

Equality Impact Assessment (EIA)

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

1. Background

Directorate	Children's Services
Service area	Children and Families Integrated Commissioning Hub
Title of the activity being assessed i.e., the strategy, plan, policy or service	Gloucestershire's Holiday Activity and Food Programme
Brief outline of the proposal(s)	<p>The provision of activities and food during the school breaks will constitute a positive intervention with families with low income and high levels of poverty and deprivation.</p> <p>Covid19 lockdown/ restrictions and negative economic impacts have exacerbated the inequalities experienced by those families, making more evident the gaps in access to services, education and digital facilities, as well as healthy food provisions locally.</p> <p>The programme will reduce holiday loneliness, hunger and loss of education.</p> <p>It will enable vulnerable children to keep active, engaged and have access to healthy food through the school holidays.</p> <p>Along with beneficial activities will particularly help with self-confidence and sense of happiness, whilst also improving mood and behaviour at home.</p> <p>The programme will encourage a positive contribution to young people's mental health and wellbeing in the district where they live, building a more resilient community</p>

Who is affected by the proposals?	Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/> Other, please specify: <input type="text" value="Commissioned providers"/>
Decision to be taken and decision maker	Cabinet
Person(s) responsible for completing this assessment	Helen Black Outcome Manager Children and Families Hub
Date of this assessment	January 2022

2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement	
Service users	<p>Service users have been consulted throughout the delivery of the programme in 2021. This has included parent / carer surveys; online forums; feedback from children and young people through providers and the Christmas survey.</p> <p>Discussions the Parent Carers Forum and through the HAF parents email enquiries, including compliments and complaints have enable the HAF team to utilise feedback and learning to develop the next phase of the delivery of the programme.</p> <p>The HAF team, are linked to the delivery of other family support programmes, including the Resources Panel, provision of FSM vouchers, Winter and summer emergency assistance grants and the new Household Support Fund. This ensures the team have a good understanding of the needs and challenges facing families across Gloucestershire.</p>
Workforce	<p>The HAF team has developed over the year, including through the match funding secured from the Contain Outbreak Management Fund. Their feedback on the delivery of the programme in 2021, has been used to shape the model for delivery in 2022-23, and staff roles.</p>
Partners	<p>The HAF team has worked in close partnership with six District Lead organisations who have help to shape, develop and deliver</p>

	<p>the programme in 2021. There feedback has been sort after each Holiday's delivery and has been used to shape the programme for 2022-2023.</p> <p>The HAF Team commissioned providers during 2021 - 2022 their feedback has been used to shape the programme for 2022-2023.</p>
Other	<p>The profile of service users has been reviewed using the FSM data available to the HAF team and the equality-profile-2021.pdf (gloucestershire.gov.uk).</p> <p>The HAF programme Strategic Group meet twice during 2021 and held a further meeting in January 2022, their feedback, alongside that of Child Friendly Gloucestershire has been particularly useful to help to shape the programme and ensure that it reached diverse communities across the county.</p>

3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section provides evidence of how the council is giving due regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations.

Protected Characteristic	Service Users	Workforce
Age	<p>This programme is for children and young people from reception school age to and including year 11 school age who are eligible for benefit related free school meals.</p> <p>A review of the age range of those who attended both nationally and in Gloucestershire identified a lower number of secondary school age children and young people attending activities.</p> <p>Proposed actions are detailed to address this in the future delivery of the programme.</p>	No identified significant impact
Disability	The focus of delivery will continue to ensure families who have a child with special educational needs and/ or disabilities are able to access activities	No identified significant impact

	<p>and that it dovetails with other programmes for example Short Breaks for Disabled children and enhances the Local Offer.</p> <p>Healthy food was provided to meet a range of dietary requirements and adjustments made from other resources were needs could not be met.</p>	
Sex	<p>The aim of the provision is to ensure that there are enriching, and physical activities available for all FSM children.</p> <p>Activities commissioned across the county are diverse, and providers have been and will be supported to market these effectively.</p> <p>No significant impact identified.</p>	No identified significant impact
Race	<p>Providers were encouraged to ensure that their offers were culturally diverse, and activities were commissioned from local providers operating in communities across Gloucestershire to best ensure that local communities needs were met.</p> <p>Ensuring that the programme is accessible by children and young people from diverse communities across Gloucestershire is a key priority for delivery in 2022-2023.</p>	No identified significant impact
Gender reassignment	<p>This data is currently not collected. The service will not exclude parents/carers and young people with gender reassignment.</p> <p>No significant impact identified</p>	No identified significant impact
Marriage & civil partnership	<p>This data is currently not collected. The service will not exclude parents/carers and young people, who are married or not married or who have civil partnership status.</p> <p>No significant impact identified.</p>	No identified significant impact

Pregnancy & maternity	<p>This data is currently not collected. The service will not exclude parents/carers and young people who are pregnant or who have babies.</p> <p>No significant impact identified.</p>	No identified significant impact
Religion and/or belief	<p>This data is currently not collected.</p> <p>The service will not exclude parents/carers and children and young people with or without a religion or belief.</p> <p>No significant impact identified.</p>	No identified significant impact
Sexual orientation	<p>This data is currently not collected.</p> <p>The service will not exclude parents/carers and children and young people.</p> <p>No significant impact identified.</p>	No identified significant impact

4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change
HAF funded team roles in place for a further year.	Funding enables the GCC HAF team (workforce) to continue to work to embed equalities across Gloucestershire.
Information about the race of children and young people can now be collected (non-mandatory) through the CRM.	To enable tracking of those children and young people who access services and to adjust/target service delivery as appropriate.

5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

Potential impact (positive or negative)	Action	By when	Owner
During the delivery in 2021 a lower number of secondary school aged children and young people have accessed the programme, both nationally and in Gloucestershire.	<p>Each Local Authority is being asked and will be supported to consider how the HAF can be more engaging for older aged children and young people.</p> <p>Additional work with providers offering activities for children and young people over the age of 11.</p> <p>Young people focus groups will be held to explore what activities they would look to access during the school holidays including engaging providers who are confident to put young people in the lead.</p>	Easter 2022 and ongoing through the programme	GCC HAF Programme lead and Team
Ensuring that the programme is accessible by children and young people from diverse communities across Gloucestershire is a key priority for delivery in 2022-2023	<p>Working with providers to ensure that the provision meets the needs of diverse communities across Gloucestershire.</p> <p>Ensuring that providers seek feedback from children and young people and their families and make changes to their programmes.</p> <p>Reviewing the number of and age range of children and young people attending provision and by locality and adjusting provision.</p>	Easter 2022 and ongoing through the programme	GCC HAF Programme lead and Team

Potential impact (positive or negative)	Action	By when	Owner
The focus of delivery will continue to ensure families who have a child with special educational needs and/ or disabilities are able to access activities and that it dovetails with other programmes for example Short Breaks for Disabled children and enhances the Local Offer.	<p>Working with colleagues from the Gloucestershire Parents & Carers Forums, consulting them on plans to ensure that these are accessible to children and young people with special educational needs and disabilities and their parents and carers.</p> <p>Working with providers to help them to make adjustments that ensure that their provision is accessible to children and young people with special educational needs and disabilities and their parents and carers.</p> <p>Commissioning specialist provision through schools and other services that ensures that children and young people with special educational needs and disabilities and their parents and carers have access to provision.</p>	Easter 2022 and ongoing through the programme	GCC HAF Programme lead and Team

6. Monitoring and review

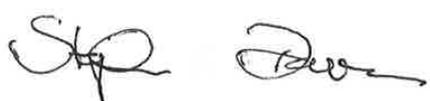
The following processes/actions will be put in place to keep this 'activity' under review:
Progress to be reported to Children's Directorate SLT at regular intervals through Wendy Williams, Assistant Director

7. Officer / Decision-maker Sign off

Officer: By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected characteristics and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

Signature of Senior Officer	
Name of Senior Officer	Wendy Williams Assistant Director for Integrated Children and Families Commissioning
Date	10/02/2022

Decision maker: I am in agreement, that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate, and I confirm that I, as the decision maker, have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Signature of decision maker	
Name of decision maker	Cllr Stephen Davies, Lead Cabinet Member for Children's Safeguarding and Early Years
Date	9.2.22

8. Publication

If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.

Appendix 1 – Service User Data

Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information
<p>Age <i>percentage/profile of service user ages</i></p>	<p>The service is aimed at children and young people from reception school age to and including Year 11 school age eligible for benefit related FSM.</p> <p>There are currently 16, 624 children and young people eligible for the programme in Gloucestershire.</p> <p>Of these 54% are primary school age and 36% are secondary school age.</p>
<p>Disability <i>percentage/profile of service users who have a disability</i></p>	<p>8.8% 1458 Children and young people have EHCP and receive benefit related FSM. Of these</p> <ul style="list-style-type: none"> 14% ASD 31% MLD 29% SEMH 17% SLCN <p>During delivery in 2021-2022 children with SEND attended the provision.</p>
<p>Sex <i>percentage/profile of service users who are male and who are female</i></p>	<p>48 % of children and young people receiving benefit related FSM are females and 52% male.</p>
<p>Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i></p>	<p>13% 2167 children and young people receiving FSM are from Black and Ethnic Minority backgrounds compared to 4.6% Gloucestershire BEM population</p>
<p>Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i></p>	<p>We do not collect data against certain protected characteristics of young people and their families/parents/carers, for example their sexual orientation, gender reassignment status, religion, marriage or civil partnership or pregnancy and maternity.</p>
<p>Marriage & civil partnership <i>percentage/profile of service users who are</i></p>	<p>We do not collect data against certain protected characteristics of young people and their families/parents/carers, for example their sexual orientation, gender reassignment status, religion, marriage or civil partnership or pregnancy and maternity.</p>

<i>married or in a civil partnership</i>	
<i>Pregnancy & maternity percentage/profile of service users who are female and who are pregnant or on a maternity leave</i>	We do not collect data against certain protected characteristics of young people and their families/parents/carers, for example their sexual orientation, gender reassignment status, religion, marriage or civil partnership or pregnancy and maternity.
<i>Religion and/or belief percentage/profile of service users religious beliefs</i>	We do not collect data against certain protected characteristics of young people and their families/parents/carers, for example their sexual orientation, gender reassignment status, religion, marriage or civil partnership or pregnancy and maternity.
<i>Sexual orientation percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i>	We do not collect data against certain protected characteristics of young people and their families/parents/carers, for example their sexual orientation, gender reassignment status, religion, marriage or civil partnership or pregnancy and maternity.

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected:
Age	No significant impact identified.
Disability	
Sex	
Race	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	

Religion and/or belief	
Sexual orientation	
