

# Equality and health analysis guidance and template

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## Guidance notes

### Things to remember:

Under the Public Sector Equality Duty (PSED) public authorities are required to have due regard to the aims of the general equality duty when making decisions and when setting policies. Understanding the affect of the council's policies and practices on people with different protected characteristics is an important part of complying with the general equality duty. Under the PSED the council must ensure that:

- Decision-makers are aware of the general equality duty's requirements.
- The general equality duty is complied with before and at the time a particular policy is under consideration and when a decision is taken.
- They consciously consider the need to do the things set out in the aims of the general equality duty as an integral part of the decision-making process.
- They have sufficient information to understand the effects of the policy, or the way a function is carried out, on the aims set out in the general equality duty.
- They review policies or decisions, for example, if the make-up of service users changes, as the general equality duty is a continuing duty.
- They take responsibility for complying with the general equality duty in relation to all their relevant functions. Responsibility cannot be delegated to external organisations that are carrying out public functions on their behalf.
- They consciously consider the need to do the things set out in the aims of the general equality duty not only when a policy is developed and decided upon, but when it is being implemented.

Best practice guidance from the Equality and Human Rights Commission recommends that public bodies:

- Consider all the [protected characteristics](#) and all aims of the general equality duty (apart from in relation to marriage and civil partnership, where only the discrimination aim applies).
- Use equality analysis to inform policy as it develops to avoid unnecessary additional activity.
- Focus on the understanding the effects of a policy on equality and any actions needed as a result, not the production of a document.
- Consider how the time and effort involved should relate to the importance of the policy to equality.
- Think about steps to advance equality and good relations as well as eliminate discrimination.
- Use good evidence. Where it isn't available, take steps to gather it (where practical and proportionate).
- Use insights from engagement with employees, service users and others can help provide evidence for equality analysis.

Equality analysis should be referenced in community impact statements in Council reports.

Community impact statements are a corporate requirement in all reports to the following meetings: the cabinet, individual decision makers, scrutiny, regulatory committees and community councils. Community impact statements enable decision makers to identify more easily how a decision might affect different communities in Southwark and to consider any implications for equality and diversity.

The public will be able to view and scrutinise any equality analysis undertaken. Equality analysis should therefore be written in a clear and transparent way using plain English. Equality analysis may be published under the council's publishing of equality information, or be present with divisional/departmental/service business plans. These will be placed on the website for public view under the council's Publications Scheme.

Equality analysis should be reviewed after a sensible period of time to see if business needs have changed and/or if the effects that were expected have occurred. If not then you will need to consider amending your policy accordingly. This does not mean repeating the equality analysis, but using the experience gained through implementation to check the findings and to make any necessary adjustments.

Engagement with the community is recommended as part of the development of equality analysis. The council's Community Engagement Division and critical friend, the Forum for Equality and Human Rights in Southwark can assist with this (see section below on community engagement and [www.southwarkadvice.org.uk](http://www.southwarkadvice.org.uk)).

Whilst the equality analysis is being considered, Southwark Council recommends considering health and wellbeing implications, as health and health inequalities are strongly influenced by the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce health inequalities and this is reflected in its values and aims. For this reason, the council recommends considering health & wellbeing impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

## Section 1: Equality analysis details

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<b>Proposed policy/decision/business plan to which this equality analysis relates</b>	Holiday Activities and Food (HAF) Programme – Summer and Christmas of Food and Fun grant funding
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<b>Equality analysis author</b>	Nikita Sinclair – Public Health Policy Officer for Healthy Places		
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<b>Department</b>	Environment, Leisure, Public Health and Communities	<b>Division</b>	Public Health
<b>Period analysis undertaken</b>	February 2021		
<b>Date of review (if applicable)</b>	May 2021 by Charlotte Pollins – Programme Support Officer, Public Health Division		
<b>Sign-off</b>		<b>Position</b>	<b>Date</b>

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## Section 2: Brief description of policy/decision/business plan

### 1.1 Brief description of policy/decision/business plan

Since 2018, the Department for Education has invested in local programmes that deliver healthy meals and fun activities to disadvantaged children during the summer holidays. In summer 2020, they invested £9 million in 17 local authorities, including the Southwark and Lambeth Summer of Food and Fun which took place across the two boroughs and was facilitated by a partnership between Kitchen Social (a Mayor's Fund for London charity), Southwark Council and Lambeth Council.

The Holiday Activity and Food (HAF) programme has expanded in 2021 enabling all English local authorities to offer free healthy meals and enriching activities to local children eligible for FSM over the Easter, Summer and Christmas holidays. The funding can only be used to support children between the ages of 4 and 16 years old. The Department of Education's investment of £220m will be delivered through grants to all local authorities.

Southwark Council has been allocated funding to cover the cost of coordinating and delivering the programme over Easter, Summer and Christmas school holiday periods in 2021. £154,870 was available to spend in 2020/2021 and £1,383,160 is available for 2021/2022 dependent on plans submitted to the Department for Education. This is a significant increase in funding from 2020 and the intention is to scale up provision over the course of the year to reach more children in need of support, with a particular focus on trying to increase the availability of provision for 12-16 year old age groups.

During Easter, 18 holiday provision hubs delivered 28 different programmes which reached 1,702 individual children including 53 children with SEND needs. 77.8% of these children were eligible for free school meals (FSM). Over the course of the Easter holidays 10,657 nutritious meals were provided by the hubs and 11,696 healthy meals were cooked at home using Take and Make recipe boxes.

The programme's objectives are to encourage eligible children to:

- Eat more healthily
- Be more active
- Take part in engaging and enriching activities
- Be safe and not isolated
- Have greater knowledge of health and nutrition
- Be more engaged with school and other services
- Have greater knowledge and awareness of holiday club provision

The Department for Education also requires that:

- Provision is inclusive and accessible
- Provision is offered to all FSM children in the local authority
- Ideally provision is offered four hours a day, four days a week, for four weeks in the Summer and for one week at Easter and Winter

The second funding round of the Southwark HAF 2021 programme is for the Summer holidays and the application process has been shared widely including amongst the Holiday Provision Network, schools, Ofsted-registered out of school settings and prospective providers who have previously expressed an interest in the programme in order to encourage all eligible organisations to apply. Within the summer application form, providers were asked about their plans for the Christmas holidays in order for the team to plan the Christmas budget ahead of time.

**Section 3: Overview of service users and key stakeholders consulted**

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<b>2. Service users and stakeholders</b>	
<b>Key users of the department or service</b>	Children and young people aged between 4 and 16 years who live in Southwark and are eligible for benefits-related Free School Meals (FSM), and their families
<b>Key stakeholders were/are involved in this policy/decision/business plan</b>	Southwark Council, Southwark Holiday Provision Hubs, Southwark Holiday Activities and Food Steering Group, Southwark Holiday Provision Network, Southwark Councillors

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## Section 4: Pre-implementation equality analysis

This section considers the potential impacts (positive and negative) on groups with ‘protected characteristics’, the equality information on which this analysis is based and any mitigating actions to be taken.

The first column on the left is for societal and economic issues (discrimination, higher poverty levels) and the second column on the right for health issues, physical and mental. As the two aspects are heavily interrelated it may not be practical to fill out both columns on all protected characteristics. The aim is, however, to ensure that health is given special consideration, as it is the council’s declared intention to reduce health inequalities in the borough. The Public Health Team can assist with research and data.

<b>Age</b> - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
<p>The most recent estimate of the prevalence of food insecurity in Southwark highlighted that 23.5% of people over 16 years and 25.8% of children surveyed were food insecure, equating to approximately 75,000 of residents over 16 years and over 15,000 Southwark children and young people. Food insecurity for both adults and children is worse in Southwark than the London average (21% for adults and 17.5% for children).</p> <p>In 2019, Southwark residents with dependent children had higher levels of poor food security (44%), compared with respondents without dependents (18%), highlighting that families with children are a particularly vulnerable group. Single parent households and large families are more likely to be food insecure in Southwark.</p> <p>The pandemic has clearly exacerbated the issue of food insecurity across the country. The Food Foundation’s survey series on the impact of coronavirus on children’s food has continually demonstrated that families with children have suffered significantly. Their most recent data published in September 2020 highlighted that 14% of adults living with children reported experiencing moderate or severe food insecurity in the last 6 months, equating to four million people including 2.3 million children.</p> <p>Locally, we have seen the number of children claiming FSM increase by 14% between January and October 2020. The most recent census data available (Spring 2021) highlighted that 14,286 children in Southwark were eligible for FSM accounting for 33% of all pupils of the school roll.</p> <p>The HAF programme specifically targets children and young people between the ages of 4 and 16 years who are vulnerable to food insecurity, focusing on those</p>	<p>Food insecurity has a detrimental impact on children’s health and disproportionately impacts those from low income backgrounds, contributing to health inequalities. Children in food insecure households are more likely to develop asthma, depression and other chronic conditions. Their growth and development are impaired. Learning is poorer, and can affect life chances.</p> <p>Paradoxically, food insecurity is often associated with overweight and obesity. Explanations include the higher cost of nutritious foods, the stress of living with food insecurity, and physiological adaptations to food restriction. Poor food access increases the risk of low birthweight and stunting in children, which are associated with higher risk of overweight and obesity later in life.</p> <p>Low levels of physical activity in children also contributes to poor health outcomes, such as excess weight gain.</p> <p>Through the HAF 2021 programme, we aim to provide eligible children with access to nutritious free food and physical activity sessions over the school holidays. This support will reduce the risk that these children and families will experience food insecurity during the holidays and ensure children are more active, helping to prevent the above health issues developing. By supporting children on benefits-related FSM, this support is targeted and should</p>

<p>eligible for benefits-related FSM. The programme will have a positive impact on this group by ensuring that they have access to nutritious food during the school holidays. This support alleviates pressure on family finances, as evidenced in previous evaluations of similar holiday provision programmes, allowing parents and carers who are on low incomes to save money that they would otherwise have to spend on food, childcare or activities for their children.</p>	<p>contribute to wider work to reduce health inequalities in Southwark.</p> <p>The following aspects of the HAF programme support the health and wellbeing of this group:</p> <ul style="list-style-type: none"> <li>▪ All food provided is required to meet the School Food Standards and this will be monitored, with feedback sought from families too.</li> <li>▪ All hubs must provide physical activity during their sessions and this will be monitored through the programme.</li> </ul>
<p><b>Equality information on which above analysis is based</b></p>	<p><b>Health data on which above analysis is based</b></p>
<p><a href="#">Tackling Household Food Insecurity. Southwark's JSNA. Southwark Council: London. 2019.</a></p> <p><a href="#">Food Foundation. 2020. The Impact of Coronavirus on Children's Food.</a></p> <p>Department for Education. 2021. Southwark School Census data.</p> <p><a href="#">Mayor's Fund for London. 2018. Kitchen Social Evaluation Report.</a></p>	<p><a href="#">Tackling Household Food Insecurity. Southwark's JSNA. Southwark Council: London. 2019.</a></p>
<p><b>Mitigating actions to be taken</b></p>	
<p>We will be monitoring the number of unique children who attend the programme to understand how many eligible children and young people we are reaching.</p>	<p>N/A</p>

<p><b>Disability</b> - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.</p>	
<p><b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b></p>	<p><b>Potential health impacts (positive and negative)</b></p>
<p>Approximately 17% of children and young people attending school in Southwark have Special Educational Needs and Disability (SEND) needs. This equated to</p>	<p>The above described health impacts can be disproportionately experienced by children living with disabilities due</p>



8,145 children (aged between 3 and 18 years old) in the borough in 2017.

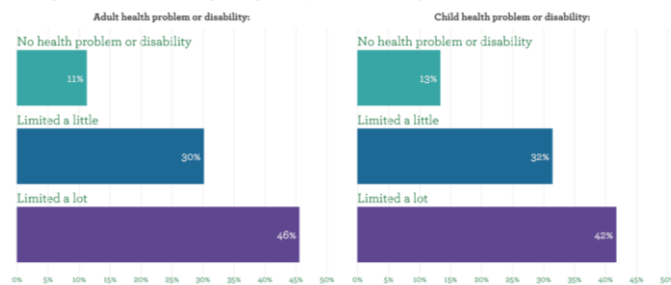
We know that children and young people with SEND are more likely to be eligible for free school meals than other children. Nationally more than a quarter of pupils with special educational needs are eligible for free school meals compared to 11.8% of pupils without special educational needs. Pupils with statements or EHC plans are more likely to be eligible for free school meals than pupils on SEN support (31.4% compared to 25.4%).

A national study in 2017 (n.413) showed that 50% of households using foodbanks had a disabled member and 75% had a member experiencing ill health. A 2018 survey revealed that 33% of families with disabled children had taken out a loan to buy food.

National data collected by the Food Foundation during the pandemic has highlighted that households with either a child or adult has a health problem or disability are more likely to experience food insecurity.

**Households where either a child or adult has a health problem or disability are at much higher risk of food insecurity and more needs to be done to help these people**

Percentage of households with children experiencing adult and/or child food insecurity in the last 6 months:



We anticipate that the HAF 2021 programme will have a positive impact on children and young people with SEND needs who are also eligible for benefits-related FSM. We have allocated a higher budget per child per day for children with SEND and it is a requirement that we ensure the programme is inclusive and accessible. 34 out of 41 providers who will be funded for Summer are able to provide places to children with SEND needs. 15 out of 18 providers over Easter provided places for children with SEND needs which equated to 53 individuals. For Summer we have increased our budget to support SEND places to £50,000 which is over 4x higher than the SEND budget for Easter. We also have funds in the contingency budget to increase the amount of SEND places that can be funded if necessary.

to their increased risk of being vulnerable to food insecurity.

We anticipate that the programme will have a positive impact on the health of children attending who have SEND needs, for the reasons explained above.

The following aspects of the HAF programme support the health and wellbeing of this group:

- All food provided is required to meet the School Food Standards and this will be monitored, with feedback sought from families too.
- All hubs must provide physical activity during their sessions and this will be monitored through the programme.
- Additional funding is available for children with SEND needs to ensure all aspects of the programme are inclusive, appropriate and accessible – including food provision and physical activity

**Equality information on which above analysis is based**

**Health data on which above analysis is based**

<p>Children &amp; Young People with Special Educational Needs and Disabilities in Southwark. Southwark's JSNA. Southwark Council: London. 2018.</p> <p>Financial insecurity, food insecurity and disability – Loopstra and Lalor 2017</p> <p>Counting The Costs 2018 UK Report – Contact (For Families With Disabled Children) – 2018</p> <p><a href="#">Food Foundation. 2020. The Impact of Coronavirus on Children's Food.</a></p>	<p><a href="#">Tackling Household Food Insecurity. Southwark's JSNA. Southwark Council: London. 2019.</a></p>
<p><b>Mitigating actions to be taken</b></p>	
<p>We will monitor the number of children with SEND accessing the programme, and ensure we identify any need to increase capacity for Summer and Christmas programmes.</p>	<p>N/A</p>

<p><b>Gender reassignment</b> - The process of transitioning from one gender to another.</p>	
<p><b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b></p>	<p><b>Potential health impacts (positive and negative)</b></p>
<p>We do not have reliable data on the number of people who have undergone gender reassignment in Southwark.</p> <p>The HAF 2021 programme is anticipated to have positive impacts for all children, young people and families that it reaches. There are no foreseen negative impacts to people who have undergone gender reassignment.</p>	<p>The HAF 2021 programme is anticipated to have positive health impacts for all children, young people and families that it reaches. There are no foreseen negative impacts to people who have undergone gender reassignment.</p>
<p><b>Equality information on which above analysis is based.</b></p>	<p><b>Health data on which above analysis is based</b></p>
<p>Protected Characteristics in Southwark. Southwark's JSNA. Southwark Council: London. 2017.</p>	<p>Protected Characteristics in Southwark. Southwark's JSNA. Southwark Council: London. 2017.</p>

<b>Mitigating actions to be taken</b>	
Both quantitative and qualitative data will be collected as part of the monitoring and evaluation of the programme to ensure we are aware of any negative impacts if they arise.	Both quantitative and qualitative data will be collected as part of the monitoring and evaluation of the programme to ensure we are aware of any negative impacts if they arise.

<b>Marriage and civil partnership</b> – In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples and must be treated the same as married couples on a wide range of legal matters. <b>(Only to be considered in respect to the need to eliminate discrimination.)</b>	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
N/A	N/A
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>
N/A	N/A
<b>Mitigating actions to be taken</b>	
N/A	N/A

<b>Pregnancy and maternity</b> - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
We do not anticipate there to be any direct impact on pregnant women or those in the maternity period as this programme is targeted at families with children 4 years and older.	Although the programme does not directly target pregnant women or women in maternity period, we hope to indirectly increase access to healthy, affordable food through promoting other

<p>However, we will be promoting information about other support available for those on low incomes who may be vulnerable to food insecurity. This will include information on Healthy Start Vouchers and Alexandra Rose Vouchers which are targeted at pregnant women and families with children under 5 who are claiming certain benefits. We hope this will maximise any benefits that the programme will have for eligible parents of attendees or those who also have children under 5 years old.</p>	<p>relevant services to any parents/carers who are pregnant or in the maternity period who are involved with the programme via older children.</p> <p>Eating well in pregnancy is extremely important to ensure pregnant women have the right nutrients to support the health and development of their baby in the womb.</p>
<p><b>Equality information on which above analysis is based</b></p>	<p><b>Health data on which above analysis is based</b></p>
<p>N/A</p>	<p><a href="#">Southwark Council. 2020. Healthy Eating – Eating well in pregnancy.</a></p> <p><a href="#">Southwark Council. 2020. Healthy Eating – feeding your baby.</a></p>
<p><b>Mitigating actions to be taken</b></p>	
<p>N/A</p>	<p>N/A</p>

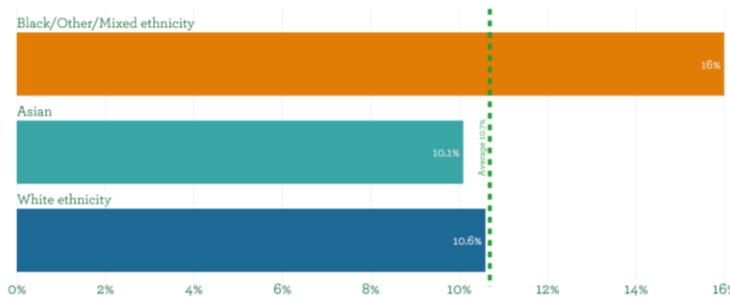
<p><b>Race</b> - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others</p>																					
<p><b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b></p>	<p><b>Potential health impacts (positive and negative)</b></p>																				
<p>Southwark is a diverse borough with residents from a wide range of ethnicities and backgrounds, particularly black and mixed ethnic backgrounds. Our BAME communities are concentrated in the north and centre of Southwark.</p> <p>Figure 3: Population by broad ethnic group, 2018</p> <table border="1"> <caption>Data for Figure 3: Population by broad ethnic group, 2018</caption> <thead> <tr> <th>Area</th> <th>White</th> <th>Black</th> <th>Asian</th> <th>Mixed/Other</th> </tr> </thead> <tbody> <tr> <td>Southwark</td> <td>63%</td> <td>20%</td> <td>5%</td> <td>11%</td> </tr> <tr> <td>London</td> <td>59%</td> <td>12%</td> <td>18%</td> <td>11%</td> </tr> <tr> <td>England</td> <td>84%</td> <td>4%</td> <td>8%</td> <td>4%</td> </tr> </tbody> </table>	Area	White	Black	Asian	Mixed/Other	Southwark	63%	20%	5%	11%	London	59%	12%	18%	11%	England	84%	4%	8%	4%	<p>The health impacts described in the 'Age' section can be disproportionately experienced by children of black and mixed ethnicity backgrounds due to their increased risk of being vulnerable to food insecurity.</p> <p>We anticipate that the programme will have a positive impact on the health of all children attending. It is likely that a significant proportion of children and families attending will be of black and mixed ethnicity. Hence, the programme should contribute to work to reduce health inequalities by ethnicity.</p>
Area	White	Black	Asian	Mixed/Other																	
Southwark	63%	20%	5%	11%																	
London	59%	12%	18%	11%																	
England	84%	4%	8%	4%																	

According to 2019 data, a higher proportion of black residents were vulnerable to food insecurity (46%) compared to white residents (9%).

These inequalities are also seen in national data collected by the Food Foundation during the pandemic, demonstrating that black and mixed ethnicity households with children were more likely to have experienced food insecurity.

In the last month the prevalence of food insecurity in black & mixed ethnicity households with children has been 50% higher than in white ethnicity households with children

Food insecurity in households with children:



The HAF 2021 programme is specifically targeting families vulnerable to food insecurity in Southwark and we are recruiting hubs across the borough with a focus on areas with higher levels of need. These areas also have a higher concentration of black residents. We anticipate that the programme will have a positive impact on this community as evidence suggests a higher proportion of children and young people of black ethnicity will be eligible for the programme and there should be a high proportion of holiday programmes in their local areas.

The following aspects of the HAF programme support the health and wellbeing of this group:

- All food provided is required to meet the School Food Standards and this will be monitored, with feedback sought from families too.
- Food provided will be culturally appropriate.
- All hubs must provide physical activity during their sessions and this will be monitored through the programme.

Equality information on which above analysis is based	Health data on which above analysis is based
<p>Protected Characteristics in Southwark. Southwark’s JSNA. Southwark Council: London. 2017.</p> <p><a href="#">Tackling Household Food Insecurity. Southwark’s JSNA. Southwark Council: London. 2019.</a></p> <p><a href="#">Food Foundation. 2020. The Impact of Coronavirus on Children’s Food.</a></p>	<p><a href="#">Tackling Household Food Insecurity. Southwark’s JSNA. Southwark Council: London. 2019.</a></p>
<b>Mitigating actions to be taken</b>	
<p>We will collect ethnicity data to monitor uptake of the programme by ethnicity.</p>	<p>N/A</p>

**Religion and belief** - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>Over half of Southwark residents stated their religion as Christianity at the time of the Census in 2011. The three largest groups in the borough are Christianity (52.5%), No religion (26.7%), and Islam (8.5%).</p> <p>It is not anticipated that the HAF 2021 programme will have any negative impacts on particular religious groups in the borough. Provision is intended to be open and inclusive to all, and no aspects of the programme should prohibit children of different religions from accessing support.</p>	<p>The HAF 2021 programme is anticipated to have positive health impacts for all children, young people and families that it reaches. There are no foreseen negative impacts due to religion.</p> <p>The following aspects of the HAF programme support the health and wellbeing of this group:</p> <ul style="list-style-type: none"> <li>▪ Hubs with access to kitchen facilities will be preparing nutritious meals for children attending their programme. Hub providers know their families and their needs and will be able to cater to any differing food requirements based on religion.</li> <li>▪ We are also procuring the support of a local hot meals provider and will be ensuring that they consider the needs of different cultures and religious groups within our contracting arrangements.</li> </ul>
Equality information on which above analysis is based	Health data on which above analysis is based
Protected Characteristics in Southwark. Southwark's JSNA. Southwark Council: London. 2017.	N/A
Mitigating actions to be taken	
Both quantitative and qualitative data will be collected as part of the monitoring and evaluation of the programme to ensure we are aware of any negative impacts if they arise, and can put in place any plans to rectify this.	N/A

<b>Sex</b> - A man or a woman.	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
We do not anticipate any differential impacts of the HAF 2021 programme based on sex.	The HAF 2021 programme is anticipated to have positive health impacts for all children, young people and families that it reaches. We do not anticipate any differential impacts of the HAF 2021 programme based on sex.
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>
N/A	N/A
<b>Mitigating actions to be taken</b>	
We will monitor the programme to ensure that the likelihood of negative impacts arising is minimal.	We will monitor the programme to ensure that the likelihood of negative impacts arising is minimal.

<b>Sexual orientation</b> - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
<p>We do not have local data, or sub-borough level data on sexual orientation but estimates for the borough indicate that Southwark has the second largest gay or lesbian population of any London borough.</p> <p>We do not anticipate any specific impacts related to sexual orientation. The HAF 2021 programme is aimed at children and young people aged 4 to 16 and is designed to be inclusive and accessible to those who are eligible for support. There should be no differential impact according to sexual orientation.</p>	The HAF 2021 programme is anticipated to have positive health impacts for all children, young people and families that it reaches.
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>

Protected Characteristics in Southwark. Southwark’s JSNA. Southwark Council: London. 2017.	N/A
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**Mitigating actions to be taken**

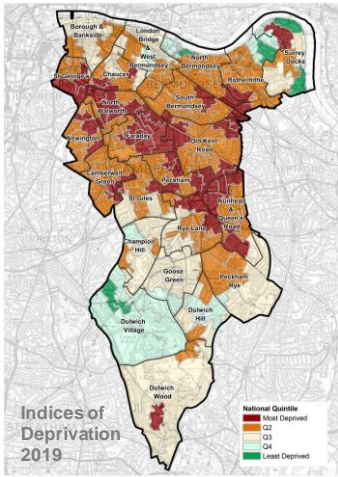
N/A

**Socio-economic disadvantage** – although the Equality Act 2010 does not include socio-economic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough. Socio economic status is the measure of an area’s, an individual’s or family’s economic and social position in relation to others, based on income, education, health, living conditions and occupation.

<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
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Southwark is one of the most deprived boroughs in the country. Southwark has seen a large improvement in its ranking relative to other local authorities since 2015 but is still ranked in the bottom quartile of local authorities in England.

Over a fifth of our residents live in communities ranked in the most deprived 20% in England. In contrast, only 2% live in communities ranked in the least deprived 20%.



The more deprived areas of the borough correlate with areas where there are high percentages of households at risk of food insecurity.

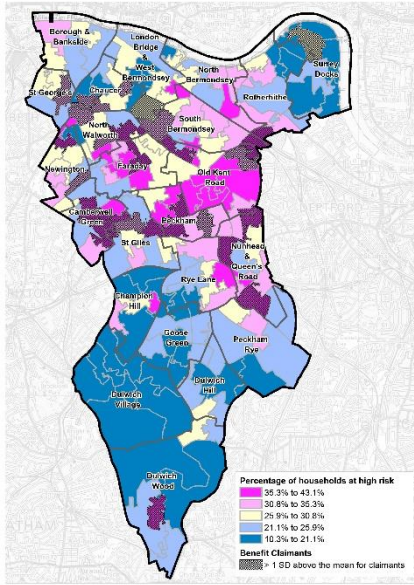
The health impacts described in the ‘Age’ section can be disproportionately experienced by children and families who experience socio-economic disadvantage due to their increased risk of being vulnerable to food insecurity.

Through the HAF 2021 programme, we aim to provide eligible children with access to nutritious free food and physical activity sessions over the school holidays. This support will reduce the risk that these children and families will experience food insecurity during the holidays and ensure children are more active, helping to prevent the above health issues developing. By supporting children on benefits-related FSM, this support is targeted and should contribute to wider work to reduce health inequalities in Southwark.

The following aspects of the HAF programme support the health and wellbeing of this group:

- The programme is free to access.
- All food provided is required to meet the School Food Standards and this will be monitored, with feedback sought from families too.
- All hubs must provide physical activity during their sessions and this will be monitored through the programme.





The HAF 2021 programme is specifically designed to support families who have low incomes and whose children are eligible for benefits-related FSM. A requirement for the programme is to ensure that there is adequate provision in areas of high need, where there are more families who may be eligible for the programme.

During the 2020 summer holiday programme, 65.71% of Southwark programmes were located in the top 2 deciles on the Income Deprivation Affecting Children Index (IDACI), 1 being the most deprived. During the Easter 2021 programme, 78.6% of Southwark programmes were located in the top 2 deciles.

The application process has been shared widely including amongst the Holiday Provision Network, schools, Ofsted-registered out of school settings and previous providers in order to encourage all eligible organisations to apply.

The 41 providers who have been recommended for funding are proposing to deliver 51 different programmes which are well distributed according to the level of need across the borough.

**Equality information on which above analysis is based**

MHC&LG. The English Indices of Deprivation 2019 (IoD2019)  
[Tackling Household Food Insecurity. Southwark's JSNA. Southwark Council: London. 2019.](#)

End of Programme Report on the Lambeth and Southwark Summer of Food and Fun. Southwark Council: London. 2020.

**Health data on which above analysis is based**

[Tackling Household Food Insecurity. Southwark's JSNA. Southwark Council: London. 2019.](#)

<b>Mitigating actions to be taken</b>	
Continue to map existing holiday provision against areas of high need (looking at IDACI and percentage of households at risk of food insecurity) and identify any 'cold spots' where we will focus future recruitment of providers.	N/A

<b>Human Rights</b>
<p>There are 18 rights in the European Convention on Human Rights ('ECHR'), and these are given domestic effect in the UK by the Human Rights Act 1998 ('HRA'). Each right in the ECHR is called an Article. The Articles in the ECHR given effect in the UK by the HRA are the right to life, freedom from torture, inhuman and degrading treatment, freedom from slavery and forced labour, the right to liberty and security, the right to a fair trial, the right not to be punished outside the law, including the freedom from the imposition of retrospective penalties, the right to respect for a private and family life, the freedom of conscience, thought and religion, the right to freedom of expression, assembly and association, the right to marry, a general freedom from discrimination and the rights in the 'First Protocol' of the ECHR.</p>
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>
<p>The HAF programme and Easter recommended grant funding to local organisations do not threaten the human rights of anyone living or working in the area.</p> <p>The HAF programme advances the following rights by providing an inclusive programme with activities that encourage children to learn and express themselves:</p> <ul style="list-style-type: none"> <li>▪ Freedom of conscience, thought and religion</li> <li>▪ Freedom of expression, assemble and association</li> <li>▪ Freedom from discrimination</li> </ul> <p>The programme also directly advances the following articles from the United Nations Convention on the Rights of a Child:</p> <ul style="list-style-type: none"> <li>▪ Article 6 – the right to life, survival and development</li> <li>▪ Article 12 – respect for the views of the child</li> <li>▪ Article 13 – freedom of expression</li> <li>▪ Article 14 – freedom of thought, belief and religion</li> <li>▪ Article 15 – freedom of association</li> <li>▪ Article 18 - parental responsibilities and state assistance</li> <li>▪ Article 23 – children with a disability</li> <li>▪ Article 24 - health and health services</li> <li>▪ Article 26 – social security</li> <li>▪ Article 27 – adequate standard of living</li> <li>▪ Article 31 – leisure, play and culture</li> </ul> <p>The programme does not threaten any of the articles in the UNCRC.</p>
<b>Information on which above analysis is based</b>
<p><a href="#">Unicef. 2021. What is the UN convention on Child Rights?</a></p>

<b>Mitigating actions to be taken</b>
N/A

## Section 5: Further actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating actions or the areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1	Need to monitor who is accessing the programme to ensure the above expected positive outcomes are being realised	Collect attendance data which includes number of unique children attending, ethnicity, and SEND	Throughout programme
2	Need to pick up any equalities issues through evaluation of the programme	Ensure when collecting feedback, we are thinking about the above protective characteristics to monitor impact of programme on equalities	After each holiday period and at end of year
3	Ensure provision is available in areas of high socio-economic disadvantage	Continue to map existing holiday provision against areas of high need (looking at IDACI and percentage of households at risk of food insecurity) and identify any 'cold spots' where we will focus future recruitment of providers.	After Summer and Christmas applications are confirmed and before each holiday programme

5. Equality objectives (for business plans)				
Based on the initial analysis above, please detail any equality objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.				
Objective and measure	Lead officer	Current performance (baseline)	Targets	
			Summer 2021	Christmas 2021
Number of unique children supported through the holiday programme	Rosie Dalton-Lucas	2,115 (Summer 2020) 1,702 (Easter 2021)	3,500	1,000

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### 5. Health objectives (for business plans)

Based on the initial analysis above, please detail any health objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.

Objective and measure	Lead officer	Current performance (baseline)	Targets	
			Summer 2021	Christmas 2021
Number of unique children supported through the holiday programme	Rosie Dalton-Lucas	2,115 (Summer 2020) 1,702 (Easter 2021)	3,500	1,000