

Annex B: Equality Impact Assessment (EIA)

Please note that the EIA will be amended from time to time to ensure that it remains consistent with the TTI Programme and any changes to it.

Equality Impact Assessment

Introductory Information

Budget/Project name

COVID-19 Test, Track & Isolate Programme
Funding

Proposal type

- Budget
 Project

Decision Type

- Cabinet
 Cabinet Committee (e.g. Cabinet Highways Committee)
 Leader
 Individual Cabinet Member
 Executive Director/Director
 Officer Decisions (Non-Key)
 Council (e.g. Budget and Housing Revenue Account)
 Regulatory Committees (e.g. Licensing Committee)

Lead Cabinet Member

Julie Dore

Entered on Q Tier

- Yes No

Year(s)

<input type="checkbox"/> 14/15	<input type="checkbox"/> 15/16	<input type="checkbox"/> 16/17	<input type="checkbox"/> 17/18	<input type="checkbox"/> 18/19	<input type="checkbox"/> 19/20	<input checked="" type="checkbox"/> 20/21	<input type="checkbox"/> 21/22
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EIA date

01/09/2020

EIA Lead

- | | |
|--|---|
| <input checked="" type="checkbox"/> Adele Robinson | <input type="checkbox"/> Ed Sexton |
| <input type="checkbox"/> Annemarie Johnston | <input type="checkbox"/> Louise Nunn |
| <input type="checkbox"/> Bashir Khan | <input checked="" type="checkbox"/> Michelle Hawley |
| <input type="checkbox"/> Beth Storm | <input type="checkbox"/> James Henderson |
| <input type="checkbox"/> Diane Owens | |

Person filling in this EIA form

Keith Leyland

Lead officer

Michelle Hawley/ Adele Robinson

Lead Corporate Plan priority

<input type="radio"/> An In-Touch Organisation	<input type="radio"/> Strong Economy	<input type="radio"/> Thriving Neighbourhoods and Communities	<input checked="" type="radio"/> Better Health and Wellbeing	<input type="radio"/> Tackling Inequalities
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Portfolio, Service and Team

Cross-Portfolio

Yes No

Portfolio

Resources

Is the EIA joint with another organisation (eg NHS)?

Yes No

Brief aim(s) of the proposal and the outcome(s) you want to achieve

To inform the Leader and Cabinet of funding received from DHSC towards expenditure incurred in relation to the mitigation against and management of local outbreaks of COVID-19 and from DEFRA to support those struggling to afford food and other essentials as a result of COVID-19.

To seek authorisation for the Executive Director Resources to expend the DHSC funding in line with the investment plan described in this report.

To commit to the ongoing assessment of the impact that COVID-19 has on people with a protected characteristic

Impact

Under the [Public Sector Equality Duty](#) we have to pay due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

More information is available on the [Council website](#) including the [Community Knowledge Profiles](#).

Note the EIA should describe impact before any action/mitigation. If there are both negatives and positives, please outline these – positives will be part of any mitigation. The action plan should detail any mitigation.

Overview

Briefly describe how the proposal helps to meet the Public Sector Duty outlined above

The nature of the Covid-19 virus has not been felt evenly across all communities and what we have seen is there is a strong relationship between socio-economic disadvantage and health inequality.

We don't yet fully understand the scale of the impact of the crisis on different groups but our understanding from the response phase supporting communities in Sheffield is that the people who were already classed as vulnerable before this crisis are growing more vulnerable, and that more people will be falling into vulnerability due to losing their jobs or other changes in their lives.

Supporting people to isolate, particularly vulnerable people, is a key component in reducing the spread of COVID-19. Testing and tracing will not reduce the transmission of the virus unless people also isolate when they have symptoms, have tested positive or have been identified as a contact of a confirmed case. We recognise that groups in our communities who are already more affected by inequalities or those who have poorer underlying health are more likely to need support to self-isolate and we will work to ensure that our support is directed towards those who need it most.

The COVID-19 pandemic can be viewed as a number of smaller outbreaks in local areas or groups of people. Outbreak control or outbreak management is the approach to both identifying where there are cases of disease and then putting in place control measures to reduce the spread of the disease. Control measures can include contact tracing to enable speedy isolation of people who are potentially infected to reduce spread. Outbreak management helps prevent the spread of the disease which will benefit the whole population which in turn will mitigate against the effect Covid-19 has on groups who are adversely impacted.

Impacts

Proposal has an impact on

<input checked="" type="checkbox"/> Health	<input type="checkbox"/> Transgender
<input checked="" type="checkbox"/> Age	<input type="checkbox"/> Carers
<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Voluntary/Community & Faith Sectors
<input checked="" type="checkbox"/> Pregnancy/Maternity	<input checked="" type="checkbox"/> Cohesion
<input checked="" type="checkbox"/> Race	<input checked="" type="checkbox"/> Partners
<input type="checkbox"/> Religion/Belief	<input checked="" type="checkbox"/> Poverty & Financial Inclusion
<input type="checkbox"/> Sex	<input type="checkbox"/> Armed Forces
<input type="checkbox"/> Sexual Orientation	<input type="checkbox"/> Other

Give details in sections below.

Health

Does the Proposal have a significant impact on health and well-being (including effects on the wider determinants of health)?

Yes No *if Yes, complete section below*

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

There is evidence that the impact of covid-19 and the lockdown has deterred people from seeking medical support for non-covid-19 health concerns and that demand that will have consequences for people's health and service provision in the medium to long term. Further there are wider mental wellbeing impacts of isolation, social distancing and the socioeconomic effects of the Coronavirus "lockdown" on people and communities that are not yet fully known.

The proposal will have a positive impact on people's health and wellbeing. Outbreak management and contact tracing helps prevent the spread of the disease which will benefit the whole population which in turn will mitigate against the effect Covid-19 has on people with underlying health issues who are adversely impacted. Those who have poorer underlying health are also more likely to need support to self-isolate and the proposal set out how the Council will use the DEFRA grant to support households suffering with food and other essentials, the Council has spent £156k to date supporting households to date.

Comprehensive Health Impact Assessment being completed

Yes No

Please attach health impact assessment as a supporting document below.

Public Health Leads has signed off the health impact(s) of this EIA

Yes No

Health Lead

Susan Hird

Age

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Generally the risk of severe illness increases with age. As people get older, the risk of severe illness from COVID-19 increases. For example, people in their 50s are at higher risk for severe illness than people in their 40s. Similarly, people in their 60s or 70s are, in general, at higher risk for severe illness than people in their 50s. The greatest risk for severe illness from COVID-19 is among those aged 85 or older.

Evidence shows that nationally and locally people in care homes have been at the greatest risk of death from Covid-19. Further to this there are 29,650 people in the shielded group with people over the age of 70 making up a large proportion of that group.

As lockdown measures have been lifted we are now seeing the majority of infections in people of working age (the average age of infection is now around 40, compared to 60 in March/April). This is mainly because working age people are more likely to be exposed to the virus (particularly people who cannot do their job from home), and also because older people are still being more cautious (which brings its own risks to physical and mental health). This means we are not seeing any increase in hospital admissions, because younger people are less likely to be seriously ill and in need of hospital treatment.

During lockdown the Government implemented measures including closing schools(exceptforchildren of key workersand the most vulnerable children who have social workers) and enforcing social distancing, including working from home where possible. These measures are understandable and necessary in the given context. However, it is important to recognise the impact they are likely to have on children and young people, particularly those in low-income families or living in poverty.

School closures meant that children can no longer receive. Free School Meals, which are worth around £400 per year per child.

Supporting people to isolate is a key component in reducing the spread of COVID-19. Communication of key programme message to the population of Sheffield will support this. Testing and tracing will not reduce the transmission of

the virus unless people also isolate when they have symptoms, have tested positive or have been identified as a contact of a confirmed case. We recognise that groups in our communities who are already more affected by inequalities or those who have poorer underlying health are more likely to need support to self-isolate and we will work to ensure that our support is directed towards those who need it most.

The COVID-19 pandemic can be viewed as a number of smaller outbreaks in local areas or groups of people. Outbreak control or outbreak management is the approach to both identifying where are there are cases of disease and then putting in place control measures to reduce the spread of the disease. Control measures can include contact tracing to enable speedy isolation of people who are potentially infected to reduce spread. Outbreak management helps prevent the spread of the disease which will benefit the whole population which in turn will mitigate against the effect Covid-19 has on groups who are adversely impacted.

Disability

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Vulnerable people also refer to those who are more likely to be disadvantaged by lockdown and other aspects of Covid-19. A significant number of people will fall into both medical and wider categories of vulnerability, particularly as there is a strong relationship between socio-economic disadvantage and health inequality. We don't yet fully understand the scale of the impact of the crisis on different groups but our understanding from working with and supporting communities in Sheffield so far is that the people who were already classed as vulnerable before this crisis are growing more vulnerable, and that more people will be falling into vulnerability due to losing their jobs or other changes in their lives.

Supporting people to isolate is a key component in reducing the spread of COVID-19. Communication of key programme message to the population of Sheffield will support this. Testing and tracing will not reduce the transmission of the virus unless people also isolate when they have symptoms, have tested positive or have been identified as a contact of a confirmed case. We recognise that people with disabilities in our communities who are already more affected by inequalities or those who have poorer underlying health are more likely to need support to self isolate and we will work to ensure that our support is directed towards those who need it most.

The COVID-19 pandemic can be viewed as a number of smaller outbreaks in local areas or groups of people. Outbreak control or outbreak management is the approach to both identifying where there are cases of disease and then putting in place control measures to reduce the spread of the disease. Control measures can include contact tracing to enable speedy isolation of people who are potentially infected to reduce spread. Outbreak management helps prevent the spread of the disease which will benefit the whole population which in turn will mitigate against the effect Covid-19 has on groups who are adversely impacted.

Pregnancy/Maternity

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

The proposal should benefit people who are pregnant or who are on maternity,

Supporting people to isolate is a key component in reducing the spread of COVID-19. Communication of key programme message to the population of Sheffield will support this. Testing and tracing will not reduce the transmission of the virus unless people also isolate when they have symptoms, have tested positive or have been identified as a contact of a confirmed case. We recognise that pregnancy in our communities who are already more affected by

inequalities or those who have poorer underlying health are more likely to need support to self isolate and we will work to ensure that our support is directed towards those who need it most.

Outbreak control or outbreak management is the approach to both identifying where there are cases of disease and then putting in place control measures to reduce the spread of the disease. Control measures can include contact tracing to enable speedy isolation of people who are potentially infected to reduce spread. Outbreak management helps prevent the spread of the disease which will benefit the whole population which in turn will mitigate against the effect Covid-19 has on groups who are adversely impacted.

Race

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

BAME communities are more likely to need support to self isolate and we will work to ensure that our support is directed towards those who need it most.

People from BAME communities in Sheffield remain disproportionately affected by COVID-19 infections. However in the last four to six weeks we have seen a rising proportion of infections in the White British population, and also in younger working age people. All neighbourhoods in Sheffield are affected by COVID. We are seeing household clusters across the city, but a higher proportion associated with areas of deprivation.

The majority of infections are community and household transmission. This means we are not seeing workplaces as being significant drivers of transmission. It also means that what people do in their own time, at home and in their community, is the main driver for infection, so it remains crucial to keep reminding people to follow guidance on social distancing and gatherings of people, particularly indoors. Many people of all ages are behaving in line with social distancing guidance, but some are not.

Outbreak control or outbreak management is the approach to both identifying where there are cases of disease and then putting in place control measures to reduce the spread of the disease. Control measures can include contact tracing to enable speedy isolation of people who are potentially infected to reduce spread. Outbreak management helps prevent the spread of the disease which will benefit the whole population which in turn will mitigate against the effect Covid-19 has on groups who are adversely impacted.

The Coronavirus Community Resources page hosts key public safety information to help support people during the pandemic.

The materials are available in multiple languages, formats and sizes for print and digital, alongside links to films, BSL materials and advice from trusted sources. There's a mixture of National PHE materials (SCC branded and non) and SCC materials. All are free to use.

Religion/Belief

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Restrictions on gatherings have impacted on people of faith as lockdown measure meant people could not attend places of worship.

Outbreak control or outbreak management is the approach to both identifying where there are cases of disease and then putting in place control measures to reduce the spread of the disease. Control measures can include contact tracing to enable speedy isolation of people who are potentially infected to reduce spread. Outbreak management helps prevent the spread of the disease which will benefit the whole population which in turn will mitigate against the effect Covid-19 has on groups who are adversely impacted.

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Sex

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Evidence shows that men with COVID-19 are more at risk for worse outcomes and death, independent of age.

There is more that needs to be done to understand why this is. In Sheffield at present the highest concentration of cases is males aged between 20-45. As part of the TTI Prevention work stream there are plans to hold focus groups with this group to understand more about this issue in Sheffield.

Outbreak control or outbreak management is the approach to both identifying where there are cases of disease and then putting in place control measures to reduce the spread of the disease. Control measures can include contact tracing to enable speedy isolation of people who are potentially infected to reduce spread. Outbreak management helps prevent the spread of the disease which will benefit the whole population which in turn will mitigate against the effect Covid-19 has on groups who are adversely impacted.

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Sexual Orientation

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Transgender

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact**Carers****Staff**

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact**Customers**

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Research by the Sheffield universities has shown that during Covid-19 unpaid carers are twice as likely as the general public to turn to food banks.

The proposal will have a positive impact on Carers. Outbreak management and contact tracing helps prevent the spread of the disease which will benefit the whole population which in turn will mitigate against the effect Covid-19 has on people with underlying health issues who are adversely impacted. The Council will use the DEFRA grant to support households suffering with food and other essentials to help mitigate against the socioeconomic effects of this group.

Voluntary/Community & Faith Sectors**Staff**

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact**Customers**

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Since the outbreak of Covid-19, the Voluntary, Community and Faith Sector (VCFS) in Sheffield has provided tremendous support and resilience to communities in Sheffield.

However, it is doing this in the context of significant organisational need: VCFS organisations have an immediate, urgent need for investment to support current ongoing work around Covid-19; and, they require more sustainable, longer term support to combat the impact of austerity.

EOI from the VCFS have asked for organisations to say which community of interest and geographical location they will support.

Cohesion**Staff**

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact**Customers**

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Analysis for PHE show there is clear evidence that COVID-19 does not affect all population groups equally. Many analyses have shown that older age, ethnicity, male sex and geographical area, for example, are associated with the risk of getting the infection, experiencing more severe symptoms and higher rates of death.

Outbreak control or outbreak management is the approach to both identifying where there are cases of disease and then putting in place control measures to reduce the spread of the disease. Control measures can include contact tracing to enable speedy isolation of people who are potentially infected to reduce spread. Outbreak management helps prevent the spread of the disease which will benefit the whole population which in turn will mitigate against the effect Covid-19 has on groups who are adversely impacted.

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Partners

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

[Empty text box for details of impact]

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

The OCP Strategy Board reports into the Outbreak Control Board. The scope of this strategic meeting covers the Outbreak Control Plan. Membership is drawn from Sheffield City Council, NHS, Community and VCF Sectors. The purpose of the meeting is to provide city wide leadership and direction, in order to assure the Outbreak Control Board that the Outbreak Control Plan is delivered.

The TTI programme is built on a strong partnership approach that takes a city wide approach to mitigating the effects of Covid-19 and support a Citywide Recovery.

Poverty & Financial Inclusion

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

COVID-19 Is amplifying existing inequalities and disadvantage. Evidence indicates that people on low incomes are disproportionately affected and research with families in West Yorkshire suggests that high proportions are struggling financially and experiencing anxiety about job security. Many recent outbreaks have occurred in workplaces with high numbers of low paid workers. Analysis of Bradford and Sheffield at regional level, when both authorities were placed on a government watch list showed that each have over 67,000 employees in the lowest skilled occupational groups (Sales & Customer Services, Process Plan and Machine Operatives and elementary occupations). Furthermore, national research published by the ONS in May 2020 indicates that around 41% of all Pakistani and Bangladeshi employees work in low skill occupations, by far the highest proportion of any ethnic group; the towns and cities of West and South Yorkshire have large populations from these ethnic groups. There is a significant risk that low wage employees may feel that they cannot support their families through self-isolation, especially if they are not entitled to an appropriate level of sick pay due to their contractual conditions. Failure to comply with self-isolation guidance as a result of economic insecurity will of course present an increased risk of the spread of infection, particularly among our poorest communities and BAME populations, there by increasing the inequalities associated with the impact of COVID-19 on these groups.

The proposal will have a positive impact as it will establish measures of support for people on low income.

[Redacted]

Armed Forces

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

[Redacted]

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

[Redacted]

Other

Staff

Yes No

Please specify

[Redacted]

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

[Greyed out text area]

Customers

Yes No

Please specify

[Greyed out text area]

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

[Greyed out text area]

Cumulative Impact

Proposal has a cumulative impact

Yes No

<input checked="" type="checkbox"/> Year on Year	<input checked="" type="checkbox"/> Across a Community of Identity/Interest
<input checked="" type="checkbox"/> Geographical Area	<input type="checkbox"/> Other

If yes, details of impact

Analysis for PHE show there is clear evidence that COVID-19 does not affect all population groups equally. Many analyses have shown that older age, BAMER, male sex and geographical area, for example, are associated with the risk of getting the infection, experiencing more severe symptoms and higher rates of death.

Proposal has geographical impact across Sheffield

Yes No

If Yes, details of geographical impact across Sheffield

Sheffield has had some outbreaks in workplaces but the majority of COVID-19 activity in the city remains indicative of within household transmission leading to household clusters in areas that are more deprived, although there are pockets in other parts of the city. Strategies (including comms, testing and outreach) are being developed as part of the TTI programme in order to have positive impact.

Local Partnership Area(s) impacted

All Specific

If Specific, name of Local Partnership Area(s) impacted

[Greyed-out text box for specific area names]

Action Plan and Supporting Evidence

Action Plan

[Greyed-out text box for Action Plan]

Supporting Evidence (Please detail all your evidence used to support the EIA)

[Greyed-out text box for Supporting Evidence]

Consultation

Consultation required

Yes No

If consultation is not required please state why

[Greyed-out text box for reasons if consultation is not required]

Are Staff who may be affected by these proposals aware of them

- Yes No

Are Customers who may be affected by these proposals aware of them

- Yes No

If you have said no to either please say why

Summary of overall impact

Summary of overall impact

Summary of evidence

Changes made as a result of the EIA

Escalation plan

Is there a high impact in any area?

- Yes No

Overall risk rating after any mitigations have been put in place

- High Medium Low None

Sign Off

EIAs must be agreed and signed off by the equality lead in your Portfolio or corporately. Has this been signed off?

- Yes No

Date agreed

DD/MM/YYYY

Review Date

DD/MM/YYYY

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