

## Equality Analysis Report - Cost of Living Crisis - Businesses

**Details of proposal: Summary of Support Services available in Sefton to assist businesses with the Cost of Living Crisis.**

**Ramifications of Proposal: Support services should be available to all eligible businesses in Sefton, with particular focus on those businesses providing services to vulnerable communities.**

**Are there any protected characteristics that will be disproportionately affected in comparison to others?**

*The protected characteristics under the Equality Act 2010 are:*

- *Age*
- *Disability*
- *Gender Reassignment*
- *Marriage and Civil Partnership*
- *Race*
- *Religion or Belief*
- *Sex*
- *Sexual Orientation*
- *Pregnancy and Maternity*

Section one of the report gives detail on the situation in Sefton regarding businesses which will be most impacted by increases in the cost of living.

With regard to the protected characteristics, particular concerns have been identified around the following:

Women (para 1.3)

Young People (para 1.3)

Older people and people with disabilities (para 1.12 and 1.13)

**Consultation:**

No additional consultation has been carried out as part of the preparation of this report or analysis.

**Is there evidence that the Public Sector Equality Duties will be met?**

*The Equality Act 2010 requires that those subject to the Equality Duty must, in the exercise of their functions, have due regard to the need to:*

- 1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.*
- 2. Advance equality of opportunity between people who share a protected characteristic and those who do not.*
- 3. Foster good relations between people who share a protected characteristic and those who do not.*

*The Act explains that having due regard for advancing equality involves:*

- Removing or minimising disadvantages suffered by people due to their protected characteristics.*
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.*
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.*

Section two of the report details the actions that Sefton is taking to support businesses who are experiencing difficulties during the cost of living crisis.

<b>Characteristic</b>	<b>Action</b>	<b>Positive Impact</b>	<b>Negative Impact/Risks</b>	<b>Mitigation</b>
Women	Supporting women into work.	Signposts people to available support and works	Services will be inaccessible to those with limited or no online access or access to social media.	Sefton@Work are undertaking specific actions to promote employability among women of all ages.  System communication plan to be developed with partner organisations to ensure that message is available across a

			Accessibility of information.	variety of spectrums
Women	Supporting women into work.	Signposts people to available support	Services will be inaccessible to those with limited or no online access or access to social media.  Accessibility of information.	Sefton@Work, provides some financial assistance to clients who need help to overcome specific practical barriers through employability funding.
Young People	The NEET Reduction and Early Intervention service, operated on contract by Career Connect, works pro-actively with all young people in vulnerable groups to help them re-engage in learning and work and prevent longer term exclusion.	Signposts people to available support. Provides direct financial support.	Awareness of scheme and application process. Accessibility of information. Cost of travel to appointments	Outreach engagement, often in the clients' homes is used to overcome some issues related to travel costs and there are frequent bids for financial assistance made where young people face hardship such as with access to traineeships where child benefit may need to be discontinued.
Older people and people with disabilities receiving care	Adult Social Care, as part of wider national Market Sustainability and Fair Cost of Care work, are currently conducting exercises with Care Providers which encompasses them submitting details of their costs and this work will support the national	Helping care providers maintain services and sustainability	Cost of Care exercises and additional DHSC funding only relates to Domiciliary Care Services 18+ and Older People (65+) care	Additional market management and oversight work to ascertain impact on wider care markets and Service Users.  Once finalised, these proposals will be communicated to Care Providers and ongoing engagement with them as well as other Care Providers currently not in scope for the cost of care exercises will take place The Council continues to work with Care

	<p>move towards paying Providers a fair cost of care.</p> <p>Additional funding has been provided by DHSC which can be used to increase fee rates for Providers.</p>		<p>homes.</p> <p>This funding is currently non recurrent</p>	<p>Providers on initiatives including.</p> <ul style="list-style-type: none"> <li>• Further capital funding to make improvements to Care Homes</li> <li>• Pilot programmes for use of Technology to improve service delivery and realise efficiencies in their services</li> <li>• Supporting Care Providers with their recruitment and retention issues</li> <li>• New commissioning arrangements which give Providers more flexibility to deliver services, deal with changes in demand and new contracting models which seek to guarantee income/business for them based on anticipated levels of demand for their services</li> </ul>

**What actions will follow if proposal accepted by Cabinet?**

Section two of the report outlines a number of steps that the Council will be taking, including employment support and support for care providers.

Where possible take up of the schemes will be monitored.