
<b>7.2 Actions to address gaps identified in section 5</b>			
Ongoing dialogue with VCFA and Bury Community Support Network	CW	13/06/2022 01/08/2022	Constructive discussion at Bury Community Support Network on 13/06/2022
Further specific engagement with Bury Health Employment and Skills Taskforce and new Chair of Health and Wellbeing Board	CW	15/08/2022	
<b>7.3 Mitigations to address negative impacts identified in section 6</b>			
N/A			



7.4 Opportunities to further inclusion (equality, diversity and human rights ) including to advance opportunities and engagements across protected characteristics			
Further Liaison with Bury Blind Society and BIG to ensure inclusive promotion of HSF	CW	15/07/2022	
Liaison with NCompass and Bury Carers Hub to further awareness	CW	15/07/2022	

SECTION 8 – REVIEW			
<i>Refer to Equality Analysis guidance page 10</i>			
Review Milestone	Lead	Due Date	Comments (and sign off when complete)
Following Overview and Scrutiny Panel	CW	16/06/2022	Discussed at Scrutiny on 15 <sup>th</sup> June 2022; strategy updated to reflect latest national funding support and additional reference to Socio Economic Duty
Immediately following Cabinet	CW	14/07/2022	
One month following Cabinet	CW	21/08/2022	

**Please make sure that every section of the Equality Analysis has been fully completed. The author of the EA should then seek Quality Assurance sign off and departmental recording.**

SECTION 9 – QUALITY ASSURANCE		
<i>Refer to Equality Analysis guidance page 10</i>		
Consideration	Yes/ No	Rationale and details of further actions required
Have all section been completed fully?	Yes	
Has the duty to eliminate unlawful discrimination, harassment, victimization and other conducted prohibited by the PSED and Equalities Act been considered and acted upon?	Yes	Consideration made specifically in relation to socio-economically vulnerable individuals, in light of the Joint Bury Inclusion Strategy.
Has the duty to advance equality of opportunity between people who share a protected characteristic and those who do not been considered and acted upon	Yes	Consideration made as to the inclusive distribution of public monies, targeted interventions and enabling access to advice and support, by means that do not result in unlawful discriminatory activity, and indeed share good practice in increasing access.
Has the duty to foster good relations between people who share a protected characteristic and those who do not, been consider and acted upon	Yes	
Has the action log fully detailed any required activity to address gaps in data, insight and/or engagement in relation to inclusion impact?	Yes	Action log contains activity, clear lead and due dates. These will be updated at each review point outlined in section 8.

Have clear and robust reviewing arrangements been set out?	Yes	<p>Mix of milestone and regular review points outlined with named lead for these included.</p> <p>EA to be included in consideration of the strategy delivery through Cabinet Portfolio meetings and at Health and Wellbeing Board</p>
Are there any further comments to be made in relation to this EA	No	