

Subject:	Covid-19 Recovery & Renewal Programme Update		
Date of Meeting:	6 January 2021		
Report of:	Executive Director for Economy, Environment & Culture		
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Ward(s) affected:	All		

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 This report provides a detailed update on the progress of the Covid-19 Recovery & Renewal Programme, following previous updates to the Policy & Resources (Recovery) Sub-committee on 24 June and 9 September 2020, and to the Policy & Resources Committee on 3 December 2020.
- 1.2 At the 3 December Policy & Resources Committee, Members agreed to ask officers for more detailed reports on the areas covered by the programme. This report therefore aims to provide a more detailed update of the work taking place across all of the thematic areas that make up the programme. The report also provides more detailed information on the impact of the pandemic upon employment within the city. The report outlines a commitment to provide separate detailed papers on both employment and food to the Sub-committee meeting on 3 March. It also provides an update on the impact of Covid-19 on the city's geographic communities and communities of identity.
- 1.3 It should be noted that the report provides an update on the programme's progress to the end of November/beginning of December and given the fast moving nature of the pandemic, aspects of the report may have been superseded by events by the date of the committee meeting.

2. RECOMMENDATIONS:

- 2.1 That the committee notes this progress update report.

3. CONTEXT/BACKGROUND INFORMATION

- 3.1 The Policy & Resources Committee agreed to establish the Covid-19 Recovery & Renewal Programme on 30 April 2020 to help prepare and steer the council and city through the transition from emergency response to recovery. In doing so, the programme seeks opportunities for the city to emerge from the pandemic as a healthier, equitable and more sustainable place to live, work and visit.
- 3.2 The focus on recovery has been maintained over recent weeks and months but has been managed alongside the council's emergency response to the escalation in Covid-19 cases and second national lockdown, and work by Public

Health on Local Outbreak Control. The Recovery & Renewal working groups have been alternating between response and recovery during this period, and will continue to do so for some months to come.

3.3 Clear Recovery & Renewal programme governance arrangements are in place, with reporting from the thematic officer working groups to the Executive Leadership Team and to elected Members through the Policy & Resources (Recovery) Sub-committee and policy committees, as appropriate.

3.4 An update on the thematic officer working groups is as follows:

Citywide recovery:

3.5 Children & Young People

3.5.1 Work undertaken in November

- Update provided on progress against actions identified for this working group from the Equalities and Access Workstream's recommendations.
- Final Youth task and finish subgroup meeting held – group now closed, and a Youth Homelessness Working Group established to take its place which Housing and YMCA will lead.

3.5.2 Work planned for December

- Group to consider full lessons learnt report and agree recommendations.
- Completion of Christmas service plans – details to be collated and shared where needed.

3.6 Crime & Community Cohesion

3.6.1 Work undertaken in November

- Work has started to develop Unauthorised Encampment Protocols.
- Update Report went to Tourism, Equalities, Communities & Culture Committee on the Community Safety Strategy and Action Plans in November 2020.
- Consultation has finished and a report with recommendations regarding the review of the Statement of Licensing Policy went to Licensing Committee in November.
- Continuing to develop a clear multi-agency communications strategy with key partners (Sussex Police, the council and the Clinical Commissioning Group) via the BHSCP exploitation sub-group.
- Retendering of domestic abuse services in the city started in October 2020.

3.6.2 Work planned for December

- Monthly meetings of the Violence Reduction, Partnership Tactical Tasking & Co-ordination Group and Exploitation Group.
- Pilot third party reporting centres for hate crime is being developed.
- Annual Review of Strategic Assessment linked to the Community Safety Strategy to be undertaken with lead officers.
- Community Tensions meeting to be held by mid-December.
- A community led campaign funded by the council and Sussex Police to address the under reporting of Hate Incidents will launch in December 2020.

3.7 Employment & Skills

3.7.1 The following provides an update regarding the impact of Covid-19 on employment in Brighton & Hove. It should be noted, however, that at the current time, it is not possible to provide the Sub-committee with an update on the impact of second lockdown on the city economy, jobs or the impact of the extension of central government interventions. The data included in this report relates to November (the most recent available). A more detailed report will be presented to the Policy & Resources (Recovery) Sub-committee meeting on 3 March 2021 covering updates on:

- the impact of Covid-19 on unemployment (post-second lockdown);
- Coronavirus Job Retention Scheme;
- Self-Employment Income Support Scheme;
- The Youth Hub; and
- Enterprise Adviser Network.

3.7.2 The government focus is currently on supporting the self-employed through the Self-employment Income Support Scheme, supporting retention and reducing redundancies through the Coronavirus Job Retention Scheme and supporting young people who have been the most severely impacted by the pandemic.

3.7.3 The Employment & Skills Team have a strong relationship with the Department of Work and Pensions (DWP) locally, and information and intelligence is shared regularly. A senior representative from the DWP attends the City Management Board and local partnership representatives attend the Adult Learning & Skills Partnership.

3.7.4 Local recovery is heavily reliant on the funding and policy implemented at a national level being driven locally through engagement and partnership working. The Adult Learning & Skills Partnership includes representation from a range of organisations in the city, many representing wider networks. This partnership will contribute to the development of a new two year City & Employment Skills Recovery Plan to support economic and social recovery, which will report back to a future meeting of the Policy & Resources (Recovery) Sub-committee.

3.7.5 Within the council, the Employment & Skills Team collaborates with colleagues from Economic Development, Policy, Partnership & Scrutiny, the Greater Brighton Economic Board and external partners such as Coast to Capital Local Enterprise Partnership (LEP), Greater Brighton Metropolitan College and Sussex Council of Training Providers.

An update on the Coronavirus Job Retention Scheme (Furlough)

3.7.6 The Coronavirus Job Retention Scheme (CJRS) will now run until the end of April with employees receiving 80% of their current salary for hours not worked. The furlough scheme was to be replaced with a new Job Support Scheme on 1 November, however, this has been postponed. The CJRS (furlough) policy is to be reviewed in January 2021 to decide whether economic circumstances are improving enough to ask employers for greater contributions. The data available at a local authority level is shown in the table below. Sector based information is provided at a national level. The sectors with the highest take up rate of

employments furloughed (of those eligible) are arts, entertainment and recreation 24%, accommodation and food services 27%, other service activities 18%.

	Brighton and Hove			
Month	No	%	(England) No.	(England) % Take Up
Released June (includes claims received up to 31 May 2020)	33,300	N/A	6,445,800	N/A
Released July (includes claims received up to 30 June 2020)	39,600	30%	7,600,900	30%
Released August (includes claims received up to 31 July 2020)	24,600*	19%	8,067,700	17%
Released October (includes claims as at received up to 31 August 2020)	17,600*	14%	2,710,600	12%
Released November (includes claims as at received up to 30 September 2020)	13,100*	10%	2,019,300	9%
Released December (includes claims as at received up to 31 October 2020)	10,500	8%	1,897,400	7%

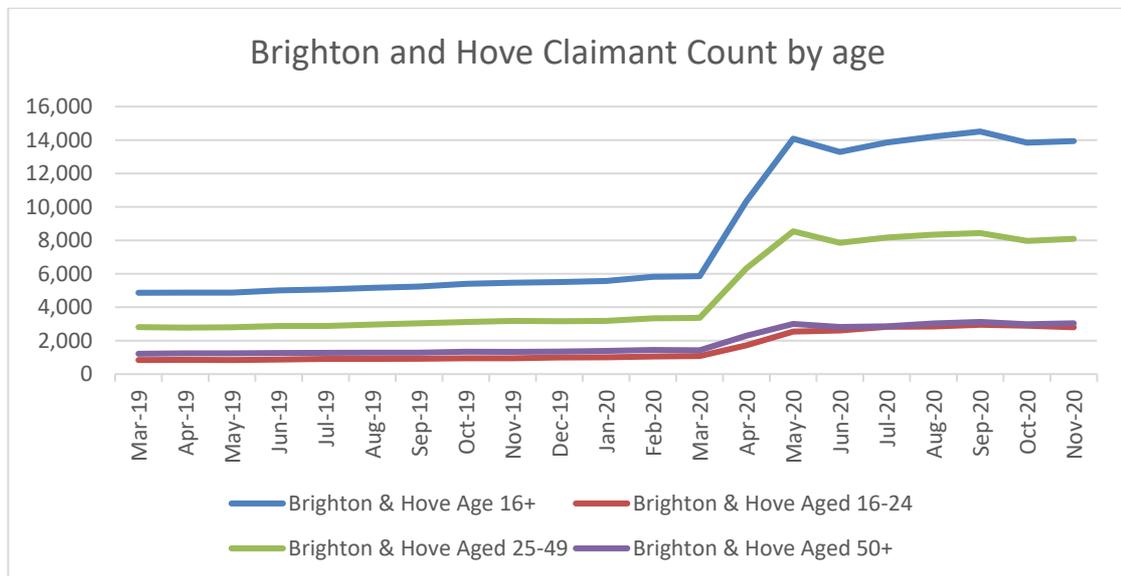
**updated December 2020 as known at 31st October (reflects the time lag of employers reporting furloughed workers leaving the scheme)*

An update on unemployment Brighton & Hove claimant count figures

3.7.7 The table below shows the impact of the pandemic on unemployment in the city and the disproportionate impact on young people. Data relating to November (second lockdown) will be released mid-December - it is anticipated that there will be a further increase across all age groups.

	February 2020	September 2020	October 2020	November 2020*	% increase Feb - Nov
Combined all ages	5,820	14,510	13845	13935	139%
18-24	1,035	2,950	2895	2800	170%
50+	1,440	3,120	2985	3040	111%

**Latest available data - workers are considered unemployed if they currently do not work, even though they are able and willing to do so*



Self-employment Income Support Scheme (SEISS)

3.7.8 In March, the government announced the SEISS to support self-employed individuals adversely affected due to coronavirus. Applications for the first grant closed on 13 July 2020. 19,200 claims (77% take up) were made for the first scheme totalling £42,800,000. Applications for the second grant closed on 19th October, 19,200 claims were made (70% take up) totalling £33,900,000. Two further grant periods covering November to January and February 2021 until 30 April 2021 have been announced.

Employment Youth Hub

3.7.9 The Policy & Resources Committee on the 3 December gave approval for a bid to be submitted to the Department for Work & Pensions (DWP) Flexible Support Fund for a physical Employment Youth Hub at Montague House and a virtual hub on the council's website. This application has now been submitted and the outcome should be known in early January. The city is well served with excellent training providers and as the powerhouse of the region, is well placed to offer a youth hub service to deliver the national interventions targeted at young people and respond to their demand for services.

Kickstart

3.7.10 In September, the Kickstart Scheme was launched (Plan for Jobs). It will fund the direct creation of jobs for young people on Universal Credit at risk of long-term unemployment, giving them the chance to build confidence, skills and experience in the workplace. Funding is available to cover posts for six months at the relevant National Minimum Wage for 25 hours a week, plus associated employer costs. Employers can bid directly for funding if they have 30 or more job placements. Other employers must apply through a gateway organisation. There are a few gateway organisations in the city and the DWP will set up a Forum in collaboration with the council and Brighton Chamber of Commerce to ensure simplicity and best practice. The DWP have hosted several briefing sessions on this scheme, including within the council.

Coast to Capital

3.7.11 The Coast to Capital Local Enterprise Partnership (LEP) includes Brighton & Hove in its region geography. They have recently launched their [Skills 360 Board Skills Strategy & Action Plan 2020-2025](#). The council will work with the LEP to deliver against the people priorities. Finding out about work; starting out in work; getting back into work; retaining and retraining the workforce.

Coast to Capital through its [Build Back, Stronger, Smarter, Greener Plan](#) is seeking to become the most productive and innovative region in the UK. Its evidence base shows that with support and investment, we are well placed to recover creating fundamental change and long term growth.

3.8 Events & Economy

3.8.1 Work undertaken in November

- Portal for business grant applications has been set up and went live on 20 November with £5.8 million worth of discretionary funding available for organisations in the city.
- Economic Development team has written to 5,500 businesses to invite them to apply for funding schemes. Communications team has released messages about the grant funding and a leaflet has been sent to Councillors for them to publicise with their constituents.
- Community Works has released survey results on the state of the Third Sector in the city. A [report](#) was also presented to the Tourism, Equalities, Communities & Culture Committee on 19 November.
- Substantial Outdoor Events for 2021 currently scheduled and approved by committee with 96% expecting to go ahead. Exploring possibility of holding a 'test run' Brighton Marathon with Covid-safety arrangements in place.
- Proposal considered by Executive Leadership Team about employing Covid Marshalls to support the city centre retail zones in the festive period where challenges may arise in maintaining social distancing in the event of busy Christmas shopping.

3.8.2 Work planned for December

- To promote the council's grant application portal through all networks and VisitBrighton. Plan distribution of remaining lockdown funds in January 2021.
- Request staff to volunteer to support the business grant applications process to ensure swift processing and distribution.
- To update on all business insolvencies and unemployment rises for the next workgroup meeting.
- Complete the Recovery Plan for Culture with external partners (this is a separate report to the January Policy & Resources Sub-committee).
- Financially support the development and delivery of training for cultural organisations applying for the final Cultural Recovery Fund round.
- Explore use of vacant shops in partnership with Brilliant Brighton BID.
- To progress all elements within the Events & Economy Recovery Plan at the next working group meeting.

The Greater Brighton Recovery Plan

- 3.8.3 The Greater Brighton Economic Board commissioned consultants Hatch to undertake an assessment of the likely impact to the city region of the Covid 19 pandemic. The report, which was presented in July this year, highlighted among the impacts a rise in unemployment, closure of local businesses with significant challenges in five main sectors Creative, Arts and Culture, Education, the Visitor Economy and Transport.
- 3.8.4 Following the presentation in July, the Board tasked officers to work together on a Recovery Plan for the city region. In October 2020, the Board endorsed a Recovery Plan detailing the actions it can take to mitigate against the impacts and encourage the economy to grow in a sustainable manner. A copy of the Recovery plan approved by the Board is attached at Appendix 1.
- 3.8.5 The Board has agreed to work together across geographical boundaries to deliver the plan. The Board will continue to lobby government for support in the hard-hit sectors and will consider the opportunities provided by new government programmes and new funding streams; it will recognise national calls for a 'greener, fairer and more resilient' recovery and use this to frame recovery actions referring to government narrative on 'levelling-up'.

Brighton & Hove Economic Partnership

- 3.8.6 The Brighton & Hove Economic Partnership (BHEP) is a group of over 50 individuals from the private, public and voluntary sectors who come together to support the economic prosperity of the city and wider city region.
- 3.8.7 In April 2020, the BHCC Economic Development Team commissioned the Economic Partnership to undertake a series of general and sector focused discussions with the city's business community.
- 3.8.8 Due to the Covid 19 restrictions, engagement was conducted via a series of virtual meetings providing opportunities to gather data direct from businesses on the impact of the pandemic on local trade, employment, future plans and evolving approaches to managing under the varying lockdown restrictions.
- 3.8.9 Areas covered included reopening the city as lockdown eases (shared event with Brighton Chamber) along with sessions focusing on retail, leisure, financial services, transport and the visitor economy.
- 3.8.10 There is strong evidence that businesses are working together and through their business networks in order to build resilience. There are calls for the city to embrace 5G as more businesses operate remotely; to consider how the city can position itself to become a regional hub for businesses that no longer wish to operate from London; and the most recent sector report on Language Schools includes a request for local authorities to support the sector as it grapples with the challenges of the virus and falling numbers of students due to impending rule changes regarding student visas once the UK leaves the EU in the New Year.

3.8.11 Information from these sessions has been used to inform priorities for the Additional Restrictions Grants during the second lockdown and will inform the work of the Brexit Resilience & Planning Group.

Local Restrictions Grant (Closed)

3.8.12 The Local Restrictions Grant (Closed) supports businesses that have been required to close due to temporary local restrictions. In Brighton & Hove, this grant mainly relates to the period 5 November to 1 December 2020 when the government introduced an England-wide lockdown. There will be a small number of businesses that will continue to receive this grant after 1 December while the Tier 2 restrictions persist.

3.8.13 The grant award amounts are set by government and linked to the ratable value of business premises meeting the following criteria:

- Currently paying business rates.
- Receive Small Business Rates relief (currently not paying business rates).
- Eligible for Retail Relief (currently not paying business rates).
- Public access to the main business (i.e. shop or restaurant area) is temporarily closed. The operating of a reduced service such as a takeaway, delivery, click & collect, or online does not affect eligibility provided it did not previously represent over 50% of the business.
- The business is in one of the defined categories set by government.

3.8.14 The government has recently announced that there is a 31 January 2021 deadline for claiming closed grants for the November lockdown period.

Local Restrictions Grant (Sector)

3.8.15 Businesses that had to close due to national restrictions imposed on 23 March 2020 and have not been able to re-open as a result of regulations made under the Public Health (Control of Disease) Act 1984 are also eligible to receive the Local Restrictions Support Grant (Sector). This grant is payable continuously from 1 November while the city is subject to lockdown or Tier 2, or 3 restrictions. Only small number of businesses, including most nightclubs that have remained fully closed, are entitled to this grant.

Local Restrictions Grant (Open)

3.8.16 This grant is to support business that can open under Tier 2 and 3 restrictions, but the restrictions severely hinder their ability to operate. In the city, this grant became relevant from 2 December. The main focus of the grant is businesses in the hospitality, accommodation, leisure and events sectors.

3.8.17 Unlike the closed and sector grants the open grant is technically a discretionary grant albeit with strong government expectation set out in their guidance. Under the delegated powers agreed in the Policy & Resources Recovery Sub-Committee on 13 November 2020 the Executive Director Economy, Environment & Culture has set a local scheme closely aligned to the government guidelines.

3.8.18 Businesses may be eligible whether they pay business rates or not but they must fall into an eligible category. These categories are:

- hospitality and food
- accommodation that pays business rates
- leisure
- entertainment
- language Schools
- community centres
- event companies
- art galleries
- music venues

3.8.19 While tier 2 restrictions apply, the council receives periodic funding for this grant. Any underspend of the funding must be returned to government. Based on estimates of eligible businesses and likely take up it has been calculated that for the first four weeks of tier 2 (2 December to 29 December 2020) an additional flat rate of £400 can be added for each business to the government's suggested award to ensure the fund is fully spent. This 'top up' payment has been agreed by the Executive Director Economy, Environment & Culture under delegated powers. The affordability of further top ups will be reviewed in January 2021 with the intention of continuing to maximise the awards under this scheme.

Additional Restrictions Grant (ARG)

3.8.20 Businesses who are not eligible for the Local Restrictions Support Grant (closed or sector) may be able to apply for a discretionary grant. The council has been given one-off funding of £5.8m from the government. This is to support businesses over the coming months which are a key part of the local economy and are significantly affected by the additional restrictions imposed.

3.8.21 The principles for allocation of these grants were agreed by Councillors at the Policy & Resources Recovery Sub-Committee on 13 November 2020.

3.8.22 For the lockdown period, the funds are being used to support businesses that suffer significant financial losses but don't qualify for the Local Restrictions Support Grants. That includes business without premises and businesses with premises that do not pay business rates. A full list of the businesses able to apply for the ARG are set out in the [Applicants' Guide](#) on the council's Coronavirus Support for Business pages.

3.8.23 For the first four weeks of the tier 2 period (2 December to 29 December 2020) further ARG has been allocated to provide a flat rate top up to the grant awards to each business for this period. This is an extra £2000 for businesses receiving LRSG (closed) or LRSG (sector) grant for this period. For businesses receiving LRSG (open) grants it is an extra £1600 in addition to the £400 grant top up described in 3.8.19 above. The Executive Director Economy, Environment & Culture made the decision to make these awards under delegated powers.

3.8.24 With the commitments described in 3.8.22 and 3.8.23 it is estimated that a residual fund of £2.5m – £3m will remain for allocation in the early months of 2021. The exact amount is dependent upon the success of take up by businesses.

Christmas Support Payments (CSP)

3.8.25 A one-off £1000 payment is available to eligible pubs and bars for December 2020 only. Applications for this grant have to be made by 31 January 2021.

3.8.26 To be eligible the pub or bar must:

- be liable for business rates
- normally receive over 50% of its income from the sales of drinks.
- have premises that are free to enter - unless for exceptional events such as music nights
- have a bar where drinks can be purchased
- serve drinks without a requirement to purchase food

The Application Process

3.8.27 There is one application process for all the main grants with a short additional process for the Christmas Support Payments accessible through the same portal. One application is assessed for the full combination of grant entitlements for the business.

3.8.28 During lockdown approximately 4,500 businesses were written to and advised to apply, leaflets were produced to enable Councillors to distribute the information to businesses within their wards, business networks were asked to circulate the information to their members; and the Applicant's guide was translated into the five main languages spoken in the city and distributed through local community and voluntary groups. Officers have attended business community events to explain the schemes and encourage take up.

3.8.29 Despite these efforts take up is lower than anticipated. The Council is not alone in experiencing a low take up of these grants - other authorities have reported similar levels.

3.8.30 We are continuing to encourage applications. A reminder e-mail has been sent to all of the invited business who didn't apply. A specific e-mail has been sent to the cities pub and bars to promote overall take up and the Christmas Support Payment. A further specific e-mail has been sent to restaurants to clarify eligibility and promote take up. All other businesses identified as potential LRSG(open) grant recipients have been sent a more generalist take up e-mail. A further e-mail for the non-essential retail sector is planned for early January 2021. We will continue to promote take -up throughout January to maximise lockdown claims before the 31 January 2021 deadline.

3.8.31 The grant system is structured to provide further support through regular payments over the coming months, if there are further lockdowns or the area is under Tier 2 or 3 restrictions

Grants Summary

3.8.32 As at 21 December 2020, 3318 applications have been received, 2408 paid out, 227 unsuccessful or requiring more information, and 683 still to be processed. Payments made by 23rd December total £4,041,900.

3.9 Food

3.9.1 At the 3 December Policy & Resources Committee, it was agreed to ask officers for further report that gives due consideration to paid positions at key food hubs around the city that are currently reliant on volunteers alone. A more detailed food report responding to this request will be presented to the Policy & Resources (Recovery) Sub-committee meeting on 3 March 2021.

3.9.2 Work undertaken in November

- Central Brighton Food Hub resolved – reprieve from the move out of the Brighton Centre.
- Lockdown guidance issued to Hubs and food banks.
- Efforts to reduce hotel population has reduced the need for meal deliveries to 130 people per day (i.e. without cooking facilities).
- Community Hub not taking a lot of food calls, but demand on Local Discretionary Social Fund is climbing (heading for 300 calls per month).
- Self-isolation payments being processed for those entitled.
- Children's Centre Food Bank providing 130 meals a week and retaining £9k (of £20k funding) for Jan and Feb 2021.
- Winter Grant Allowance – see [P&R report on distribution](#) – bulk to go to those entitled to Free School Meals, with the remainder to go to those outside the criteria.
- Agreement to recruit a temporary Food Co-ordinator post within the Sustainability Team (EEC) pending permanent recruitment.
- Links being made with Brexit (risks to fresh food and rising costs).
- Comms on how and where to access food over the holiday.
- Food Partnership co-ordinated food donors and hospitality sector with distribution projects.
- Brighton & Hove achieved a national 'first' with a Gold Sustainability Award.

3.9.3 Work planned for December

- Children's centres to be open every day over holiday period.
- [Food Banks remain open for referrals](#) and are covering Christmas and New year. [emergency food opening times and information about Christmas day meals.](#)
- Food Partnership Christmas call-out for donations including gifts, toiletries and food. [Christmas Crowd-fund campaign](#) supporting 18 organisations. A 'reverse advent calendar'?
- Central Hub will be delivering Xmas Eve and New Year's Eve, and (subject to staffing) some days in between.
- Explore how to enable provision of medically appropriate food in emergency food parcels.

- There is also an [event on 8 December](#) to highlight ways people can help.
- Emergency food continues to be available out-of-hours for e.g. new arrivals housed temporarily in Newhaven.
- <https://bhfood.org.uk/directory-hub/meal-delivery-takeaway-services-covid-19-info/>.
- Drop-in Christmas dinner at First Base not operating (Tier 2) – alternatives being sought. St Anne's will be open (except Xmas day and Boxing Day).
- [Sussex Homeless Support](#) are still offering a street meal available every day, and plan to be open for the two weeks over Christmas, plus delivering for people in TA. [St Mungo's](#) are co-ordinating.
- Complete the distribution of vouchers from the Winter Grant Allowance.
- Decisions about remainder of Winter Grant Allowance, e.g. BAME; early years; 'just-about-managing'; care leavers. Adding a food offer to a different service has worked – e.g. youth services, Allsorts.
- Data report to be completed before holiday break.
- Shut down council-run Central Brighton food hub by end of January.
- Recruit interim Food Co-ordinator.

3.10 Homelessness & Housing

3.10.1 Work undertaken in November

- Bid for further Ministry of Housing, Communities & Local Government (MHCLG) funding, called 'Protect Programme', has been submitted. This funding will allow to support ongoing efforts to provide accommodation for rough sleepers during the pandemic.
- Cold Weather Funding bid has been submitted.
- Housing Committee recommendations on report on the Next Step Accommodation Programme and bid conditions applied have been approved.
- Homes England application for Home Purchase Scheme to purchase additional 30 homes for 'Housing First' placements has been submitted.
- Weekly project plan meetings in order to deliver the bid conditions, including 40% of those accommodated in Everyone In emergency accommodation.
- Weekly Homelessness & Housing working group meetings.
- Accommodation provision for Severe Weather Emergency Protocol (SWEP) has been agreed.
- Replacement provision for No Second Night Out (NSNO) beyond February 2021 is being agreed.
- Teams and resources continue on target to deliver on bid conditions, including 40% (148 people) accommodated in 'Everyone In' emergency accommodation (hotels), 129 of whom have moved on as of 26.11.2020.
- Report on progress made to deliver the bid conditions, including to be granted delegated authority to secure accommodation until end of March 2021, and to assess the Council's ability to continue the open offer to all of those who are at risk of rough sleeping who do not fall within the Next Steps Accommodation Programme funding has been approved at Policy & Resources Committee.

3.10.2 Work planned for December

- Sign up Next Steps Accommodation Programme (NSAP) Data Sharing Agreement.
- Weekly meetings with Ministry of Housing, Communities & Local Government and weekly project plan meetings.

- Progress Report on meeting conditions of Next Steps Accommodation Programme funding, including to assess the Council's ability to continue the open offer to all of those who are at risk of rough sleeping to be presented at Homelessness Reduction Board.
- Youth Hostels Association (YHA) to be transitioned to No Second Night Out (NSNO) provision to manage demand of new flow of Rough Sleepers.
- Update Report to March Housing Committee and Policy & Resources Committee as required.

3.11 Welfare Support & Financial Hardship

3.11.1 Work undertaken in November

- Mental health/debt co-ordinator project officer has been job evaluated and recruitment underway.
- Equalities Impact Assessment/risk log updated and Brexit risks incorporated/cross-referenced.
- Beginning process of consolidating discretionary funding streams and grants so that they can be managed more effectively.

3.11.2 Work planned for December

- Further data meeting to be set up with Revenues & Benefits analysts.
- Investigate training on Brexit implications for benefits/EEA nationals for multiple partners.
- Further Meeting with DWP to discuss Flexible Support Fund potential bids.
- Pick up development of web pages.

3.12 Vulnerable People

3.12.1 Work undertaken in November

- Community Hub: Still recruiting additional staff and this has been scaled up. Clinically Extremely Vulnerable (CEV) action plan for the lockdown period was in place.
- Direct contact with everyone on the CEV list around additional lockdown restrictions. The meeting welcomed an addition of people with Down Syndrome who are on the CEV list.
- Ongoing Digital/physical mail outs and some leaflets to vulnerable people.
- Working towards local contact tracing being a function of the Hub.
- Reports are being aligned with Ministry of Housing, Communities & Local Government (MHCLG) data requirements.
- Postcards sent to every household in the city explaining lockdown guidance and the support available locally.
- "Thank you for "campaign shared in public spaces across the city, printed adverts and on social media. This focus on vulnerable residents thanking others in the city for following the guidance.
- [Tech Takeback](#) was widely shared. People to book online to have old tech collected, this is then refurbished and donated to charity.
- A new Mental Health campaign on Improving Access to Psychological Therapies (IAPT).
- Risk log for five core workstreams completed and distributed to the working group; to be monitored monthly.
- Terms of reference revised with five core workstreams.

3.12.2 Work planned for December

- To understand and share the latest guidance around the new Tier system, vaccines and the impact on vulnerable people.
- Planning for support over the Christmas period to include what support is available, Out of Hours (OOH) contact. Specific concerns include overloading OOH services. Availability of Community Voluntary Sector (CVS) and considerations of people needing to isolate.
- More support to BAME communities underway with targeted communications and engagement. Including translations, representation and working with group leaders.

Council recovery:

3.13 **Customers**

3.13.1 Work undertaken in November

- Worked with CESG (Customer Experience Steering Group) and Digital Design team to outline and communicate service changes due to second national lockdown on council website.
- Continued the rollout of virtual phone solution across high-volume services with Revs & Bens going live (Housing Repairs, Customer Feedback, FIS, Credit Control are already live).
- Expanded the 'Service Provision Status and Update sheet' to include digital channel and more services.
- Started to collate information on Christmas arrangements.

3.13.2 Work planned for December

- Developing annual Customer Satisfaction Survey.
- Work with Digital Design team to improve service information accessibility on website.
- Continue to collate and centrally record service provision status and updates.
- Holding first CESG Digital Sub-group meeting.
- Expand use of virtual phone solution to enable high volume contact services and all staff to take live phone calls (Parking and Housing Customer Services planned for December).

3.14 **Procurement**

3.14.1 Work undertaken in November

- A presentation has been given to Corporate Modernisation Board and Procurement Advisory Board on issue related to the supply chain related to Brexit and Covid.
- Negotiations with Bus Shelter advertising provider are still on-going. Additional grant funding has been announced by Central Government.
- Major Works Housing tender returns are currently being evaluated.
- All existing Supplier relief have been renegotiated where required.
- A further tranche of Procurement training have been delivered to Housing, Property and investment staff. An emphasis on Code of Conduct and Conflict of Interest was applied.
- Christmas resource has been determined. Adequate cover is in place. The Head of Procurement will remain on call during the period.

3.14.2 Work planned for December

- Meet with a selection of Local SME's through the Chamber of Commerce to discuss and explain tendering processes in the council.
- Review PPE processes to ensure consistent flow of required stock.
- Procurement training to be provided to former Mears management team, there will be an emphasis on Code of Conduct and Conflict of Interest.
- Formation of a project team, to review how we monitor and manage Carbon Footprint reduction in the Procurement process, will be scoped.

3.15 **Ways of Working**

3.15.1 Work undertaken in November

- Communications were issued providing advice to the organisation as we entered Lockdown two. The comms had a strong emphasis on staff wellbeing.
- Work has started on COVID Secure Assurance and a paper has been drafted outlining the proposed approach to this work. This includes service wide health and safety check list looking at COVID secure arrangements as well as undertaking COVID secure workplace inspections.
- Corporate Health and Safety have been reviewing and updating the individual risk assessment templates and guidance.
- Workstyles are currently undertaking a review of the building risk assessments.
- Workstyles are collating and reviewing updated 'priority user' forms submitted by services. Once completed, they will start to review the floor plans.
- Guidance has been provided to the organisation regarding face masks and face coverings. Staff who are attending the office are being encouraged to wear face coverings. The group have started to look into potential scheme's available for those who cannot wear face mask.
- The group continue to focus on staff wellbeing. The wellbeing messages have all been refreshed and are available on The Wave. The wellbeing group are also in the process of producing a letter detailing the wellbeing offer, which will be handed to frontline staff.
- Public Health also have an officer focussing on wellbeing.
- The group have started discussion regarding longer-term office accommodation, and the future approach to working arrangements to optimise employee engagement and performance.

3.15.2 Work planned for December

- Refreshing of the wellbeing message for the various cohorts to commence in November.

3.16 **Community impact of Covid-19 and equalities**

3.16.1 Due to a lack of data in terms of breadth, frequency and time lag, a local picture of the impact on Covid 19 on local communities and in particular, inequality is currently unavailable. Considerable resource would need to be diverted to carrying out such local research. However, there is a range of national level reports from which the council could extrapolate and infer a very likely similar impact in Brighton & Hove and in specific areas of the city.

3.16.2 The Covid Recovery Commissionⁱ found that more than half of people living in the 10% most deprived neighbourhoods are found outside the North of England (36% in the rest of England, 15% in Scotland, Wales or Northern Ireland). 18% of people in the most deprived neighbourhoods – 1.15 million people – in the UK are living in Local Authorities with the highest economic output.

3.16.3 Inequalities existed along many dimensions before the pandemic hit, across the population and between different groups – by gender, ethnicity, age and geography. It is now widely accepted that the health and economic impact of Covid 19 is exacerbating these inequalities and creating new ones, such as between those whose jobs can and cannot be done from home, which are themselves often correlated with existing inequalities (for example, by income). Research paper ‘Covid and Inequalities’ⁱⁱ unsurprisingly found that the direct and immediate economic impact of the lockdown has been concentrated among workers employed in shut-down sectors – hospitality and retail. These workers are disproportionately female, young and low-paid. Workers under the age of 25 are twice as likely to work in a shut-down sector as those aged 25 and over, while employees in the bottom 10 per cent of the weekly earnings distribution are seven times more likely than those in the top 10 per cent to do so. Certain ethnic minority groups, in particular Pakistani and Bangladeshi workers, are heavily concentrated in the passenger transport (taxi driving) and food and beverage sectors, and are likely to have been hardest hit by the lockdown, especially since they are relatively likely to be the sole earners in their households.

3.16.4 Younger workers and those on low incomes are much more likely to have lost their job and experienced a reduction in earnings during the lockdown. Those neighbourhoods in the highest 10% of unemployment benefit claims prior to Covid 19 have seen a 5.4 percentage point increase in claims, compared to a 2.3 percentage point increase for those in the 10% with the lowest claim rate prior to Covid 19.

3.16.5 The self-employed and workers with less secure work arrangements have also been more likely to report negative impacts. Key workers, who often face more health risks, are more likely to be lower paid, female and from some ethnic minority groups. In general, health impacts have been unequal, with higher death rates among certain occupations, ethnic minority groups and poorer localities. People in deprived areas are more likely to be diagnosed and to have poor outcomes following diagnosis than those in less deprived areas. High diagnosis rates may be due to geographic proximity to infections or a high proportion of workers in occupations that are more likely to be exposed. Poor outcomes remain after adjusting for ethnicity but the role of underlying health conditions requires further investigation. Mortality rates from Covid 19 are highest in the most deprived neighbourhoods in the UK. In the 20% most deprived neighbourhoods there has been an average of 21 more Covid 19 deaths per 100,000 population compared to the least deprived neighbourhoods.

3.16.6 ⁱⁱⁱLooking at the IMD at LSOA level in Brighton & Hove, the city has a wide range of differing levels of deprivation with some neighbourhoods in the 1% most deprived in England as well as neighbourhoods in the 1% least deprived. There are 15 neighbourhoods (9%) in the 10% most deprived in England, two fewer than there were 2015 and four fewer than in 2010. All 15 neighbourhoods were in the 10% most deprived in 2015 and 14 were in the 10% most deprived in 2010.

The highest concentration of deprivation is in the Whitehawk, Moulsecoomb and Hollingbury areas of the city but also found around Grand Parade, St. James's Street and Edward Street. To the west of the city, deprivation is more isolated and includes neighbourhoods around Downlands Drive, Portslade Academy, Portslade Village, the Knoll estate and Ingram Estate.

- 3.16.7 Brighton & Hove's most deprived area (ranked 294 out of 32,844 in England) is in Whitehawk, in the area between Whitehawk Road and Manor Hill. Along with parts of Queens Park ward, the Whitehawk estate is the city's most deprived area with six LSOAs that cover the estate among the 7% most deprived LSOAs in England.
- 3.16.8 The Intensive Care National Audit and disparities in the risk and outcomes from Covid 19 40 Research Centre (ICNARC) report published on 22 May found that Black and Asian patients were over-represented among those critically ill with confirmed Covid 19 receiving advanced respiratory support. The report found that 15.2% and 9.7% of critically ill patients were from Asian and Black ethnic groups respectively.
- 3.16.9 The relationship between ethnicity and health is complex and likely to be the result of a combination of factors. Firstly, people of Black, Asian & Minority Ethnic communities are likely to be at increased risk of acquiring the infection. This is because BAME people are more likely to live in urban areas, in overcrowded households, in deprived areas, and have jobs that expose them to higher risk. People of BAME groups are also more likely than people of White British ethnicity to be born abroad, which means they may face additional barriers in accessing services that are created by, for example, cultural and language differences. Secondly, people of BAME communities are also likely to be at increased risk of poorer outcomes once they acquire the infection. For example, some co-morbidities which increase the risk of poorer outcomes from Covid 19 are more common among certain ethnic groups.
- 3.16.10 Children in poorer families have lost more from school closures and those who would have entered work this year face the potential for long-term scarring from the collapsing labour market. In contrast, individuals with higher levels of education and higher earnings are more likely to be able to carry out their work activities from their home, to have space at home to educate their children and to have savings to cover any unforeseen expenditures.
- 3.16.11 Health, economic and educational disadvantage come together in pockets of severe deprivation and vulnerability. Analysis by Public Health England, specifically on Covid in North-West England, found, "a strong link between our most deprived areas, our BAME communities and poor housing communities, and that can lead to the virus becoming endemic." Based on detailed analysis of case numbers in different local areas, the study builds links between the highest concentrations of Covid 19 and issues of deprivation, poor and crowded accommodation and ethnicity. While Brighton & Hove does not have the density of population, housing and deprivation levels of some of the North West areas, it does have neighbourhoods that could be affected similarly to some degree.
- 3.16.12 In addition, one national report^{iv} concluded that coastal areas have many residents who will likely need to socially distance more strictly and for longer, as

well as a reliance on tourism and hospitality – where demand from overseas could continue to be depressed in the medium term, but potentially be offset as UK citizens become more likely to switch to domestic holidays.

- 3.16.13 To help focus help on the most vulnerable people, the British Red Cross is developing a Covid 19 Vulnerability Index^v. Its current index combines a series of clinical, social, demographic and health vulnerabilities/inequality.

Table 1 Red Cross Vulnerability Index by ward

Ward	British Red Cross Vulnerability index (higher no. greater vulnerability)
Withdean	38.34
Preston Park	42.14
Hanover and Elm Grove	44.02
Patcham	45.81
Hollingdean and Stanmer	52.19
North Portslade	54.05
St. Peter`s and North Laine	55.12
South Portslade	57.75
Hove Park	59.95
Regency	68
Brunswick and Adelaide	74.3
Rottingdean Coastal	75.71
Wish	76.84
Hangleton and Knoll	77.48
Moulsecoomb and Bevendean	79.3
Goldsmid	81.83
Central Hove	97.43
Westbourne	100.85
East Brighton	105.5
Woodingdean	105.52
Queen`s Park	106.37

Table 2 British Red Cross Vulnerability Index by Middle Super Output Area

	British Red Cross Vulnerability index (higher no. greater vulnerability)
Brighton and Hove MSOAs	
Brighton and Hove 022 Hanover	37.79
Brighton and Hove 021 Portslade by Sea	50.7
Brighton and Hove 001 Patcham East	52.22
Brighton and Hove 005 Mile Oak	53.36
Brighton and Hove 003 Patcham West & Westdene	55.56
Brighton and Hove 014 Preston Park	55.68

Brighton and Hove 012 Portslade Village	55.81
Brighton and Hove 024 Seven Dials	57.34
Brighton and Hove 002 Coldean & Moulsecoomb North	62.96
Brighton and Hove 007 West Blatchington	64.65
Brighton and Hove 016 Aldrington	65.05
Brighton and Hove 008 Hollingdean & Moulsecoomb West	65.15
Brighton and Hove 029 Brunswick	72.02
Brighton and Hove 027 North Laine & the Lanes	73.92
Brighton and Hove 020 Goldsmid East	73.94
Brighton and Hove 033 Rottingdean & Saltdean	75.43
Brighton and Hove 032 Roedean & Marina	76.44
Brighton and Hove 026 Hove Central	76.62
Brighton and Hove 013 Hangleton South	76.68
Brighton and Hove 006 Hangleton North	78.27
Brighton and Hove 019 Goldsmid West	91.18
Brighton and Hove 017 Woodingdean	105.52
Brighton and Hove 009 Bevendean & Moulsecoomb East	111.41
Brighton and Hove 031 Kemptown	112.09
Brighton and Hove 028 King Alfred	115.44
Brighton and Hove 030 St James's Street & Queen's Park	115.65
Brighton and Hove 025 Whitehawk	115.71
Brighton and Hove 023 Aldrington South	123.13

3.16.14 Alongside drawing on national research, the Communities, Equality & Third Sector team led a workstream entitled “Equality and Access” throughout the emergency phase of the pandemic. Meeting regularly with service providers external and internal to the council, along with Community Work representatives, the workstream captured and fed in equalities feedback from communities of identity to the emergency response as those communities were experiencing the pandemic. The workstream produced a report capturing the issues and making a series of recommendations, which are being developed into an action plan (see Appendix 2 for community impacts of Covid-19 lockdown on women, BAME, faith, LGBTQ and disabled communities in Brighton & Hove”, August 2020).

3.16.15 The key issues reported are:

- Disproportionate financial and economic impacts, both short-term and long-term, particularly impacting women, BAME, and disabled people, those with No Recourse to Public Funds (NRPF) and places of worship and community groups reliant on income from community venues and events.
- Disproportionate impacts of home schooling and its effect on future attainment and career opportunities especially for BAME young people, those with Special Educational Needs and Disabilities (SEND) and Unaccompanied Asylum Seekers.
- Barriers to accessing support and following guidelines due to lack of trust and confidence in statutory service provision and information, especially for some

BAME communities including migrants. Language barriers for people with English as an additional language, and barriers to access of information for some BAME communities and disabled people.

- Digital exclusion limiting accessibility of information and ability to connect with others, particularly for older people and those in poverty, from across all communities considered in this report. Specific issues around isolation and impact on mental wellbeing experienced by all communities considered in this report, due to fears of increased susceptibility to the virus, loss of safe spaces, and patterns of home and household environments, and loss of connection including for faith communities.
- Heightened health concerns for BAME, LGBTQ, and disabled people.
- Covid 19 related hate incidents and fear of prejudice, particularly impacting BAME communities, including Chinese and South East Asian people, disabled people and LGBTQ people.
- Safety of women during the lockdown period, particularly relating to domestic abuse and housing provision.
- Lack of trust and confidence in “Test and Trace” systems, especially for migrants, people with HIV, people experiencing domestic violence and abuse, and some LGBTQ people.

3.16.16 Further focused local research commissioned by Sussex NHS partners was also undertaken in summer 2020 by the Trust for Developing Communities and five partners: Sussex Interpreting Services, Hangleton & Knoll Project, Voices in Exile, Network of International Women and Fresh Youth Perspectives. The research surveyed people from Black, Asian, minoritised ethnic, refugee and migrant communities in Brighton and Hove to find out about their experiences of the NHS, Covid-19 and lockdown. https://www.trustdevcom.org.uk/wp-content/uploads/2020/10/TDC-BAME-Covid-19-Report_Summary.pdf

The research findings correlated with national research about the health and socio-economic risks of Covid-19 to BAME residents. Together, the quantitative national research and qualitative local findings indicate that interrelated vulnerabilities should remain at the forefront of policymaking, along with a focus on effective place-based policies that address levelling-up and build resilience in these communities.

3.17 Linking Recovery & Renewal into the Corporate Plan

3.17.1 Work is being undertaken to produce a high-level document outlining the emerging priorities related to the recovery, the emerging Carbon Neutral programme and the aftermath of Brexit.

3.17.2 It is intended that this document will build on current corporate plan commitments, recognising the pressure on resources and capacity and identifying council priorities for the period until May 2023.

4 ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

4.1 As the democratic body of the city, the council has a role in leading the governance and delivery of the recovery phase of the pandemic. The consequences of this public health crisis force the city to respond in ways that are different from what has been considered normal. The recovery programme is

designed to ensure the city is able to respond in an agile way as it transitions through different phases of the pandemic and moves in and out of response.

- 4.2 The pandemic represents an unprecedented challenge for Brighton & Hove and a major shock to the city's economy and communities. It also presents the city with an opportunity to shape its future. The recovery programme is designed to provide the governance structure for initiating and organising a series of co-ordinated, multi-agency actions during the recovery stage(s) following the pandemic affecting the communities and/or environment of Brighton & Hove. Those leading Recovery & Renewal are working closely with colleagues supporting the emergency response and Local Outbreak Control to ensure approaches are co-ordinated.

5 COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 The programme is engaging with the city's partnerships and governing bodies, and the Community & Voluntary Sector (CVS) as part of the recovery process. The city's partnerships have been consulted as part of the programme's initiation via a scenario planning exercise where they were asked to consider the implications of the pandemic on their sectors and a response. Action plans are now being drawn up as a result of this exercise. The CVS and Clinical Commissioning Group are represented on the Covid-19 Recovery & Renewal Group, where the leads of each working group share progress in order to identify issues, links and dependencies, and cross-cutting areas of work. Each working group has also been reviewed to determine whether it has appropriate CVS representation.

6. CONCLUSION

- 6.1 The Covid-19 pandemic and the council's response to it have been fast paced, agile and in partnership with others, and this ethos is being carried forward into recovery. The programme will plan ahead as far as it is able, adapt in line with emergency response and Local Outbreak Control, and each working group will review its approach as circumstances change. The organisational capacity required to respond to the initial crisis, recover from it, respond again and manage business as usual cannot be under-estimated. Officers remain committed to delivering for the city, and the council and its staff, and will continue to update Members as the programme progresses.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 The governance structure of the Recovery & Renewal Programme is being provided for within the council's existing resources. Except where specific delegations have been approved by committee, actions or recommendations arising from the programme that have financial implications are reported through the council's standard governance and decision-making routes, normally Policy & Resources Committee, and in accordance with Financial Regulations.

Finance Officer Consulted: Nigel Manvell

16.12.20

Legal Implications:

- 7.2 The Recovery and Renewal Programme is entirely consistent with the Council's powers and duties under the Local Government Act 2000 (economic, social and environmental wellbeing) the Coronavirus Act 2020 and function-specific laws.

Lawyer Consulted: Abraham Ghebre-Ghiorghis 7.12.20

Equalities Implications:

- 7.3 The equalities implications of Covid-19 recovery have been covered in the main body of this report.

Sustainability Implications:

- 7.4 The sustainability of its recovery plans is a key aspect of the programme's approach. This ranges from the plans to facilitate the movement of people around the city, to the sustainability of food provision, to the sustainability of the council's finances. As well as responding to the challenges thrown up by the pandemic, the programme will similarly seek to optimise any opportunities that are presented to support delivery of the council's priorities.

Brexit Implications:

- 7.5 The challenges of city and council recovery from the pandemic are being considered alongside the implications of Brexit. The council's Brexit Implementation Lead now attends Covid Recovery & Renewal Group meetings. Services have been urged to plan their delivery in light of both Covid-19 and Brexit, and business continuity plans are being refreshed with a similar focus. Opportunities to join up messaging and actions around Covid-19 and Brexit are being proactively identified, including the identification and management of risks.

Crime & Disorder Implications:

- 7.6 A Crime & Community Safety/Cohesion working group has been established as part of the Recovery & Renewal programme, as detailed previously in this report.

Risk and Opportunity Management Implications:

- 7.7 Risk management is an integral part of programme management and is being considered throughout the recovery process. The working groups have conducted risk analyses to identify the risks relevant to their area of focus and have captured these in risk logs. Working group level risks will be managed by the relevant working group and only reported to the Programme Board if they need to be escalated. Programme level risks will be included in working group highlight reports and reported monthly to the Programme Board, if the working group feels they are of corporate interest. The Covid-19 Programme Manager will maintain a programme risk log comprising the programme level risks from the working groups, escalated risks, corporate risks and those that cut across more than one working group. This will be shared periodically with the Programme Board. The Programme Board will escalate risks to the Sussex Resilience Forum, as appropriate. As mentioned previously, opportunities that arise in the course of the city and council's recovery from the pandemic will be explored and pursued, as appropriate.

Public Health Implications:

- 7.8 Public Health is at the heart of the council's response to, and recovery from, the pandemic and is mainstreamed throughout the Recovery & Renewal programme. Colleagues from Public Health and the Recovery & Renewal programme are co-ordinating their responses to the pandemic.

Corporate / Citywide Implications:

- 7.9 The programme is structured around the council and city's recovery from the pandemic and the implications to both are integral to the plans of the respective working groups.

SUPPORTING DOCUMENTATION

Appendices:

Appendix 1 - Greater Brighton Economic Board Covid 19 Sustainable Recovery Plan

Appendix 2 – Equalities & Access Workstream Interim Report

Background Documents

None.

i Levelling Up Communities, October 2020, Covid Recovery Commission. The Covid Recovery Commission was formed in July 2020. The independent Commission brings together some of the UK's most prominent business figures and entrepreneurs. The Commission will release three short papers before the end of 2020 and a final report in February 2021. Levelling Up Communities is their first report.

ii COVID-19 and Inequalities, Richard Blundell et al, June 2020, Institute for Fiscal Studies.

iii IMD 2019 Brighton & Hove Briefing, BHCC 2019.

iv The Geography of Covid-19 crisis in England, Davenport et al, June 2020, Institute for Fiscal Studies Deaton Review.

v The COVID-19 vulnerability index combines multiple sources of (mostly) open data to identify vulnerable areas and groups within Local Authorities and neighbourhoods (MSOAs). The Index currently maps clinical vulnerability (underlying health conditions), demographic vulnerability (over-70s, people seeking asylum), social vulnerability (barriers to housing and services, poor living environment, living in "left-behind" areas, loneliness, digital exclusion), and health inequalities. Other vulnerabilities which will be added include: Mental health, Economic vulnerability, Social isolation and Physical isolation from supermarkets, pharmacies. The data presented is a score calculated from the overall ranks of MSOAs in England, apportioned down to Output Area using population weighted apportioning.

