

Equality Impact Assessment (EqIA)

Deciding what needs to be assessed

In theory all policies, decisions, services, projects and programmes should be impact assessed. The most practical approach is to assess as the proposal is being developed or as processes, services and policies come up for review making the EQIA part of the development process. Do not be put off by the list below, it does not mean that long and detailed assessments are required every time you are engaged in one of the activities. However, it does mean that you should always consider the equalities implications of your proposals.

Policy

- New policy development
- Substantial revision of an existing policy or process
- Any change which may have a disproportionate impact on a particular group

Decision

- Key decision
- Decision for management board/cabinet
- Budget change decision

Service

- New service
- Service review, including the decommissioning of services
- Any service change which may have a disproportionate impact on a particular group

Projects and programmes

- All, at planning stage

Further information: [Equality Impact Assessments - a user's guide](#)

Section one

No.	Question	Response
1.1	Name of policy/decision/service/project/programme being assessed	Crisis & Resilience Fund 01 April 2026 to 31 March 2029
1.2	Summary of aims and objectives of the policy/decision/service/project/programme	<p>Central Government is allocating funds to Local Authorities to support low-income households who encounter a financial shock and to support activity that builds individual and community financial resilience. This funding covers the period from 01 April 2026 to 31 March 2029 and includes specified funding for housing support.</p> <p>The Crisis & Resilience Fund will focus on three main outcomes:</p> <ul style="list-style-type: none"> • Provision of effective crisis support • Improving individuals' financial resilience • Bolstering the local-level support landscape <p>The report recommends how Swindon's allocation should be utilised. Discussions with other officers from other Council Departments to discuss their requirements to help vulnerable residents have been undertaken and their suggested allocation will now be taken to the Lead and Shadow Councillors.</p>
1.3	Who is affected by the policy/decision/service/project/programme? (For example, employees/service users/supplier/contractor)	<p>A number of Council Departments will be involved in implementing the Services as described in the proposal. This will be a positive benefit to many low income households in the community, and those who have encountered a financial shock affecting their ability to afford essentials.</p> <p>This will also benefit local partner organisations providing resilience services who may be able to expand their services and will benefit from greater activity to identify and support struggling households.</p> <p>There may be a negative impact of this proposal as the guidance indicates the Council will no longer be</p>

		able to carry out blanket provision of food vouchers to Free School Meal eligible families during holiday periods. This has been an area of high support in previous phases of the Household Support Fund. The individual level of support for families has been relatively low so the impact will be reduced. Families who are struggling will still be able to apply for support through the main Crisis Application route also, and as part of that application process additional resilience support will be promoted to be accessed by these families.
1.4	What involvement and consultation has been done in relation to this proposal? (For example, with relevant groups and stakeholders)	A meeting of officers to discuss the proposal has been held and the 'draft' outcomes will be passed to the Councillors. We will work closely with local partners in the welfare arena so that they are supportive of our approach.
1.5	What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	The numbers and types of households supported will be monitored throughout the period and at the end. Twice yearly reporting must be carried out for the Department of Work and Pensions (the Funders), and work will be undertaken if certain types of households are identified as not accessing the support.

Section two – protected characteristics

Protected characteristic group	Is there a potential for positive or negative impact? Is the impact neutral?	Please explain and give examples of any evidence/data used	Action to address negative impact (for example, adjustment to the proposal)
Disability	Positive	Households where individuals have disabilities may have lower incomes and if so are likely to benefit from crisis support or resilience services. Individuals will also be able to apply for support and assisted by Customer Services if unable to complete	

		forms themselves. Our professional referral route allows for us to identify those with greater vulnerability or facing greater challenges.	
Gender reassignment	Neutral		
Marriage or civil partnership	Neutral		
Pregnancy and maternity	If income has been impacted the scheme may be able help – Positive Impact.	There will be continued engagement with Health partners to promote support and services to this group. For example, a formula feed project has been assisting low-income mothers with new children in the previous phase of Household Support Fund. The Application and Professional Referral process is also available for those who need help.	
Race	People whose first language is not English may need help applying.		The proposals if agreed assign resources to help with information, advice and communication will help to reach households that can be difficult to reach, so this is becomes a positive impact.

Religion or belief	Neutral		
Sexual orientation	Neutral		
Sex (gender)	Neutral		
Age	Positive	Low-income Pensioner households will be supported with help through engagement with the Surviving Winter Scheme which supports older people.	
Children in care and care leavers	Work with the Care Leavers Team will help identify where help is needed.		The proposals if agreed have assigned resources to help with information, advice and communication and can fulfil this role, so this becomes a positive impact.

Section three – evaluation

No.	Question	Explanation/justification
3.1	Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	None identified – there will be numerous ways to access the crisis support and the resilience services, both online and in person, and will work with established and new partner organisations across Swindon to reach those who can benefit from this support.

No.	Final Decision	Tick the relevant box	Include any explanation / justification required

1	No barriers identified, therefore activity will proceed	Yes	
2	Stop at some point because the data shows bias towards one or more groups		
3	Adapt or change the event in a way which you think will eliminate the bias		
4	Barriers and impact have been identified, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (for example, in extreme cases or where positive action is taken). Therefore, proceed with caution with this knowing that it may favour some people less than others, providing justification for this decision		

Section four – record keeping

Question	Response
Will this EqIA be published* (*EqIA's should be published alongside relevant event paperwork including cabinet papers):	Yes
Date completed	10/02/2026
Review date (if applicable)	

Change log

Name	Date	Version	Change made
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Responsibilities

Question	Response	Date completed
Name of person leading this EqIA	David Miles	10/02/2026

Question	Response
Names and roles of people involved in the consideration of impact	Robert Fox – Head of Revenues and Benefits

Question	Response	Date signed
Name of Director signing EqIA	Helena Robinson	18/02/2026