

EQUALITY IMPACT ASSESSMENT

Education Participation and Skills



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?	<p>This EIA considers the impact of children and their families that have found themselves in exceptional and unexpected circumstances since March 2020, as a result of COVID 19.</p> <p>In order to support the health and well-being of the most disadvantaged children and continued engagement in their education, the recommendation is that a delegated decision is taken to support the system to make a payment of £11 available to families whose child is eligible for FSM.</p> <p>In Plymouth there is a continuing increase of eligible families for free school meals and since March numbers have risen in the city by over 14%. Universal credit claimants (28,500 in September 2020) also continue to increase meaning that the trend upwards of FSM will continue.</p>
Author	
Department and service	Education Participation and Skills
Date of assessment	27/10/2020

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (eg data and feedback)	Any adverse impact See guidance on how to make judgement	Actions	Timescale and who is responsible
Age	<p>Plymouth had a population of 256,384 people from the 2011 Census (Office of National Statistics (ONS), this is currently estimated at 264,200 (DATA Plymouth).</p> <p>In relation to FSM the uptake has continued to rise, and there</p>	<p>No adverse impact is expected.</p> <p>We believe we should support access to a holiday meal for those families that do need additional financial assistance over the school holiday.</p>	To check other age related eligibility criteria	Service Director EPS

	are now over 8730 pupils in the city who are eligible			
Disability	<p>A total of 31,164 people (from 28.5% of households) declared themselves as having a long-term health problem or disability. 10% of our population have their day-to-day activities limited 'a lot' by a long-term health problem or disability. 17.5 per 1,000 children in Plymouth have a learning difficulty reported by schools. 2800 people (1% of population) have some learning disability. 30,000 adults in Plymouth (10.6% of population) have some form of mental health issue.</p> <p>Additional hardship, and difficulties in providing basic food for their children, will add to the difficulties their children will face in maintaining their health, their ability to engage in their education, and for some families exacerbate their ability to maintain and support their children's attendance at school.</p>	No adverse impact is expected	With other factors related to COVID likely to cause further disruption to children's education, we will continue to support schools to manage periods of self isolation among pupils and staff.	EPS and wider PCC services
Faith/religion or belief	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%. 0.5% of the population had a current religion that was not Christian,	No adverse impact is expected	Payment to families will enable them to have choice related to any religious dietary requirements	EPS, Schools and wider PCC services

	Islam, Buddhism, Hinduism, Judaism, or Sikh such as Paganism or Spiritualism.			
Gender - including marriage, pregnancy and maternity	<p>Circa 130,000 (50.7% of the population) are female. 77,154 (39% people are married. 16,572 (8.5% people have remarried. 5382 (2.8%) are separated and still legally married.</p> <p>In 2013 there were 3163 live births in Plymouth¹</p> <p>During the school term schools and the LA catering company (CATERed) provided food parcels for those children who were self-isolating and FSM eligible. Whilst not all children accessed this offer, in excess of 90 families did.</p>	No adverse impact is expected	It is anticipated that only those most in need will access the financial assistance, and checks are in place to ensure that only those already eligible for FSM will be considered for payment.	EPS Services
Gender reassignment	We don't currently have any data about gender reassignment of our people	No adverse impact is expected	No adverse impact is expected.	No adverse impact is expected.
Race	238,263 (92.9%) of Plymouth's population identify themselves as White. 7.1% identify themselves as Black and Minority Ethnic (BME) with White Other	No adverse impact is expected.	No adverse impact is expected.	No adverse impact is expected.

¹ Office of National Statistics

	<p>(2.7%), Chinese (0.5%) and Other Asian (0.5%) the most common ethnic groups. BME population has risen from 3% in 2001 to 6.7% in 2011 therefore has more than doubled since the 2001 census. At least 43 main languages spoken in the City, showing Polish, Chinese and Kurdish as the top three. Based on a full year data for 2012-13, our top most requested languages are Polish, British Sign Language (BSL) and Chinese Mandarin. We have seen the trend for Polish and BSL to continue into 2013-14 however the third language varies; we believe this is due to patients and clients needing repeat appointments and treatment. Ethnicity and language statistics of school children (0-18 years) Data for 2012² shows out of a total population of 36711, 33,646 (95.65%) were identified as white British. 1123 (3.06%) as 'white other background'; 'other ethnic</p>			
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² School census data 2012 provided by Policy, Performance & Partnerships Department, Plymouth City Council, Jan 2013.

	group' 438 (1.19%); BME counted for 932 (2.54%).			
Sexual orientation - including civil partnership	Data sets are not recorded centrally	No adverse impact is expected.	No adverse impact is expected.	No adverse impact is expected.

STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

Local priorities	Implications	Timescale and who is responsible
Reduce the gap in average hourly pay between men and women by 2020.	No adverse impact has been identified.	No adverse impact is expected.
Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.	No adverse impact on human rights has been identified.	No adverse impact is expected.
Good relations between different communities (community cohesion)	No adverse impact on human rights has been identified.	No adverse impact is expected.
Human rights Please refer to guidance	It is important that all people of Plymouth 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. We recognise that families experiencing poverty and exceptional circumstances over a period of longer than 7 months do need additional financial support at this time, in order to ensure that they can feed their children over the half term break.	In recognition of the hardship experienced by many families, and the impact for their children this required an urgent decision, and actions to be taken as half term began.

STAGE 4: PUBLICATION

Responsible Officer: Judith Harwood

Date 27 October 2020

Service Director for Education, Participation and Skills