



Somerset Equality Impact Assessment

Before completing this EIA please ensure you have read the EIA guidance notes – available from your Equality Officer

Organisation prepared for	SSDC		
Version	V1.0	Date Completed	15/12/2021

Description of what is being impact assessed:

Risks associated with a decision not to award funding to Spark Somerset and Citizens Advice South Somerset for the year 2022/23.

Evidence

What data/information have you used to assess how this policy/service might impact on protected groups? Sources such as the [Office of National Statistics](#), [Somerset Intelligence Partnership](#), [Somerset’s Joint Strategic Needs Analysis \(JSNA\)](#), Staff and/ or [area profiles](#), should be detailed here

Evidence used is that provided by Spark and CASS in terms of the numbers of users (individual residents for CASS and groups for Spark) who are from, or provide services to, people from Protected Characteristics. I have also used the 2021 South Somerset District Equality Profile for contextual and comparative data from which to calculate estimates.

CASS Data

The following user data covers the period - 1st January 2021 to 25th November 2021. This data relates specifically to the users of the core service which SSDC fund. Because of the changes from GDPR and the requirement for individual and specific consent for each protected characteristic recorded, CASS only collect Protected Characteristics data where it is relevant to the advice sought. In addition, declaration of PC status is purely voluntary so the data below is that from clients who were happy to provide the information.

Sex

Female: - 3,238 (54%)

Male: - 2,378 (40%)

Disability

- Disabled: - 303 (5%)
- Long Term Health Condition – 1,469 (25%)
 - Mental Health - 440
 - Physical Impairment (non-sensory) - 395
 - Other Disability (type not given) - 498
 - Multiple Impairments - 371
 - Learning Difficulty - 29
 - Visual Impairment - 13
 - Cognitive Impairment - 13
 - Deaf/Hearing Impairment - 13

Race Ethnicity

TOTAL 404 - 404 clients represents 5% of the total number of CASS clients. This is wholly consistent with the percentage of non-white British people who make up the population of South Somerset which is currently 4.9%

Asian or Asian British - 44

Black or Black British -41

Mixed Heritage - 26

Any Other - 26

Other Arab - 5

White Gypsy or Irish Traveller - 10

White Irish - 10

White Northern Irish - 2

White Other - 219

White Scottish - 10

White Welsh - 11

Age

19 and under - 55

29 and under - 26

39 and under - 1153

49 and under - 914

59 and under - 1108

69 and under - 753

79 and under - 472

89 and under - 176

99 and under – 32

Spark Data

Spark do not currently formally monitor Equalities data, however details of users of Spark services (the VCSE in Somerset) are recorded and kept from which it has been possible to identify groups and organisations in South Somerset that work specifically with the Protected Characteristics who have been supported. Examples of these are provided in the Analysis of impact on protected groups.

It is also worth noting that many users of the services provided by individual VCSE organisations in receipt of Spark services are likely to come from a variety of the Protected Characteristics, but this level of granular detail is not possible for Spark to capture.

Who have you consulted with to assess possible impact on protected groups? If you have not consulted other people, please explain why?

CASS and Spark Somerset

Analysis of impact on protected groups

The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, make an assessment of the likely outcome, before you have implemented any mitigation.

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Age	<ul style="list-style-type: none"> • Closure of CASS in 2022 resulting in the loss of free and independent advice services to people across all ages but with a significant impact on both younger (minimum of 2,134 under 39's) and older (minimum of 1,443 60 plus) residents. • Users of Spark services include community groups and organisations that work with people from this PC e.g. Langport and Huish Episcopi Youth Centre; Somerset Youth Partnership; Ashill Seniors Lunch Club 	☒	☐	☐
Disability	<ul style="list-style-type: none"> • Closure of CASS in 2022 resulting in the loss of free and independent advice services to a significant number of residents (1,772) with disabilities and long-term limiting illnesses. 	☒	☐	☐

	<ul style="list-style-type: none"> Users of Spark services include community groups and organisations that work with people from this PC e.g. Deafinate CiC; Parkinson's Support- Crewkerne 			
Gender reassignment	<ul style="list-style-type: none"> Data not collected by CASS. However, in a Home Office-funded study, the Gender Identity Research and Education Society estimated between 0.6% and 1% of the UK adult population experience some degree of gender variance. Such figures, insofar as they can be applied to South Somerset, would suggest that somewhere between 810 and 1,350 adults in the District in this category. As the number of CASS clients is 4.5% of the total South Somerset population, this would equate to approx. 54 clients with this PC. Therefore, the closure of CASS in 2022 will result in the loss of free and independent advice services to this group of people. No identified users of Spark services that work with people from this PC 	☒	☐	☐
Marriage and civil partnership	<ul style="list-style-type: none"> Data not collected by CASS. 2011 census data shows that in South Somerset 70,598 (42%) of people were married or in a registered, same sex civil partnership. Couples and couples with dependent children make up 700 of CASS clients, therefore it can be assumed that a significant proportion of these will be married or in a civil partnership. Therefore, the closure of CASS in 2022 will result in the loss of free and independent advice services to this group of people. No identified users of Spark services that work with people from this PC 	☒	☐	☐

Pregnancy and maternity	<ul style="list-style-type: none"> • Data not collected by CASS. However it can be assumed that a proportion of clients will be either pregnant or with young children. Therefore the closure of CASS in 2022 will also resulting in the loss of free and independent advice services to this group of people. • Users of Spark services include community groups and organisations that work with people from this PC e.g. Doulas without Borders 	☒	☐	☐
Race and ethnicity	<ul style="list-style-type: none"> • Closure of CASS in 2022 resulting in the loss of free and independent advice services to a minimum of 404 residents. Therefore, the closure of CASS in 2022 will result in the loss of free and independent advice services to this group of people. • Users of Spark services include community groups and organisations that work with people from this PC e.g. Black Education Somerset 	☒	☐	☐
Religion or belief	<ul style="list-style-type: none"> • Data not collected by CASS. According to the 2011 census 61% of South Somerset residents state they have a faith/belief. As the number of CASS clients is 4.5% of the total South Somerset population, this would equate to approx. 4,621 CASS clients having this PC. Therefore, the closure of CASS in 2022 will result in the loss of free and independent advice services to this group of people. • Users of Spark services include community groups and organisations that work with people from this PC e.g. South Chard Church 	☒	☐	☐
Sex	<ul style="list-style-type: none"> • Closure of CASS in 2022 resulting in the loss of free and independent advice services to both male and female residents (minimum 5,616 people). 	☒	☐	☐

	<ul style="list-style-type: none"> Users of Spark services include community groups and organisations that work with people from this PC e.g. Yeovil Men’s Shed; Wincanton Men’s Shed 			
Sexual orientation	<ul style="list-style-type: none"> Data not collected by CASS. However based on 2017 ONS experimental estimates of sexual identity at a local authority level 0.9% (1,200) identify as gay or lesbian and 1.1% (1,500) identify as bisexual. To this end it can be assumed that approximately 121 CASS clients may identify as gay, lesbian or bisexual. Therefore, the closure of CASS in 2023 will result in the loss of free and independent advice services to this group of people. Users of Spark services include community groups and organisations that work with people from this PC e.g. 2BU 	☒	☐	☐
Other, e.g. carers, veterans, homeless, low income, rurality/isolation, etc.	<ul style="list-style-type: none"> We know that 45% of CASS clients come from rural South Somerset. Furthermore, by virtue of the predominant issues that CASS deals with (Housing, Benefits and Debt issues), 2,505 clients (period April to September 2021), will be affected by the closure of CASS in 2023 resulting in the loss of free and independent advice services to a significant number of people with these additional characteristics. No data is collected for Armed Forces/veterans. Users of Spark services include community groups and organisations that work with people from these additional characteristics e.g. Carers – Bruton Carer’s Group, Chard Carer’s Support Group Gypsy and Traveller Community – Friends of the Horse Drawn Rurality – Ark at Egwood, Rail to Trail Low income families – St Peter’s Community Centre, Yeovil; Milborne Port Foodshare Armed forces – Balsam Centre project 	☒	☐	☐

Negative outcomes action plan

Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
The negative impacts identified above will mitigated if elected members support the officer recommendation to fund CASS and Spark Somerset for the two years 2022 to 2024.	06/01/2022	DX Committee	Committee Decision	<input type="checkbox"/>
If a decision is made not to fund year two (2023/24), resulting in the closure of CASS, the only sustainable mitigation will require SSDC to consider possible options to provide an alternative service, possibly in-house. 1. Undertake a costed options appraisal for alternative delivery solutions and report to SLT and DX Committee.	30/09/2022	SLT and DX Committee	SLT and DX Committee Decisions	<input type="checkbox"/>
If a decision is made not to fund year two (2023/24), resulting in the removal of core support services for VCSE groups in South Somerset, the only sustainable mitigation will require SSDC to consider possible options to provide an alternative service, possibly in house. 1. Undertake a costed options appraisal for alternative delivery solutions and report to SLT and DX Committee.	30/09/2022	SLT and DX Committee	SLT and DX Committee Decisions	<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>

	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
If negative impacts remain, please provide an explanation below.				
Completed by:	Dave Crisfield – Specialist Communities			
Date	07/12/2021			
Signed off by:	Peter Paddon – Acting Director Place and Recovery			
Date	07/12/2021			
Equality Lead/Manager sign off date:	Dave Crisfield 07/12/2021			
To be reviewed by: (officer name)	Dave Crisfield			
Review date:	6th January 2022			