

Equalities Comprehensive Impact Assessment v3

Reference: ECIA581349122

Submitted: 29 January 2024 12:49 PM

Executive summary

Title of policy / decision: Approval to accept Department for Education HAF funding 2024-25

Policy / decision type: Cabinet Decision

Overview of policy / decision: We are proposing that Essex County Council accept's £4,297,250 of funding from The Department of Education in order to deliver the Holiday Activity and Food programme (Essex ActivAte) across the county during 2024 -25 financial period. This programme will engage and support young people and families who are eligible for benefits based free school meals and families most in need. The programme will provide free and inclusive holiday clubs across the county that will include a range of fun physical and enrichment activities, a free nutritious meal, nutritional education and mentoring and support for the young person and whole family. The clubs aim to improve health generally, including, crucially, mental health and aim to provide the families with the knowledge and support to live healthier, happier lives. Active Essex (ECC Public Health team) have been managing the programme on behalf of Essex County Council since 2019 and it is proposed that they continue to do so into 2024 and 2025.

This programme is a county wide programme and every young person who is eligible for benefits based free school meals has the opportunity to attend an Essex ActiVate HAF club free of charge. Department for Education Essex ActivAte clubs take place each main school holiday, which includes Easter, Summer and winter holidays.

What outcome(s) are you hoping to achieve?: For each main school holiday (Easter, Summer, Winter) the Essex ActivAte HAF programme will provide the following outcomes:

- Up to 200 Essex ActivAte clubs across Essex that are free to attend for the most vulnerable families and young people across Essex.
- For all of the Essex ActivAte clubs to provide each day; fun enrichment activity, at least 60 minutes of physical activity, mental wellbeing support, informal education, nutritious meals, food education, family support and sign-posting to local networks and support groups
- To provide a Young Leaders programme giving young people the opportunity to gain training, experience and skills to help them with their future career choices
- To provide a fully inclusive programme across Essex, with a wide range of activities on offer and including specialist and targeted programmes for SEND groups, young people who are struggling with poor mental health and young people who are at risk of exploitation and engaging in criminal behaviour.

Executive Director responsible for policy / decision: Helen Lincoln (Children, Families & Education)

Cabinet Member responsible for policy / decision: Cllr Louise McKinlay (Deputy Leader and Cabinet Member for Levelling Up, Communities and Business Engagement)

Is this a new policy / decision or a change to an existing one?: Change to an existing policy / decision

How will the impact of the policy / decision be monitored and evaluated?: We will work closely with a expert network of locally trusted organisations (LTOs) to identify local need and ensure that we provide the right number of spaces at each club to ensure that local young people are able to access these clubs for free. We have a comprehensive monitoring system that includes:

Wonde Booking system - we use a centralised booking system which holds all of the details of young people

attending. Everyone who is eligible to attend, is sent a Wonde Evoucher which gives them access to book on any of the Essex ActivAte clubs free of charge.

Booking forms - all families will be asked to complete a booking form and will be asked why they are accessing the club for their children.

Club monitoring form - all clubs will have to complete a monitoring form, providing information around numbers engaged, ages engaged, demographic (FSM, working families, disability), activities delivered, case studies, good news stories.

Through the booking system we are able to monitor;

1. The number of individual and unique children that have been supported over each holiday period
2. If they are eligible for benefits based free school meals
3. Have they been referred by a partner and in need of this holiday support for other reasons other than income
4. Demographic of young people attending including age, gender, ethnicity
4. How many days did each young person attend
5. which school released the wonde evouchers, how many vouchers were released and the percentage of vouchers that were used.
6. How many bookings at each club, how many attended and how many no-shows there were.

Following each holiday period we also request that delivery partners submit a expenditure breakdown, case studies and good news stories that highlight the positive impact of the Essex ActivAte programme on the young people, their families and the local community.

We also share a parent survey after each holiday period. In addition to this, for the 2024-25 delivery period we will be working with the ECC research, data and insight team as well as academic partners in order to produce a full evaluation, impact and learning document, which will include gaining detailed feedback from the delivery partners, parents, young people and key stakeholders such as schools, community centres etc...

Will this policy / decision impact on:

Service users: Yes

Employees: Yes

Wider community or groups of people: Yes

If the policy decision impacts on employees, provide details here and include potential impacts on identified groups later in the form: We currently employ 8 members of staff to manage and deliver the Essex ActivAte HAF programme, if we do not accept the funding from the Department for Education and agree to deliver the HAF programme then we do not have the funding to cover the costs of these staff.

If we do not agree to accept the funding then young people in Essex, who are eligible for benefits based free school meals will not have access to holiday activity clubs and free nutritious meals.

If we do not agree to accept the funding then our delivery partners will lose substantial income.

What strategic priorities will this policy / decision support?: Strong, Inclusive and Sustainable Economy, Health, Independence and Wellbeing for All Ages, A good place for Children and Families to Grow

Which strategic priorities does this support? - Economy?: Good jobs, Future growth and investment

Which strategic priorities does this support? - Health: Healthy lifestyles, Promoting independence, Place based working, Carers, Levelling up health

Which strategic priorities does this support? - Families: Education outcomes, Family resilience and stability, Safety, Outcomes for vulnerable children, Levelling up outcomes for families

What geographical areas of Essex will the policy / decision affect?: All Essex

Digital accessibility

Is the new or revised policy linked to a digital service (website, system or application)?: Yes

What steps you have taken to meet the digital accessibility: Although we have a centralised booking system where places are booked on line we also work closely with delivery partners to ensure that they can take booking details manually (face to face, over the phone etc...) and then they can upload the booking information on behalf of the family.

As well as promoting the opportunity through our website and social media pages, we produce leaflets for schools, foodbanks, community groups, delivery partners and libraries to share with families.

The team leading the programme at Active Essex attend local events, schools and assemblies to ensure that parents have the opportunity to find out about the programme.

Where there are parents who don't have digital access at home but want to book themselves at a library or shared computers we provide clear and detailed instructions of how to book spaces for their children, so that they have the ability to do so.

We also work with the ECC digital access team to provide data sim cards for families who are most in need, as part of our Essex ActivAte offer.

How have you tested accessibility?: Over the past 3 years we have worked closely with delivery partners, key stakeholders such as Schools, Essex Child and Family Wellbeing Service and CVS partners to ensure we have understanding of accessibility needs. We have also worked with families attending clubs to ensure we have a good understanding of accessibility needs and what we need to put in place.

How will you monitor and maintain accessibility once it has gone live?: We are in continuous communication with the schools to ensure the opportunity is available to everyone who is eligible and that those families are fully aware of this fact as well as the numbers of ways that they can book their child onto a programme.

Equalities - Groups with protected characteristics

Age

Nature of impact: Positive

Extent of impact: Medium

Disability - learning disability

Nature of impact: Positive

Extent of impact: Medium

Disability - mental health issues

Nature of impact: Positive

Extent of impact: Medium

Disability - physical impairment

Nature of impact: Positive

Extent of impact: Medium

Disability - sensory impairment

Nature of impact: Positive

Extent of impact: Medium

Sex

Nature of impact: Positive

Extent of impact: Medium

Gender reassignment

Nature of impact: Positive

Extent of impact: Medium

Marriage / civil partnership

Nature of impact: None

Pregnancy / maternity

Nature of impact: None

Race

Nature of impact: Positive

Extent of impact: Medium

Religion / belief

Nature of impact: Positive

Extent of impact: Medium

Sexual orientation

Nature of impact: Positive

Extent of impact: Medium

Rationale for assessment, including data used to assess the impact: The programme has used its learning since we launched the Essex ActivAte HAF programme in 2021 and previous pilot programmes that have been running since 2019.

2021 was the launch of the Essex ActivAte programme and we worked with both the Free School Meals (FSM), Education team and ECC data and insight team in order to create a FSM heat map that identified areas of Essex with the highest level of families in receipt of benefits based FSM. Since 2022 we have been also able to use the Levelling up insight from the ECC team to help us focus localities for our clubs. We continue to work with our data, insight and research teams to ensure we are targeting areas most in need and have enough provision to meet the local need.

In 2023 we had the opportunity to purchase the licence for a new impact tool which has been really useful in supporting this data.

We are also working with local authority partners and local stakeholders including foodbanks, CVS teams, Essex Child and Family Wellbeing service, Libraries and children and family teams to access and understand local need.

Where we provide online activity packs, children unable to access online services will receive hard copy activity packs.

The online offer will use a dedicated You Tube channel to deliver physical activities and enrichment activities to children during the holidays.

As part of the offer we will support with transport if needed and one to one support for young people who require this level of support.

We will provide SEND and Mental Wellbeing specialist hubs for young people who require specialist support as well as inclusion training for every delivery partner and it will be a requirement that every club has an inclusion and mental wellbeing ambassador.

Age

The HAF programme is available specifically to school age children in receipt of FSM.

The programme is not intended to reach children younger than school age or adults. We work with schools and ECC departments in order to ensure that all eligible young people are aware and able to access this activity.

The programme also supports young people transitioning into primary school, from primary school to Secondary and leaving secondary school.

Disability – learning disability / physical impairment / sensory impairment

The HAF programme is available to all school age children regardless of their ability/disability and specific SEND content will be part of the offer. We will ensure that we provide inclusive activities in each of our clubs, but in addition will also provide clubs in each area that provide specialist support and lower staff to child ratio as well as clubs that support those who struggle in larger groups or need more calm environments. Each of club is required to undertake training and provide a inclusion ambassador. We have provided training in partnership with UK Sports, Inclusivity in Sport.

We have a member of the HAF team who leads on inclusion Over the past 12 months we have built a relationship with the ECC SEND Navigators and the Short Breaks team to identify and development new, inclusive partners. They have also supported training for our delivery partners in main stream settings.

Disability – mental health issues

We know since 2020 there has been a significant increase in young people who are struggling with poor mental health and through this programme we want to provide them the support that they need and therefore as well as inclusive clubs we will provide specialised clubs for these young people in each area and we have a expert network who provide support, resources and tools for other clubs. Each of club is required to undertake training and provide a mental wellbeing ambassador. We have provided Mental Health in Sport Course for all of our providers.

Over the past 12 months we have created a steering group of specialist providers who are experts in supporting young peoples mental wellbeing. They have supported us to identify gaps, develop training and provide support on our partner hub for our mainstream delivery partners, so that they have the training, tools and resources to be able to support young peoples mental wellbeing and recognise when a young person might be suffering with poor mental health and support is needed.

We have also invited young people along to this group to provide feedback and help develop ideas to ensure all of our clubs are able to provide this support.

Gender / Sex

The HAF programme is available to all eligible school age regardless of their gender. We will ensure that all activities are attractive and accessible for both females and males. Both Male and Females will have the same opportunity to engage and take part in the programme. All clubs will be asked to collect information around gender when providing their monitoring.

Gender reassignment

Through this programme we will create a understanding supportive environment and all clubs will have experienced and qualified staff to ensure that this is the case.

Race

The HAF programme is available to all eligible school age children regardless of their ethnicity. The sessions are inclusive to all. We will ensure that we are able to provide food that caters for all cultural and dietary needs. All clubs will be asked to collect information around ethnicity when providing their monitoring.

Religion

The HAF programme is available to all eligible school age children regardless of their Religion. The sessions are inclusive to all. Although some clubs may take place in a religious building or have the support of a local religious group, their delivery does not include religious education and the children attending these clubs have the same experience as all of the other clubs.

What actions have already been taken to mitigate any negative impacts?: It was important that all of our clubs were inclusive and open to all eligible young people (eligibility defined through the funding). So as we were developing the HAF programme in 2021 it was key that we set high standards around equality, inclusion and diversity. Our staff work on an individual basis with each club to ensure they meet these standards. We provided support and training to those who we felt do not meet our high standards around this. All clubs have to apply to become a partner via the ECC procurement process and must meet compliance, this includes showing how their clubs and their organisation is inclusive.

The programme has used its learning from the 2021, 2022 and 2023 programme and previous pilot programmes that have been running since 2019.

2021 was the launch of the Essex ActivAte programme and we worked with both the Free School Meals (FSM), Education team and ECC data and insight team in order to create a FSM heat map that identified areas of Essex with the highest level of families in receipt of benefits based FSM. For 2022 we have been able to use the Levelling up insight from the ECC team to help us focus localities for our clubs. We continue to work with our data, insight and research teams to ensure we are targeting areas most in need and have enough provision to meet the local need. We have also bought the licence of an impact mapping tool.

We are also working with local authority partners and local stakeholders including foodbanks, CVS teams, Essex Child and Family Wellbeing service, Libraries and children and family teams to access and understand local need.

Where we provide online activity packs, children unable to access online services will receive hard copy activity packs.

The online offer will use a dedicated YouTube channel to deliver physical activities and enrichment activities to children during the holidays.

This digital offer will be coordinated and monitored by a dedicated team. This will include a dedicated YouTube Channel for those participating with Special Educational Needs, working with partners across the County who are already delivering specialist exercise and enrichment activities.

As part of the offer we will support with transport if needed and one to one support for young people who require this level of support.

We will provide SEND and Mental Wellbeing specialist hubs for young people who require specialist support as well as inclusion training for every delivery partner and it will be a requirement that every club has an inclusion and mental wellbeing ambassador.

Age

The HAF programme is available specifically to school age children in receipt of FSM.

The programme is not intended to reach children younger than school age or adults. We work with schools and ECC departments in order to ensure that all eligible young people are aware and able to access this activity.

The programme also supports young people transitioning into primary school, from primary school to Secondary and leaving secondary school.

Disability – learning disability / physical impairment / sensory impairment

The HAF programme is available to all school age children regardless of their ability/disability and specific SEND content will be part of the offer. We will ensure that we provide inclusive activities in each of our clubs, but in addition will also provide clubs in each area that provide specialist support and lower staff to child ratio as well as clubs that support those who struggle in larger groups or need more calm environments. Each club is required to undertake training and provide an inclusion ambassador. We have provided training in partnership with UK Sports, Inclusivity in Sport.

We have a member of the HAF team who leads on inclusion. Over the past 12 months we have built a relationship with the ECC SEND Navigators and the Short Breaks team to identify and develop new, inclusive partners. They have also supported training for our delivery partners in mainstream settings.

Disability – mental health issues

We know since 2020 there has been a significant increase in young people who are struggling with poor mental health and through this programme we want to provide them the support that they need and therefore as well as inclusive clubs we will provide specialised clubs for these young people in each area and we have an expert network who provide support, resources and tools for other clubs. Each club is required to undertake training and provide a mental wellbeing ambassador. We have provided Mental Health in Sport Course for all of our providers.

Over the past 12 months we have created a steering group of specialist providers who are experts in supporting young people's mental wellbeing. They have supported us to identify gaps, develop training and provide support on our partner hub for our mainstream delivery partners, so that they have the training, tools and resources to be able to support young people's mental wellbeing and recognise when a young person might be suffering with poor mental health and support is needed.

We have also invited young people along to this group to provide feedback and help develop ideas to ensure all of our clubs are able to provide this support.

Gender / Sex

The HAF programme is available to all eligible school age regardless of their gender. We will ensure that all activities are attractive and accessible for both females and males. Both Male and Females will have the same opportunity to engage and take part in the programme. All clubs will be asked to collect information around gender when providing their monitoring.

Gender reassignment

Through this programme we will create a understanding supportive environment and all clubs will have experienced and qualified staff to ensure that this is the case.

Race

The HAF programme is available to all eligible school age children regardless of their ethnicity. The sessions are inclusive to all. We will ensure that we are able to provide food that caters for all cultural and dietary needs. All clubs will be asked to collect information around ethnicity when providing their monitoring.

TRAINING

We also provide a range of training for all of our delivery partners including:

Inclusive awareness.

Mental health awareness.

Safeguarding and confidentiality

Managing Challenging behaviour

we also provide bite size training sessions for clubs covering the main areas of delivery

How could you strengthen any positive impact(s)? Through our learning over the past 3 years of the programme we believe we are taking all of the steps to ensure that we are able to strengthen any positive impacts, we work closely with our delivery and referral partners and are very responsive to suggestions and requests to work differently.

We are currently exploring the need to produce leaflets in different languages to make the information shared more accessible.

Levelling up - Priority areas & cohorts

Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)

Nature of impact: Positive

Extent of impact: High

Children on Free School Meals

Nature of impact: Positive

Extent of impact: High

Working families

Nature of impact: Positive

Extent of impact: High

Young adults (16-25 who have not been in education, training or employment for around 6-12 months)

Nature of impact: Positive

Extent of impact: Medium

Residents of Harlow

Nature of impact: Positive

Extent of impact: High

Residents of Jaywick and Clacton

Nature of impact: Positive

Extent of impact: High

Residents of Harwich

Nature of impact: Positive

Extent of impact: High

Residents of Basildon (Town) housing estates

Nature of impact: Positive

Extent of impact: Medium

Residents of Canvey Island

Nature of impact: Positive

Extent of impact: High

Residents of Colchester (Town) - Housing Estates

Nature of impact: Positive

Extent of impact: High

Residents of Rural North of the Braintree District

Nature of impact: Positive

Extent of impact: High

Rationale for assessment, including data used to assess the impact: Location - Levelling up areas:

This programme is aimed at engaging and supporting young people most in need across Essex. This includes young people who are eligible for benefits based free school meals, low income working families, other young people at risk or vulnerable. Although it is an Essex wide programme it targets areas of highest deprivation and highest need, there is a focus on the ECC Levelling up areas.

The funding allocated to each area is divided on a % basis in relation to deprivation levels and so we ensure that the areas of highest deprivation and need have the highest number of spaces. We also ensure that rural areas are serviced by our clubs and provide support to transport where necessary. We also work with partners who deliver outreach and detached youth work sessions so that we can ensure we go to the young people most in need if they are not able to / or do not choose to access our club provision.

As well as local insight through ECC and partners we have been able to access national insight and data through our partnership work with the Department for Education. This has included a breakdown of the number of children in receipt of FSM school by school.

Level up target groups:

Children and adults with SEND, learning disabilities or mental health conditions

The HAF programme is available to all school age children regardless of their ability/disability and specific SEND content will be part of the offer. We will ensure that we provide inclusive activities in each of our clubs, but in addition will also provide clubs in each area that provide specialist support and lower staff to child ratio as well as clubs that support those who struggle in larger groups or need more calm environments. Each of club is required to undertake training and provide a inclusion ambassador. We have provided training in partnership with UK Sports, Inclusivity in Sport.

We have a member of the HAF team who leads on inclusion Over the past 12 months we have built a relationship with the ECC SEND Navigators and the Short Breaks team to identify and development new, inclusive partners. They have also supported training for our delivery partners in main stream settings. Through this programme we are creating a SEND steering group that will include expert delivery partners, parents and young people. This group will provide steer and direction for our delivery to ensure that all of our clubs are inclusive and that we are able to provide support and education for main stream clubs. We aim to provide provision for young people with SEND from Levels 1-4 (as identified and in consultation with our SEND providers and the Short Breaks team)

Disability – mental health issues

We know that over the past 24 months there has been a significant increase in young people who are struggling with poor mental health and through this programme we want to provide them the support that they need and therefore as well as inclusive clubs we will provide specialised clubs for these young people in each area and we have a expert network who provide support, resources and tools for other clubs. Each of club is required to undertake training and provide a mental wellbeing ambassador.

We have provided Mental Health in Sport Course for all of our providers.

Over the past 6 months we have created a steering group of specialist providers who are experts in supporting young peoples mental wellbeing. They have supported us to identify gaps, develop training and provide support on our partner hub for our mainstream delivery partners, so that they have the training, tools and resources to be able to support young peoples mental wellbeing and recognise when a young person might be suffering with poor mental health and support is needed.

We have also invited young people along to this group to provide feedback and help develop ideas to ensure all of our clubs are able to provide this support.

Free School Meals

Young people and families who are eligible for benefits based free school meals are will be provided with at least 85% of the spaces on this programme (as directed by the Department for Education). The programme is aimed at providing these groups, and other low income families, who are struggling financially with the support during the school holidays, which for many, is often a period of high stress due to additional financial pressures. The programme provided free holiday activity clubs and a healthy meal, tackling issues around holiday hunger, holiday inactivity and a poor holiday experience for these young people. The club also support families who may

not otherwise be able to afford childcare during this period.

2021 was the launch of the Essex ActivAte programme and we worked with both the Free School Meals (FSM), Education team and ECC data and insight team in order to create a FSM heat map that identified areas of Essex with the highest level of families in receipt of benefits based FSM. For 2022 we have been also able to use the Levelling up insight from the ECC team to help us focus localities for our clubs. We continue to work with our data, insight and research teams to ensure we are targeting areas most in need and have enough provision to meet the local need.

We are also working with local authority partners and local stakeholders including foodbanks, CVS teams, Essex Child and Family Wellbeing service, Libraries and children and family teams to access and understand local need.

We are also working with refugee groups across Essex to ensure that there is access to the clubs for these young people and families.

Working Families

As well as targeting young people eligible for benefits based FSM we also aim to engage and support young people from low income working families (previously known as JAMs). We have worked closely with the Insight and data team and also with the Essex is supporting working parents page in order to ensure we can meet the needs of these families, for example we know that longer hours benefit these families.

After each holiday we request feedback from parents and families to gain insight around how the clubs are supporting them, what improvements could be made and any other case studies or feedback they might have. This is then used in the development of future programmes. Since the start of the programme we received feedback from over 2000 families.

Young adults (16-25 who have not been in education, training or employment for around 6-12 months) We have encouraged all of our clubs to provide opportunities for young people to volunteer, gain work experience and even paid sessional employment. We are working with CSL, a training provider in order to develop a Traineeship for young people at their clubs. There are then further opportunities for them to become involved in the Coach Core Level 2 and Level 3 Apprenticeship. We are able to support clubs with training and resources to support these young adults. We have case studies of how this has worked well in past clubs and use this to encourage all of clubs to put this support in place.

What actions have already been taken to mitigate any negative impacts?: There are no negative impacts, however there is sometimes negative comments from higher earning working families not being able to access these programmes. We will be clear with our messaging around this. Many of our delivery partners also have a paid offer and families who can afford to do so, will have the opportunity to pay for a space in an inclusive offer alongside the HAF funded spaces. We encourage all of our partners to provide a paid option alongside their funded offer, so that everyone attending take part in the same activities together.

There is also the risk that we create a stigma around those most in need accessing free services, but we work closely with partners and our marketing team to create inclusive environments. This is why our partners providing paid spaces is also important, so that friends can attend holiday clubs no matter what their financial situation.

We have carefully considered our marketing and delivery model, taking all of the above into account so that there are no negative impacts.

How could you strengthen any positive impact(s)?: Through our learning over the past 3 years of the programme we believe we are taking all of the steps to ensure that we are able to strengthen any positive impacts, we work closely with our delivery and referral partners and are very responsive to suggestions and requests to work differently.

For our 2024-25 we will use an impact mapping tool to ensure we understand all local data and can respond directly to needs.

Equalities - Inclusion health groups and other priority groups

Refugees / asylum seekers

Nature of impact: Positive

Extent of impact: High

Homeless / rough sleepers

Nature of impact: None

People who experience drug and alcohol dependence

Nature of impact: Positive

Extent of impact: High

Offenders / ex-offenders

Nature of impact: Positive

Extent of impact: High

Victims of modern slavery

Nature of impact: Positive

Extent of impact: High

Carers

Nature of impact: Positive

Extent of impact: High

Looked after children / care leavers

Nature of impact: Positive

Extent of impact: High

The armed forces community (serving personnel and their families, veterans, reservists and cadets)

Nature of impact: Positive

Extent of impact: High

People who are unemployed / economically inactive

Nature of impact: Positive

Extent of impact: High

People on low income

Nature of impact: Positive

Extent of impact: High

Sex workers

Nature of impact: None

Ethnic minorities

Nature of impact: Positive

Extent of impact: High

Gypsy, Roma, and Traveller communities

Nature of impact: Positive

Extent of impact: High

People with multiple complex needs or multi-morbidities

Nature of impact: Positive

Extent of impact: High

Rationale for assessment, including data used to assess the impact: This programme is aimed at supporting young people and families who are eligible for benefits based free school meals, including all of the above priority groups by providing free access to holiday clubs to those who would not otherwise be able to send their children to activities. This supports working families, those who may not be able to afford childcare and may otherwise have to take unpaid leave. It supports those who are unemployed and possibly couldn't afford to provide fun activities and a nutritious meal for their children in the holiday.

Refugees

We are also working with refugee groups across Essex to ensure that there is access to the clubs for these young people and families. We promote the clubs to all partners CVS, Local authority teas and specialist organisations such as Essex Integration, Essex Cultural Diversity Project to ensure this group of young people have access.

Offenders / ex-offenders

We are working in partnership with the Charity, the Active Essex Foundation who lead a sport and youth crime prevention project. They have a network of delivery partners who are specialists in engaging and supporting this group of young people. In addition to this we have worked with National provider StreetGames in order to provide training around managing challenging behaviour and who will deliver other appropriate training. We also work in partnership with Essex Youth Offending Services, the Essex Violence and Vulnerability Unit and Essex Youth Services.

Carers

We work in partnership with Essex Youth Service in order to ensure that we provide activities for young carers. Their staff already have trusted relationships and deliver activities for this group of young people. The clubs also provide respite to carers of young people.

Looked after children

We work with ECC colleagues to ensure looked after young people have access to the programme.

Low income / Working Families

As well as targeting young people eligible for benefits based FSM we also aim to engage and support young people from low income working families. We have worked closely with the Insight and data team and also with the Essex is supporting working parents page in order to ensure we can meet the needs of these families, for example we know that longer hours benefit these families.

After each holiday we request feedback from parents and families to gain insight around how the clubs are supporting them, what improvements could be made and any other case studies or feedback they might have.

What actions have already been taken to mitigate any negative impacts?: We work in partnership with a wide range of providers, locally trusted organisations to ensure that we have a good understanding of the needs of these groups and so that they are aware of the opportunity available to them.

How could you strengthen any positive impact(s)?: We could continue to grow our network and work in partnership with organisations who specialise in supporting these groups.

Equalities - Geographical Groups

People living in areas of high deprivation

Nature of impact: Positive

Extent of impact: High

People living in rural or isolated areas

Nature of impact: Positive

Extent of impact: High

People living in coastal areas

Nature of impact: Positive

Extent of impact: Medium

People living in urban or over-populated areas

Nature of impact: Positive

Extent of impact: High

Rationale for assessment, including data used to assess the impact: We will provide up to 200 clubs during each school holiday period which ensures good geographical coverage in all of the above areas.

This programme is aimed at engaging and supporting young people most in need across Essex. This includes young people who are eligible for benefits based free school meals, low income working families, other young people at risk or vulnerable. Although it is an Essex wide programme it targets areas of highest deprivation and highest need, there is a focus on the ECC Levelling up areas.

The funding allocated to each area is divided on a % basis in relation to deprivation levels and so we ensure that the areas of highest deprivation and need have the highest number of spaces. We also ensure that rural areas are serviced by our clubs and provide support to transport where necessary.

We also work with partners who deliver outreach and detached youth work sessions so that we can ensure we go to the young people most in need if they are not able to / or do not choose to access our club provision.

As well as local insight through ECC and partners we have been able to access national insight and data through our partnership work with the Department for Education. This has included a breakdown of the number of children in receipt of FSM school by school. we have been able to develop heat maps that identifies the areas of highest deprivation, highest level of FSM and then map our clubs to ensure we are delivering in the areas of highest need.

Where needed we are able to provide support with transport and some of clubs provide shuttle buses from more rural areas.

What actions have already been taken to mitigate any negative impacts?: We have been able to work with

the data and insight team in order to understand where everyone who is eligible for benefits based FSM is based so that we can target locations of our clubs, and provide smaller clubs or transport support for those living in more rural areas have access to clubs.

How could you strengthen any positive impact(s)?: we have identified and bought a license for a new insight mapping tool to help us strengthen any positive impacts.

Families

Family formation (e.g. to become or live as a couple, the ability to live with or apart from children)

Nature of impact: None

Families going through key transitions e.g. becoming parents, getting married, fostering or adopting, bereavement, redundancy, new caring responsibilities, onset of a long-term health condition

Nature of impact: None

Family members' ability to play a full role in family life, including with respect to parenting and other caring responsibilities

Nature of impact: None

Families before, during and after couple separation

Nature of impact: None

Families most at risk of deterioration of relationship quality and breakdown

Nature of impact: None

Rationale for assessment, including data used to assess the impact: This programme does not focus specifically on any of the above - however it is open to any eligible family and young person and it provides support first off to the young people, but also for the full family, but the support in place will not be specific to any of the above family situations.

What actions have already been taken to mitigate any negative impacts?: NA

Climate

Does your decision / policy involve development or re-development of buildings or infrastructure?: No

Does your decision / policy take place in, or make use of, existing buildings or infrastructure?: No

Does your decision / policy involve elements connected to transport, travel or vehicles? This includes travel needs / requirements of both service users and staff (including staff you're planning to recruit): No

Are you undertaking a procurement exercise?: Yes

Please confirm for purchase over £100k that you have a carbon reduction plan as part of your procurement: N/A

Please list which climate TOMS (Themes, outcomes & measures) you have included in your procurement and the weighting these have been given: NA

Does your decision / policy involve the purchase of goods or materials?: No

Will any waste be generated by this decision? This includes waste from construction, waste generated by service users / staff, and waste generated by replacing existing products / materials with new: No

Nature of impact

Built Environment / Energy: None

Sustainable Transport / Travel: None

Waste: None

Rationale for assessment, including data used to assess the impact: This policy / decision has no expected impact on this.

What actions have already been taken to mitigate any negative impacts?: NA

Action plan to address and monitor adverse impacts

Does your ECIA indicate that the policy or decision would have a medium or high adverse impact on one or more of the groups / areas identified?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date ECIA completed: 29/01/2024

Name of person completing the ECIA: Louise Voyce

Email address of person completing the ECIA: louise.voyce@activeessex.org

Your function: Economy, Investment and Public Health

Your service area: Public Health

Your team: Active Essex

Are you submitting this ECIA on behalf of another function, service area or team?: Yes

Function: Children, Families and Education

Service area:

Team:

Email address of Head of Service: Helen.Lincoln@essex.gov.uk