

## EQIA Submission – ID Number

### Section A

**EQIA Title**

Commissioning options for future Holiday Activities and Food HAF Programme for 2025 26 and beyond

**Responsible Officer**

Sue McGibbon - CY CC

**Approved by (Note: approval of this EqIA must be completed within the EqIA App)**

Christy Holden - CY CC

### Type of Activity

**Service Change**

No

**Service Redesign**

No

**Project/Programme**

No

**Commissioning/Procurement**

Commissioning/Procurement

**Strategy/Policy**

No

**Details of other Service Activity**

No

### Accountability and Responsibility

**Directorate**

Children Young People and Education

**Responsible Service**

Education and Skills

**Responsible Head of Service**

Christy Holden - CY CC

**Responsible Director**

Christine McInnes - CY EPA

### Aims and Objectives

The Holiday Activities and Food (HAF) Programme in Kent focuses on children's physical health and wellbeing by providing healthy food and exciting activities for children and young people during the school holidays. Families of children aged four to 16 years, who are in receipt of benefits-related free school meals, can access free opportunities during the Easter, summer, and Christmas holidays. This programme is funded by the Department for Education (DfE), accompanied by conditions set out in the grant letter signed by KCC and associated guidance

Currently, KCC delivers some HAF provision internally through Family Hubs, with the majority of delivery through external providers. KCC commissions The Education People (TEP) to co-ordinate and manage its HAF programme.

Children Young People and Education (CYPE) have been exploring opportunities to re-set the approach from June 2025, should the funding continue (expected announcement post-election).

Soft Market Engagement has been conducted by Children's Commissioning with the support of the Commercial and Procurement Team, to seek the best possible solution for procuring a new HAF service. In addition, Commissioning has carried out extensive engagement with young people and schools, to gather their views, ideas and suggestions regarding HAF delivery and activities.

The purpose of the HAF programme is to support all children and young people between the ages of four and 16 who are in receipt of benefits-related free school meals. Through extensive market and stakeholder engagement we have a good understanding of the barriers in place in the current HAF activities that prevent full inclusion and therefore plan to mitigate these with the new commissioning approach, detailed in Section C – Impact.

The outcome of analysis is : No Change

## Section B – Evidence

**Do you have data related to the protected groups of the people impacted by this activity?**

Yes

**It is possible to get the data in a timely and cost effective way?**

Yes

**Is there national evidence/data that you can use?**

Yes

**Have you consulted with stakeholders?**

Yes

**Who have you involved, consulted and engaged with?**

- **Market Engagement:** Soft Market Engagement events were held in May 2024, with a view to testing the market. The following was discussed: Developing the delivery model, market readiness, exploring the most viable commissioning approach to deliver the HAF programme and exploring whether recruitment and retention to the model is achievable.

- **Engagement with Schools:** A Microsoft Forms survey was sent out to all Kent Maintained Schools (298) seeking their feedback on aspects such as: The best way/place to promote the HAF programme, the events/activities that have been most successful, any improvements to the HAF process that could be made, what may encourage more schools to engage in HAF, any barriers that may prevent young people from attending HAF events.

- **Young People and Parents at HAF events:** To gain the voice of the child, Children’s Commissioning worked closely with KCC’s Participation Team to attend HAF events over the 2024 Easter school holiday. 13 events were attended in the following districts: Ashford, Folkestone & Hythe, Canterbury, Thanet, Sevenoaks, Gravesham, Maidstone, Swale and Tonbridge & Malling. Some of the feedback sought about the HAF programme from young people and parents included: whether they’ve been before/ they are repeat attendees, what they like about coming to HAF events/activities, what encouraged them to come, is there anything they don’t like about the HAF events/is there anything they would change about them, what activities they would like to do at HAF events, does it matter to them where the activities/events are held, did they choose the activity

- **Kent Youth Council/Kent Youth Voice**

Children’s Commissioning also conducted a workshop with Kent Youth Voice (75 young people) on Saturday 11 May 2024. This was to capture more in-depth feedback that may not have been possible during HAF events over the Easter holiday. The young people were asked to feedback on the language and promotion around HAF and explore ways to encourage attendance. Attending Youth Voice also presented the opportunity to raise awareness of the HAF programme to young people that may be eligible.

- **Young Carers Groups:**

Young carers were identified by Children’s Commissioning as a group of young people who, due to their caring role often do not access HAF activities. There are currently 3,501 young carers in Kent, with 54% eligible for FSM. Feedback was gathered via a number of questions, supported by IMAGO, asking young carers how we could address any barriers, such as the times of activities, booking system, preferred activities, flexibility of attendance, etc.

- **Young People’s Evaluation During the Tender Process:**

The intention is for young people to design and evaluate one of the tender questions in the Invitation to Tender (ITT) pack. This will capture the voice of the young person during the tender process. The question will state that young people will evaluate the answers, so organisations know to tailor the answers to young people. This will be supported by KCC’s Participation Team.

<b>Has there been a previous Equality Analysis (EQIA) in the last 3 years?</b>
Yes
<b>Do you have evidence that can help you understand the potential impact of your activity?</b>
Yes
<b>Section C – Impact</b>
<b>Who may be impacted by the activity?</b>
<b>Service Users/clients</b> Service users/clients
<b>Staff</b> Staff/Volunteers
<b>Residents/Communities/Citizens</b> Residents/communities/citizens
<b>Are there any positive impacts for all or any of the protected groups as a result of the activity that you are doing?</b>
Yes
<b>Details of Positive Impacts</b>
<p>The HAF Programme promotes and supports diversity within the delivery partners and wider, which has a positive impact on the views and values of children and young people as they grow up. Providers have a statutory duty to have policies in place which meet the requirements of the Equality Act for staff and the children and families they serve.</p> <p>While the programme is targeted at children and young people eligible for FSM, the universal nature of the delivery will ensure any stigma is negated as much as possible and children and young people have an opportunity to come together to support each other.</p> <p>Age – Following stakeholder engagement, the proposed model will allow for activities and sessions to be tailored to particular age groups.</p> <p>Disability – The proposed model aims to increase the number of HAF activities that support those with SEND. Also 15% of the funding can be spent on children and young people who are not eligible for Free School Meals but who the local authority believe could benefit from HAF. Some of this funding will be used for Short Breaks and in-house provision that supports children and young people with disabilities. Currently there is limited HAF provision for those children and young people with complex SEND, mainly due to specialist providers not coming forward. This will be addressed in the proposed model by targeted marketing across specialist providers.</p> <p>Carers Responsibilities - There are currently 3,501 young carers in Kent, with 54% eligible for FSM. The proposed model will address the barriers for young carers to accessing HAF activities, by ensuring a wider range of local HAF activities, a more flexible approach to times of activities and attendance. The 15% funding can also be utilised to cover those not eligible for FSM (as above).</p>
<b>Negative impacts and Mitigating Actions</b>
<b>19. Negative Impacts and Mitigating actions for Age</b>
<b>Are there negative impacts for age?</b>
No
<b>Details of negative impacts for Age</b>
Not Applicable
<b>Mitigating Actions for Age</b>
Not Applicable
<b>Responsible Officer for Mitigating Actions – Age</b>
Not Applicable
<b>20. Negative impacts and Mitigating actions for Disability</b>
<b>Are there negative impacts for Disability?</b>
No

<b>Details of Negative Impacts for Disability</b>
Not Applicable
<b>Mitigating actions for Disability</b>
Not Applicable
<b>Responsible Officer for Disability</b>
Not Applicable
<b>21. Negative Impacts and Mitigating actions for Sex</b>
<b>Are there negative impacts for Sex</b>
No
<b>Details of negative impacts for Sex</b>
Not Applicable
<b>Mitigating actions for Sex</b>
Not Applicable
<b>Responsible Officer for Sex</b>
Not Applicable
<b>22. Negative Impacts and Mitigating actions for Gender identity/transgender</b>
<b>Are there negative impacts for Gender identity/transgender</b>
No
<b>Negative impacts for Gender identity/transgender</b>
Not Applicable
<b>Mitigating actions for Gender identity/transgender</b>
Not Applicable
<b>Responsible Officer for mitigating actions for Gender identity/transgender</b>
Not Applicable
<b>23. Negative impacts and Mitigating actions for Race</b>
<b>Are there negative impacts for Race</b>
No
<b>Negative impacts for Race</b>
Not Applicable
<b>Mitigating actions for Race</b>
Not Applicable
<b>Responsible Officer for mitigating actions for Race</b>
Not Applicable
<b>24. Negative impacts and Mitigating actions for Religion and belief</b>
<b>Are there negative impacts for Religion and belief</b>
No
<b>Negative impacts for Religion and belief</b>
Not Applicable
<b>Mitigating actions for Religion and belief</b>
Not Applicable
<b>Responsible Officer for mitigating actions for Religion and Belief</b>
Not Applicable
<b>25. Negative impacts and Mitigating actions for Sexual Orientation</b>
<b>Are there negative impacts for Sexual Orientation</b>
No
<b>Negative impacts for Sexual Orientation</b>
Not Applicable
<b>Mitigating actions for Sexual Orientation</b>
Not Applicable
<b>Responsible Officer for mitigating actions for Sexual Orientation</b>

Not Applicable
<b>26. Negative impacts and Mitigating actions for Pregnancy and Maternity</b>
<b>Are there negative impacts for Pregnancy and Maternity</b>
No
<b>Negative impacts for Pregnancy and Maternity</b>
Not Applicable
<b>Mitigating actions for Pregnancy and Maternity</b>
Not Applicable
<b>Responsible Officer for mitigating actions for Pregnancy and Maternity</b>
Not Applicable
<b>27. Negative impacts and Mitigating actions for Marriage and Civil Partnerships</b>
<b>Are there negative impacts for Marriage and Civil Partnerships</b>
No
<b>Negative impacts for Marriage and Civil Partnerships</b>
Not Applicable
<b>Mitigating actions for Marriage and Civil Partnerships</b>
Not Applicable
<b>Responsible Officer for Marriage and Civil Partnerships</b>
Not Applicable
<b>28. Negative impacts and Mitigating actions for Carer's responsibilities</b>
<b>Are there negative impacts for Carer's responsibilities</b>
No
<b>Negative impacts for Carer's responsibilities</b>
Not Applicable
<b>Mitigating actions for Carer's responsibilities</b>
Not Applicable
<b>Responsible Officer for Carer's responsibilities</b>
Not Applicable