

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 (HAF)
Brief outline of the proposal(s)	<p>The provision of activities and food during school holiday periods will constitute a positive intervention for low-income families experiencing high levels of poverty and deprivation.</p> <p>The Cost-of-Living Crisis and other negative economic impacts have exacerbated the inequalities experienced by these families, making more evident the gaps in access to services, education, and digital facilities, as well as healthy food provisions locally.</p> <p>The aim of the HAF programme is to reduce holiday loneliness, hunger and loss of education, coming out of the COVID19 pandemic and subsequent lockdowns.</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, the HAF will particularly help with self-confidence and sense of happiness, whilst also improving mood and behaviour at home.</p> <p>The programme will further encourage a positive contribution to young people's mental health and wellbeing in the district where they live, thereby helping to build 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	Joanna Hall Project Co-ordinator Children and Families Hub Paige Harris Commissioning Officer Children and Families Hub
Date of this assessment	January 2023

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 since 2021 after each HAF delivery.</p> <p>This includes a parent / carer survey, online forums and feedback from children and young people through Providers after each HAF holiday delivery.</p> <p>Discussions with the Gloucestershire Parent Carers Forum and through the HAF parents email enquiries - including compliments and complaints, have enabled the HAF team to utilise feedback and learn to develop each phase of the programme delivery.</p> <p>The HAF team are linked to the delivery of other family support programmes, including the Resources Panel, provision of FSM vouchers during holiday periods, Winter and Summer emergency assistance grants and the 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 was established in 2021, included through match funding secured from the Contain Outbreak Management Fund. Feedback on the delivery of the</p>

	<p>programme in 2021 has been used to shape the delivery model and staff roles in 2022-23.</p> <p>We have further developed the HAF team during 2022, including 3 new Commissioning Support Officers focusing individually on SEND accessibility, school engagement and IT support in terms of the Children’s activity and booking system. Further to this we have also appointed 2 new Nutritionists to help support the food offer and nutritional education goals for HAF.</p>
Partners	<p>Since the programme began in 2021, the HAF team have worked in close partnership with stakeholders helping to shape, develop, and deliver the programme.</p> <p>The HAF team commissioned district leads and Providers during 2022 and their resulting feedback has been used to shape the programme for 2023-2025.</p>
Other	<p>The profile of service users has been reviewed using the FSM data available to the HAF team and the equality-profile-2022-v2.pdf (gloucestershire.gov.uk) , as well as the free school meals children report received in January 2022 which was subsequently used as baseline data.</p> <p>The HAF programme Steering Group has been meeting bi-monthly since the 31 March 2022. Their feedback alongside that of the Child Friendly Gloucestershire Coalition has been particularly useful to help shape the programme and ensure that it reaches diverse communities across the County.</p> <p>Data from the 2021 Census regarding ethnicity can be accessed by viewing the data here. If any further data or analysis is released relating to ethnic minorities in Gloucestershire, this EIA will be updated accordingly.</p>

3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidence 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 to and including year 11 school age who are eligible for benefits 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>Therefore, we commissioned local research which was conducted by an independent Youth agency- <i>DNA Youth Consultancy</i>, who undertook comprehensive youth outreach aimed at older young people (12 years plus) across Gloucestershire.</p> <p>This research was undertaken during the HAF delivery, with the aim of identifying the type of activities young people would like to engage with alongside HAF provision.</p> <p>The research was conducted in each district to get a better understanding of the locality's needs, and then summarised in a report that DNA Youth produced for GCC which supported the commissioning of activities.</p> <p>In Gloucestershire, 36% of children who receive free school meals are in secondary school. We aim to meet this percentage in relation to</p>	No identified significant impact

	<p>the HAF population attending each delivery.</p> <p>When comparing the children reached in the 2021 HAF to the 2022 Spring and Summer HAF, it is evident that overall attendance numbers have increased across all age ranges.</p> <p>However, when considered in relation to the rest of the HAF participants during each delivery, we can see that proportionately the percentage of 12–16-year-olds attending has fallen.</p> <p>In 2021, 27.6% (3847 children) of HAF attendees were from the 12-16 age group.</p> <p>In Spring 22 this dropped to 20% (1416 children) of HAF attendees.</p> <p>In Summer 22, we had 20.7% (3085 children) aged 12-16 attended.</p> <p>We can attribute the increase in attendance from the learning gained from DNA Youth’s research, however there is still work to be done to get a better balance across the age demographic in Gloucestershire who receive Free School Meals.</p> <p>A copy of the DNA Summer 2022 research is attached, supporting further actions with details found in the action plan below.</p>	
Disability	The focus of delivery will continue to ensure families who have a child or young person with special educational needs and/ or disabilities (SEND) can access activities and that it dovetails with other programmes for example Short Breaks for Disabled children and enhances the Local Offer.	No identified significant impact

	<p>Healthy food is provided to meet a range of dietary requirements and adjustments are made from other resources where needs could not be met.</p> <p>We have been working with providers in several ways to ensure they are as accessible and inclusive to children and young people with SEND who are participating in HAF.</p> <p>We have commissioned Active Impact; a disability service and support organisation to provide training for all our providers to make changes to improve accessibility and inclusiveness.</p> <p>We also regularly consult with the Gloucestershire parent/carer forum as one of our stakeholders in the HAF steering group.</p> <p>8.8% of children and young people eligible for benefit related FSM have an Education and Health Care Plan (EHP) which is being used as a baseline.</p> <p>In 2021, 6.6% (929) children with a disability attended HAF activities. Spring HAF 22 saw a drop at 5.7% (406).</p> <p>However, during the HAF delivery in Summer 2022, 11% (1705) of the children who attended had a registered disability.</p> <p>Progress has been made from 2021 to 2022, however work is still needed to secure the reach and number of children with a special educational need and / or disability, able to access HAF.</p>	
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	<p>The aim of this 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 and will be supported to market these effectively.</p>	
Sex	<p>No significant impact identified.</p> <p>Looking at our evaluation from Spring and Summer 2022, we can see that the divide between male and female attendees fell in line with the percentage split between male and female children in Gloucestershire.</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 was a key priority for delivery in 2022-2023.</p> <p>According to the census in 2011 the 0-19 age group in Gloucestershire contained the highest percentage of ethnicities other than White-British.</p> <p>Data from the 2021 census has recently been made available and through this we are able to effectively identify the minority ethnic population in Gloucestershire.</p> <p>At this stage the data is not separated into age groups therefore</p>	No identified significant impact

	<p>it is difficult to pinpoint our HAF demographic (4–16-year-olds).</p> <p>According to the Gloucestershire FSM data in January 2022, 13% (2167) of children and young people who receive Free School Meals are from minority ethnic backgrounds.</p> <p>The HAF project team began collecting the ethnicity data of children and young people attending in Spring 22.</p> <p>A total of 1160 children and young people (16.4%) of HAF attendees in Spring were from an ethnic minority background.</p> <p>In summer this attendance number improved to 2383 children attending, compared to 1160 in Spring. However, there was a slight drop in the overall percentage of HAF attendees from an ethnic minority background at 15.4% compared with 16.4% of attendees in the spring.</p> <p>This data indicates that the HAF project delivery is effectively reaching children and young people, from ethnic minorities through the strategies proposed in our previous action plan.</p>	
<p>Gender reassignment</p>	<p>This data is currently not collected. We are aiming to start to collect this information during 2023. This service will not exclude parents/carers and young people.</p>	<p>No current identified significant impact</p>
<p>Marriage & civil partnership</p>	<p>This data is currently not collected. We are aiming to start to collect this information during 2023.</p> <p>The service will not exclude parents/carers and young people,</p>	<p>No current identified significant impact</p>

	who are married or not married or who have civil partnership status.	
Pregnancy & maternity	<p>This data is currently not collected. We are aiming to start to collect this information during 2023.</p> <p>The service will not exclude parents/carers and young people who are pregnant or who have babies.</p>	No current identified significant impact
Religion and/or belief	<p>This data is currently not collected. We are aiming to start to collect this information during 2023.</p> <p>The service will not exclude parents/carers and children and young people with or without a religion or belief.</p>	No current identified significant impact
Sexual orientation	<p>This data is currently not collected. We are aiming to start to collect this information during 2023.</p> <p>The service will not exclude parents/carers and children and young people.</p>	No current 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 two years.	Funding enables the GCC HAF team (workforce) to continue to work to embed equalities across Gloucestershire.
Information regarding the ethnicity 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 2021-2022 a lower number of secondary school aged children and young people have accessed the programme, both nationally and in Gloucestershire.	<p>HAF attendees has increased across all age groups.</p> <p>However, analysis shows that there is still a lack of engagement from young people aged 12 -16.</p> <p>Therefore, this continues as a priority action moving forward.</p> <p>To improve engagement, we will be undertaking.</p> <ul style="list-style-type: none"> • Additional work with providers offering activities for children and young people over the age of 11. • Young people focus groups will explore what 	Winter 2022 and ongoing through the programme to 2025	GCC HAF Programme lead and Team

	<p>activities they would look to access during the school holidays including engaging providers who are confident to put young people in the lead.</p> <p>Following on from the lessons learned from HAF delivery in Spring and Summer 22, we will be setting up a young person's task and finish group which will be overseen by our HAF Steering Group to better understand how we can effectively engage with the older age group in the HAF programme.</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 2022-2025</p>	<p>Although targets are being met in this area, we still consider this to be an area of continuing priority going forward, especially in the more rural areas of Gloucestershire.</p> <p>Therefore, we will continue to support Providers; particularly those in rural areas to ensure that their provision is accessible by providing training on cultural inclusivity.</p> <p>The Team will continue to work with the six District Leads to ensure that the provision meets the needs of diverse communities across Gloucestershire.</p> <p>We will be ensuring that Providers seek feedback from children and young people and their families and make changes to their programmes.</p> <p>We will be reviewing the number of and age range of children and young people attending provision and by locality and</p>	<p>Winter 2022 and ongoing through the programme to 2025</p>	<p>GCC HAF Programme lead and Team</p>

	adjusting provision as appropriate.		
<p>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>	<p>Our analysis of attendees indicates that with each HAF delivery, our engagement and attendance with children and young people with a special educational need and/or disabilities (SEND) is improving.</p> <p>However, this can be developed further and therefore, priorities include the following:</p> <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, thereby ensuring that children and young people with special educational needs and disabilities and their parents and carers have access to provision.</p> <p>We are also working to include an '<i>all about me</i>' form for parents and children to fill out to let Providers know about any specific needs the child or young person may have as well</p>	<p>Winter 2022 and ongoing through the programme to 2025</p>	<p>GCC HAF Programme lead and Team</p>

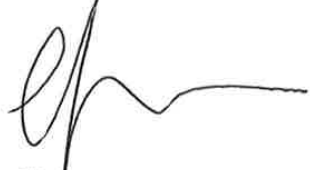
	<p>as an '<i>all about us</i>' form, which Providers similarly complete to give all the information a child or young person with complex needs and their families would need to attend a session.</p>		
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6. Monitoring and review

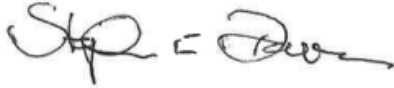
<p>The following processes/actions will be put in place to keep this 'activity' under review:</p>
<p>Progress to be reported to Children's Directorate SLT at regular intervals through Wendy Williams, Assistant Director</p>

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	Chris Spencer, Director of Children's Services
Date	11.1.23

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	12.1.23

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. Please see below a table depicting the attendance of HAF Spring 22 separated into age range;</p> <table border="1" data-bbox="546 767 1554 943"> <thead> <tr> <th>Age Range</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>0-3</td> <td>0.5%</td> </tr> <tr> <td>4-11</td> <td>75.9%</td> </tr> <tr> <td>12-16</td> <td>21.8%</td> </tr> <tr> <td>16+</td> <td>1.8%</td> </tr> </tbody> </table> <p>Please see below a table depicting the attendance of HAF Summer 22 separated into age range;</p> <table border="1" data-bbox="546 1046 1554 1257"> <thead> <tr> <th>Age Range</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>0-3</td> <td>1.3%</td> </tr> <tr> <td>4-11</td> <td>73.7%</td> </tr> <tr> <td>12-16</td> <td>19.9%</td> </tr> <tr> <td>16+</td> <td>1.5%</td> </tr> <tr> <td>Undisclosed</td> <td>3.6%</td> </tr> </tbody> </table>	Age Range	Percentage	0-3	0.5%	4-11	75.9%	12-16	21.8%	16+	1.8%	Age Range	Percentage	0-3	1.3%	4-11	73.7%	12-16	19.9%	16+	1.5%	Undisclosed	3.6%
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<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 14% ASD 31% MLD 29% SEMH 17% SLCN</p> <p>During delivery in 2021-2022 children with SEND attended the provision. In Spring HAF 2022, 5.7% of children attended at least one HAF session had a disability.</p> <p>In Summer HAF 2022, 11% children attended at least one HAF session had a disability.</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>In Spring HAF 2022, 50.9% of attendees were male whilst 49.1% were female.</p> <p>In Summer HAF 2022, 50.2% of attendees were male whilst 46.6% were female. 3.2% of children' genders were not disclosed.</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 ethnic minority backgrounds compared to 4.6% in Gloucestershire.</p> <p>In Spring HAF 2022, 16.4% of HAF attendees in Spring were from an ethnic minority background.</p> <p>15.38% of children and young people from a ethnic minority background attended HAF in the Summer of 2022. This data comes from 18 different ethnicities: with the most common answer being 'White other' at 4.11% and 'mixed white and Caribbean' being the second most popular at 2.89%. 13.48% of participants did not disclose their ethnicity.</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>We are aiming to begin collecting data in 2023.</p>

<p>Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</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>We are aiming to begin collecting data in 2023.</p>
<p>Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</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>We are aiming to begin collecting data in 2023.</p>
<p>Religion and/or belief <i>percentage/profile of service users religious beliefs</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>We are aiming to begin collecting data in 2023.</p>
<p>Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</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>We are aiming to begin collecting data in 2023.</p>

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected:
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Age	No significant impact identified.
Disability	
Sex	
Race	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	
