



**Oversight and Governance**

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## Delegated Decisions

### Delegated Executive/Officer Decisions

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- on the Council's Intranet Site at <https://modgov/mgDelegatedDecisions.aspx>
- on the Council's website at <https://tinyurl.com/jhnax4e>

**The urgent decisions detailed below may be implemented immediately.**

## **Delegated Decisions**

### **I. Councillor Dave Downie, Cabinet Member for Education, Skills, Children and Young People:**

- I.a Wood View Children's Home (Outline Business Case and Options Paper) **(Pages 1 - 28)**
- I.b COVID Local Support Grant (CLSG) - Extension **(Pages 29 - 54)**

# EXECUTIVE DECISION

made by a Cabinet Member



## REPORT OF ACTION TAKEN UNDER DELEGATED AUTHORITY BY AN INDIVIDUAL CABINET MEMBER


Executive Decision Reference Number – ESCY01 21/22

Decision	
1	<b>Title of decision:</b> Wood View Children's Home (Outline Business Case and Options Paper)
2	<b>Decision maker (Cabinet member name and portfolio title):</b> Councillor David Downie, Cabinet Member for Education, Skills, Children and Young People
3	<b>Report author and contact details:</b> Ming Zhang, Service Director (Education, Participation and Skills) ming.zhang@plymouth.gov.uk
4	<b>Decision to be Taken:</b>  The purpose of this report is to describe the options for the future of Wood View short breaks children's home and to recommend the preferred option to support the aim of offering overnight short breaks away from the family home for Plymouth families of children with complex medical and physical needs.  The recommendation is to in-source the provision from Woodlands School in to Plymouth City Council (PCC) via TUPE of existing staff and asset transfer initially for one year, to consider redesign and the future needs for the service. The Private Finance Initiative (PFI) arrangements for buildings etc. are already with the Local Authority (LA) so there is no requirement for an agreement or transfer of this contract
5	<b>Reasons for decision:</b> Short breaks are part of a continuum of services which support children in need and their families. They include the provision of day, evening, overnight and weekend activities for the child or young person, and can take place in the child's own home, the home of an approved carer, or in a residential or community setting ( <i>DCSF, Short Breaks: Statutory Guidance on how to safeguard and promote the welfare of disabled children using short breaks, April 2010 at para 2.1</i> ).  There is insufficient capacity in the market to meet the demand for short break services locally without a replacement service for this service. This option is most likely to provide the best value in the short term and deliver the most effective long term arrangement. Further detail is provided in the body of the report.
6	<b>Alternative options considered and rejected:</b>

	<p>A private provider is secured to run the provision in the space</p> <p>Cease the provision and commission support for children and young people from other providers.</p> <p>Cease the provision and work with the School Governing Body to consider whether there are alternatives the school want to develop which may contribute to meeting the support needs of children and young people (for example Residential Special School (RSS) provision).</p>			
<b>7</b>	<p><b>Financial implications:</b></p> <p>The current service is funded by PCC Revenue, PCC DSG High Needs Block, and income from other LA where appropriate. Wood View Short Breaks Service have shared the 2020/21 budget plan for the service which demonstrates a balanced budget. This will need to be scrutinised and a new budget agreed and the size of the service to be delivered determined. The funding is not new money but already committed.</p>			
<b>8</b>	<p><b>Is the decision a Key Decision?</b> (please contact <a href="#">Democratic Support</a> for further advice)</p>	<b>Yes</b>	<b>No</b>	<b>Per the Constitution, a key decision is one which:</b>
			X	in the case of <b>capital</b> projects and contract awards, results in a new commitment to spend and/or save in excess of <b>£3million</b> in total
			X	in the case of <b>revenue</b> projects when the decision involves entering into new commitments and/or making new savings in excess of <b>£1million</b>
			X	is <b>significant</b> in terms of its effect on communities living or working in an area comprising <b>two or more</b> wards in the area of the local authority.
	<p>If yes, date of publication of the notice in the <a href="#">Forward Plan of Key Decisions</a></p>			
<b>9</b>	<p><b>Please specify how this decision is linked to the Council's corporate plan/Plymouth Plan and/or the policy framework and/or the revenue/capital budget:</b></p>		<p>In order to support the health and well-being of children in Plymouth with complex medical and health needs, support their family lives and maintain continued engagement in their education, this report recommends that approval is given to proceed with the in-sourcing of Wood View children's home initially for one year, to consider redesign and the future needs for the service.</p>	
<b>10</b>	<p><b>Please specify any direct environmental implications of the decision (carbon impact)</b></p>		<p>None identified as yet</p>	
<b>Urgent decisions</b>				
<b>11</b>	<p><b>Is the decision urgent and to be implemented immediately in the</b></p>		<b>Yes</b>	X
			<p>(If yes, please contact Democratic Support (<a href="mailto:democraticsupport@plymouth.gov.uk">democraticsupport@plymouth.gov.uk</a>) for</p>	

	<b>interests of the Council or the public?</b>			advice)
		<b>No</b>		<b>(If no, go to section 13a)</b>
<b>12a</b>	<b>Reason for urgency:</b> It is proposed that Plymouth City Council seek to take over the running of the Children' Home and that TUPE arrangements would apply for affected staff. Staff have been given notice of redundancy on 27/05/2021. The length of that notice varies for staff from five weeks to twelve weeks. The position of the redundancy notice can change during this period.			
<b>12b</b>	<b>Scrutiny Chair Signature:</b>	Approved by Councillor Laing via email	<b>Date</b>	1.07.21
	<b>Scrutiny Committee name:</b>	Education and Children's Social Care Overview and Scrutiny Committee		
	<b>Print Name:</b>	Councillor Jemima Laing		
<b>Consultation</b>				
<b>13a</b>	<b>Are any other Cabinet members' portfolios affected by the decision?</b>	<b>Yes</b>		
		<b>No</b>	X	<b>(If no go to section 14)</b>
<b>13b</b>	<b>Which other Cabinet member's portfolio is affected by the decision?</b>			
<b>13c</b>	<b>Date Cabinet member consulted</b>			
<b>14</b>	<b>Has any Cabinet member declared a conflict of interest in relation to the decision?</b>	<b>Yes</b>		If yes, please discuss with the Monitoring Officer
		<b>No</b>	X	
<b>15</b>	<b>Which Corporate Management Team member has been consulted?</b>	<b>Name</b>	Alison Botham	
		<b>Job title</b>	<b>Director of Children's Services</b>	
		<b>Date consulted</b>	25/6/21	
<b>Sign-off</b>				
<b>16</b>	<b>Sign off codes from the relevant departments consulted:</b>	<b>Democratic Support (mandatory)</b>	DS14 21/22	
		<b>Finance (mandatory)</b>	djn.21.22.40	
		<b>Legal (mandatory)</b>	lt/36910/290621	
		<b>Human Resources (if applicable)</b>		
		<b>Corporate property (if applicable)</b>		

		<b>Procurement (if applicable)</b>								
<b>Appendices</b>										
<b>17</b>	<b>Ref.</b>	<b>Title of appendix</b>								
	A	Briefing report for publication								
	B	Equalities Impact Assessment								
<b>Confidential/exempt information</b>										
<b>18a</b>	<b>Do you need to include any confidential/exempt information?</b>			<b>Yes</b>		If yes, prepare a second, confidential ('Part II') briefing report and indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box in <b>18b</b> below.  (Keep as much information as possible in the briefing report that will be in the public domain)				
				<b>No</b>	X					
				<b>Exemption Paragraph Number</b>						
				<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>18b</b>	<b>Confidential/exempt briefing report title:</b>									
<b>Background Papers</b>										
<b>19</b>	Please list all unpublished, background papers relevant to the decision in the table below.  Background papers are <u>unpublished</u> works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based. If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.									
<b>Title of background paper(s)</b>				<b>Exemption Paragraph Number</b>						
				<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>Cabinet Member Signature</b>										
<b>20</b>	I agree the decision and confirm that it is not contrary to the Council's policy and budget framework, Corporate Plan or Budget. In taking this decision I have given due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not. For further details please see the EIA attached.									

<b>Signature</b>		<b>Date of decision</b>	5/07/2021
<b>Print Name</b>	Councillor David Downie Cabinet Member for Education, Skills, Children and Young People		

## PURPOSE

The purpose of this report is to describe the options for the future of Wood View short breaks children's home and to recommend the preferred option to support the aim of offering overnight short breaks away from the family home for Plymouth families of children with complex medical and physical needs.

The recommendation is to in-source the provision from Woodlands School in to Plymouth City Council (PCC) via TUPE of existing staff and asset transfer initially for one year, to consider redesign and the future needs for the service. The Private Finance Initiative (PFI) arrangements for buildings etc. are already with the Local Authority (LA) so there is no requirement for an agreement or transfer of this contract.

## INTRODUCTION

Short breaks are part of a continuum of services which support children in need and their families. They include the provision of day, evening, overnight and weekend activities for the child or young person, and can take place in the child's own home, the home of an approved carer, or in a residential or community setting (*DCSF, Short Breaks: Statutory Guidance on how to safeguard and promote the welfare of disabled children using short breaks, April 2010 at para 2.1*).

Wood View Short Break Service was developed following the closure of Trengweath School in 2005. In 2010, Cabinet approved a decision to open a Registered Children's Home which would be delivered by Woodlands Special School Governing Body on behalf of the Local Authority (LA). The Children's Home has operated throughout this time, initially offering short breaks provision seven nights a week 50 weeks of the year, but in the last three years the offer has been changed to eight nights per fortnight. The change was a result of a reconfiguration of the service to meet the needs of families but remain within budget.

In March 2021 the Woodlands Governing Body decided to temporarily close the provision, due to a lack of sufficient suitably qualified staff and management to be able to run the provision safely. Woodlands School Governing Body have since undertaken a consultation with regard to the longer term future of Wood View Children's Home. The consultation was completed on 9<sup>th</sup> May 2021 and the Governing Body have considered the findings, and have made a decision to close Wood View Children's Home. There were fourteen families who were accessing the service plus two families waiting to access the service. These families are currently being supported by the PCC Children with Disabilities service to receive alternative support while longer term decisions are made.

However, the need for a service offering overnight short breaks away from the family home for Plymouth families of children with medical and physical needs remains. The SEND Local Offer and the Short Breaks Statement for the city has consistently identified that there is a need for specialist residential short breaks provision for this cohort of children as alternative provision, such as family based short breaks, are not always able to meet the complex medical needs of the children.

Families report that they do not feel able to relax when their child is away from their care unless they feel confident that the care they are receiving is specialist and can meet the needs of their child. In general families feel that the care that their child needs is best delivered in a residential setting.

The latest Ofsted inspection carried out at the end of October 2019 gave a rating of Good for the home. The Registered Manager had been in post for just over 3.5 years and had brought the service up to the standard of Good very soon after his appointment as manager which was maintained throughout his period as manager of the home. The inspection carried out prior to his appointment in August 2016 was Requires Improvement (June 2016). The manager left in July 2020 and the deputy manager stepped up into the role as an interim manager.



## DUTY

Short breaks are a vital support service for families with disabled children. There is a raft of relevant legal duties in relation to the funding, commissioning and provision of short breaks by LAs. In essence, these duties require LAs to:

- Take into account a range of important considerations in making strategic decisions about the commissioning and funding of short breaks;
- Assess the needs of any disabled child whose family may want or need services above the level available locally without an assessment; and
- Provide short breaks to children where an assessment shows that they are necessary to meet their needs, taking account of the family context.

When making commissioning and funding decisions LAs must ensure that regard is paid to all the relevant legal duties, in particular the short breaks duty (Para 6(1)c) of schedule 2 to the Children Act 1989) and the duties in the 2011 Regulations (The Breaks for Carers of Disabled Children Regulations 2011). Failure to give proper consideration to these duties is likely to result in the High Court quashing the decision if challenged on judicial review.

Although all 'disabled' children are entitled to some form of assessment, short breaks only have to be provided where one of the relevant statutory duties applies. Other than in relation to residential short breaks, the key duty is in section 2(4) of the Chronically Sick and Disabled Persons Act 1970. This requires short breaks to be provided where an assessment shows that they are 'necessary' to meet the child's needs. In deciding what is 'necessary', LAs can take account of their own resources. It is likely that local authorities can also take account of the resources otherwise available to families. However, the children who access Wood View residential provision have complex medical or health needs which often cannot be met by the wider social support network of families. This means that in order for families to access a break they require the specialist support that this provision offers.

## OPTIONS

Following the closure of the Short Breaks Children's home run by Woodlands School there are now four options to deliver the service within the purpose built space attached to Woodlands School:

1. The local authority to take over and run the provision in-house initially for one year, to consider redesign and the future needs for the service
2. A private provider is secured to run the provision in the space
3. Cease the provision and commission support for children and young people from other providers.
4. Cease the provision and work with the School Governing Body to consider whether there are alternatives the school want to develop which may contribute to meeting the support needs of children and young people (for example Residential Special School (RSS) provision).

### **1. In – House Provision (initially for one year, to consider redesign and the future needs for the service) - Recommended**

In-house provision provides the opportunity to ensure service continuity and a more direct line of accountability for quality. It also provides the opportunity to consider integrated working with other in-house services. By bringing the service in-house it will be possible to agree places for children who have complex medical and health needs and who might otherwise not be offered a place by a commercial provider as they may not consider that their provision could meet the needs of the children. Some children's needs require a high staff ratio and if the provision was not in-house they might not be able to access a place. The following considerations will need to be resolved before this option can be achieved:

- The campus is a PFI campus with shared access with Woodlands School so an agreement on the use of the shared entrance and other shared facilities would need to be in place before the service started.
- Transfer of assets from the school to the LA. These are likely to include specialist beds, chairs and other equipment
- Local Authority would need to identify a Responsible Individual (RI) and recruit a Registered Manager (RM) and the existing staff team would be TUPE'd across to the Local Authority.
- Application to OFSTED to for the LA to register to run the children's home.

## **2. Private Provider – Not recommended**

The relative cost of the PFI payment for the children's Home is likely to be prohibitive for any potential external provider. The PFI commitment is challenging for private organisations as there is a commitment to maintain and repair the building that does not fit into the usual business models for running a private children's home. This was experienced by another provider who ran a nursery business on the campus but withdrew as the PFI model did not fit their business model.

There are a number of shared spaces which the children's home and school both access. The school use the spaces on week days in term time and the children's home use the spaces at weekends, holidays and evenings. There would need to be a clear understanding of how this arrangement would work practically. The Woodlands School Governing Body have expressed the view that it would be too difficult to manage this relationship on a day to day basis with a private provider and would not consider this option moving forward and would prefer that the relationship is with the Local Authority and not a third party.

## **3. Cease the Provision – Not recommended**

PCC must ensure that regard is paid to all the relevant legal duties, in particular the short breaks duty (Para 6(1)c) of schedule 2 to the Children Act 1989) and the duties in the 2011 Regulations (The Breaks for Carers of Disabled Children Regulations 2011) . Failure to give proper consideration to these duties may result in the High Court quashing the decision if challenged on judicial review. Children accessing the service have all been assessed as requiring a break service by the Children's Disability Team. The single assessment also includes an assessment of parental needs and as a Local Authority we are required to offer short breaks to meet the identified needs.

The feedback from families is that the service is valued and forms an essential part of families being able to continue to care for their children.

While there is a range of other short break provision available, Wood View provided the option of overnight short breaks in an environment which was familiar for children and families. The provision available as an alternative would also be subject to availability and currently there is no capacity in the Devon run home to include the Plymouth children. This home is near Exeter and would mean a significant journey for the children and their families to access the provision.

## **4. Cease the provision and work with the School Governing Body to consider whether it is possible to convert the home to a RSS – Not recommended**

The Governing Body have currently rejected this option. The only way that an RSS could open would be if the head teacher of Woodlands Special School agrees to manage the school as a RSS. If agreement by the Council to re-open a children's home on the school site is not reached then one last attempt would be made to request that the Governing Body and Head teacher consider whether

they would convert the home into a Residential Special School. Previous discussions have not been positive regarding the viability of this option so it is unlikely to meet with a positive response.

## **PROPOSAL**

It is proposed that Plymouth City Council seek to take over the running of the Children's Home and that TUPE arrangements would apply for affected staff. Staff have been given notice of redundancy on 27/05/2021. The length of that notice varies for staff from five weeks to twelve weeks. The position of the redundancy notice can change during this period.

Assuming that TUPE was achieved and staff were available to deliver the service to children, the following considerations need to be planned for:

### **Staff deployment**

In the short term there will be a number of staff who can be deployed by offering holiday day activities for families to access a short break. Although the children's home will be closed in the short term and cannot offer overnight support the staff will be able to set up a weekend, evening and holiday offer. This would lead up to and go across the summer holiday period offering families the essential break they need. There would need to be competent and registered management oversight of the offer of day activities through the holidays. Commissioners will explore how this can be achieved by approaching local agencies to provide the oversight.

In the longer term once the home has been registered the staff will be able to resume the offer of overnight short breaks for families.

## **COMMUNICATIONS**

Communication and engagement work with families will be required to support this change process.

## **INDICATIVE TIMELINE AND FORWARD PLAN**

See Appendix A

## **FINACIAL AND BUDGETARY IMPLICATIONS**

The current service is funded by PCC Revenue, PCC DSG High Needs Block, and income from other LA where appropriate. Wood View Short Breaks Service have shared the 2020/21 budget plan for the service which demonstrates a balanced budget. This will need to be scrutinised and a new budget agreed and the size of the service to be delivered determined. The funding is not new money but already committed.

The budget takes into account the PFI costs of approximately £80,000 per annum plus agency staffing costs. This may be reduced if the footprint of the children's home is changed to provide more space for the school. We need to understand the detail a little more fully as the transport, catering and resources costs are not easily identifiable within the budget provided by the school. It is clear that they are budgeted for but without a more detailed budget breakdown being made available it is not possible to identify the individual budget lines for these areas (to be included in Full Business Case).

It is proposed to reopen the home for a more limited number of nights per week initially, to ensure that the service is affordable and can then be scaled up. Currently the RI role is fulfilled by the Head Teacher. The cost of the RI role currently is approximately £15,000 per year. This will not cover the

full cost of the role when the council take over the delivery of the service so there will be an additional cost to be found within the budget for this role.

The cost of transport and other school based costs are included in the Woodlands schools line of the budget at c£38k for the year. This is the use of the mini bus etc.

## Budget Plan 2020-21

Draft - 14.4.20

Wood View Short Break Service

Budget Plan 2020-21

		2020/21
		£
<b>Revenue Income</b>		
A01	Funds delegated by PCC	163000
A02	Plymouth Funding	463837
A03	Devon Funding	16973
A05	Misc (18 year olds)	0
	<b>Total</b>	<b>643810</b>
<b>Revenue Expenditure</b>		
B01	RCOs	293722
B02	Senior Nurse	40692
B03	Management	95538
B04	Other Staff	14928
B05	RCO Supply	15327
B06	Nurse Supply	5956
B08	Sleep In Duty	14475
B09	Indirect Employee Expenses	24624
B10	General Costs	10000
B11	Woodlands School	38513
B12	Compliance Costs	6876
B13	PFI/Campus Costs	80394
		<b>641045</b>
<b>Revenue Balances</b>		
Total Revenue Income		643810
Less Total Revenue Expenditure		641045
Revenue Balance this Year		<b>2765</b>
Revenue Balances from 2019/20 (C/F)		-2765
Revenue Balance C/F Information 2020/21		<b>0</b>

## RESOURCING

A working group has been established to move the project forward:

Name	Title	Role
Dr. Ming Zhang	Service Director for Education, Participation & Skills	Senior Responsible Officer (SRO)
Emma Crowther	Strategic Commissioning Manager	Strategic Link
Jo Siney	Head of SEND	Strategic Link
Mark Mortimer	Project Manager	Project Manager
Louise Jenkins	Finance Business Partner	Financial Advisor
Bernadette Smith	Senior HR & OD Business Partner	HR Advisor
Salha Tamimy	Legal Services Lawyer	Legal Advisor
Victoria Whitman	Registered Manager, Education, Participation & Skills	SME - Children's Home Management
Janet Greaves-Stocker	Commissioning Officer	SME - Commissioning of Services

## RISK REGISTER

Risk ID	Risk	Mitigation	Comments
WV 001	Financial commitment might not be acceptable	The funding is not new money and is already committed	
WV 002	OFSTED may not accept registration	Work with OFSTED	
WV 003	Corporate reputation likely to be damaged by not providing short break provision	Approve the Business Case	

WV 004	Legal - Failure to give proper consideration to duties is likely to result in the High Court quashing any decision not to provide if challenged on judicial review.	Comply with duties	
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**RECOMMENDATIONS**

In order to support the health and well-being of children in Plymouth with complex medical and health needs, support their family lives and maintain continued engagement in their education, this report recommends that approval is given to proceed with the in-sourcing of Wood View children's home initially for one year, to consider redesign and the future needs for the service.

**Appendix A – INDICATIVE TIMELINE AND PROJECT FORWARD PLAN**

Action	Outcome	By when	By whom	Status	Comments
Draft Outline Business Case (OBC). Submit to DMT for consideration	Seek approval to progress	11/06/2021	MM		
Draft Equality Impact Assessment (EIA)	Focus on community	15/06/2021	MM		
Draft Executive Decision paper as required	As required by democratic process. Sign off by PffH/Service Director?	16/06/2021	MM		Include link to new corporate plan Include Cllr Patrick Nicholson
Confirm Democratic Process and progress as require	Liaise with Democratic Support	18/06/2021	JGS		
Interim Arrangements – Secondment of Wood View Staff	Enter in to formal agreement with Woodlands school for the secondment of staff	24/06/2021	JS (JGS)		Subject to HR/Legal advice
	Define specific terms of secondment				
	Consult staff - Agree date of secondment start				
Set up interim structure for management	Role profiles for Responsible Individual (RI) – drafted and sent to HR for consideration	18/06/2021	VW		HR to consider, recommend any amendments before submission for grading (14 days for grading)
	Role profile for Registered Manager (RM) – drafted and sent to HR for consideration	18/06/2021	VW		
	Interim staffing structure for secondments				
	Engage DELT for the provision of IT facilities, including software licences as required				
Interim arrangements in place – Management and oversight	Appoint interim RI and RM				
	Put in place oversight provisions for the home until registration with Ofsted				Discuss with providers whether they will offer oversight to the staff to deliver at weekends, evenings and holidays. Plan in detail the day and holiday short break activities that will be on offer up to September 2021. Talk to Cann Bridge and Courtlands on how they share the space with their weekend and holiday clubs

Action	Outcome	By when	By whom	Status	Comments
Full Business Case (FBC) and Operating Model for setting up a children's home drafted	Develop OBC to contain more detail and operating model of new permanent arrangements	24/06/2021	VW (JGS)		Targeted Operating Model (may be a separate document) – blueprint of future short breaks vision that aligns to operating capacities and strategic objectives and provides an overview of core capabilities, internal factors, external drivers (e.g. statutory and regulatory obligations), strategic and operational levers, organisational functional structure etc.
Full Business Case (FBC) and Operating Model for setting up a children's home submitted to DMT/CMT?	FBC submitted to DMT/CMT? and approved				Portfolio holder/Service Director sign off of FBC?
Set up new permanent operating model staffing structure for management	Role profile for Responsible Individual written and submitted for grading				Allow 14 days for grading
	Role profile for Registered Manager written and submitted for grading				
	Staffing Structure agreed and set up in iTrent				
Application to Ofsted to become a children's home submitted	Contact Ofsted to agree how to register the home moving forward				
Write communication plan and agree with Governing Body	Include any corporate communications				
TUPE of staff to permanent arrangement	Service Provision Change				
	Consulting and informing				
	Transfer of employment contracts				
	Employee information transfer	2 weeks prior to transfer			<ul style="list-style-type: none"> <li>Name</li> <li>Age</li> <li>Main details of employment</li> <li>Disciplinary action in the last 2 years</li> <li>Grievances raised in last 2 years</li> </ul>

Action	Outcome	By when	By whom	Status	Comments
					<ul style="list-style-type: none"> <li>• Legal action taken by employees against employer in las 2 years</li> <li>• Potential legal action the employer thinks the employees might raise</li> </ul>
Detail the Assets on an Asset Register in preparation for the transfer					
Contract Novation as required	Obtain sight of the PFI agreement and write an MOU between Woodlands and the Local Authority.				PFI contract held and maintained by PCC
Transfer complete		30/10/2021			



# EQUALITY IMPACT ASSESSMENT – COMMUNITY

## Wood View Short Breaks Facility – In-Sourcing

<b>STAGE I: What is being assessed and by whom?</b>	
<p>What is being assessed - including a brief description of aims and objectives?</p>	<p>When considering this EIA it is important to have due regard to the public sector equalities duties imposed upon the Council by section 149 Equalities Act 2010</p> <p>Short breaks are part of a continuum of services which support children in need and their families. They include the provision of day, evening, overnight and weekend activities for the child or young person, and can take place in the child’s own home, the home of an approved carer, or in a residential or community setting (<i>DCSF, Short Breaks: Statutory Guidance on how to safeguard and promote the welfare of disabled children using short breaks, April 2010 at para 2.1</i>).</p> <p>In March 2021 the Woodlands Governing Body decided to temporarily close the Wood View Short Breaks home, due to a lack of sufficient suitably qualified staff and management to be able to run the provision safely. Woodlands School Governing Body have since undertaken a consultation with regard to the longer term future of Wood View Children’s Home. The consultation was completed on 9<sup>th</sup> May 2021 and the Governing Body have considered the findings, and have made a decision to close Wood View Children’s Home. There were fourteen families who were accessing the service plus two families waiting to access the service. These families are currently being supported by the PCC Children with Disabilities service to receive alternative support while longer term decisions are made.</p> <p>However, the need for a service offering overnight short breaks away from the family home for Plymouth families of children with medical and physical needs remains. The SEND Local Offer and the Short Breaks Statement for the city has consistently identified that there is a need for specialist residential short breaks provision for this cohort of children as alternative provision, such as family based short breaks, are not always able to meet the complex medical needs of the children.</p> <p>The recommendation is to in-source the provision from Woodlands School in to Plymouth City Council (PCC) via TUPE of existing staff and asset transfer, to secure the availability of the provision for families. This EIA considers the impact on</p>
<p>Responsible Officer</p>	<p>Dr. Ming Zhang, Service Director, Education, Participation and Skills</p>

<b>STAGE 1: What is being assessed and by whom?</b>	
Department and Service	Education, Participation and Skills (EPS)
Date of Assessment	29 June 2021
Author	Mark Mortimer MBE

<b>STAGE 2: Evidence and Impact</b>				
<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact?</b>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
Age	Children and young people (CYP) under 18 account for 20 per cent of our population, with 18 per cent being under 16.	No. In-sourcing will maintain service provision and adherence to statutory duties and regulation	In-house provision provides the opportunity to ensure service continuity and a more direct line of accountability for quality. It also provides the opportunity to consider integrated working with other in-house services. By bringing the service in-house it will be possible to agree places for children who have complex medical and health needs and who might otherwise not be offered a place by a commercial provider as they may not consider	June – October 2021 (with benefit realisation throughout 2022 and beyond). Ming Zhang

<b>STAGE 2: Evidence and Impact</b>				
<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact?</b>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
			that their provision could meet the needs of the children. Some children's needs require a high staff ratio and if the provision was not in-house they might not be able to access a place.	
Disability	<p>This service being considered provides an offer for children with complex physical disabilities and health needs. Many of the children have associated additional needs.</p> <p>When compared with its statistical neighbours, Plymouth has continued to see a year-on-year increase in pupils identified with special educational needs and disabilities. The 2020 School Census identified 6625 school age children with SEND (17.1% of the school age population and the national average is 14.8%)</p>	No adverse disability related impact has been identified as a consequence of the project or its related work packages.	The approach will contribute to making sure that the LA is operating within legislation and guidance and this will continue to be adhered to.	<p>June-October 2021 (with benefit realisation throughout 2022 and beyond).</p> <p>Ming Zhang</p>

<b>STAGE 2: Evidence and Impact</b>				
<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact?</b>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
	<p>In June 2021 there are 2376 children and young people aged 0-25 years old with an Education, Health and Care Plan.</p> <p>With the introduction of Education, Health and Care Plans in September 2014, early data indicates an initial fall in the number of requests for statutory assessment and the impact of the legislative changes will be monitored. Many of the children with Education, Health and Care Plans have complex medical needs, including continuing healthcare and mental health issues.</p> <p>School Census 2020 reported that of the school age children with identified SEND:</p> <p>4% - physical disability (266 children)</p> <p>0.3% - profound learning disability (21 children)</p>			

<b>STAGE 2: Evidence and Impact</b>				
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	<p>0.3 % multi sensory needs (22 children)</p> <p>In the broader group of children with special educational needs/disability (including those without a Education Health and Care Plan), it has been identified that there are currently around 1,500 children and young people identified with communication interaction needs, including Autistic Spectrum Condition, on the school aged caseload for specialist support. Of these young people, 20% are identified as having significant and challenging needs.</p> <p>People with disabilities may experience harassment and discrimination. Consultation feedback tells us that children with disabilities often worry about being bullied.</p> <p>People with disabilities are less likely to feel valued and</p>			

<b>STAGE 2: Evidence and Impact</b>				
<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact?</b>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
	score poorly against happiness and life satisfaction measures. People with disabilities report higher levels of anxiety and this has marginally increased as a result of the COVID-19 pandemic (4.47 out of 10, compared with 2.91 out of 10)			
Faith, Religion or Belief	There is no specific CYP data for this category. However, data shows 32.9% of the Plymouth population stated they had no religion. Those with a Hindi, Buddhist, Jewish or Sikh religion combined totalled less than 1%. 58.1% of those who responded declared themselves to be Christian. 0.8% declared that they were of Islam, 0.3% Buddhist; 0.2% Hindu; 0.1% Jewish; 0.1% Sikh. 0.5% of the population had a current religion that was not Christian, Islam, Buddhism, Hinduism, Judaism, or Sikh	This project and its work packages will not discriminate against faith, religion or belief as those affected will have social equality proactively enhanced. The in-scope service and functions affected will work with all CYP & partners, irrespective of faith, religion or belief.	A periodic, comprehensive census is required to capture relevant data related to CYP, within the confines of data protection legislation and requirements.	Ongoing. Policy and Intelligence Team

<b>STAGE 2: Evidence and Impact</b>				
<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact?</b>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
	such as Paganism or Spiritualism.			
Gender - including marriage, pregnancy and maternity	Analysis from the Office for National Statistics shows that one in five women (compared to 4% of men) have experienced some type of sexual assault since the age of 16. The Women and Equalities Select Committee are currently holding full inquiries on sexual harassment of women and girls in public places following the emergence of widespread allegations of sexual assault and harassment across the UK. A previous inquiry into sexual harassment and sexual violence in schools found that the sexual harassment and abuse of girls is accepted as part of daily life. Although there is a lack of data on this issue, survey results have shown that 59% of girls aged 13-21 have faced some form of sexual harassment at school or college in the past	The project and its work packages will not discriminate against gender, as those affected will have social equality proactively enhanced. The services affected by the requirements of the project and its work packages will work with all eligible CYP, irrespective of gender.	<p>A periodic, comprehensive census is required to capture relevant data related to CYP, within the confines of data protection and child protection legislation and requirements</p> <p>The Authority will ensure service accessibility via on-going commissioning management</p> <p>Children’s home staff will receive relevant training in identifying abuse and harm, and also in equality issues.</p>	Ongoing. Policy and Intelligence Team/Public Health England Child Health Profiles

<b>STAGE 2: Evidence and Impact</b>				
<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact?</b>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
	<p>year and almost a third (29%) of 16-18 year old girls have experienced unwanted sexual touching at school. In 2014, approximately 30 girls aged under 18 conceived for every 1,000 women aged 15-17 years in this area. This is higher than the regional average (approximately 19 per 1,000). The area has a higher teenage conception rate compared with the England average (approximately 23 per 1,000), although there is a downward trend in under 18 conceptions in Plymouth.</p>			
Gender Reassignment	<p>Many young people experiencing gender issues who decide to Transition, may do so around the onset of puberty and this can bring them into conflict with parents, family and friends, who may find it difficult to accept their gender identity. Younger children can only Transition with parental consent, when this is given,</p>	<p>No gender reassignment related impact has been identified. The service affected by the project and its work packages will work with all CYP, regardless of gender reassignment.</p>	<p>PCC will ensure service accessibility via on-going operational management.</p> <p>Children's home staff will be trained in recognising and understanding equality and diversity.</p>	<p>June-October 2021 (with benefit realisation throughout 2022 and beyond).</p> <p>Ming Zhang</p>



<b>STAGE 2: Evidence and Impact</b>				
<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact?</b>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
	<p>and accompanied with a diagnosis of gender dysphoria, they may be given drugs to delay the onset of puberty until they reach the age of consent.</p> <p>There is very little data to draw on when looking to provide a local Plymouth picture of gender identity issues, particularly as LGBT+ is the commonly used acronym to describe a number of different groups; Lesbian, Gay, Bisexual describe sexual orientation, (who you are emotionally, romantically or sexually attracted to), and Trans to describe gender identity, (whether an individual identifies that they are male or female or some other gender which does not fit into binary terminology). The '+' refers to those with a sexual orientation or gender identity which does not easily fit into the standard terms LGBT. As information is often grouped</p>			

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	<p>together under LGBT+ it makes it difficult to identify issues relating just to gender identity and to separate out any supporting data.</p> <p>Evidence shows that when people reveal their gender preference, they are exposed to a risk of discrimination, bullying and hate crime and are more likely to report mental health conditions and to attempt suicide than the general population. Dealing with victimisation can be difficult, for those Trans individuals who decide to Transition or not, evidence shows that other emotional or psychological issues may arise which can lead to life changing events such as homelessness, loss of employment or rejection by family and friends. Other known issues include the lack of gender neutral facilities in public spaces and the feeling of frustration of</p>			

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	having to change or explain legal documents (driver's license, passport, titles to property, diplomas, etc.)			
Race	<p>White British boys are less likely to do well in education than most Black and Minority Ethnic Communities (BAME) pupils. Pupils from Indian and Chinese communities outperform White British pupils whilst children from Black Afro Caribbean, Pakistani, and Bangladeshi communities do less well. Roma and Irish Traveller children do least well. Some areas of the city are more diverse than others: the area around the university, the city centre, Stonehouse and the East End are among the most diverse.</p> <p>Plymouth's headline community cohesion rate (77 per cent) is significantly lower than the national average. There is a strong correlation between areas</p>	<p>151 hate incidents were reported in 2016 (of which 64% were race incidents) and 392 hate crimes reported in the past year.</p> <p>The in-scope services and functions affected will work with all CYP, irrespective of race.</p> <p>Recent anecdotal evidence in some areas suggests that comprehensive, person centred assessments may be adversely effected by language and cultural barriers.</p>	<p>PCC will ensure service accessibility via on-going operational management.</p> <p>Appropriate measures need to be put in place to ensure that language barriers do not adversely affect person centred assessments.</p>	<p>June-October 2021 (with benefit realisation throughout 2022 and beyond).</p> <p>Ming Zhang</p>

<b>STAGE 2: Evidence and Impact</b>				
<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact?</b>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
	with high levels of deprivation and low levels of community cohesion.			
Sexual Orientation -including Civil Partnership	There is no precise local data on numbers of Lesbian, Gay and Bi-sexual (LGB) CYP in Plymouth. If such data were held, specifics would not be published owing to the sensitivity of the information, especially within this most vulnerable group.	No adverse impact has been identified in services affected by the project or its work packages.	PCC will ensure service accessibility via on-going operational management.	June-October 2021 (with benefit realisation throughout 2022 and beyond). Ming Zhang

<b>STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken</b>		
<b>Local Priorities</b>	<b>Implications</b>	<b>Timescale and who is responsible?</b>
<b>Reduce the inequality gap, particularly in health between communities.</b>	The proposal aims to ensure that provision is available to contribute to the short breaks needs of children with complex disabilities. The availability of the short breaks home will help to reduce the impact of inequalities on children with complex disabilities, by offering them support to meet their needs, and opportunities to socialise with peers. The provision of the support will also help to maintain families, and ensure that other family members are able to have a break from caring.	June-October 2021 (with benefit realisation throughout 2022 and beyond). Ming Zhang

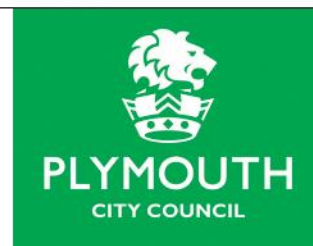
<b>STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken</b>		
<b>Local Priorities</b>	<b>Implications</b>	<b>Timescale and who is responsible?</b>
<b>Good relations between different communities (community cohesion).</b>	<p>No adverse impact on community cohesion has been identified, as support from statutory requirements will enable CYP &amp; their families to access good quality support and services whatever their circumstances.</p> <p>A Registered Children's Home must undertake a Locality Risk Assessment, and this will include consideration of local relations.</p>	<p>June-October 2021 (with benefit realisation throughout 2022 and beyond).</p> <p>Ming Zhang</p>
<b>Human Rights</b>	<p>All CYP should be treated fairly, their views taken into account and that their human rights respected. No adverse impact on human rights has been identified.</p>	<p>June-October 2021 (with benefit realisation throughout 2022 and beyond).</p> <p>Ming Zhang</p>

<b>STAGE 4: Publication</b>			
Director, Assistant Director/Head of Service approving EIA.	Ming Zhang	Date	29 June 2021

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# EXECUTIVE DECISION

made by a Cabinet Member



## REPORT OF ACTION TAKEN UNDER DELEGATED AUTHORITY BY AN INDIVIDUAL CABINET MEMBER

Executive Decision Reference Number – ESCYP02 21/22

Decision	
1	<b>Title of decision:</b> COVID Local Support Grant (CLSG) - Extension
2	<b>Decision maker (Cabinet member name and portfolio title):</b> Councillor Dave Downie, Cabinet Member for Education, Skills and Children and Young People
3	<b>Report author and contact details:</b> Mark Mortimer <a href="mailto:Mark.Mortimer@plymouth.gov.uk">Mark.Mortimer@plymouth.gov.uk</a>
4	<p><b>Decision to be taken:</b> To approve the planned expenditure for the CLSG Extension funding of £871,567.58, plus £130,000.00 top up to allow food vouchers to the value of £15.00 per week, per child to be distributed to all targeted cohorts over the six week summer school holiday (Total face value of eVoucher codes is £90.00 per child). In order to meet this requirement, a contract will be a directly awarded to Blackhawk Incentives for the provision of 11,100 eVoucher codes at a cost of £999,000.00, less a supplier discount. Due to the urgency the award of contract will be via a negotiated procedure without prior publication relying on 32(2)(c) Public Contracts Regulations 2015 to provide extremely urgent deliverables.</p>
5	<p><b>Reasons for decision:</b> The Department for Work and Pensions (DWP) is providing c£871,567.58 of additional CLSG funding to PCC (subject to Treasury approval), under section 31 of the Local Government Act 2003, to administer the CLSG and provide direct assistance to vulnerable households and families with children particularly affected by the pandemic. This will include all families who normally have access to Free School Meals (FSM) during term time and others on the periphery of benefits in hardship. PCC will deliver the scheme through food vouchers, in accordance with the previous distribution model.</p> <p>The size of the additional grant is not sufficient to provide vouchers to the value of £15.00 per week per child as per previous schemes, leaving a shortfall of £130k. PCC has therefore agreed to provide this additional funding from other Covid grant income. This will allow PCC to be consistent with previous schemes and to provide vouchers to all those previously supported.</p> <p>CLSG is effectively a further extension to the previous COVID Winter Grant Scheme (CWGS). The CLSG has been ring-fenced to cover the period 21st June 2021- 30<sup>th</sup> September 2021, allowing PCC to help deliver additional support while the effects of Covid-19 remain most challenging for those in need, particularly during the six weeks of the school summer holidays.</p> <p>A contract will be required to deliver circa 11,100 eVoucher codes during the summer holiday period. Crown Commercial Service's (CCS) have put in place a national Voucher Scheme Framework which Local Authorities can access. This includes a prospectus of possible Suppliers.</p> <p>Direct award without further competition is allowable under the Framework if it is determined that the requirements can be met by the Supplier Prospectus, and/or the deliverables set out in the Framework specification and/or Framework tender. However having reviewed these documents they do not provide sufficient detail on range of supermarkets, ease of user access, set up times etc. to enable the Council to</p>

fully determine which is the most economically advantageous or practical offer. Under the Framework rules, if this cannot be determined by the information in the prospectuses and Framework documents or there are additional requirements to those in the Framework specification, it is required to run a mini competition. However, due to the late announcement by the DWP, Local Authorities were only notified of extension of the CLSG funding on 22<sup>nd</sup> June leaving insufficient time to complete a mini competition process or any other competitive Procedure. Vouchers are mainly aimed at those entitled to free school meals and it is critical that they are distributed prior to the start of the school holidays.

Blackhawk are an approved provider on the national voucher Framework, and negotiation has taken place to ensure that the terms of contract are beneficial to the Council; previously Blackhawk offered the Council face value vouchers with no service charge. Through negotiation for this contract Blackhawk is offering vouchers at 98.72% of face value and no service charge. This offers better value for money and reflects the prices quoted on the national Framework.

It is therefore intended that a contract is awarded by direct award to Blackhawk Incentives (Blackhawk Network Europe) via a negotiated procedure without prior publication relying on 32(2)(c) Public Contracts Regulations 2015 to provide extremely urgent deliverables.

Blackhawk have a track record of providing a number of eVouchers schemes for PCC since October 2020. These contracts were directly awarded under on 32(2)(c) Public Contracts Regulations 2015 for the same reason of urgency due to late announcement of funding by the DWP. As Blackhawk have previously provided vouchers, Schools, EY settings and eligible families receiving the e-vouchers are already familiar with e-Vouchers from Blackhawk. To change provider now would increase the administrative burden and would require more time to set up a new system and for recipients to become familiar with the same. The city's schools remain very busy in managing the end of the school year and the response to Covid-19; introducing a new supplier and a change of voucher process at this stage would be impractical.

Blackhawk are judged to be a suitable provider for the following reasons:

- Blackhawk can deliver the requirement in a timely manner
- £0 charge for set up costs. Blackhawk are currently waiving their normal fee of £0.25p for each eVouchers they provide and are offering a discount on the face value of the vouchers.
- Blackhawk are offering vouchers at 98.72% of face value
- There is a good range of supermarket participation for redeeming eVouchers
- Blackhawk has successfully provided e-food vouchers to eligible families for the previous December 2020, February 2021, Easter 2021 and May school holidays

Recipients are familiar with the Blackhawk system

**6 Alternative options considered and rejected:**

- Vouchers to the value of £12.50 per week, per child be provided over the six week summer holiday period (total voucher value £75.00 per child).
- Only target those on the FSM register and risk discriminating against those on the periphery of benefits in hardship and conflicting with the principles of the scheme
- Food parcels - PCC (CATERed) does not have the capacity or capability to deliver a cost effective solution due to the practicalities that would be required to produce and distribute food parcels.
- Cash payments - A cash payment for food was made to those entitled during October 2020 half term. However, as it was cash into banks, if the account it went into was already overdrawn the family did not have access to the money. Additionally, the procurement of pre-payment cards would incur service charges.


Access the CCS voucher framework to directly award a contract to a voucher provider

**7 Financial implications:** The CLSG extension is entirely funded by DWP. A small amount of the funding is being used to support the administration of the scheme and this will be recorded in



	<p>Management Information returns. We intend to spend 100% of allocated funding. 100% of the CLSG extension funding will be allocated in November and December 2021, on receipt of final CLGS Management Information (MI) returns to the DWP in June 2021.</p> <p>PCC has agreed to top up the grant (c£130k) using Covid-19 funding. This will allow PCC to be consistent with previous schemes and to provide all those we have targeted in the past with vouchers</p>			
8	<b>Is the decision a Key Decision?</b> (please contact <a href="#">Democratic Support</a> for further advice)	<b>Yes</b>	<b>No</b>	<b>Per the Constitution, a key decision is one which:</b>
			X	in the case of <b>capital</b> projects and contract awards, results in a new commitment to spend and/or save in excess of <b>£3million</b> in total
			X	in the case of <b>revenue</b> projects when the decision involves entering into new commitments and/or making new savings in excess of <b>£1 million</b>
			X	is <b>significant</b> in terms of its effect on communities living or working in an area comprising <b>two or more</b> wards in the area of the local authority.
	<b>If yes, date of publication of the notice in the <a href="#">Forward Plan of Key Decisions</a></b>	N/A		
9	<b>Please specify how this decision is linked to the Council's corporate plan/Plymouth Plan and/or the policy framework and/or the revenue/capital budget:</b>	Caring for people and the communities – Reduced health inequalities - With other factors related to COVID likely to cause further hardship to our most vulnerable citizens, we will continue to support our most vulnerable children, young people and families, through the provision of support for food, utilities and related items.		
10	<b>Please specify any direct environmental implications of the decision (carbon impact)</b>	The provision of vouchers will enable families to shop locally for food over the summer break at a range of different supermarkets.		
<b>Urgent decisions</b>				
11	<b>Is the decision urgent and to be implemented immediately in the interests of the Council or the public?</b>	<b>Yes</b>	X	(If yes, please contact Democratic Support ( <a href="mailto:democraticsupport@plymouth.gov.uk">democraticsupport@plymouth.gov.uk</a> ) for advice)
		<b>No</b>		<b>(If no, go to section 13a)</b>
12a	<b>Reason for urgency:</b> This support is needed for children at risk of going hungry. Due to the short notice of the funding there is not time to run a competitive tender process under Contract Standing Orders. The vouchers are mainly aimed at those entitled to Free School Meals and they need to be distributed in time for the start of the school summer holiday.			
12b	<b>Scrutiny Chair Signature:</b>	Councillor Laing (approved via email)	<b>Date</b>	5 <sup>th</sup> July 2021
	<b>Scrutiny Committee</b>	Education and Children Overview and Scrutiny Committee		

	<b>name:</b>		
	<b>Print Name:</b>	Cllr Jemima Laing	
<b>Consultation</b>			
13a	<b>Are any other Cabinet members' portfolios affected by the decision?</b>	<b>Yes</b>	
		<b>No</b>	X (If no go to section 14)
13b	<b>Which other Cabinet member's portfolio is affected by the decision?</b>		
13c	<b>Date Cabinet member consulted</b>		
14	<b>Has any Cabinet member declared a conflict of interest in relation to the decision?</b>	<b>Yes</b>	If yes, please discuss with the Monitoring Officer
		<b>No</b>	X
15	<b>Which Corporate Management Team member has been consulted?</b>	<b>Name</b>	Alison Botham
		<b>Job title</b>	Director of Children's Services
		<b>Date consulted</b>	2 <sup>nd</sup> July 2021
<b>Sign-off</b>			
16	<b>Sign off codes from the relevant departments consulted:</b>	<b>Democratic Support (mandatory)</b>	DS15 21/22
		<b>Finance (mandatory)</b>	djn.21.22.43
		<b>Legal (mandatory)</b>	MS/01.07.21
		<b>Human Resources (if applicable)</b>	N/A
		<b>Corporate property (if applicable)</b>	N/A
		<b>Procurement (if applicable)</b>	PB/SC/005/ED/0721
<b>Appendices</b>			
17	<b>Ref.</b>	<b>Title of appendix</b>	
	A	Briefing report for publication – 210701 – CLSG EXT Business Case V0.03	
	B	Equalities Impact Assessment	
<b>Confidential/exempt information</b>			
18a	<b>Do you need to include any confidential/exempt information?</b>	<b>Yes</b>	If yes, prepare a second, confidential ('Part II') briefing report and indicate why it is not for

		<b>No</b>	<input checked="" type="checkbox"/>	publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box in <b>18b</b> below.  (Keep as much information as possible in the briefing report that will be in the public domain)				
		<b>Exemption Paragraph Number</b>						
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>18b</b>	<b>Confidential/exempt briefing report title:</b>							
<b>Background Papers</b>								
<b>19</b>	Please list all unpublished, background papers relevant to the decision in the table below.  Background papers are <u>unpublished</u> works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based. If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.							
<b>Title of background paper(s)</b>		<b>Exemption Paragraph Number</b>						
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>Cabinet Member Signature</b>								
<b>20</b>	I agree the decision and confirm that it is not contrary to the Council's policy and budget framework, Corporate Plan or Budget. In taking this decision I have given due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not. For further details please see the EIA attached.							
<b>Signature</b>			<b>Date of decision</b>			5 <sup>th</sup> July 2021		
<b>Print Name</b>	Councillor Dave Downie, Cabinet Member for Education, Skills and Children and Young People							

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# COVID LOCAL SUPPORT GRANT-EXTENSION

## Business Case and Options Paper



### PURPOSE

The purpose of this report is to describe the requirement for the Local Authority (LA) to distribute Covid Local Support Grant (CLSG) Extension funding to vulnerable families during the 2021 summer holidays, and to recommend the preferred option to support this aim.

The recommendation is to distribute recently announced CLSG extension funding (£871,567.58 – to be confirmed by the Treasury), using our existing model, as successfully implemented in December 2020, February, April and May 2021, utilising a new contract with a voucher provider. Circa 11,100 eVoucher codes will be procured, for distribution by schools and Early Years (EY) settings. Final numbers will be confirmed once the Free School Meal (FSM) register closes.

In order to be consistent with previous distribution, the intention is to provide vouchers to the value of £15.00 per child, per week for the six weeks of the summer holiday (Total: £90.00). In order to provide this level of support to eligible families, there is a shortfall in the CLSG extension funding of c£130k. Plymouth City Council have agreed to top up the grant funding using other Covid funding. The alternative would be to reduce the voucher face value to £12.50 per week or restrict the cohorts of those benefitting, neither of which are considered to be the most appropriate option to meet need

### INTRODUCTION

The Department for Works and Pensions (DWP) informed PCC on 21<sup>st</sup> June of the intention to extend COVID grant support for vulnerable families to continue until 30<sup>th</sup> September 2021, with a further £160 million granted nationally to local authorities. At this point it is intended that this is the final extension of this scheme.

The CLSG extension has the same eligibility criteria, and uses the same reporting template (incorporating the Statement of Grant Usage Management Information (MI) Return), as the CLSG running from 17<sup>th</sup> April to 20<sup>th</sup> June 2021.

DWP is providing an additional £871,567.58 funding to PCC, under section 31 of the Local Government Act 2003, to administer the CLSG extension and provide direct assistance to vulnerable households and families with children particularly affected by the pandemic. This will include, but is not limited to, all families who normally have access to Free School Meals (FSM) during term time and others on the periphery of benefits in hardship. PCC will deliver the scheme, in the main, through food vouchers.

The £160m extension funding has been allocated to Local Authorities (LAs) on the same basis as the previous CLSG, using the population of each authority weighted by a function of the English Index of Multiple Deprivation. However, on this occasion DWP has factored in a reduction to reflect the Holiday Activity and Food (HAF) programme award. This net reduction has created a shortfall in funding of c£130k.

Authorities will receive payment of their CLSG allocations in November/December 2021 following the completion of the final MI report by 22 October 2021. The payment will be adjusted to align with the actual amount of reported eligible grant spend.

## OVERVIEW

In Plymouth there are estimated to be 9,900 (18.6%) children living in poverty (before housing costs are included), which is one in five. When housing costs are included one in three Plymouth children are living in poverty. Data shows that 7,308 children under 16 are living in income deprived households with 79% living in workless households, indicating that they are more likely to be experiencing child poverty. For example, eight out of 10 children living in the Barne Barton neighbourhood are effected by income deprivation.

Since March 2020 there has been an increase in FSM registration by 1,700 (9249 as at 15th June 2021). When we include the figures from schools who do not purchase the FSM eligibility checking service from the Council the gross increase in those requiring FSM support is circa 2000 since March 2020. In addition, support has been provided to families identified by schools and settings as being on the periphery of benefits in hardship.

To date, PCC has distributed over c£1.6 million of DWP covid support funding. This has included:

- Purchased and distribution of 42,377 eVoucher codes to schools and Early Years (EY) settings and entitled Further Education (FE) students;
- c£39k in direct support of the homeless, young carers and siblings, asylum seekers and refugees, unpaid adult carers and households identified by Children, Young People and Families Services (CYPFS);
- c£28k for Adult Community Meals provision during the month of March 2021.
- £76k in grants to Third Part Organisations (TPOs);
- £290k to Plymouth Energy Community (PEC) to help families struggling to stay warm during the winter months.

## COVID LOCAL SUPPORT GRANT ALLOCATION

Awards must be based on the following framework:

- At least 80% of the total funding will be ring-fenced to support households with children, with up to 20% of the total funding to other households experiencing, or at risk of experiencing, poverty during the pandemic. This may include households not currently in receipt of DWP welfare benefits.
- At least 80% of the total funding will be ring-fenced to provide support with food, energy and water bills for household purposes (including drinking, washing, cooking, central heating, and sanitary purposes) and sewerage. Within this condition there is flexibility about the proportion of support allocated to food and to bills.
- Up to 20% of the total funding can be used to provide support with other essentials clearly linked to the scheme conditions (including sanitary products, warm clothing, soap, blankets, boiler service/repair, purchase of equipment including fridges, freezers, ovens, etc.), in recognition that a range of costs may arise which directly affect a household's ability to afford or access food, energy and water.

CLSG will allow PCC to directly help the hardest-hit families and individuals, as well as provide food for children who need it over the holidays.

**CLSG FUNDING BREAKDOWN**

<b>COHORT</b>	<b>% SPLIT</b>	<b>AMOUNT</b>
Families with Children	80%	£697,254.06
Other households, including individuals	20%	£ 174,313.52

<b>PROVISION</b>	<b>% SPLIT</b>
Support with food, energy and water bills (including sewerage)	80%
Other items	20%

A reasonable amount may be allocated for administration and management costs.

**PROPOSAL**

CLSG will be dispersed using the current, successful model of distribution of eVoucher codes via schools and settings. The Council will top up CLSG funding to allow vouchers to the value of £15.00 per week over the six week summer holiday period to be provided to all FSM entitled children and those on the periphery of benefits in hardship.

**COMMUNICATIONS**

PCC must, as appropriate and practical, reference that the grant is funded by the DWP in any publicity material, including online channels and media releases.

**OPTIONS**

Please see Appendix A

**TIMELINE AND FORWARD PLAN**

<b>Date</b>	<b>Event</b>	<b>Notes</b>
29/06/2021	CEMT	Present CLSG Business Case and Options paper - verbal
01/07/2021	Supplier of vouchers engaged	Using CCS voucher Framework we can Direct Award
05/07/2021	Authorise payment for vouchers	
12/07/2021	Confirm final numbers of eVoucher codes required	Place order
16/07/2021	DWP return due	Advising DWP of planned intentions for delivery
16/07/2021	Delivery date for eVoucher codes to PCC	
16/07/2021	Distribution of eVouchers codes to schools and settings commences	
23/07/2021	School Summer holiday commences	
06/09/2021	Schools return	
13/09/2021	MI returns from schools required	Early returns are encouraged. EY Settings MI return produced by EY team
30/09/2021	CLSG extension project ends	
22/10/2021	MI return required by DWP	

**FINACIAL AND BUDGETARY IMPLICATIONS**

The CLSG extension is entirely funded by DWP. A small amount of the funding is being used to support the administration of the scheme and this will be recorded in MI returns. The aim is to spend 100% of allocated funding.

An additional £130k has been agreed to be funded from other Covid funds to enable vouchers values at £15.00 per week, per child to be distributed.

## RESOURCING

Additional temporary administrative support will be required for the FSM entitlement checking service. This is already in place to support and administer CLSG and the intention will be to extend current agency staff.

## RECOMMENDATIONS

In order to support the health and well-being of the most disadvantaged children and continued engagement in their education, this report recommends that approval is given to continue with our existing model for the distribution of Covid support and provide the necessary top up to CLGS, in order that PCC is consistent with previous provisions.

## Appendix A – Options

### OPTIONS

**Option 1** – Use only the CLSG extension funding (£871,567.58) for the provision of eVoucher Codes to the face value of £12.50 or restrict the benefiting cohort in order to provide £15.00 eVoucher codes to as many as possible (just FSM registered) – **Not recommended**

Benefits	Dis-Benefits	Mitigation/Comments
Remains within CLSG Extension Budget	Not consistent with previous distribution	Robust communications
Potential reduction in administrative burden if cohort is restricted	Families on the periphery of benefits in hardship would not benefit	
	Risks significant reputational damage	
	Potential claims of discrimination	
	Unable to support EY cohort who are not entitled to FSM but are on benefits	

**Option 2 – Continue the Food Voucher Model and top up CLGS** (estimated cost to PCC and/or contributing partners = c£130k) – **Recommended**

Benefits	Dis-Benefits	Mitigation/Comments
Consistent with previous provision		Expectations met
Does not discriminate		All previous benefitting cohorts included
	Financial impact on PCC and/or contributing partners	Positive reputational impact
Can use CCS Voucher Framework to directly award supplier contract	Limited number of supermarkets	Contract would be awarded to supplier assessed to have the merchant portfolio that best fits for Plymouth residents
Existing administrative model and process is rehearsed	No control on what the vouchers are redeemed for. May be used for other things, beside food provision	National issue
Flexible, in that recipients can choose which supermarket to shop at from the list provided	These supermarkets may not be based within the recipients locality	Merchants are on public transport routes



Child/family stigma of being identified as FSM entitled is minimised		
Medical and food intolerants will be catered for.		
Vouchers can be provided to other children identified as being in need.		
Supplier will offer a discount		

**Option 3 – Cash Payment** - A cash payment of £75.00 direct to those entitled. Estimated cost: £832,500.00 plus an administration charge of c£3.50 for each pre-payment card. Worst case scenario pre-payment cards could cost an additional £38,850 – **Not recommended**

Benefits	Dis-Benefits	Mitigation/Comments
Payment direct to families	If cash into banks and the account is overdrawn, family would not have access to money	Provide pre-paid cards
Families can shop wherever they want	No way of guaranteeing money would be used to feed children	
	Pre-payment cards would attract a £3.50 administration charge for each card issued	
	Labour intensive - Increased internal administration	
	Families would need to apply, applications would need to be approved using benefits information which may have data protection issues	
	Not consistent with previous distribution	
	Families on the periphery of benefits in hardship would not benefit	
	Risks significant reputational damage	
	Potential claims of discrimination	
	Unable to support EY cohort who are not entitled to FSM but are on benefits	
	Not consistent with previous distribution	
	Families on the periphery of benefits in hardship would not benefit	
	Risks significant reputational damage	
	Potential claims of discrimination	
	Unable to support EY cohort who are not entitled to FSM but are on benefits	

**Option 3 - CATERed to produce weekly food parcels** - Provide weekly food parcels to be collected at agreed collection points (Schools and cafes etc.) – **Not Recommended**

Benefits	Dis-Benefits	Mitigation/Comments
Ensures provision is for food only	There are 24 schools (13 secondary/11 primary) across the city that are not supported by CATERed.	Non-CATERed schools would need to provide their own food parcels.
Ensures a healthy, nutritious, balanced food parcel	Child/family stigma of being identified as FSM entitled and/or on benefits	Individual schools to manage distribution to reduce stigma
CATERed well versed and practiced on suitable contents for food parcels or packed lunches and catering for medical and food intolerants	Collection of food parcels at schools with high levels of FSM children will be challenging and time consuming e.g. Stoke Damerel Community College - 382	Individual schools to manage distribution. This may be easier at Primary schools.

CATERed experienced in logistics of and the production and distribution of food parcels	Schools closed would need to open for distribution, possibly disrupting scheduled maintenance	
Resurgam - Benefits local economy	H&S issues related to schools opening for distribution would need to be managed	H&S Risk Assessment
Benefits CATERed, a PCC/school owned company	Would need the agreement of community venues.	
PCC could advise on suitable contents for food parcels or packed lunches	Unknown staffing and administrative costs	
Resurgam - Benefits local economy	Not all community venues and associated organisations will be experienced in logistics of and the production and distribution of food parcels	PCC/CATERed could advise/support
Many of the organisations associated with community venues are already in contact with disadvantaged families and would welcome the opportunity to encourage more to engage and access their services.	There would be a need for risk assessment and food hygiene assessments at each venue	
	All the information and details would need to be clearly communicated to the recipients, which may involve additional costs. To ensure that the right number of boxes at each venue, cater for medical/ food intolerants and reduce food wastage there would be a need for recipients to inform in advance which will involve a significant amount of administration.	
	May be data protection issues with the sharing of personal data with community venues	Venues will only be given a list of names of people who will be collecting food parcels.
	The number of community venues needed to provide city-wide coverage could be in the region of 30, which could be logistically challenging.	
	There is no exiting system in place to roll-out this model. Would need to identify an internal team or external partner to coordinate.	

# EQUALITY IMPACT ASSESSMENT – COMMUNITY

## COVID Winter Grant Scheme

<b>STAGE I: What is being assessed and by whom?</b>	
<p>What is being assessed - including a brief description of aims and objectives?</p>	<p>When considering this EIA it is important to have due regard to the public sector equalities duties imposed upon the Council by section 149 Equalities Act 2010.</p> <p>In Plymouth there are 9,900 (18.6%) children living in poverty, which is one in five before housing costs are considered, Once housing costs are included one in three children live in poverty. Data shows that 7,308 children under 16 are living in income deprived households with 79% living in workless households, indicating that they are more likely to be experiencing child poverty. For example, eight out of 10 children living in the Barne Barton neighbourhood are effected by income deprivation.</p> <p>The department for Works and Pensions (DWP) has recently announced the launch of a Covid Local Support Grant (CLSG) extension. Additional funding (£871,567.58) is being provided, subject to Treasury final approval. The funding will be ring-fenced with at least 80% earmarked to support with food and bills. In addition to funds already allocated by the DWP the period covered is revised to 21/06/2021-30/09/2021.</p> <p>It will allow PCC to directly help the hardest-hit families and individuals, as well as provide food for children who need it over the summer school holidays. PCC understands which groups need support, and are best placed to ensure appropriate holiday support is provided – which is why we will distribute the funds, rather than schools (but will ask schools to assist with targeting FSM cohort and publicising support), who will continue providing meals for disadvantaged children during term-time.</p> <p>The CLSG is not designed to replicate Free School Meals (FSM) in its entirety, but this is a key factor. CLSG is wider than children with FSM entitlement. Not all families who qualify for FSM will need this support. However, it is proposed we use the FSM register, together with other registers, to capture and target our most vulnerable families and children.</p> <p>It is clear that this support will need to cover children at risk of going hungry, but also support other vulnerable groups.</p>

<b>STAGE 1: What is being assessed and by whom?</b>	
Responsible Officer	Ming Zhang, Service Director, Children, Young People and Families <a href="mailto:Ming.Zhang@plymouth.gov.uk">Ming.Zhang@plymouth.gov.uk</a> The Government has created CLSG to support families with children, other vulnerable households and individuals. On 21 <sup>st</sup> June 2021 DWP announced an extension and additional CLSG funding. PCC intends to purchase and facilitate the provision of food vouchers through schools and Early Years (EY) settings and support the food element of the 'Fit & Fed' programme.
Department and Service	Children's Services, EPS and People, Strategic Cooperative Commissioning
Date of Assessment	23 <sup>rd</sup> June 2021
Author	Mark Mortimer MBE

<b>STAGE 2: Evidence and Impact</b>				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
Age	Children and young people (CYP) under 18 account for 20 per cent of our population, with 18 per cent being under 16.	No. Children's Programme intentions confirm the ambition to truly give every Child the "Best Start to Life", by commissioning and providing place based Integrated Children, Young People and Families services covering wellbeing, physical and mental health, social care and education. Children,	Provide assistance and support for our most vulnerable children, young people and families in our society, across the full range of ages. Incorporating various schemes, including WGS and HAF	June – September 2021. Ming Zhang

<b>STAGE 2: Evidence and Impact</b>				
<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact?</b>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
		young people and families will be supported to stay healthy, achieve and aspire. The WGS and other schemes will support our ambitions, during these challenging times, which includes support to other vulnerable groups		
Disability	<p>When compared with its statistical neighbours, Plymouth has continued to see a year-on-year increase in pupils identified with special educational needs and disabilities. The 2020 School Census identified 6625 school age children with SEND (17.1% of the school age population and the national average is 14.8%)</p> <p>In June 2021 there are 2376 children and young people aged 0-25 years old with an Education, Health and Care Plan.</p>	No adverse disability related impact has been identified because of the current work package.	The children & young people and adults we support often have complex and challenging needs. We need to target our most vulnerable children and families in our society for support. The most efficient way of achieving this in a timely manner is to use our existing networks to distribute grant funding and provide the MI returns required to release further funding in February and April 2021.	June – September 2021. Ming Zhang

<b>STAGE 2: Evidence and Impact</b>				
<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact?</b>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
	<p>With the introduction of Education, Health and Care Plans in September 2014, early data indicates an initial fall in the number of requests for statutory assessment and the impact of the legislative changes will be monitored. Many of the children with Education, Health and Care Plans have complex medical needs, including continuing healthcare and mental health issues.</p> <p>School Census 2020 reported that of the school age children with identified SEND:</p> <p>4% - physical disability (266 children)</p> <p>0.3% - profound learning disability (21 children)</p> <p>0.3 % multi sensory needs (22 children)</p> <p>In the broader group of children with special educational needs/disability</p>			

<b>STAGE 2: Evidence and Impact</b>				
<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact?</b>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
	<p>(including those without a Education Health and Care Plan), it has been identified that there are currently around 1,500 children and young people identified with communication interaction needs, including Autistic Spectrum Condition, on the school aged caseload for specialist support. Of these young people, 20% are identified as having significant and challenging needs.</p> <p>People with disabilities may experience harassment and discrimination. Consultation feedback tells us that children with disabilities often worry about being bullied.</p> <p>People with disabilities are less likely to feel valued and score poorly against happiness and life satisfaction measures. People with disabilities report higher levels of anxiety and this has marginally increased as a result of the COVID-19</p>			

<b>STAGE 2: Evidence and Impact</b>				
<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact?</b>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
	pandemic (4.47 out of 10, compared with 2.91 out of 10)			
Faith, Religion or Belief	There is no specific CYP data for this category. However, data shows 32.9% of the Plymouth population stated they had no religion. Those with a Hindi, Buddhist, Jewish or Sikh religion combined totalled less than 1%. 58.1% of those who responded declared themselves to be Christian. 0.8% declared that they were of Islam, 0.3% Buddhist; 0.2% Hindu; 0.1% Jewish; 0.1% Sikh. 0.5% of the population had a current religion that was not Christian, Islam, Buddhism, Hinduism, Judaism, or Sikh such as Paganism or Spiritualism.	This projects & its work packages will not discriminate against faith, religion or belief as those affected will have social equality proactively enhanced. The in-scope services and functions affected will work with vulnerable children, and families, irrespective of faith, religion or belief.	A periodic, comprehensive census is required to capture relevant data related to CYP and vulnerable families, within the confines of data protection legislation and requirements.	Ongoing. Policy and Intelligence Team  Commissioning team
Gender - including marriage, pregnancy and maternity	Analysis from the Office for National Statistics shows that one in five women (compared to 4% of men) have experienced some type	The project and its work packages will not discriminate against gender, as those affected	A periodic, comprehensive census is required to capture relevant data related to CYP, within the	Ongoing. Policy and Intelligence Team/Public Health England Child Health Profiles



<b>STAGE 2: Evidence and Impact</b>				
<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact?</b>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
	<p>of sexual assault since the age of 16. The Women and Equalities Select Committee are currently holding full inquiries on sexual harassment of women and girls in public places following the emergence of widespread allegations of sexual assault and harassment across the UK. A previous inquiry into sexual harassment and sexual violence in schools found that the sexual harassment and abuse of girls is accepted as part of daily life. Although there is a lack of data on this issue, survey results have shown that 59% of girls aged 13-21 have faced some form of sexual harassment at school or college in the past year and almost a third (29%) of 16-18 year old girls have experienced unwanted sexual touching at school. In 2014, approximately 30 girls aged under 18 conceived for every 1,000 women aged 15-17 years in</p>	<p>will have social equality proactively enhanced. The services affected by the requirements of the project and its work packages will work with all vulnerable CYP and families, irrespective of gender, marital status or pregnancy.</p>	<p>confines of data protection and child protection legislation and requirements</p> <p>The Authority will ensure service accessibility via on-going commissioning management</p>	

<b>STAGE 2: Evidence and Impact</b>				
<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact?</b>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
	<p>this area. This is higher than the regional average (approximately 19 per 1,000). The area has a higher teenage conception rate compared with the England average (approximately 23 per 1,000), although there is a downward trend in under 18 conceptions in Plymouth.</p>			
Gender Reassignment	<p>Many young people experiencing gender issues who decide to Transition, may do so around the onset of puberty and this can bring them into conflict with parents, family and friends, who may find it difficult to accept their gender identity. Younger children can only Transition with parental consent, when this is given, and accompanied with a diagnosis of gender dysphoria, they may be given drugs to delay the onset of puberty until they reach the age of consent. There is very little data to draw on when looking to</p>	<p>No gender reassignment related impact has been identified. The services affected by the project and its work packages will work will all vulnerable CYP and families, regardless of gender reassignment.</p>	<p>PCC will ensure service accessibility via on-going management.</p>	<p>Ongoing. Policy and Intelligence Team/Public Health England Child Health Profiles</p>

<b>STAGE 2: Evidence and Impact</b>				
<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact?</b>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
	<p>provide a local Plymouth picture of gender identity issues, particularly as LGBT+ is the commonly used acronym to describe a number of different groups; Lesbian, Gay, Bisexual describe sexual orientation, (who you are emotionally, romantically or sexually attracted to), and Trans to describe gender identity, (whether an individual identifies that they are male or female or some other gender which does not fit into binary terminology). The '+' refers to those with a sexual orientation or gender identity which does not easily fit into the standard terms LGBT. As information is often grouped together under LGBT+ it makes it difficult to identify issues relating just to gender identity and to separate out any supporting data.</p> <p>Evidence shows that when people reveal their gender</p>			

<b>STAGE 2: Evidence and Impact</b>				
<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact?</b>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
	<p>preference, they are exposed to a risk of discrimination, bullying and hate crime and are more likely to report mental health conditions and to attempt suicide than the general population. Dealing with victimisation can be difficult, for those Trans individuals who decide to Transition or not, evidence shows that other emotional or psychological issues may arise which can lead to life changing events such as homelessness, loss of employment or rejection by family and friends. Other known issues include the lack of gender neutral facilities in public spaces and the feeling of frustration of having to change or explain legal documents (driver's license, passport, titles to property, diplomas, etc.)</p>			
Race	White British boys are less likely to do well in education than most Black and	The in-scope services and functions affected will work with all vulnerable	PCC will ensure service accessibility via on-going	Ongoing. Policy and Intelligence Team/Public Health England Child Health Profiles

<b>STAGE 2: Evidence and Impact</b>				
<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact?</b>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
	<p>Minority Ethnic Communities (BAME) pupils. Pupils from Indian and Chinese communities outperform White British pupils whilst children from Black Afro Caribbean, Pakistani, and Bangladeshi communities do less well. Roma and Irish Traveller children do least well. Some areas of the city are more diverse than others: the area around the university, the city centre, Stonehouse and the East End are among the most diverse.</p> <p>Plymouth's headline community cohesion rate (77 per cent) is significantly lower than the national average. There is a strong correlation between areas with high levels of deprivation and low levels of community cohesion.</p>	CYP and families, irrespective of race.	<p>commissioning management.</p> <p>Appropriate measures need to be put in place to ensure that language barriers do not adversely affect person centred assessments and support.</p>	

<b>STAGE 2: Evidence and Impact</b>				
<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact?</b>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
Sexual Orientation -including Civil Partnership	There is no precise local data on numbers of Lesbian, Gay and Bi-sexual (LGB) CYP in Plymouth. If such data were held, specifics would not be published owing to the sensitivity of the information, especially within this most vulnerable group.	No adverse impact has been identified in services affected by the project or its work packages.	PCC will ensure service accessibility via on-going management.	June – September 2021. Ming Zhang

<b>STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken</b>		
<b>Local Priorities</b>	<b>Implications</b>	<b>Timescale and who is responsible?</b>
<b>Reduce health inequalities</b>	<p>The actions identified above will positively impact on vulnerable CYP and families. This project aims to minimise the impact on outcomes of COVID and the winter season, by delivering food and utility support to those that most need it.</p> <p>Vulnerable CYP and families will experience improved support, not only during the winter months, but beyond. We and our partners are committed to being effective, caring, and ambitious in our delivery of WGS and other schemes.</p>	<p>June-September 2021.</p> <p>Ming Zhang</p>

<b>STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken</b>		
<b>Local Priorities</b>	<b>Implications</b>	<b>Timescale and who is responsible?</b>
	Commissioning strategies, action plans and workforce development will improve cooperation between all the services that support vulnerable CYP & their families.	
<b>Human Rights</b>	It is important that all CYP and families are treated fairly, their views are taken into account and that their human rights have been respected. No adverse impact on human rights has been identified.	June-September 2021. Ming Zhang

<b>STAGE 4: Publication</b>			
Director, Assistant Director/Head of Service approving EIA.	Ming Zhang	Date	05 June 2021

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