![Staffordshire County Council]

Community Impact Assessment

Name of Proposal: Impact of COVID-19 on SCC Communities, Economy, and Organisational and Recovery Approaches

Project Sponsor (if applicable):
Janene Cox OBE, Assistant Director Culture, Rural, and Safer Communities
Andrew Donaldson, Assistant Director Strategy, Public Health and Prevention

Project Manager (if applicable) or Lead: Deborah Sullivan, Senior Project Manager

Date: 24 September 2020

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Community Impact Assessment – COVID-19 Recovery Approach:

1.   Introduction:

1.1.   This is a CIA on Staffordshire County Council's **approach to the planning and recovery from COVID-19**. It builds upon an initial outline CIA produced in June 2020 which considered high-level impacts of COVID-19 on our communities, the economy and organisation.

1.2.   The recovery process will take an extended period, and as such this CIA will be updated in line with Cabinet decisions and updates where appropriate. It will also be appropriate for separate individual CIAs to be produced when substantial proposals are made.

2.   COVID-19 – Overview:

2.1.   Coronavirus COVID-19 continues to circulate around the world and in the UK. As of 22nd September, there have been over 403,000 confirmed cases and 41,825 deaths in the UK.

2.2.   Whilst the UK has emerged from the 'lockdown' imposed at the end of March 2020, COVID-19 continues to circulate across the country. COVID-19 is likely to be with us for a prolonged period of time, as such it is essential that we limit the spread of the infection so that we can enable both our residents and economy to recover from the wide-ranging impacts of the pandemic

2.3.   Staffordshire is responding well to the early identification and containment of local outbreaks. We continue to deal with a steady stream of incidents, related to adult care settings, education settings, businesses and communities. In recent months, Staffordshire has dealt with a number of significant outbreaks, including Stone, Newcastle and Tamworth, and elevated levels of infections in parts of Burton.

3.   Summary of Engagement

3.1.   At the heart of all our recovery plans and activities is considering and understanding the impacts of COVID-19 on our residents and communities. During August and September 2020, we undertook a COVID-19 Residents' Survey to understand how the pandemic has affected the people of Staffordshire and their views on priorities for recovery. We received 3,775 responses to the survey which is the largest response to a cross-cutting survey in some time.

3.2.   Initial findings show that almost two thirds (63%) experienced an overall negative impact on life, compared with 12% who reported a positive impact.

    3.2.1.   The overall negative impacts experienced include not seeing friends and family, being unable to travel and being worried about friends and family.

    3.2.2.   Those with disabilities / long-term medical conditions are less likely to have experienced the positive impacts reported in the survey (e.g. spending more time outdoors and / or with immediate family).

    3.2.3.   Some of the greatest concerns looking forward include the recovery of the local economy, the impact on the environment / climate, mental health and wellbeing, and access to health care.

3.3.   A full analysis of these findings is underway and will be brought back to Cabinet for a discussion in late October.

4.   Emerging Recommendations

4.1.   Based on the assessment below, this CIA makes the following overarching recommendations in order to support the recovery process:

- Feed results of survey into recovery plans, and also into our business planning for 2021/22
- Take forward the mitigations set out in this CIA
- Ensure all contingency planning is updated in the event of a second wave
- As recovery shifts and where significant changes to services occur, produce individual CIAs as necessary

Public Sector Equality Duty (PSED) – Use this section to identify if the proposal will impact on our legal obligations under the Equality Act 2010 for both residents and staff. In summary, those subject to the general equality duty must have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity between different groups and foster good relations between different groups.
Please consider:
- Who is currently using the service, across the protected characteristics?
- What do we know about their experiences and outcomes?
- What relevant information is available from the Census and population trends data?
- What were the findings of the engagement/consultation?
- Is there any relevant national, regional and/or local sources of research/evidence available?
- Is there any relevant information from partners or voluntary, community, social enterprise organisations?
- What is the analysis of the impact on those with relevant protected characteristics?

Protected Characteristics:	Which groups will be affected	Benefits	Risks	Mitigations / Recommendations
• **Race**	All	People of all ethnicities will benefit from the recovery of Council services and assets.	• BME communities are overrepresented in cases and impacts of Covid-19. If services are opened without the right safety measures this may have a greater impact on BME communities. • BME communities that access services that have not yet been recovered could potentially be impacted. • BME communities who are normally in receipt of Targeted Early Year / Families Programmes or Early Years Core Offer services may be disadvantaged until these are reopened. • BME staff who work on the frontline	• Continue to ensure the implications of BME community are considered in the redesign of all services as part of recovery. • Ensure all Covid-19 safety measures are in place in Council buildings and risk assessments undertaken. • Endeavour to communicate all safety guidance and changes to services in an accessible way to residents who do not have English as their first language where possible. • Provide an accessible virtual offer of support where possible in the absence of services still to be recovered to BME communities.

				• Ensure any funding / capacity building / marketplace development for communities relating to Covid-19 considers groups that support BME communities. • Ensure the refreshed delivery plan for Supportive Communities considers the BME community • When dealing with local outbreaks with higher proportions of BME people ensure any additional support is provided.
• **Disability**	All (in particular people over 70 with long-term conditions)	People with disabilities will benefit from the recovery of Council services and assets.	• People with disabilities are potentially at greater risk from COVID-19. • New safety measures may make it more difficult for people with disabilities to access services. • People with disabilities may not be able to access the new safety guidance for attendance at newly reopened community assets. • If accessible toilets are not able to open in community assets, this will have an impact on people with disabilities. • There is a limited care market for children with a disability, this market has become more fragile with COVID-19 • National research shows that disabled people are more likely to be digitally excluded. Due to	• Continue to ensure the implications of disabled people are considered in the redesign of all services as part of recovery. • Ensure all Covid-19 safety measures are in place in community assets • Consider the impact of new Covid-19 safety measures on people with disabilities and make adaptations for people with disabilities where possible. • Endeavour to communicate all safety guidance and changes to services in an accessible way to people with disabilities, such as visual impairment or learning disabilities.

			Covid-19 safety measures, restrictions on access to computers and digital support in libraries while services are recovered may have an impact on digital exclusion. • Young people with Special Educational Needs or Disabilities (SEND) and their families may also be affected by the impact on schools and support services, changes to support and potentially increased demand on services need to be mitigated as plans develop. • People with sensory disabilities may be affected by changes in service provision if this does not consider accessibility requirements	• Until computer access in libraries is restored to normal levels, support any work that may take place corporately / with partners to reduce digital exclusion during Covid-19. • Endeavour to communicate clearly any changes in availability of accessible facilities (e.g. toilets, ramps etc). • Ensure any funding / capacity building / marketplace development for communities relating to Covid-19 considers groups that support people with disabilities. • Ensure social distancing features and additional street furniture to assist Town Centre recovery is in accordance with guidance for those with mobility or sight impairments. • Engage with schools to address specific issues and to communicate effectively with parents and carers. • Developing new ways of providing support to in-house learning disability provider services in the context of enhanced requirements for hygiene and social distancing, including the use

				• of remote electronic interactions. • Ensure we continue to monitor demand and ensure resource is prioritised.
• **Sex**	All	People of all genders will benefit from the recovery of Council services and assets.	• While both genders are affected by COVID-19, early evidence nationally shows men are more likely to be affected more severely by COVID-19. This may impact on recovery or changes to services that support a higher number of males than females (e.g. drug and alcohol support). • Changes to services / support that is used by a higher number of women (e.g. children's centres, domestic abuse support) could also potentially impact women. • Services that support each sex that are usually provided in community assets (e.g. mother's support groups, breastfeeding support groups etc) may not be as accessible until all services are fully recovered (such as the Early Years Core Offer).	• Ensure that a virtual IAG / outreach offer is available where possible to support men and women where services are no longer available. • Communicate any changes to specific sex-based support.
• **Age**	All (in particular older people, including those with long-term conditions, and children and young people).	People of all ages will benefit from the recovery of Council services and assets.	• Older people are at greater risk from COVID-19 as well as wider implications of lockdown (e.g. social isolation, loneliness etc). • Younger people also have specific risks associated with COVID-19, including the impact of lockdown on vulnerable	• Consider the impact of new Covid-19 safety measures on both older people and young people and make adaptations for where possible. • Endeavour to communicate all safety guidance and changes to services to people

		families and the longer-term impact of social isolation on young people, their education and mental / physical health. • Young people with Special Educational Needs or Disabilities (SEND) and their families may also be affected by the impact on schools and support services. • Young people going back to school may be affected by mental health issues • Any changes to support during recovery as a result of COVID-19 (e.g. how we support people in Care Homes, how we meet potentially increased demand on services for both older people and children and families) may result in different risks for both older people and younger people. • With the cessation of services for young people and families during Covid-19, there are key developmental leaps that have been missed and this may lead to more antisocial behaviour on their return. • There is also an increased risk to young children who have largely been hidden from services meaning that there may be a heightened risk to their safety. • Specific services / support for both older people and young people that are usually provided	through a variety of mediums to ensure accessibility where possible, especially for those digitally excluded. • Until computer access in libraries is restored to normal levels, support any work that may take place corporately / with partners to reduce digital exclusion during Covid-19. • Ensure any funding / capacity building support for VCSE and communities groups relating to Covid-19 considers groups that support both older people and younger people. • Engage with schools to address specific issues and to communicate effectively with parents and carers. • Ensure the refreshed delivery plan for Supportive Communities considers older people • Changes to support and potentially increased demand on services for both older people and children and families need to be mitigated as plans develop

		in libraries and children's centres (e.g. educational support, support for families with children, social events for older people etc) or employability and skills activities targeted at 16-18 year olds may not be as accessible until all services are fully recovered and social distancing is being observed. This may have a negative impact on social isolation, mental health and educational outcomes. • National research shows that older people are more likely to be digitally excluded. Due to Covid-19 safety measures, restrictions on access to computers and digital support in libraries while services are recovered may have an impact on digital exclusion. • If toilets are not able to open in certain facilities, this may impact on older people / young children.	
• **Religion or Belief**	All	People of all religions and beliefs will benefit from the recovery of Council services and assets.	• Any changes to services during recovery as a result of Covid-19 may result in specific risks for people of different faiths. • There may also be specific implications for staff of different faiths in returning to places of work or being supported to work flexibly.	• Ensure all Covid-19 safety measures are in place in community assets. • Consider the impact of new Covid-19 safety measures on different faiths and make adaptations for where possible. • Support staff of different faiths with the Covid-19

				safety measures where necessary.
• **Gender Reassignment**	All	People who have undergone gender reassignment or are transitioning will benefit from the recovery of Council services and assets.	• People who have undergone gender reassignment or are transitioning are potentially at greater risk of physical and mental health issues due to less support being available during COVID-19 response. • Any changes to services during recovery as a result of COVID-19, (particularly across Public Health) may result in risks for this community.	• Provide an accessible virtual offer of support where possible in the absence of mental health services still to be recovered • Ensure any funding / capacity building support for communities / marketplace development relating to Covid-19 considers groups that support people who have/are transitioning
• **Sexual Orientation**	All	People of all sexual orientations will benefit from the recovery of Council services and assets	• LGBT communities are potentially at greater risk of physical and mental health issues due to less support being available during COVID-19 response. • Any changes to services during recovery as a result of COVID-19, (particularly across Public Health) may result in risks for the LGBT community.	• Provide an accessible virtual offer of support where possible in the absence of mental health services still to be recovered • Ensure any funding / capacity building support for communities / marketplace development relating to Covid-19 considers groups that support LGBT
• **Pregnancy and Maternity**	All	Pregnant women will benefit from the recovery of Council services and assets	• Services that support pregnant women that are usually provided in libraries and children's centres (e.g. mother's support groups, breastfeeding support groups etc) may not be as accessible until all services are fully recovered (such as the Early Years Core Offer).	• Continue to ensure the implications of pregnancy and maternity are considered in the redesign of all services as part of recovery. • Ensure all Covid-19 safety measures are in place in community assets.

			• If toilets / baby changing facilities are not able to open in certain facilities, this may have an impact on pregnant women or women who have recently given birth.	• Consider the impact of new Covid-19 safety measures on pregnancy and maternity and make adaptations where possible. • Ensure that a virtual IAG / outreach offer is available where possible to support pregnant women where services are no longer available. • Communicate any changes to specific facilities for pregnant women / new mothers.
• **Marriage and Civil Partnership**	All	The recovery of Council services and assets will benefit marriages and civil partnerships where appropriate.	• No specific issues have been identified for Marriage and Civil Partnerships	N / A
• **Impact on SCC Staff**	All (in particular staff working in front-line roles and community assets or who have pre-existing conditions).	The recovery of Council services and assets will allow staff to return to Council buildings where appropriate and safe to do so.	• As SCC services and support are recovered, there may be risks for individual members of staff who have protected characteristics or are vulnerable. • There are risks to mental well-being and isolation for some staff due to increased and continued home working • These risks are likely to be more severe for staff that work in front-line / public facing roles and who work for the wider care sector.	• Ensure all Covid-19 safety measures are in place in community assets and Council buildings. • Consider the impact of new Covid-19 safety measures on different cohorts of staff, in particular, those with protected characteristics or are at increased risk. • Ensure all staff in front line services have access to appropriate hygiene products, PPE and guidance on new

			• Some staff (particularly those with disabilities) may be at risk of being disadvantaged by increased flexible / home working. • Some staff are disproportionately being pulled into the Covid-19 response risking increased stress levels and long working hours.	safety measures as necessary. • Regularly engage with staff to identify any additional support requirements as services open. • Using Do It ICount for the continued Covid-19 response to ensure that staff are only deployed where suitable and are not overworked • Ensure staff are made aware of internal and external mental health support e.g. ThinkWell • Ensure SLT monitor and manage capacity/workload within teams who are responding to Covid-19
• **Communities / localities**	Districts with higher proportion of older people. Districts with higher levels of deprivation and unemployment.	The recovery of Community assets and services has taken place in each district, and will allow communities to access more support services, leisure and cultural activities.	• Districts / boroughs with older age profiles (e.g. South Staffordshire, Lichfield), may be more at risk from COVID-19 during recovery. • Less affluent communities in Staffordshire are likely to be more impacted and this will have implications for recovery (e.g. East Staffordshire recording the highest number of COVID-19 related and excess deaths, Cannock Chase and Tamworth reporting the highest unemployment rates in Staffordshire).	• Ensure all Covid-19 safety measures are in place in community assets, services and schools. • Monitor cases / outbreaks locally and impact of any increases on newly reopened community assets, services and schools. • Provide capacity building support for the VCSE sector affected by Covid-19 through the Communities Delivery Plan. This will include the VCSE Strategic Capacity Building Partnership, Do-It

			• As of 9th August 2020, Newcastle-under-Lyme and East Staffordshire are the two districts with both the highest cumulative number of cases and cumulative rate per 100,000 population. There have been outbreak controls put in place in East Staffs, Tamworth, Stafford. • The VCSE sector and small businesses has supported communities during Covid-19. However, the sector and associated marketplaces (e.g. care) is potentially at risk of being less sustainable if recovery plans don't consider support / the capacity of the VCSE. • Schools reopening could have impact on wider community in terms of risks to vulnerable residents	Staffordshire, Covid-19 fund etc. • Support small businesses that play a key role e.g. care and community support
• **Economy**	Districts with higher levels of deprivation and unemployment. Local businesses and skills providers	The recovery of Council services and assets will allow SCC to provide greater levels of support for employment, skills, infrastructure and businesses and will aid the economy Supporting the recovery of town centres and enabling social distancing on	• Some communities in Staffordshire are likely to be more impacted than others and this will have implications for recovery (e.g. East Staffordshire recording the highest number of COVID-19 related and excess deaths, Cannock Chase and Tamworth reporting the highest unemployment rates in Staffordshire). • Business sectors that are at risk following COVID-19 include retail, wholesale, and manufacturing.	• Identify financial implications arising for skills provider's economic viability - longer-term impact is not expected to become clear until the autumn

		the highway network will support communities and economic recovery	Communities that are most reliant on these areas of business (such as Staffs Moorlands and Tamworth) will potentially see a higher level of impact. • Economic viability of skills providers is at risk	
• **Environment**	All	The recovery of Council services and assets will allow greater support for countryside and green spaces. The re-opening of Country Parks will allow more residents to access open spaces	• COVID-19 and the resulting lockdown has resulted in improvements to the environment (lower emissions etc) - The recovery of services and support along with the reduction in lockdown measures could risk this progress for the environment being lost. • SCC are still awaiting changes in Government guidance in order to restore volunteering on the Rights of Way network. This cannot be achieved safely within the current guidance. The service depends heavily on volunteers, so this is a significant constraint to delivery. • Reallocation of road space for retail activities and walking and cycling provision may impact on access for those with mobility and/or sight impairments.	• All recovery plans consider further the implications for the environment as they develop. • As waste services are fully recovered consider impacts of any further lockdowns • Ensure all Covid-19 safety measures are in place where possible across Country Parks and Rights of Way network. • Ensure any changes in guidance are communicated to residents / volunteers in an accessible way. • Ensure social distancing features and additional street furniture is in accordance with guidance for disabilities