

Policy & Resources (Recovery) Sub-Committee

Date: **6 January 2021**

Time: **4.00pm**

Venue **Hove Town Hall - Council Chamber**

Note: in response to current Government Regulations this meeting is being held as a virtual meeting for councillors and accessible via Skype. Public speaking and engagement opportunities will be made available.

The meeting will also be webcast live to the internet.

Members: **Councillors:** Mac Cafferty (Chair), Gibson, Miller, Platts and Yates

Contact: **Lisa Johnson**
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AGENDA

27 PROCEDURAL MATTERS

- (a) **Declarations of Substitutes:** Where councillors are unable to attend a meeting, a substitute Member from the same political group may attend, speak and vote in their place for that meeting.
- (b) **Declarations of Interest:**
 - (a) Disclosable pecuniary interests;
 - (b) Any other interests required to be registered under the local code;
 - (c) Any other general interest as a result of which a decision on the matter might reasonably be regarded as affecting you or a partner more than a majority of other people or businesses in the ward/s affected by the decision.

In each case, you need to declare

- (i) the item on the agenda the interest relates to;
- (ii) the nature of the interest; and
- (iii) whether it is a disclosable pecuniary interest or some other interest.

If unsure, Members should seek advice from the committee lawyer or administrator preferably before the meeting.

- (c) **Exclusion of Press and Public:** To consider whether, in view of the nature of the business to be transacted or the nature of the proceedings, the press and public should be excluded from the meeting when any of the following items are under consideration.

Note: Any item appearing in Part Two of the agenda states in its heading the category under which the information disclosed in the report is exempt from disclosure and therefore not available to the press and public. A list and description of the exempt categories is available for public inspection at Brighton and Hove Town Halls and on-line in the Constitution at part 7.1.

28 MINUTES

5 - 10

To approve the minutes of the last meeting held on the 9 September 2020 (copy attached).

29 CHAIR'S COMMUNICATIONS

30 PUBLIC INVOLVEMENT

To consider the following matters raised by members of the public:

- (a) **Petitions:** To receive any petitions presented by members of the public;
- (b) **Written Questions:** To receive any questions submitted by the due date of 12 noon on the 29 December 2020;
- (c) **Deputations:** To receive any deputations submitted by the due date of 12 noon on the 29 December 2020.

31 MEMBER INVOLVEMENT

To consider the following matters raised by councillors:

- (a) **Petitions:** to receive any petitions submitted to the full Council or at the meeting itself;
- (b) **Written Questions:** to consider any written questions;
- (c) **Letters:** to consider any letters;
- (d) **Notices of Motion:** to consider any Notices of Motion referred from Council or submitted directly to the Committee.

32 BRIGHTON AND HOVE: RECOVERY PLAN FOR CULTURE

11 - 40

Report of the Executive Director Economy, Environment & Culture (copy attached)

Contact Officer: Donna Chisholm
Ward Affected: All Wards

33 COVID-19 RECOVERY & RENEWAL UPDATE

41 - 98

Report of the Executive Director Economy, Environment & Culture (copy attached)

Contact Officer: Lilla Cartwright
Ward Affected: All Wards

34 PART TWO PROCEEDINGS

To consider whether the items listed in Part Two of the agenda and decisions thereon should remain exempt from disclosure to the press and public.

PART TWO

ACCESS NOTICE

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The closing date for receipt of public questions and deputations for the next meeting is 12 noon on the fourth working day before the meeting.

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FURTHER INFORMATION

For further details and general enquiries about this meeting contact Mark Wall, (01273 291006, email mark.wall@brighton-hove.gov.uk) or email democratic.services@brighton-hove.gov.uk

Date of Publication - Tuesday, 29 December 2020

BRIGHTON & HOVE CITY COUNCIL
POLICY & RESOURCES (RECOVERY) SUB-COMMITTEE

4.00pm 9 SEPTEMBER 2020

VIRTUAL MEETING - SKYPE

MINUTES

Present: Councillors Mac Cafferty (Chair) Allcock, Druitt, Miller and Yates

PART ONE

17 PROCEDURAL MATTERS

(a) Declarations of Substitutes

17.1 Councillors Allcock and Druitt declared that they were attending the meeting as substitutes for Councillors Platts and Gibson respectively.

(b) Declarations of Interests

17.2 There were no declarations of interests in matters appearing on the agenda.

(c) Exclusion of the Press and Public

17.3 **RESOLVED:** That the press and public be excluded from the meeting during consideration of the items appearing in part two of the agenda.

18 MINUTES

18.1 The minutes of the last meeting held on the 24 June were approved as a correct record.

19 CHAIR'S COMMUNICATIONS

19.1 The Chair gave the following communications:

This is the third meeting of the Recovery Sub-Committee and I hope we can see how the city is working on an economic recovery and tackling the issues caused by the pandemic.

We have reports to consider today on the recovery programme, emergency food and essential supplies.

I am also mindful that there are reports listed at items 24 and 25 concerning the proposed acquisition of a vacant building to enable a company to offer additional

employment opportunities in the city. However, having consulted with the Opposition Spokespersons, I have decided to withdraw the reports from today's meeting and for them to be referred to the Policy & Resources Committee meeting on the 8th October to allow time for further discussions to take place.

One of the important items we will discuss talks about the amazing efforts of so many organisations in the city brought to ensure food kept being distributed to the most needy in our city. And how we have been successful winning more government funding to continue the work. Next week I will be visiting the council-run food hub which serves 30 households and, in a few weeks, Fareshare. But there has been an enormous amount of work done especially by the relevant council officials and the fantastic Food Partnership. We are lucky to have such an amazing organisation as the partnership and I would like to thank them for their unstinting work throughout the crisis and especially the work of Vic Borrill and Emily O'Brien.

We will have seen with great concern the local lockdowns being imposed in areas across the United Kingdom, and indeed the resurgence of the pandemic around the world. As schools reopened to all pupils over the past two weeks, I remain acutely aware that the challenges associated with the pandemic are far from over. Schools, colleges, nurseries and childminders across our city have worked hard to ensure effective infection control measures are in place to help reduce the risks posed by Covid-19. But the risks are still with us: and as our city continues to manage the pandemic, guidelines to combat the virus, including hand washing and social distancing, are more vital than ever. What happens outside school is as important as what takes place inside, so we must all double our efforts to prevent infection in the community which will help our whole city to recover. Although our figures are thankfully still low, the experience of Bolton should teach us that the pandemic can grow frighteningly quickly- in just two weeks the rate there grew from just 15 people per 100,000, it's now 120 people per 100,000 infected.

We are continuing to ask government for greater flexibility to target support to local businesses and I continue to work across our region for as much cooperation to help bring investment to the city and keep us focused on the important work on recovery. There was brilliant news this week for the Royal Pavilion as the Heritage Lottery Fund awarded £235,000 to support the re-opening and a new Chief Executive has been announced for the new Trust.

Keep Britain Tidy is organising the Great British September Clean, running from 11 to 27 September. This is a national event, and this year we want to make Brighton and Hove's contribution stronger than ever.

As part of the campaign, the council will therefore be launching its own initiative by carrying out a series of 'deep cleans' in parts of the city centre with high footfall. This means we will be removing graffiti from public property, jet washing paved areas and cleaning bins in key city centre streets. I wrote in the Argus about the tidy up two weeks ago and will be writing further about this asking Councillors and staff to play their part too.

We are also inviting residents to 'Dust Up Their Door Step' and tidy up in their own neighbourhoods. There are already a number of residents, community groups and the

Tourism Alliance who have confirmed they will be organising deep clean activities in their local area, on the beach or in the city centre during Keep Britain Tidy fortnight.

So, with all of this activity going on, we are now reaching out to many organisations in the city to ask them to consider what kind of contribution they are able to make towards the Great British September Clean in our city. I have written to many companies and organisations in the city over the last few days to ask them to help out. I want our city to be successful and confident, especially as we take the important steps to recover from the Covid-19 pandemic and cleaning up our city is an essential part of that.

Today is 999 Day, when we show our huge gratitude & support for all those working in emergency services. SECoast Ambulance service, East Sussex Fire and rescue service, Sussex police, or the Coastguard, they work tirelessly- often with the council- to keep our city's communities safe. Thank you to them.

20 PUBLIC INVOLVEMENT

20.1 The Chair noted that there were no public items for the current meeting.

21 MEMBER INVOLVEMENT

21.1 The Chair noted that there were items raised by Members for the current meeting.

22 COVID-19 RECOVERY & RENEWAL PROGRAMME - UPDATE

22.1 The Executive Director for Economy, Environment & Culture introduced the report which provided an update on the progress of the Covid-19 Recovery & Renewal Programme. He noted that due to the fast-moving nature of the pandemic aspects of the report may have been superseded by events by the time of the sub-committee's meeting.

22.2 The Sub-Committee welcomed the report and raised queries in relation to:

- The closure of the testing centre at the Amex;
- The need for information in relation to the 'R' number;
- The lack of a financial update, albeit a report had been considered by the P&R Committee;
- Support for Small Businesses

22.3 The Executive Director for Economy, Environment & Culture stated that officers were looking at potential sites for walk-in test centres within the city. These would need to be approved by the service that would manage the site and, in the meantime, a temporary walk-in unit was based at the Withdean Stadium. He noted that the Health & Wellbeing Board would receive regular reports on the Local Outreach Control Plan which would take account of the 'R' number. He also noted that the re-start for local businesses had begun well and access to support was being made available e.g. bids to the Arts Council and cases would be looked at on an individual basis.

22.4 The Acting Chief Finance Officer stated that he would provide a copy of the TBM 4 report that could be accompany the minutes so that Members and interested parties had access to the information. He noted that the business rate relief funding by

Government had been distributed and that anything above that would have to be met by the Council and thereby add to its own financial position/deficit. He stated that offers of support such as deferred payments had been made, but there was a need to be mindful of not stacking up debts.

22.5 The Chair noted the comments and put the recommendation to note the report to vote.

22.6 **RESOLVED:** That the update report be noted.

23 LOCAL AUTHORITY EMERGENCY ASSISTANCE GRANT FOR FOOD AND ESSENTIAL SUPPLIES

23.1 The Acting Chief Finance Officer introduced the report which detailed the allocation of £0.321m by the Department of Environment, Food & Rural Affairs (DEFRA) for the council to use to assist those struggling to afford food and other essentials. He noted that paragraph 3.4 of the report outlined the proposed distribution of the funding to organisations across the city.

23.2 The Sub-Committee welcomed the report and the positive approach taken by officers to work with the voluntary sector to ensure that food and other essentials could reach those in need. Members queried whether the £71k identified for the Local Discretionary Fund was sufficient.

23.3 The Revenue & Benefits Manager stated that there was £180k in the Fund for the year and the £71k would provide flexibility for any emerging needs/projects not yet identified and an ability to respond quickly.

23.4 The Chair noted the comments and wished to record the Sub-Committee thanks to the officers for the work undertaken to date and put the recommendation to the vote.

23.5 **RESOLVED:** That the proposal for the distribution of the Local Authority Emergency Assistance grant funding as shown at paragraph 3.4 of the report be agreed.

24 ACQUISITION AND LEASEBACK OF LAND AND BUILDINGS AT MOULSECOOMB WAY

24.1 **Note:** The item was withdrawn.

PART TWO SUMMARY

25 ACQUISITION AND LEASEBACK OF LAND AND BUILDINGS AT MOULSECOOMB WAY - EXEMPT CATEGORY 3

Note: The item was withdrawn.

26 PART TWO PROCEEDINGS

26.1 **RESOLVED:** That the item contained in part two of the agenda remain exempt from disclosure to the press and public.

The meeting concluded at 5.05pm

Signed

Chair

Dated this

day of

Subject:	Brighton and Hove: Recovery Plan for Culture		
Date of Meeting:	6th January 2021		
Report of:	Executive Director Economy, Environment and Culture		
Contact Officer:	Name:	Donna Chisholm	Tel: 01273 292571
	Email:	Donna.Chisholm@Brighton-Hove.gov.uk	
Ward(s) affected:	All		

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 The TECC Committee of 24th September 2020 requested that a report be prepared covering the plans for recovery in the culture and creative sectors, where the pandemic has had greatest impact.
- 1.2 This report provides the P&R Recovery Sub-Committee with an outline of the thematic areas where projects will be developed by both the Council and external stakeholders to support the recovery over the next 24 months from April 2021.

2. RECOMMENDATIONS:

- 2.1 That the committee notes that the culture and creative sectors have been badly affected by the Pandemic for over nine months now, and normal activity levels are not expected to return until the second half of 2021.
- 2.2 That the committee notes the key aspects of the Recovery Plan for Culture as laid out in sections 3.4 and 3.5 below, which places the regeneration of livelihoods for thousands of creative workers at centre of a series of projects over 2021 and 2022.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 Brighton and Hove is home to one of the leading creative clusters of businesses and freelance workers in the UK. Culture and the creative industries are sectors currently in crisis because their business activities are mainly public facing and therefore have not been able to function normally – or at all – since March 2020. The Council has consistently prioritised cultural and creative organisations every time we have been given discretionary funding from government, but in reality the grants we have been able to provide are small in comparison to the losses faced by businesses and individuals across the city.
- 3.2 The Council was approached by representatives from Event Professionals Independent Committee (EPIC), What's Next Brighton and Hove and the Arts and Creative Industries Commission together as single group, with a proposal to

develop a recovery plan through an intensively consultative process involving creative people from across the city. This group of partners raised £21,000 from Arts Council England and requested £8,000 from the council, which was agreed from existing budgets. They have been the founding team for the Recovery Plan. Council officers have been kept up-to-date with the developing plan and have provided input.

3.3 The objective of the plan is to regenerate culture and the creative industries after COVID, bringing wealth back into the city. The findings of the founding team have been distilled into a Recovery Plan with five thematic strands covering short-term and long-term ambitions.

3.4 The short-term thematic strands are as follows. These will be further developed over the first three months of 2021 and funding will be sought. The delivery timeline will cover 24 months commencing in the summer of 2021.

- The ENGINE ROOM is focused upon addressing entrepreneurship, business growth and creative practice support designed specifically for creative workers living and working across the Greater Brighton area. This strand will build upon and strengthen existing provision, to deliver a best-in-class programme which transforms the capability of the sector to recover and prosper.
- ENLIVEN BRIGHTON intends to employ creative and cultural businesses and practitioners to enliven the city centre, boosting the city's visitor economy and making it a more attractive and rewarding destination. This will take the form of large-scale interventions of national significance by artists. This strand is designed to attract visitors back at different times of the year. In partnership with Brilliant Brighton BID.
- The CREATIVE COMMUNITIES NETWORK is a community-led programme designed to support artistic expression in local areas across the city. Delivered through improvements in local infrastructure alongside training and support with event development, management and programming. Existing best practice from multiple sources will be drawn together to inform this workstream and provide innovative solutions for the different circumstances found across the city.
- SPACE TO GROW will join-up the city's creative spaces for professional artists and not only maximise their use but also identify ways to protect venues that are under pressure for a variety of reasons. Suitable indoor and outdoor space is an essential component of a successful cultural sector so maximising or creating fantastic venues for all forms of audience engagement is an essential part of recovery.

3.5 In addition, a long-term thematic area is as follows: This requires a longer development period when research partners will be identified.

- The CREATIVE WORKER INCOME GUARANTEE is a research project designed to explore whether targeted intervention in the form of an income guarantee can prevent talented individuals from leaving the sector for more financially rewarding opportunities. Eliminating the search for funds could allow workers to be more productive by focusing on wellbeing and creative outputs.

- 3.6 The next stage for the Recovery Plan is to appoint a project management and fundraising resource to work up each thematic area into a series of focused projects. Further consultation will be undertaken and the current working group made up of the organisations described in 3.2 above will expand into a project board operating in association with the Arts and Creative Industries Commission.
- 3.7 It is anticipated that the Plan will move into delivery phase in June 2021, subject to attracting funding from multiple sources.

Short Term Government Support Schemes

- 3.8 Organisations and individuals in Brighton and Hove managed to secure over £10 million since March 2020 from the government's Cultural Recovery Funds (CRF) distributed by ACE. This has been firstly from emergency funds announced in March 2020 followed by four recovery funding rounds, combined with the Grassroots Music Venues Scheme and capital for delayed building projects. This money has helped to support many organisations over the Autumn and Winter of 2020/21.
- 3.9 Some organisations were not successful with their CRF applications and this, combined with not being able to operate due to social distancing restrictions, has caused considerable financial distress. Several small music venues have been brought to the verge of bankruptcy. The Council has funded a training course in January 2021 to upskill cultural organisations to apply for what is expected to be the final round of CRF from the Arts Council, which has just been announced.
- 3.10 The Council also has supported the Music Venues Trust #SaveOurvenues campaign through promoting links to crowd funding on the highly followed VisitBrighton social media channels. In addition, all cultural venues have been included where possible in the Lockdown and Tier 2 grants provided to the city council by the government.
- 3.11 The Government's furlough scheme continues to be heavily used by venues where sustainable operation is not possible. This includes the city's theatres, some cinemas and in supply chain organisations. However, this scheme is expected to change again in January 2021 and increased employer contributions maybe required.
- 3.12 The city council opened the second lockdown grants scheme in November and all cultural organisations who are unable to operate because of the pandemic but have fixed overheads to cover, can apply for a discretionary grant of £2,000 if they don't have business premises. Those with premises who normally pay business rates are eligible for a grant of up to £3,000. There are also now Tier 2 business grants, but all of these sums are small in comparison to the losses being carried by many businesses and the Council is seeking to top-up grants using discretionary funds where government guidance allows for this.

Resilience in the Cultural Sector

- 3.13 Some of the city's key organisations have been able to continue with socially distanced performances or have presented work online since June. Whilst this

presents a small proportion of the normal programme from the culture and events sectors, these are examples of determination to provide opportunities to engage with culture during a time of insolation for many residents.

- 3.14 Brighton Dome collaborated with grassroots venues in the city to produce a series of live music events, raising £13,000 for these small businesses. In addition, since June they have supported 18 digital free events, attracting an online audience of 17,652 people. Their 50 pay-per-view events have attracted over 2,000 ticket buyers.
- 3.15 Brighton Fringe produced an Autumn season which ran from 1st to 31st October. They sold 12,680 tickets to over 700 performances which were a mixture of online and live events.
- 3.16 Artists Open Houses Winter season took place online from 21st November to 31st December. Houses and studios were open for socially distanced visits from 5th to 13th December. Over 500 artists were able to use this traditional Christmas event to sell their work online and to invite customers into their studio spaces under COVID secure conditions.

Looking Ahead

- 3.17 In November the TECC Committee approved the outdoor events programme for 2021/22 which is exceptionally busy. Much of this is reliant on the mass vaccination programme advancing to the stage where it is legally possible to hold large public gatherings from May 2021.
- 3.18 The city's May Festival programme is currently planning to go ahead, with organisations planning for several scenarios. At worst, socially distanced performances will take place at indoor and outdoor venues. At best, the vaccination programme will have progressed to the point where venues can approach normal capacity, with some caveats in place.
- 3.19 It is anticipated that the city's visitor economy and its cultural events will benefit significantly from the UK staycation market over the second half of 2021 and into 2022.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

- 4.1 Given the significance of the cultural and creative sectors to the city, it is appropriate for the city council to collaborate with external stakeholders on the development and delivery of a recovery plan. Where required, we will lead this work to support credibility and strategic focus within the five thematic areas, as well as undertaking additional recovery actions through the Arts and Creative Industries Commission.
- 4.2 Recovery planning and delivery will be widespread in 2021, as many parts of the UK try to come back from the economic and social damage done in 2020. The Council is working with stakeholders to progress rapidly with the cultural recovery plan to ensure we are ready to attract people and funding into Brighton and Hove as opportunities arise.

5. COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 The Recovery Plan process has been led by the external founding team who, through their respective organisations, represent the views of large numbers of businesses and creative workers in the city. The consultation process they undertook, which was funded by ACE and the city council, led to the five thematic areas outlined in points 3.4 and 3.5 above. The process was made up of 17 open-invitation workshops, led by carefully recruited facilitators, which took place in September 2020.
- 5.2 Drafts of the Recovery Plan have been circulated for feedback to those who took part in the workshops. In addition, the founding team have continued to consult with people leading cultural organisations in the city who have a major stake in recovery.

6. CONCLUSION

- 6.1 The development of a recovery plan for culture is an important step forward for the city. With the mass vaccination programme underway across the UK, we can plan with some degree of certainty that we will move beyond the current crisis in the second half of 2021. Confidence will be rebuilt in residents and visitors that performances are safe and that cultural celebrations are possible, indeed essential. New skills are required in the sector to attract finance, build collaborations and to generate new opportunities.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 There are no financial implications arising from this report. It is assumed that any actions arising from the recovery plan which do have cost implications for the council will be brought back to committee for consideration

Finance Officer Consulted: Name Jessica Laing Date: 18/12/20

Legal Implications:

- 7.2 There are no legal implications arising directly from this report which is for noting.

Lawyer Consulted: Alice Rowland Date: 09/12/20

Equalities Implications:

- 7.3 The group of partners responsible for undertaking the consultation process for the recovery plan took a proactive approach to ensuring diversity in the range of views included. Consultation facilitators with diverse backgrounds were recruited, applications for all paid roles in the process were accepted in a variety of formats. Each open-invitation consultation session had BSL interpreters available as well as Otterai transcription services. Sessions were recorded and had independent note takers to ensure equal access to discussion and follow-up.

- 7.4 As the thematic areas of the recovery plan are developed, equalities impact assessments will be carried out. This is a normal occurrence for projects attracting public sector funding from major UK bodies.

Sustainability Implications:

- 7.5 The shock sustained by the culture and creative sectors can lead to positive outcomes if opportunities are seized for changes to operating and business models. This will include pursuing zero waste options at venues and the effective use of technologies to reduce travel for artists and audiences. The Recovery Plan will consider greater sustainability in how the sectors come back from COVID and how audiences or participants will choose to engage with cultural activity in future.

Brexit Implications:

- 7.6 None.

Any Other Significant Implications: None

Crime & Disorder Implications:

- 7.5 None

Risk and Opportunity Management Implications:

- 7.6 The recovery plan will fully assess the risks and opportunities for the city as part of the next stage of development.

Public Health Implications:

- 7.7 Public Health, combined with the wellbeing and prosperity of the city's residents, is at the heart of the Recovery Plan. The plan focuses on building a strong economy in the city, sustaining employment and creating opportunities for community cohesion, as well as celebrating creative brilliance. All of the events, training, and gatherings associated with the plan will be in accordance with both government and public health guidance.

Corporate / Citywide Implications:

- 7.8 In 2019 a study from the University of Sussex revealed that the creative and cultural industries in Greater Brighton generated more than £1.5 billion in annual turnover. This figure increased by 22% in the five years to 2019. The number of people working for creative businesses has increased by almost 20% in five years, to more than 16,000 employees at over 6,100 companies. Over half those are based in the city of Brighton & Hove. It is of critical importance that the cultural and creative sectors are supported in the short term through an effective plan for recovery.

- 7.9 The Council is focusing in the short term on enabling income generation through a supportive and flexible approach to use of Council land for outdoor events in 2021, by funding upcoming training and by distributing government funding quickly to those who need it. The Recovery Plan sits alongside those direct actions and will address what is needed to improve knowledge, build strong businesses, and broaden to positive impact of participation in culture to communities badly affected by the pandemic.

SUPPORTING DOCUMENTATION

Appendices:

1. Draft Document: Brighton and Hove: The Recovery Plan for Culture

Background Documents

1. none

The ABCD for Cultural Recovery

A (for Arts and Ambition), B (for Business), C (for Communities & Collaboration), D (for Digital and Delivery)

Introduction

In the middle of the storm, with livelihoods threatened and organisations at risk of collapse, Brighton & Hove's cultural and creative sector came together. Over 100 creative workers: award-winning artists and those just starting out, leaders and frontline staff of organisations large and small, those freelance and those salaried, participated in 17 conversations over two weeks in September. With generosity, solidarity and common purpose, they focussed on how one of the most vital sectors to Brighton & Hove's economy and reputation might recover from the crisis and find more sustainable and inclusive ways to grow in the future. This is their plan.

Context

The strength of Brighton & Hove as a creative city is well known. In 2019 a study from the University of Sussex¹ revealed that the creative and cultural industries in Greater Brighton generated more than £1.5 billion in annual turnover. This figure increased by 22% in the five years to 2019. The number of people working for creative businesses has increased by almost 20% in over that time, to more than 16,000 employees at over 6,100 companies with over half those based in the city of Brighton & Hove itself. In 2018/19 Greater Brighton's performing arts sector directly turned over £329m and employed 3,500 people. Brighton & Hove City Council owns much of the city's cultural and heritage infrastructure and continues to invest in spite of the strain on local authority resources. The city is home to 13 of Arts Council England's (ACE) National Portfolio Organisations and received more than 100 ACE project grants for organisations' and individuals' activities in 2019/20.

Events, and the cultural industries which support them, draw millions of people into the city each year, with over 60 Festivals (including England's largest open-access arts festival, Brighton Fringe) forming part of its regular events calendar. The city's creative reputation encourages employers and entrepreneurs to set up their businesses locally, and creatives at all stages of their careers are drawn to the city as a creative hub. Business leaders are attracted by the high calibre of creative talent within the city, which in turn generates employment for freelancers and sole traders. In addition to those working in the city there are many creative freelancers' resident locally who work nationally and internationally and rarely in the City; the depth of talent is immense and possibly under-utilised in terms of benefit for the City.

The impact of Covid-19 on the creative industries has been profound. According to Hatch², the sector experiencing by far the greatest loss as % of GVA nationally is Arts and Entertainment (-42%) and before the intervention of the Government's Culture Recovery Fund, over 50% of jobs in the cultural and creative sectors in the Greater Brighton region were expected to be lost.

¹ Siepel, J (2019), *Creative Industries in Greater Brighton, A research note by the Creative Industries Policy and Evidence Centre*. SPRU, University of Sussex

² Hatch (July 2020), *Greater Brighton Economic Board Covid-19 Impact Assessment*. Available at: <https://present.brighton-hove.gov.uk/documents/s155847/GBEB%20Covid%20Report%20HATCH%20005.pdf>

Most of the city's theatres, venues, and museums remain either closed or have re-opened with a much-reduced capacity. Events, festivals and exhibitions have been cancelled and the resumption of large-scale gatherings is still months away at best. There are cultural organisations and supply-chain businesses in the city at risk of closure. The sudden loss of income caused by lockdown has left most of the sector in financial difficulty with many self-employed workers ineligible for Government support, or receiving a fraction of their previous income. Over the past year many of these talented people have had to seek universal credit as their only means of income. This places these individuals under huge financial strain which could lead to a large number being forced to leave the sector entirely as their livelihoods are curtailed well into 2021.

A sense of existential threat is hard to escape. Many wonder if a return to 'normal' will ever come. But the sector has been typically resourceful and adaptable too. Many businesses have pivoted to online offers; new collaborations have begun; scarce resources are being shared more than ever. Creative and Cultural businesses in Brighton & Hove were successful in attracting £7.5m through the Government's Culture Recovery Fund, Arts Council England have provided invaluable Emergency Funds to 1600 organisations and independent practitioners across the East and South East of England and Brighton & Hove City Council, unique amongst local authorities, prioritised the sector in awarding its discretionary grants.

This crisis provides an opportunity to look at the city's cultural offer, celebrate it, save it but also build new ways of working that encourage good growth, inclusion and address historic gaps and challenges. In restarting the cultural economy it will be important to build upon the Cultural Framework, not attempt to totally reinvent the city's approach to culture. The Cultural Framework forms a strong foundation upon which the sector, the local authority and key partners can start to rebuild a better, brighter future that addresses the new and unexpected world we now inhabit. Social prescribing for example, will be a potential area for growth – particularly as Brighton and Hove's HERA partnership is a recognised leader in health and wellbeing. The ABCD Cultural Recovery Plan recognises the symbiotic relationship between the cultural and tourism sectors and acknowledges the need to provide practical support and to enhance the city's brand as a destination. Retail is also central to re-building Brighton and Hove as a visitor destination. This plan aims to build a far closer relationship with this sector making the city centre a more vibrant and attractive proposition for both visitors and residents alike.

Throughout the planning it has been important that the different strands of proposed activity together create greater impact and have a higher chance to succeed than if they remained separate from one another. The ENGINE ROOM for example, could provide the necessary skills and practice training for the CREATIVE COMMUNITIES NETWORK to flourish. ENLIVEN BRIGHTON will deliver new spaces for artists to exhibit and perform and will help to generate revenue to fund aspects of the ABCD plan. The CREATIVE WORKER INCOME GUARANTEE will address the loss of talent to other industries, helping to make the sector become more resilient once the economy restarts. The CREATIVE COMMUNITIES NETWORK will enable different parts of the city to deliver more cultural experiences, helping to create new work opportunities and infrastructure.

This opportunity to do things in different, better, more relevant ways also extends to how the communities and residents across the city can play a greater role. Audiences are the lifeblood of the city's cultural activity and this plan recognises the need to incorporate their views and ideas into future plans and events. The CREATIVE COMMUNITIES NETWORK strand is explicitly designed to reach out across the city, inviting local people to become cultural producers, choosing and creating their own programmes and events.

The Climate Emergency is an issue that is very important to this city and the people who live here – evident in the fact it has the only Green MP at Westminster. Consideration of the environment and sustainable practices will be woven throughout this plan and its subsequent delivery, ensuring the city's green credentials continue to be strengthened.

The design for the creation of this plan was conceived between the Arts & Creative Industries Commission, EPIC, What Next? Brighton & Hove with the support of Brighton & Hove City Council and Arts Council England, South East.

VISION

This is a direct response to Covid-19, it's not an all-encompassing cultural strategy. If the ideas in this report are implemented well they will ensure:

- New jobs and training opportunities will be created for creative workers
- Brighton & Hove will be recognised as a world class destination for creatively ambitious work that experiments with all artforms
- The arts and culture sector will help drive economic recovery of the Tourism and Retail sectors and make a positive contribution to the health & wellbeing of residents and visitors.
- Brighton & Hove will be a City that has led the way nationally for support of creatives and values their role in placemaking
- Creative workers will not leave the city in the immediate future

REBUILDING POST COVID-19 – A national perspective

The Local Government Association has created 'Revitalising town centres: a toolkit for councils'³ based upon an adaptation of the Institute of Place Management's (IPM) national Post Covid-19 Recovery Framework. The IPM Recovery Framework has been backed by the Government's High Street Task Force as part of its guidance on responding to Covid-19.

The fourth part of the toolkit focuses upon Transformation or Revitalisation – a conscious attempt to improve town and city centres for the long-term. This focuses upon learning from understanding and innovation, with a growing focus on building on progress in addressing new challenges, such as climate change, economic inequality and the repurposing of town and city centres.

Much of the content draws upon thinking found at the People & Places Partnership⁴, particularly ideas relating to creating people-centred places.

Brighton and Hove City Council's Corporate Plan rests upon six priorities which drive the direction of service delivery. From these, A City Working for All and Stronger City are the two priorities with greatest alignment to this recovery plan. The council's ambitions to support local businesses and the third sector, to increase participation in civic and community life, and the further develop our visitor economy – leading to employment and wealth creation for creative people – are key drivers for the city as we seek to rebuild the strength of our sector. Recognising that financial resources are scarce, the initiatives laid out in this plan aim to bring fresh energy and purpose as the city emerges from this difficult time.

Next steps

³ <https://www.local.gov.uk/topics/economic-growth/revitalising-town-centres-toolkit-councils>

⁴ <https://people-places.net/>

The following pages outline the ABCD plan for Recovery.

It starts from the knowledge that creative businesses and workers will be at the forefront of the city's recovery, that we have a strong infrastructure to work with and that there are unique opportunities in Brighton and Hove for our thinking to be radical and inclusive. Participants in the process to date brought enormous insight and experience, sharing innovative ways of working and thinking in response to Covid-19 that we should build upon and adopt. We should ensure the sector remains future-focused and entrepreneurial, with an understanding of how the operating environment has changed and the skills and resources to change with it. Above all, this plan commits the sector to developing ways of working that are more inclusive, collaborative and more sustainable, acknowledging the power imbalances that exist and determined to find solutions to address them.

The proposed activity is divided into five distinct but interconnected strands.

- ENGINE ROOM
- ENLIVEN BRIGHTON
- CREATIVE COMMUNITIES NETWORK
- CREATIVE WORKER INCOME GUARANTEE
- SPACE TO GROW

The ENGINE ROOM is focussed upon addressing the absence of sector specific business support designed specifically for cultural and creative workers living / working across Greater Brighton.

ENLIVEN BRIGHTON intends to employ creative and cultural businesses and practitioners to enliven the city centre, boosting the city's vital retail economy and making it a more attractive and rewarding destination to visit.

The CREATIVE COMMUNITIES NETWORK is a community led programme designed to bring culture to all parts of the city through the installation of local event infrastructure alongside event management and programming training and support.

The CREATIVE WORKER INCOME GUARANTEE is a research project designed to explore whether targeted intervention in the form of an income guarantee can prevent talented individuals from leaving the sector for more rewarding opportunities.

SPACE TO GROW – a programme to review the current options for creative space in the City, explore new models and maximise existing capital infrastructure.

Each strand is intended to be of benefit to both individuals and businesses through the creation of jobs, training, support and networking opportunities. Some strands have longer timelines than others and no strand takes greater priority.

Fundraising

There are several intentions behind a fundraising approach for this plan.

Firstly, the plan itself is a partial realisation of ideas, further investment would enable short term Working Groups to develop detailed plans, partnerships and content for large funding bids.

Secondly, each strand can be fundraised for in isolation of other strands, they can stand alone and start without funding secured for all areas of the plan.

Lastly, it is intended that alongside traditional fundraising for the strands there is an opportunity to test a much wider community engaged fundraising and income generation approach, utilising the creative skills of the cultural community. For example, testing a sponsored sculpture trail (inspired by Snow Dogs and Cow Parade) and utilising the event skills within the community to produce events where profits can contribute to a fund for creative commissions within the strands of activity. This will require consideration and organisation and will run alongside the Working Groups, sitting within the work of fundraiser and Board.

The range of funders being considered include the Local Enterprise Partnership, Arts Council England, UKRI, National Lottery Communities Fund, Heritage Fund, Asset-based Development (for buildings) and Trust & Foundations.

Values & Principles

As part of the process to date, a session was held on developing a set of Shared Principles that we adopt as a city to make it a better place to work for Cultural Workers and to make sure no one is left out or left behind. From our work to date the following areas have been identified: intersectionality, inclusivity, understanding territorialism and gatekeeping, collaboration, empathy, dignity, respect, anti-racism, bravery, boldness, paying people on time and openness. The process of developing the Shared Principles will continue as part of the next phase. The ABCD for Cultural Recovery Board will be responsible for ensuring the following original project values (adopted from What Next?) continue to be built upon:

Democracy: creating a transparent process to enable open and purposeful conversation

Equity: creating conditions for equitable conversations and follow up actions

Leadership: building the conditions for everyone to make change

Creativity: embedding and celebrating creativity across our City

Generosity: sharing our skills, expertise, empathy and resources with each other

Trust: building relationships and a more resilient sector

In addition to this we have a set of lenses through which each project will be assessed:

- Regional, national and international perspectives
- Inclusion
- Children and Young People

- Job creation
- Digital
- Other sector partnerships
- Environmental sustainability

Ownership of ideas: everyone who has been part of this process to date was invited to share ideas in the spirit of Creative Commons licencing. The credit for any ideas that appear in the final action plan will be: 'initially developed by participants of the Brighton & Hove Cultural Recovery Project September 2020'. There will be a weblink listing the names of all participants.

Decision making: decisions about which ideas appear in the final action plan have been made by the Management Group. The 100 Conversation Participants and Facilitators provided the content and influence behind the overarching strands have been included. The Outside Eyes interrogated the Management Group's decisions, and provided advice. A first draft of the action plan was shared with all participants and project funders for feedback.

Ideas suggested that do not appear in the action plan: Many excellent project-based ideas do not appear as one of the five strands to take forward in this plan. The five ideas focus on actions directly related to Covid-19 recovery and should create the conditions for recovery that offer individual projects a chance to grow and develop.

Governance, Management and Staffing

Working Groups

It is proposed that one Working Group per idea is recruited through an open selection process (to follow the working practice we established with the participants who contributed to this plan). Each Working Group will comprise 3 – 8 specialists in each area who have the skills and relevant experience to develop the ideas and make them a reality. Freelancers in the Working Groups will be paid for their time.

The Working Group model offers an opportunity for more diverse people to take the ideas forward. It is acknowledged that the founders of the Recovery Plan are not fully representative and that the next phase of the plan offers a chance to involve more people from backgrounds with protected characteristics, those who have not yet contributed to this plan and others in the cultural sector.

We are proposing five working groups with two freelancers/sole traders per group and up to six others per group paid by salary, working one day a month for six months to develop the strands into fundable programmes.

Governance Structure

In order to attract significant investment to make the ideas in this plan a reality we need a robust governance structure and processes to ensure accountability, good decision-making and behaviour are at the heart of the ABCD for Cultural Recovery going forward. Governance is a system and process, not a single activity and therefore successful implementation of a good governance strategy requires a systematic approach that incorporates strategic

planning, risk management and performance management. The achievement of goals and sustainable success requires input and support from all stakeholders. The Board, through good governance practices, will provide the framework for planning, implementation and monitoring of performance. Achievement of the best performance and results possible, within existing capacity and capability, should be our ongoing goal. Good governance will support management, staff and stakeholders to be “the best they can be”.

One of the key institutional supporters of this plan has offered a solution to the challenge of governance of a project that has developed organically. Donna Chisholm, Assistant Director of Culture, Tourism and Sport at Brighton & Hove City Council has offered to become chair of an ABCD for Cultural Recovery board with the recruitment of an additional co-chair role to work with Donna on the facilitation of the board at a later date.

The three networks (EPIC, What Next and ACIC) who have driven the plan to date will continue to be involved in the next stages. Crucially, each network will actively seek new members in order to diversify their membership between December 2020 and June 2021.

The ABCD Cultural Recovery Board will sit alongside the Cultural Framework led by the Arts and Creative Industries Commission. Other institutions, such as Arts Council England, have indicated their support as participants.

We propose the Board comprises members of the three networks (ACIC, What Next? and EPIC) and that the original Management Team (Founders) continue to have a stake in the future of the ideas in this plan and their delivery. The chairs of each Working Group will also have a place on this Board and will be paid to be part of it, if they are freelance. Other key representatives may be asked to participate in the work of the board. We are proposing the freelancers on the steering group are paid for one meeting a month plus 2 planning day over a six-month period.

There will be an open recruitment process for all new Working Group and Board participants.

The ABCD for Cultural Recovery board will coordinate the delivery of this plan for the city, where necessary separate governance structures may be established for projects or this governance structure will evolve for fundraising purposes. At this time the Board will be linked to the Council’s Tourism, Equalities, Communities and Culture Committee for reporting purposes only.

Staffing

We propose a Project Manager with fundraising expertise is employed between February 21 and June 21 to help co-ordinate the development of working groups and drive the fundraising required to put this plan into action.

It is also necessary to employ or seek in kind support of an administrator for the same period for one day a week. The in-kind support from Brighton Dome & Brighton Festival in this area for the development of this plan was invaluable.

If development funding can be obtained then those Founders who are freelance will continue to be employed on a partial basis to ensure consistency throughout delivery of the plan and to safeguard the values and principles of the project.

Timescale

The actions outlined in this plan will each have their own timescale. The intention is to raise funds between February 21 and June 2021 in order to implement the ideas in a staggered way so that impact can be felt as soon as possible.

ENGINE ROOM: a focused programme addressing entrepreneurship, business growth and practice support designed specifically for creative workers living and working across Greater Brighton.

The programme will build on key principles reflected in successful creative hubs : skills support, networks and space, investment, innovation. Given current context there are two additional principles that will underpin this programme; collaboration and advocacy.

There is an aim that Brighton & Hove will be the best city in the country to start-up or scale-up a cultural business or be a successful creative freelancer, it will be the leading Creative Hub on the South Coast with supply chain relationships across Greater Brighton and Beyond.

The programme is scalable, for example it could start simply with a dedicated post able to signpost creatives to existing support in the City and beyond, however to provide increased impact the programme needs to provide opportunities for sector growth and adaption. A creative sector support programme can work in collaboration with other growth and innovation programmes in the area, there could be a central base for staff but the offer of training, networking, peer support should be delivered in collaboration with creative organisations that already exist. The programme needs to act as a catalyst for greater collaboration and sharing of resources.

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Challenge / Opportunity	Activity / Outputs	Short-term Benefits	Longer-term Benefits
<p>The last 6 months have exposed the gap between demand and supply in sector specific business support in the City, and the lack of clear road maps to find support that may be available beyond the City.</p>	<p>Raise funds for a post able to provide specialist knowledge and signposting and help with selecting relevant / most beneficial support that already exists locally, online or nationally. This knowledge sharing should include advice on funding, training, networks.</p> <p>Ongoing gathering and collating of information on the needs of a sector crucial to Brighton & Hove's economy.</p> <p>Design programme that has a scalable and staggered approach to implementation to test proof of concept. Signposting being first intervention.</p>	<ul style="list-style-type: none"> ● Assistance with signposting saves time for creative workers and businesses ● Many new entrants to the sector will be ill-equipped to make informed decisions, this assistance would prove invaluable. ● Those with specific needs can be better assisted to find support that best meets their circumstances. ● Regular info gathering on needs of sector provides 	<ul style="list-style-type: none"> ● Supporting informed decision making ensures that 'waste' is reduced and improvement occurs in a targeted and timely way. ● The use of early assistance helps to create scalability, which allows for greater reach and relevance. ● Knowledge gathered on needs will inform a scalable programme that is responsive and relevant.

<p>Generic business support does not address specific needs of creative sector and often fails to appeal to the industry.</p> <p>40- 80% of Creative workforce is freelance depending on sub-sector. Sole traders are adversely affected by impact of Covid-19 and generic business support rarely illustrates understanding of freelance business models.</p> <p>There are internationally recognised strengths held at a local level, for example; digital knowledge and skills, we need to utilise this knowledge base for greater and wider impact across the sector.</p> <p>The extraordinary context of the last year has put additional strain on those working in industry and a need for greater peer support/leadership support was highlighted.</p>	<p>ENGINE ROOM should provide skills development and professional support for those adapting, growing and starting out in sector be that an organisation or individual.</p> <p>Raise funds for a programme of skills support that responds to current need this includes but is not limited to the following areas:</p> <ul style="list-style-type: none"> ● Business planning for freelancers ● Building entrepreneurial skills ● A programme increasing digital skills and knowledge of digital platforms to enable growth ● Fundraising and income generation knowledge ● The basics of setting up a business/being a successful sole trader ● Basics on financial planning and management ● Building practical knowledge of cross-sector working e.g. Health, Homelessness ● Understanding innovation tools <p>A programme of peer support that recognises the challenges of working and leading in the sector. This could include:</p>	<ul style="list-style-type: none"> ● A more informed and skilled workforce is able to respond to opportunity and plan more effectively. ● Training in key areas should enable further ‘pivoting’ of businesses to adjust to external context. ● A programme of skills and peer support would increase networks across sub-sectors ● This approach helps to reduce art form / function “siloing” – leading to greater cross-fertilisation opportunities and greater understanding of different parts of the creative ecology. 	<ul style="list-style-type: none"> ● A more skilled workforce is able to increase and diversify its offer, creating business growth and sustainability. ● The network between organisational leaders and their freelance peers becomes stronger and more productive through shared learning and personal development experiences. ● The sector would ultimately have a better sense of what it did in totality and where the opportunities for innovation and entrepreneurship exist. Finding partners with relevant expertise would be easier to do, accelerating innovation, and diversifying the talent pool. ● Knowledge -flow from the experienced to newer sector entrants (and vice versa), will accelerate positive creative worker growth. ● This best practice support system can be utilised to build Greater Brighton as a creative hub encouraging relocation to the area by those keen to scale-up/start-up.
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	<ul style="list-style-type: none"> ● Action Learning sets ● Mentoring ● Coaching <p>There is talent and existing programmes across Greater Brighton that could lead on training and facilitating key parts of this programme or could share learning. For example; Wired Sussex, Sussex Innovation, Fringe Academy, South East Creatives.</p>		
<p>There are physical assets, networks and other resources within the Area that could be better utilised. The concentration of creative organisations and individuals within the City could be better coordinated in terms of sharing of back office services/bulk buying/shared posts.</p> <p>The cultural offer can be difficult to navigate for visitors and residents, there is no clear roadmap to accessing the excellent offer that exists.</p>	<p>Increasing the capacity of online platforms such as Culture in our City to provide key information, for example:</p> <ul style="list-style-type: none"> ● Rehearsal and performance spaces (indoor and outdoor) in the City ● Studio spaces in the City ● Contact information for those with assets such as lighting, staging, seating ● Noticeboard for creatives to find information or contacts <p>Explore the possibility of a online directory of Creatives/suppliers to the sector</p> <p>Explore the possibility of a joint platform for culture aimed at audiences. Bringing together the cultural offer at any one time.</p> <p>Explore collective purchasing across</p>	<ul style="list-style-type: none"> ● In the short term any sharing of information reduces time for sector workers ● Short term reduction in costs for cash-strapped organisations in 2021 by encouraging sharing of resources across projects. 	<ul style="list-style-type: none"> ● A joint platform for audiences raises profile of cultural offer in the City and beyond, improves the quality of experiences for visitors, and supports the marketing and comms plans of organisations of different scales. ● Long term reduction in costs via collective purchasing, shared back office services and posts ● Increased capacity for joint fundraising and income generation across sector

	<p>organisations - what could be done to reduce costs collectively?</p> <p>Encourage and enable greater dialogue to test shared back office service models and shared posts.</p>		
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<p>Income generation in the sector has been badly affected by Covid-19. This has affected those across the creative sector in many ways from venues who remain shut to freelancers who have fallen through the gaps of government support.</p> <p>Alongside signposting there is an ongoing need to advocate for the sector as well as explore different ways of working across the City and beyond that could generate</p>	<p>Utilise networks and organisations able to advocate for the sector, gather information and amplify it as a collective level. Explore how to do this as a creative economy across Greater Brighton in order that funders and policy makers have up to date information.</p> <p>Use signposting function to ensure that sector is aware of all resourcing possibilities available</p>	<ul style="list-style-type: none"> ● Access to information on funding is available to the sector quickly ● Policy makers and funders are informed and understand the needs and possibilities of creative industry within Greater Brighton's economy 	<ul style="list-style-type: none"> ● Local policy making at LEP and Council levels is informed about creative sector needs and provides services and investment that match need.
<p>The ENGINE ROOM will champion Research and Development. Helping to broker new relationships, access to innovation spaces and research programmes.</p>	<p>Through dedicated staffing support Identify 'innovation spaces', including harnessing the potential of existing grassroots and Fringe spaces, for making, performance and ideas generation within sector and beyond.</p> <p>Broker access to these spaces and access to other innovation programmes</p> <p>Through the skills development strand of Engine</p>	<ul style="list-style-type: none"> ● Increased understanding of what already exists in terms of innovation resources the City ● Further opportunities created for companies and creatives to test ideas, source funding and build innovation skills 	<ul style="list-style-type: none"> ● Provide Greater Brighton with invaluable insights into sector needs and how best to use future R&D programmes to ensure growth and resilience. ● Stimulate investment into and use of 'innovation spaces' across Greater Brighton.

	<p>Room build knowledge of innovation principles and funding sources</p> <p>Disseminate Research and Development opportunities and learning created by companies already working in this field.</p> <p>Build on work being undertaken and opportunities created e.g. Brighton as a 5G test bed</p> <p>Encourage networks to embed innovation within their sector support offer</p>		<ul style="list-style-type: none"> • Enable increased growth through innovation by micro and small businesses.
<p>FURTHER THOUGHTS / KEY ISSUES</p>			
<p>Listed above are a number of activity strands which are interlinked.</p> <p>There are some quick wins by looking simply at shared resources and signposting to existing offers. What could a staggered approach look like to developing this programme?</p> <p>How can we utilise collective resources and bring in additional specialist knowledge to develop the programme?</p>	<p>Who would be the focus of this strand of activity (creative freelancers, SMEs, start-ups, entrepreneurs)?</p> <p>How will it practically ensure that under-represented groups are prioritised?</p> <p>How do we ensure that national initiatives sit alongside and are connected to this work e.g. young people through Kickstarter or apprenticeship programmes.</p>	<p>How might we measure success?</p> <ul style="list-style-type: none"> • % / number of sector that access and benefit from ENGINE ROOM • Hours of support provided per business / worker • Number of networks engaged and initiated • Number of FTE jobs created • New services/products introduced • Representative demographic of B&H 	<p>Where should we look outside of the locality and sector to ensure we adopt existing best practice, rather than waste resources and time?</p> <p>What external factors should we incorporate into the ENGINE ROOM's design so it future proofed (BREXIT; more Covid-19; reduced cultural sector investment; social prescribing etc.)?</p>

ENLIVEN BRIGHTON: creative and cultural businesses and practitioners to animate the city centre.

Challenge / Opportunity	Activity / Outputs	Short-term Benefits	Longer-term Benefits
<p>Brighton city centre plays a key role in the lives of residents and visitors alike. Much of the visitor offer is concentrated in the Business Improvement District (BID) and as such this part of the city offers the greatest potential for culture-led re-imagining and animation.</p> <p>Covid 19 has dramatically reduced footfall across the BID. When combined with the rise in online shopping there is a real danger that the city centre will start to lose a significant proportion of its current retail and hospitality businesses, which in turn will probably lead to a downward spiral of occupancy.</p> <p>One solution aimed at re-growing footfall is to develop a commissioned programme of artworks, activities and interventions in partnership with key cultural organisations and individuals in the city – explicitly designed to attract visitors by enlivening specific parts of the city at particular times of the year.</p> <p>Recent reports indicate that up to 50 million jobs worldwide will be lost in the tourism and travel industries as a result of the pandemic. Research indicates that many tourism businesses in the UK will struggle to survive beyond July if the</p>	<ul style="list-style-type: none"> ● Continue to develop the partnership with BID in order to deliver an ongoing commissioned programme of activity across the city centre and beyond. ● Create a range of commissioning opportunities for Greater Brighton artists alongside those of national and international significance. ● Scope the potential for the creation of a series of interactive artworks using digital screens at dedicated outdoor locations and within unoccupied shop spaces. ● Determine the investment required to acquire and support new digital infrastructure throughout the BID area. ● Explore with BID the potential to shut roads across the city centre in order to deliver two large scale public events each year, each designed to attract large numbers of visitors to the city centre. ● Explore with BID the delivery mechanisms required to realise an ongoing cultural programme (roles 	<ul style="list-style-type: none"> ● This approach creates a number of interlinked and immediate benefits including: <ul style="list-style-type: none"> – enhancing the destination brand by making Brighton and Hove an even more exciting and dynamic place to visit; – attracting more footfall to the city centre – particularly in the shoulder months (October - March) which should translate to greater spend and enhance the viability of local businesses; – creating a new ‘public canvas’ that will support the careers of local and visiting artists, makers and performers; – the improvement to the city centre experience will attract new commercial tenants. ● This element of the recovery plan should be explicitly linked with the business and practice support opportunities that will be developed as part of the ENGINE ROOM. Sector entrants and early career workers should be offered a range of opportunities as part of their training 	<ul style="list-style-type: none"> ● The commissioned programme will: <ul style="list-style-type: none"> – create jobs both directly and indirectly; – help to reverse the decline faced by the city centre – create high quality content that will help to positively position the city as a destination post Covid. ● The quality of the commissions and the recognition they attract will be of significant benefit to early - mid career artists and performers, particularly if shown alongside internationally significant peers. ● If successful, the commissioned programme will be acknowledged as a blueprint for culture-led regeneration in the 21st century. This will make Brighton and Hove a more attractive investment option, which in turn will help to enhance resilience across a range of business sectors. ● The values being developed alongside the Recovery Plan will be able to be made concrete through the commissioning process and delivery

<p>lockdown prevents some recovery of the visitor season. Compared to last year, revenues for April have already declined by around 90% and forward demand is low due to ongoing uncertainty. There are numerous examples across the city where businesses continue to innovate in response to the situation, moving online to serve local people.</p> <p>Hospitality and Tourism in the city historically employs 24,000 people and serves 11 million visitors a year. This strand aims to aid the potential capitalisation from the UK Staycations market and the likelihood of that bouncing back and the predicted increase in post-lockdown day trippers.</p>	<p>and responsibilities, expected outcomes etc.).</p> <ul style="list-style-type: none"> ● Explore with BID the potential for ‘City Welcomers’ which have become a successful part of Hull’s city centre experience. ● Use £40k BID investment to lever significant inward investment to realise the delivery of the commissioned programme. ● Pilot Y1 activity. 	<p>/ support.</p> <ul style="list-style-type: none"> ● The BID will become a more attractive place to socialise and shop helping to bring people out of their homes which will combat loneliness and enhance their wellbeing. ● Must-see ‘Instagramable’ events / activities throughout the year will help to change existing perceptions of the city centre. 	<p>of the various types of activity.</p>
<p>FURTHER THOUGHTS / KEY ISSUES</p>			
<p>This is the most advanced strand of activity in terms of planning and partnerships, but remains a commitment in principle at this stage until the next BID Business Plan is agreed.</p> <p>The forthcoming BID Business Plan will define an events offer and associated timetable of activity.</p>	<p>At this early stage achieving in principle financial support from BID is a great success, but it will probably take more than a single year of programme to demonstrate to individual businesses measurable benefit.</p>	<p>Investment will need to be sought from other sources before businesses (post COVID-19 and post Brexit) are in a position to contribute significant sponsorship.</p> <p>Learning from and partnerships with national programmes such as Dan Thompson’s Empty Shop Network, Improving Places and the London Mayor’s Cultural Infrastructure Plan</p> <p>Partnerships with existing cultural organisations and individuals as well as local high street landlords, commercial letting agents and Brighton Chamber for example will enable the project to build on what exists as well as developing new ideas.</p>	<p>This approach should not be exclusively thought of a city centre one. There may well be a number of cross-over opportunities linked to the BUILDING CREATIVE COMMUNITIES strand to move programming to other parts of Greater Brighton.</p> <p>How might we measure success?</p> <ul style="list-style-type: none"> ● Number of new artist commissions per year ● Number of existing projects reimaged in Brighton per year ● Target for specific demographic of commissioned artists ● Targets for geographic base of commissioned artists ● Footfall increase ● Number of people employed

- through commissions
- Number of social media impressions for programmed artworks
- Number of national & local media mentions
- Increase in BID businesses contributing to the levy?

CREATIVE COMMUNITIES NETWORK: a community led programme designed to bring culture to all parts of the city through the installation of local event infrastructure alongside event management and programming training and support

Challenge / Opportunity	Activity / Outputs	Short-term Benefits	Longer-term Benefits
<p>Even though the City has residents engaged with culture there is still a significant proportion of the resident population who experience limited access to cultural activities or the offer provided is short term or does not match interest of that community – this is particular relevant in areas of high socio-economic deprivation.</p> <p>Many creative practitioners have few opportunities to perform locally due the limited numbers of appropriate suitably equipped spaces. Outdoor spaces will become ever more important as we continue to live with Covid-19 with the ongoing need to ensure audiences and performers remain safe at all times.</p>	<ul style="list-style-type: none"> ● Create a community driven programme to identify, plan and create a network of local outdoor creative spaces across the City that are established, managed, resourced and maintained by local community commissioning groups. This process should draw on the existing networks (e.g. Brighton People’s Theatre) to share best practice and drive local demand ● Facilitated through the creation of a project working group that is representative of local communities, current outreach programmes and stakeholders. 	<ul style="list-style-type: none"> ● Community sits at the centre of this strand of activity. This will ensure local buy-in from the point of conception and sense of ownership over what is presented, helping to reduce one of the key barriers to participation <i>“Not for the Likes of Me!”</i> ● Expanding the existing network of outdoor performance spaces will generate new opportunities for performers and cultural workers to transition from indoor to outdoor work – providing Covid secure sites where they can continue to work. ● New citywide infrastructure will 	<ul style="list-style-type: none"> ● This approach is inherently scalable and transferable, so could ‘mushroom’ across Greater Brighton with relatively low levels of investment. ● This model creates a compelling narrative that offers local, national and international artists access to harder to reach audiences through an established and resourced local touring programme. ● These new spaces will have important commercial value that could be exploited through private investment, sponsorship and hire fees. These additional income streams will take time to develop, but would help to sustain the sites and their programmes as well as providing new and different event types (not necessarily

<p>Equality of Opportunity is one of the key principles that underwrites the Recovery Plan.</p> <p>To ensure <u>all residents</u> have access to culture the CREATIVE COMMUNITIES NETWORK will be established. This network will facilitate a Greater Brighton “touring programme”, introducing a range of performers and artists to different communities across the locality where the cultural engagement levels vary wildly.</p>	<ul style="list-style-type: none"> ● will design a sponsored programme that encourages communities to bid for a Designated Creative Space (DCS) grant. ● A Designated Creative Space Fund will support infrastructure costs such as installing a water supply, power for small scale events and limited alterations for vehicle access. ● In addition, the fund will cover costs associated with paying a team of local event experts tasked with delivering basic training to members of the successful bids. ● Subsidised hire of technical equipment from an accredited list of local suppliers will be available to DCS grant recipients. ● Local community commissioning groups will manage their own Designated Creative Space, responsible for programming and event delivery (with support from event experts). 	<p>provide a raft of new performance spaces rooted in often hard to reach communities. This will provide fresh opportunities for cultural and creative businesses / workers to take their products to a new market – broadening their impact and reach (particularly with people who don’t view themselves as ‘creative’).</p> <ul style="list-style-type: none"> ● Communities will lead the programming and delivery of these spaces – ensuring relevance and greater sustainability over time. ● Job creation equivalent to 5 FTE (20 roles) over 4 sites. 	<p>culture focussed).</p> <ul style="list-style-type: none"> ● Community cohesion, reducing isolation, health and wellbeing etc. are all challenges that the CREATIVE COMMUNITIES NETWORK will help to address. ● The move towards low-carbon infrastructure will future proof these sites and reduce the current environmental impact of hosting events in these parts of Greater Brighton. ● Designated Creative Spaces will help to preserve green spaces across the city and help to make them more attractive and engaging.
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FURTHER THOUGHTS / KEY ISSUES

How might we measure success?

- | | | | |
|--|--|--|---|
| <ul style="list-style-type: none"> - Number of community groups seeking inclusion. Does it generate interest? The engagement process will be key and needs to be a central plank of any funding proposition. - Number of performers/creative workers utilising the scheme to transition to outdoor work. | <ul style="list-style-type: none"> - Private investment in public space – What is current and does scheme increase cash? - Use of public green space. What is current utilisation and does scheme increase use? - Are there existing groups that can assist in developing local interest groups that can be utilised? - What factors need to be considered to create a compelling offer to local commissioning groups? | <ul style="list-style-type: none"> - Inclusion – Identify “target” groups. Does DCS creation increase diversity of cultural engagement? - Income Generation. What is the sustainable commercial income without diluting cultural value of the space? | <ul style="list-style-type: none"> - Job creation equivalent to 5 FTE (20 roles) over 4 sites. - Xx creative commissions - Additional job creation of xx roles through creative commissions. - Xx audiences reached that fall under traditional low cultural engagement profiles - Xx benefit to the public purse with reduction in maintenance costs for public space |
|--|--|--|---|

CREATIVE WORKER INCOME GUARANTEE: A research project testing the principle of valuing creatives as intrinsic to the brand of the city. What impact would a targeted intervention in the form of an income guarantee have on the careers and lives of the creatives involved and what wider impact would be created in the short and long term?

Brighton has grown and benefitted from the creative community it has attracted, however with the high cost of living in the City and the impact of Covid 19 there is a further threat of losing talent and the unique creative offer the City holds. Inspired by the 1930s US Works Progress Administration, and existing Cultural Worker assistance programmes in Europe, this research initiative enables Brighton to lead by example taking a bold step in recognising the value of creatives in placemaking.

Challenge / Opportunity	Activity / Outputs	Short-term Benefits	Longer-term Benefits
This is a research initiative that explores the brand alignment between creatives and the City of Brighton. It responds to the urgent and longer term need to ensure creative talent remains in, and is attracted to the City.	<ul style="list-style-type: none"> • This pilot programme will test the potential for a sector-specific scheme of income support (in contrast with proposals for Universal Basic Income that are yet to achieve political consensus). Coupled with a longitudinal research project the 	<ul style="list-style-type: none"> • Greater Brighton is particularly susceptible to a drop-off in creative freelance workers as they make up a disproportionate part of the local workforce. Finding new and innovative ways of retaining them will help to stabilise the talent pool, 	<ul style="list-style-type: none"> • Creative freelancers currently face an existential crisis as work opportunities diminish and support systems prove unreliable. This research project would reveal whether targeted time-limited income support would allow them to

<p>Questions need to be drawn up but broadly:</p> <p>Does a targeted intervention in the form of an income guarantee increase creative practitioners' impact? What impact does it have on their career?</p> <p>Can mental-health impacts be minimised through the application of an income guarantee?</p> <p>How does a principle of supporting creatives recognise the role they play in the identity of the City? What is that role in relation to Brighton as a brand?</p> <p>Does a targeted intervention in the form of an income guarantee enable talented individuals to remain in the city and the sector rather than seeking employment elsewhere?</p>	<p>pilot could help make the case for state, civic and corporate investment in targeted Guaranteed Basic Income Schemes.</p> <ul style="list-style-type: none"> • Project relies on a partnership to be secured with a leading UK HEI (Policy Research, University of Bath; UBI Lab Network; UKMOD etc.) –who would shape the exact way the income guarantee scheme would work; undertake selection of participants; and make the application for research funding (UK Research and Innovation or Arts & Humanities Research Council would be the primary prospect). • It is proposed that the pilot should run for a minimum of two years to ensure impacts can be identified. • With at least 50 participants. • It is expected that each participant would receive support that wouldn't negatively impact their net income (including receipt of benefits etc.), that the level of support was sufficient to realise the aims of the research, and that it was sustainable for 2 years minimum. 	<p>ensuring it is better placed post Covid-19 to take advantage of future opportunities.</p> <ul style="list-style-type: none"> • The high concentration of creative workers makes Greater Brighton uniquely positioned as a laboratory to explore the value of a targeted income guarantee scheme (the high concentration ensures the presence of a meaningful control group). • It will encourage individual entrepreneurialism and risk-taking and help to avoid a loss of talent to the city's creative industries. • It will stimulate a generous and engaged response from recipients (who would be encouraged to 'give-back' through community engagement, mentoring etc.). • Participants would help to test the effectiveness of a number of other strands of the Recovery Plan through their participation in the research programme. 	<p>continue their practice and increase their productivity.</p> <ul style="list-style-type: none"> • A better understanding (through the use of an external peer reviewed research project) of how continuing creative activity (by practitioners) can affect health and wellbeing – has the potential to be prove influential when embedding the creative sector into social prescribing practice / wider understanding of the link between creativity and wellbeing. • A more informed understanding of the relationship between creatives and brand of Brighton
<p>FURTHER THOUGHTS / KEY ISSUES</p> <p>Selection of participants will need to be carefully undertaken to ensure the research results are robust and scalable.</p>	<p>Different HEIs have radically different views in relation to this type of intervention. It will be essential that the chosen academic partner is capable of collecting and interpreting the plethora of different outcomes the study will produce and able to provide practical and useful insights.</p>	<p>More thought needs to be put into whether this assistance has any associated requirements (such as providing a certain amount of time helping to deliver various activity strands etc.), or whether there are no expectations of the investment. There could be connections to and support from the other strands in this plan.</p>	<p>Finally, in tandem with the recipient research will be the need to explore the best ways that ensure this approach can continue (if proven to be beneficial) and where appropriate funding might be drawn from.</p>

Challenge / Opportunity	Activity / Outputs	Short-term Benefits	Longer-term Benefits
<p>Lack of space to develop, make and show work has historically existed as a challenge for the Creative Industries in Brighton & Hove but this period in time presents an opportunity for change.</p> <p>Utilise the existing indoor cultural spaces and identify other potential spaces in the City to address the needs of the sector more effectively and create creative work-spaces for making and presentation, networking and , office space, making and presentation.</p> <p>Work has already begun to move forward as a sector in this area already, namely: Since October 2020 Brighton Artists' Network, Fabrica and Brighton Dome & Brighton Festival have developed the 'Open Venues' initiative encouraging venue based cultural organisations to open up their spaces to artists free of charge for professional and creative development activities such as meetings and rehearsals.</p> <p>South East Dance's The Dance Space and redevelopment of the Brighton Dome due to open in 21/22 offer new opportunities for cultural workers in</p>	<p>A part time post that contributes to Engine Room's brokerage and signposting of opportunities should develop the 'Open Venues' pilot programme into a sustainable, easily accessible and city-wide offer</p> <p>Develop funding consortia, explore new operating models and create a more dynamic support system between funded and non-funded venues.</p> <p>Work with Brighton & Hove Council to identify buildings they own that would benefit from more use by cultural workers.</p>	<ul style="list-style-type: none"> ● A network of venues that recognise their interdependence and reliance on each other. ● New collaborations develop through individuals and organisations sharing spaces more regularly. ● Informal skills sharing takes place through individuals and organisations sharing the same space. ● Regular meet up/networking opportunities for independent makers and organisations take place encouraging a greater understanding of how each other work. ● Potential to join up collective offer for audiences improving 'user journey' and visitor experience 	<ul style="list-style-type: none"> ● Greater ownership of the city's existing spaces by artists and the spill-over effect to supply chains of more creative production taking place within the city. ● More work is developed and made in the city because the economics of research and development, rehearsal and production space are more cost-effective for creative practitioners. ● More creative individuals and organisations are based in the city because access to making space is easier but also back office functions and space is shared and more cost effective.

<p>the city. Covid-19 forced-closures puts many of the city's existing cultural spaces, particularly vital grassroots venues, at risk of permanent closure. Emergency financial support has not been universal and additional funding and new sources of income are needed to cover overheads and preserve infrastructure.</p> <p>Space is at a premium within the city, and is either unaffordable or lacking the flexibility required by independent artists and producers. Correspondingly, the economic downturn might present opportunities to occupy otherwise vacant properties eg retail, office, warehouse spaces on a short or long-term basis.</p>			
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Further thoughts and key issues

This strand is the least developed at this stage in the plan and will benefit greatly from the next phase of Working Groups to shape it further.

How might we measure success?

Number of free rehearsal and office/desk spaces given to independent artists

Number of new collaborations that take place as a result of sharing spaces

Number of new creative organisations that make work/become based in the city

OUTLINE BUDGET

Next phase: Governance, Working Groups, Fundraising (Feb – June 2021): Approx £40k

Strand #1 – ENGINE ROOM

Phase one (testing a pilot programme):	£60,000
Phase two: Build on pilot	£150,000
Phase three: Year one integrated offer:	£250,000

Strand #2 – CREATIVE WORKER INCOME GUARANTEE

Phase one (developing research methodology):	£30,000
Delivery Phase (per year for 2 years):	£500,000

Strand #3 – ENLIVEN BRIGHTON

Phase one: Pilot programme (Oct - March months only):	£150,000
Phase two: (year-round roll out)	£300,000

Strand #4 – CREATIVE COMMUNITIES NETWORK

Phase one (Community support and training)	£60,000
Delivery Phase (pa)	£150,000

Strand #5 – SPACE TO GROW

Phase one: research and audit	£25,000
Phase two: networking and facilitation	£50,000

Participants for Ideas Generation Phase (August – November 2020)

Aimie Rae, Alex Murray, Alex Proctor, Andrew Comben, Angi Mariani, Anna Alvarez, Ann Blackburn, Anna Dumitriu, Anna Moulson, Anne Marie Chebib, Ann-Marie Williams, Becky Stevens, Ben Price, Bern O'Donoghue, Beth Burgess, Bill Smith, Bobby Brown, Carmen D'Cruz, Charlie Royce, Dan Lake, David Sheppeard, Donna Close, Ebony Rose Dark, Elena Italia, Ella Burns, Emma Higham, Erin Barnes, Faith Dodkins, Freya Wynn Jones, Harriet Morris, Jackie Alexander, Jacqueline Rana, Jamie Wyld, James Turnbull, Jane Finnis, Jane Olser, Jane McMorrow, Jess Starns, John Varah, Jonathan Suffolk, Judith Hibberd, Julie Stacey, Ian Baird, Karen Poley, Kate Shields, Katy Beinart, Laura McDermott, Leonardo Lami, Lex Hollingworth, Lisa Creagh, Lisa Newnham, Lisa Norman, Liz Porter, Liz Whitehead, Lizzie, Coates, Louise Blackwell, Lou Rogers, Lucy Stone, Marina Norris, Mark Brailsford, Michelle Donkin, Naomi Alexander, Natasha Britton, Nicky Crabb, Nicole Monney, Omeima Mudawi-Rowlings, Paule Constable, Peter Chivers, Phillippa Barr, Phil Sparkes, Poppy Heron, Rebecca Hallifax, Rosa Firbank, Rosaria Gracia, Romy Elliott, Sarah Pickthall, Subira Wahogo, Tamsin Shasha, Tanushka Marah, Thomas Buckley, Tim Benson, Toby Park, Tristan Sharps, Zoe Toolan.

Administrator

Lizzie Coates

Facilitators

Kerry Dowding, Lou Cope, Lauren Craig and Tarik Elmoutawakil

Outside Eyes

Saad Eddine Said and Shaun Romain

Management Team

Andrew Comben, Ian Baird, Louise Blackwell, Marina Norris

Organisations represented for Ideas Generation Phase (August – November 2020)

Actors of Dionysus, Amaze Sussex, Audio Active, Attenborough Centre for the Creative Arts, Babyoke, BELTA, Brighton and Hove Arts Council, Brighton and Hove Arts and Creative Industries Commission, Brighton & Hove City Council, Brighton Artists Network, Brighton Dome and Brighton Festival, Brighton People's Theatre, Brighton Photo Fringe, Brighton Pride, Brighton Shakespeare Company, Carrot Consortium, Cast Iron, Choir With No Name, Creative Future, C3 Productions, Cultural Baggage, Culture 24, dreamthinkspeak, EPIC, Fabrica, Hybred Events, Ironclad Creative, Komedia, Latest TV, Little Green Pig, LOOKOUT Brighton, Lout Promotions, Melting Vinyl, Onca, One Inch Badge, OOPS Festival, Marlborough Productions, No Stone Unturned, Phoenix Arts Space, Parable Dance, Paradoxical Frog, Powerful Thinking, RAPT Theatre, Same Sky, Smart Power UK, South East Dance, Spymonkey, Swallowsfeet Collective, Theatre Royal Brighton, The Creative Post, The Green Door Store, The Hangleton & Knoll Project, The Spire, Tick Tock Bridget, University of Brighton, Vincent Dance Theatre, We Are Not Saints, What Next? Brighton & Hove, Windmill Young Actors CIC, ZAP Concepts.

Funders Arts Council England, Brighton & Hove City Council, What Next? National

Subject:	Covid-19 Recovery & Renewal Programme Update		
Date of Meeting:	6 January 2021		
Report of:	Executive Director for Economy, Environment & Culture		
Contact Officer:	Name:	Julie Nichols	Tel: 01273 291656
	Email:	julie.nichols@brighton-hove.gov.uk	
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%

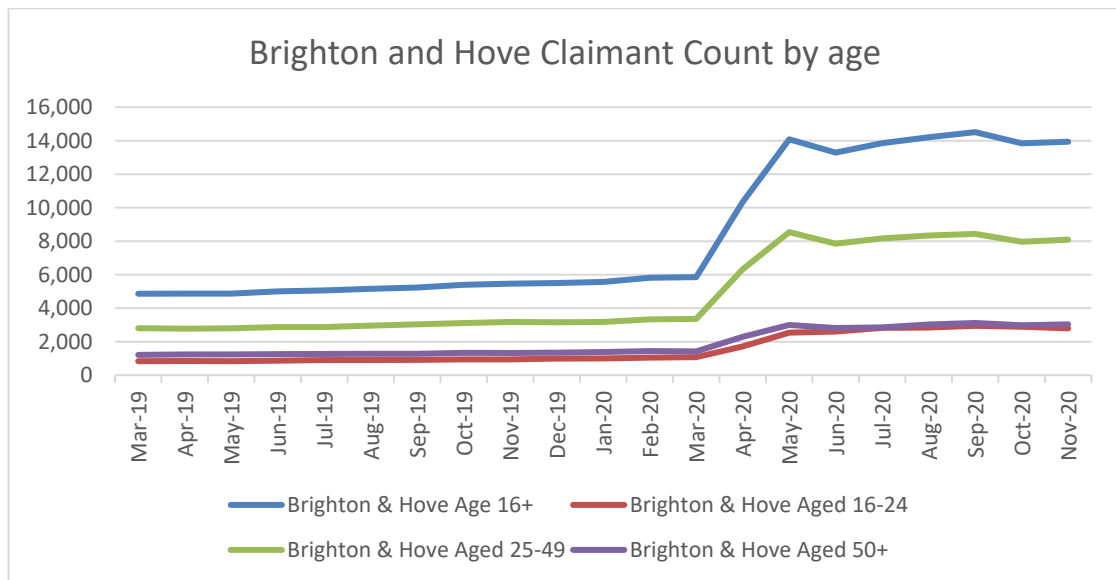
**updated December 2020 as known at 31st October (reflects the time lag of employers reporting furloughed workers leaving the scheme)*

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.

3.16.6ⁱⁱⁱ Looking 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.



Greater Brighton Economic Board

DRAFT COVID 19 Sustainable Recovery Plan

1.0 Introduction

The Greater Brighton region is a prosperous and attractive place to live underpinned by high value sectors. The area covers a geography from Seaford in the East, to Bognor Regis in the West and north to Crawley and Gatwick Airport. It is home to 988,000 people, 619,000 of whom are of working age and it provides 400,000 jobs across 42,000 active businesses.

However, like other parts of the UK, COVID-19 has, and will continue to, impact the region's economy significantly: GVA (output) is estimated to shrink by 11% in 2020; youth employment will be high as many young people work in the most impacted sectors such as retail and tourism; performing and creative arts sectors have been forced into hibernation; and transport and logistics has seen a mixture of challenges with belly cargo through Gatwick Airport collapsing and export-related transport and logistics companies seeing revenues decline¹.

Two thirds of businesses have made use of the Government's job retention scheme which will move to a job support scheme at the start of November, and there is concern about further unemployment, particularly within the 18-24 and 60-64 age ranges. The number of insolvencies has also risen. There were 74 insolvencies across the Coast to Capital LEP region in June, which is up from 39 in May.

The COVID-19 pandemic has also occurred in the lead up to the UK withdrawal from the EU for which there will be economic impacts on the region, as well as implications of new trade deals. Nationally and internationally, we are addressing the climate change emergency and highlighting green recovery. It will be important to take account of this within any recovery plan.

Much has already been delivered. Local authority partners have awarded over £200 million in business grants to over 15,000 eligible businesses, and over £180k in discretionary grants to support other businesses most in need at this critical time. In addition, some sectors are returning to a pre-COVID -19 position much quicker than anticipated. Manufacturing industries including building production, automotive and, construction are doing well. Domestic tourism is experiencing a brief recovery and consumers are thinking and spending locally.

2.0 Greater Brighton Impact Analysis

It is crucial to understand the short-medium term impacts of the pandemic but also consider how longer-term structural changes in the economy will impact on the City Region. The Board and its recovery plan must be agile and be able to adapt to sudden changes in government response and /or the possibility of local lockdown scenarios. It is also important to fully understand and respond to the impacts on City Region residents and workers. At a

¹ GBEB COVID 19 Impact Assessment [Hatch Associates]

national level, analysis of those that have either lost their jobs as a result of the crisis, or have been furloughed, indicate that young people, women, and older members of the workforce have been disproportionately affected - possibly because these groups are more likely to work in sectors such as retail, hospitality and tourism, which are amongst those most acutely impacted. Among those in younger age groups will be many who are leaving full time education and seeking their first job.

In May 2020, the Greater Brighton Economic Board commissioned Hatch to undertake an impact assessment to understand the challenges based on the intelligence available and the composition of the local economy. This report uses these findings to recommend a series of strategic interventions for the region to tackle the issues and optimise opportunities. This is done against the backdrop of the Board's Five-Year Strategic Priorities, which were agreed in January 2019.

2.1 Summary of findings

The impact assessment for the region highlighted six main impacts. These findings are; a rise in unemployment, closure of local businesses and significant challenges in four main sectors; Creative, Arts and Culture, Education, the Visitor Economy and Transport. The following sections of the recovery plan will look at these in more detail, and aligned to the Board's Strategic Priority Themes; International, Creative, Connected, Talented and Resilient.

However, first it is important to consider the wider regional landscape and recovery activity already identified.

3.0 Wider regional picture

Coast to Capital LEP (C2C) have just published their COVID-19 Economic Impact Assessment which recognises that GVA output across the LEP area is likely to fall by up to 17% in 2020. To recover that lost output and return to pre-COVID-19 GVA levels by 2029, regional GVA growth would need to at least double to 6% by 2026². This assessment highlights similar business, employment and sectoral impacts to the City Region, reflecting the similar geographies.

In response, C2C are developing a draft recovery plan to enable the economy of the region to build back stronger, smarter, greener. The Greater Brighton Recovery Plan supports the objectives laid out by C2C.

To build back stronger; support Crawley with a plan to grow, adapt and broaden the UK's most COVID-19 impacted town into a more diverse and dynamic place. Development of new housing, commercial space and an enhanced skills and innovation offer will match the ambition of Global Britain and of a model for sustainable living.

To build back smarter; build upon the knowledge and innovation community which already exists in Brighton and has been developing in other areas such as Worthing. Expedite investments in knowledge for all, building on areas of competitive advantage, including support for the development of an internationally significant hub for Quantum Technologies,

² Coast to Capital – Coronavirus (COVID 19) Economic Impact Assessment Aug 2020, Hatch



alongside the ongoing evolution of our mature sectors, with continuing advances in digital and clean growth sectors.

To build back greener; draw on our talented workforce and local business specialisms, to lead a green recovery across the whole region. Work toward UK 'net-zero' targets on climate change by 2050 with a twin-track approach, decarbonising the energy supply across homes, transport and industry while securing and coordinating investment in natural capital to offset emissions, through new development.³

4.0 Greater Brighton Economic Board Vision and Priorities

The Greater Brighton Economic Board will continue to make the strongest possible case for Government investment into the City Region. The Board will also look to influence the development of the Government's policy to ensure that Government adopts mechanisms for boosting economic recovery that will benefit the Greater Brighton economy.

The Board approved its Five Year Strategic Priorities in January 2019, with the vision for the region to have a growing, modern economy that is international, creative, connected, talented and resilient.

Across all these themes, the we aim to create an innovate and entrepreneurial ecosystem that reflects the needs of the City Region's complex economy. We aim to address the skills agenda, using the ambition-driven ecosystem concept to facilitate connections between universities and businesses to address skills shortages together with realising innovation potential.

4.1 INTERNATIONAL

The Board has agreed that an international profile will not only increase the region's chances of securing foreign direct investment, but a growing international reputation will also enhance the City Region's standing at a national, regional and local level. Never is that more important than now as businesses in the region close and certain sectors struggle. It is now important for the region to capitalise on the anticipated movement of businesses out of London and pitch for the region as a smarter, greener, cheaper alternative equidistant from Gatwick. The Board and its partners must also work with the City-Region's global companies, their networks and supply chains to rebuild the economy.

For both universities in the City Region, international students are an important source of income (20%). The COVID-19 crisis has meant a reduction in international students taking up places in UK HE institutions for the 2020/21 academic year. Private language schools and those that target international students have been hit, with GVA related spending also reduced. This could also be compounded by a decline in university take up by domestic students who choose to defer their first year, a situation made more challenging as a result of the A-Level and BTEC grade awards confusion in August.

Building an international reputation is crucial for the region's universities. More positively, there is scope to better leverage the global R&D links of both universities to expand access to markets for local businesses and play an important role in ensuring they still attract and

³ C2C – Build back stronger, smarter and greener



retained skilled talent in the region. The region also has significant potential in a strong emerging position in Quantum computing, with a new university-based company recently launched to build the first large-scale quantum computer using microwave technology rather than lasers. This is backed by household name investors with the ambition for Brighton and Hove to become a Quantum city. Brighton and Hove and the University of Sussex and Greater Brighton partners should champion the ground-breaking technologies developed in labs on campus to utilise existing technical expertise to create a new industry sector in Quantum, and complementary ecosystems of high-tech companies surrounded by a relevant supply chain, enabling a skilled workforce and creating jobs.

Furthermore, with the UK withdrawal from the European Union, many BREXIT challenges remain unknown at this point in time. The Board has a part to play in minimising risk for the economy, maximising opportunities and working together to lobby government for international trade deals that support the region's businesses.

ACTIONS

- Inward investment in the region is low. Greater Brighton's Inward Investment Desk currently being developed by the GBEB Business Support Team should continue to develop at pace, utilising the recently agreed place narrative for the region and an improved website and supporting businesses to relocate to the region. Funding should be identified to support this crucial work.
- The Board should also support R&D innovation led recovery and growth, through the global R&D networks of the universities and global companies across Greater Brighton, increasing the number of businesses benefiting from national schemes such as Knowledge Transfer Partnerships including by:
 - Highlighting recovery-relevant academic expertise at the University Brighton, notably in Clean Growth and Innovation Management
 - Highlighting skills growth programmes within the Universities.
- The Board must support establishing positioning Brighton as a 'quantum city' supported by leading edge technological skills training at the heart of any such a plan. The ambition is to make Brighton an incubator for knowledge-economy based entrepreneurial activity, as well as a hub to create a highly skilled, creative workforce which can generate young scale-up businesses.

4.2 CREATIVE

4.2.1 Business Support

Brighton and Hove is in the top 20 towns and cities in the UK for insolvencies since the start of the lockdown. There were 74 insolvencies across the Coast to Capital LEP region in June, which is up from 39 in May. Results from the latest British Chamber of Commerce Coronavirus Business Tracker reveal that business conditions improved only moderately in the weeks since the UK economy suffered an historic contraction in Q2 2020, with firms still reporting high levels of reliance on government support schemes to help stem cashflow issues. More than 1 in 3 of businesses say they have three months or less worth of cash in reserve.

ACTIONS

- The Board will ensure that Businesses will continue to be supported to grow by the Business Hot House programme being run by the University of Chichester and C2C's Growth Hub, in addition to innovation, growth and recovery programmes being run by the University of Sussex and the University of Brighton.
- As demand for flexible workspaces continues to rise, the region should build on the successful workspaces within the region such as Platt9rm, Plus X and the Sussex Innovation Centre (Brighton & Hove) and the Track (Bognor) and promote these more widely. Further public sector investment may become available to support this and the Board should bid for this to expand the offer in the region.
- The Board officers will act as a centralised point to help identify gaps in our Business Support activity (e.g. self-employed and sole traders) and bring together key actors to ensure there is effective sign posting between the different programmes. The Board will actively seek to invest and sponsor such initiatives.

4.2.2 Creative Industries and the Visitor Economy

The UK's creative industries have been an international powerhouse and, prior to the coronavirus pandemic were the fastest growing sector of our economy. In Greater Brighton creative industries generate over £1.5 billion annual GVA for the local economy⁴. Much of the creative, cultural and visitor economy ground to an immediate halt as the lockdown took effect. The situation was exacerbated with the lockdown starting at the end of March, meaning businesses were closed during traditional key peak demand times such as the Easter weekend and the two May Bank Holidays. The sector has gradually reopened from the 4 July, but the continued ban on large gatherings and resulting cancellation of all festivals, sporting events and other large events through the summer has hit the region hard, and the ripple effect on the many small businesses that supply these events has been acutely felt. The parts of the sector that depend on attracting audiences or visitors will be the last to resume operations and they may not be able to operate 'as normal' for years.

Many creative small and medium enterprises (SMEs) and freelancers have had their work dry up and seen their projects disappear almost immediately. Although the furlough scheme has provided a lifeline for many, much of the initial support package put forward by the Government was inaccessible to the sector. The majority of culture and leisure organisations are relatively small, have narrow profit margins (where they generate any form of profit at all) and do not have significant reserves to rely upon. Some elements of the sector, including theatres and leisure centres have expensive venues which have substantial fixed costs associated with them irrespective of whether they are open to the public. For the most part these organisations are very reliant on income generation to support their business model and are often equally reliant on a volunteer workforce. On 17 June, the Creative Industries

⁴ Josh Siepel University of Sussex research on Creative Industries in Greater Brighton

Federation cited research claiming that over 400,000 creative jobs could be lost this year, with the UK creative industries projected to lose £1.4 billion a week in revenue in 2020.

The Government's announcement of £1.57 billion rescue package for cultural organisations was welcomed on 5 June. However, some parts of the sector (leisure in particular) have yet to benefit from a specific package of support and still face many of the same problems they did in May.

Many staff in the hotel, food and accommodation and arts entertainment and recreation industries have been furloughed and may not be retained. As social distancing measures remain, capacity and volume of visitors is impacted especially where venues and locations cannot utilise outdoor space and the weather changes.

On the positive side, lockdown has prompted a huge interest in culture and creativity, including e-books, digital exhibitions and streamed theatre shows to crafts activities and community singing. The crisis has demonstrated how important culture can be in supporting mental wellbeing. Furthermore, work patterns that will become the 'new normal' are nothing new to creative enterprises and freelancers. They are used to working digitally and remotely, and have a wealth of experience in remote collaboration that will be useful to other sectors who are having to adapt.

The creative industries have been the fastest growing part of the UK economy in recent years. With appropriate support, they have the potential to lead the way in the 'bounce back' from COVID-19⁵. Through the DRIVA programme, the University of Brighton has developed a range of short-courses to support creative industries to respond to these challenges with 364 regional/local companies participating in recent events.

ACTIONS

- The Board welcomed the £1.57 billion Government support package for cultural organisations and will lobby Government for other support packages for cultural and heritage organisations currently deemed ineligible.
- The Board will work with partners such as Visit England, Experience West Sussex and Visit Brighton to support the visitor sector promote the region for staycation breaks and holidays.
- The Board should work with local trade bodies and Visit Brighton and Experience West Sussex to lobby national government for a Tourism Sector Deal for the region
- The Board will seek out new opportunities for business growth projects in tourism and creative industries to transform the pace of growth in these sectors, attracting new investment and moving into new markets to build back stronger.

⁵ LGA Creative Places – Supporting your local creative economy

4.3 CONNECTED

4.3.1 Digital

Digital has become the most critical part of the UK's infrastructure during the COVID-19 crisis. The expansion of home working and the shift towards e-commerce have accelerated the move towards digital. Digital companies can capitalise on these opportunities. Greater Brighton is home to a prosperous digital, media and tech sector, with one of the few 5G testbeds outside of a university. It's one of the most successful in the UK, with a turnover significantly exceeding £1 billion annually⁶ The region is also home to a significant cluster of online gaming companies. Most of these companies grew online presence, products and revenues during lockdown and are continuing to do so. Some have found it difficult to recruit staff with the right skills and computational power to programme. Data visualisation companies have also experienced the same restraints as demand for their services has grown, particularly in the Health sector.

The region also has a strong emerging position in Quantum Computing with the ambition for Brighton and Hove to become a Quantum city. Brighton and Hove and the University of Sussex and partners need to utilise existing technical expertise to create a new industry sector in Quantum, an ecosystem of high-tech companies surrounded by a relevant supply chain, enabling a skilled workforce and creating jobs.

However, digital exclusion exists within the region and whilst the offer of online training is good, not all unemployed can access this training.

ACTIONS

- The Board supports the West Sussex Gigabit programme and will push for a speedy roll out of ultrafast digital infrastructure in a collaborative way, particularly within the region's rural communities to avoid digital exclusion
- The Board should develop a report on digital inclusion provision at each local authority, specifying funding levels, providers, numbers reached and future plans
- The Board should continue with the development of the Greater Brighton Digital Action Plan and stimulate the adoption of digital technologies and skills among non-digital businesses and residents, including the potential to focus on specific sectors or settings.
- The Board and its partners should work with the business sector to support local training providers to provide digital skills training required for vacant positions.
- The Board should support C2C's plan for two urban innovation districts within Brighton and Hove to provide much needed lab and commercial space, to facilitate collaboration, innovation and commercialization.
- The Board should support establishing Brighton as a 'quantum city' with quantum skills training at the heart of any such a plan to make Brighton an incubator for future entrepreneurial activity as well as a hub to create a skilled workforce.

⁶ Wired Sussex 2020

4.3.2 Transport

Gatwick airport accounts for an economic footprint of 85,000 jobs, many based within the City Region and £5.3 billion towards GDP (2016 Oxford Economics). Aviation is one of the sectors most affected by COVID-19, with an unprecedented impact on Gatwick Airport and its associated workforce, businesses, supply chain and passengers. The reduction of international long-haul flights at Gatwick Airport, the temporary pausing of take-off and landing slots for BA and Virgin Atlantic and the knock-on effect to supply chains and the wider aviation sector means the impact is significant. The area's economy is particularly exposed with a lack of resilience in the wider economy, particularly within Crawley and Mid Sussex, when the airport is adversely affected by international events impacting on air travel. Economic recovery is likely to take time and considerable support⁷. Gatwick Airport Limited has developed its own 'ask of Government' including a sector specific extension to the Coronavirus Job Retention Scheme until April 2021 to protect the workforce; and for an approach to quarantine for inbound travellers based on county-by-country risk.

Lockdown has seen an increase in active travel modes such as walking and cycling and a decrease in public transport use. The Government is keen to see infrastructure in place to support sustainable travel modes and reduce congestion. Many local authorities in the region are increasing the number of cycle lanes and improving the public realm to facilitate walking whilst maintaining social distancing.

ACTIONS

- The Board should support Gatwick Airport's ask of Government in regard to the job Retention Scheme.
- The Board will support the local authority partner delivery of the Emergency Active Travel Fund schemes across the region such as the Bike Share scheme and improved cycling and walking infrastructure.
- The Board will support public transport providers to encourage users back onto the networks in a safe and socially distanced way
- The Board will lobby Network Rail to continue with the improvement plans to the Brighton Mainline.
- The Board will continue to lobby for improvements to the main transport corridors; A27, A259, A23 and A29.

⁷ WSCC Draft Economy Reset Plan

4.4 TALENTED

There were 25,870 claimants aged 16+ in West Sussex for June, over 2.5 times the number in March, though there has been some reduction in the last month. Crawley has seen the highest increase in the number of claimants from March – June 2020 (3,220) and Mid Sussex the highest percentage increase over March-June.

Young people (16-34 years) account for the majority of those claiming benefits and this is reflective of the UK as a whole. However, it is also believed that there is some under-reporting of job losses in this age range due to a reluctance to claim Job Seekers Allowance and/or Universal Credit if still living at home with parents.

In addition, many of those finding themselves out of work or facing significant job insecurity are experienced, high skilled individuals across a wide age profile.

The education, skills and employment landscape are being severely impacted, including opportunities for school leavers, apprenticeship provision, the impact on further and higher education settings, and graduate employment.

Crawley has the highest employment vulnerability of any town or city in the UK; 80% of the town's jobs have been identified as being impacted or vulnerable.

ACTIONS

- The Board will support the new 'Plan for Jobs announced by the Government in July including investment in apprenticeships, traineeships, the National Careers Service, and a new 'Kickstart Scheme' to fund the direct creation of high-quality jobs for young people at the highest risk of long-term unemployment. The Board will promote the scheme to employers and signpost to local providers'
- With a rise in unemployment, particularly in the 18-24 age range, and some sectors struggling to need the same number of employees as pre-COVID, the Board should promote schemes to support those who wish to retain and gain new skills for sectors that are growing such as Digital and Sustainability and Clean Growth.
- The Board and its partners should work closely with the region's colleges and employers to provide face to face and on-line professional development short courses, training and upskilling for unemployed so they can be matched to vacancies.
- The Board should support C2C's efforts with partners in the public and private sector to create a world-class innovation centre within Crawley, in the heart of Manor Royal, so Crawley can diversify to support other industries in addition to aviation.
- The Board supports WSCC, ESCC and Brighton and Hove to work together with the Sussex Learning Network to develop a collaborative 'pan Sussex' approach to ensuring education and training at all key stages is available locally; that learners of all ages are aware of them, including mature learners and employers; and progression pathways are highly visible.
- The Board should actively support the development of skills and employment opportunities that reflect a modern, low carbon economy. These include the huge opportunity around a large-scale retrofit programme, in which Greater Brighton could become a national exemplar.



- The Board should support the Coast to Capital LEP and the Energy Catapult with their bid to establish a Decarbonisation Skills Academy in the Greater Brighton City Region, with the support of BHCC, Crawley BC, Greater Brighton Metropolitan College, Chichester Colleges, and the University of Brighton. The Decarbonisation Skills Academy will aim to provide the skills training programmes required to deliver the skilled labour for large scale housing retrofit programmes.

4.5 RESILIENCE

Individuals, businesses and other institutions need to be agile and react decisively and positively to external forces, such as economic shocks or Government policy announcements. Resilience needs to be built in a proactive way, and technology will have an important role to play in embedding new solutions. For the Greater Brighton economy to continue to recover from the COVID-19 pandemic and grow into the future, there is a need to build resilience and security into our blue, brown and green infrastructure. There is also a need to build resilience in our communities and residents.

ACTIONS

- The Hatch report identified the Greater Brighton region as a focus for sustainable growth. In fact, both the recently completed Greater Brighton Energy and Water plans are testament to this and provide a number of projects to help the region become more resilient. There is an opportunity to use the region's strengths in green technology and innovation to support this type of recovery. This also offers potential for reskilling within a green economy. With the government and LEP focus on building back greener there is an opportunity to support the retrofitting of existing housing and public sector stock identified within the Greater Brighton Energy Plan. Government incentives for this include the Green Homes Grant and the Public Sector Decarbonisation Grants. The Board (and composite local authorities) should bid for this funding.
- The Board should support the University of Brighton's leading role in the national Clean Growth UK Programme that has 1343 local business as members undertaking green growth activity within the region.
- The Board should create a Greater Brighton hydrogen hub to accelerate private sector production of green hydrogen drawing on the expertise of the University of Brighton's Advanced Engineering Centre and Clean Growth UK business network, as part of a wider focus on sustainable transport which reflects academic/industry partnerships in Advanced Engineering notably University of Brighton & Ricardo.
- The Board should support partners to deliver retrofit programmes for homes and buildings at a regional scale, working with leading private and community sector providers across the Greater Brighton area.
- Taking into account the Planning White Paper, the Board must support all new housing with green energy and support working from home (space and connectivity). Proximity to community social space must also be considered.



- The Board should deliver the region's digital and energy infrastructure pipeline of projects, aligning skills provision with industry specialisms to create new jobs and deliver a clean recovery.
- The Board must support the Crawley Recovery Taskforce and Recovery Board led by the Borough Council, including the Government's Towns Fund activities linked to the Crawley Growth Deal.
- The Board must support C2C's efforts with partners in the public and private sector to create a world-class innovation centre within Crawley, in the heart of Manor Royal, so Crawley can evolve to support other industries in addition to aviation.
- The Board must continue to develop the region's project pipeline, potentially leverage Local Growth Funding/Shared Prosperity Funding and highlight the potential of channelling future Government funding to the wider region and further profile and stimulate the local economy and attract growth companies.
- The Board will support positioning Brighton as a 'quantum city' with quantum skills supported by leading edge technological skills training at the heart of any such a plan to make Brighton an incubator for future knowledge economy entrepreneurial activity as well as a hub to create a highly skilled, creative workforce.

5.0 Communications

The COVID-19 pandemic and the need for recovery means Greater Brighton can no longer operate on a business as usual footing in terms of communications activity. There is great instability and government uncertainty. It is likely that there will be large-scale unemployment and many previously thriving sectors will continue to struggle. In addition, looking forward, Brexit and the Devolution White Paper will also impact on residents and businesses, as well as the identity of the region moving forward.

Whilst work will continue on site visits and case studies, social media channels including the website, press releases and publications in trade press, utilising GBEB 'experts', the Greater Brighton communications function is advocating a shift in emphasis for the coming year with 12 months of work focussed on four broad themes.

- Economic Recovery (including green recovery)
- Resources for our growing economy
- Infrastructure for our growing economy
- Skills for our growing economy.

The GB Comms team are developing an enhanced communications plan for 2020/21, in conjunction with the Chair, which will be presented to the Greater Brighton Economic Board in October.



6.0 Conclusion

The Greater Brighton region has been impacted significantly by the COVID-19 pandemic, notably in the creative, arts, visitor economy, transport and education sectors. The Greater Brighton Economic Board must continue to lobby government for support in these hard-hit sectors. The Board should consider the opportunities provided by new Government programmes and new funding streams; recognise national calls for a 'greener, fairer and more resilient' recovery and use this to frame recovery actions making reference to Government narrative on 'levelling-up'.

Building back a more resilient economy, environment and society is a key focus of this recovery strategy. The region has strong emerging positions in the digital and green sector. There is great potential to maximise the knowledge economy technologies and promote the accompanying skills that could have a transformative impact on the city region's offer and fortunes. Brighton and Hove and the Universities of Sussex and Brighton will build on the early example set by the quantum computing spin out to create a wider eco-system in quantum technologies and other high-tech companies surrounded by a relevant supply chain, attracting and growing a highly skilled workforce.

Parts of the region are home to digital and tech clusters and have seen demand and productivity grow but need a support for an increased digital workforce. Increased connectivity is key. Digital infrastructure in rural parts of Greater Brighton are set to be boosted after Mid Sussex District Council and the Coast to Capital Local Enterprise Partnership secured £3.2 million from the Government. The new additional funding secured for the Digital Sussex Rural Connectivity Programme will accelerate the delivery of gigabit capable connections in the surrounding towns and villages.

The Board's energy and water plans demonstrate that the region is seizing the initiative to initiate, support and coordinate projects which will both help the environment and lead a sustainable economic recovery. The Board should focus on supporting delivery of the energy and water projects including retrofitting homes to improve energy efficiency, using solar power to supply energy to public buildings and the rail network and achieving water use neutrality in the region despite the influx of 97,000 more people by 2030. Supporting the skills capacity in these fields will be crucial.

It is important to consider recovery against the backdrop of Brexit. There will be opportunities and challenges to the economy presented by the UK's withdrawal from the EU. There may be job creation/availability at a time when unemployment has risen but matching skills to vacancies may be difficult.

Most important will be that the Board and its partners work collaboratively on the recommendations outlined in this plan. This will increase the potential added value and leverage the Board could gain by working with neighbouring organisations in achieving these objectives through partnership working.

Equalities and Access Workstream Interim Report



Community impacts of COVID-19 lockdown on women, BAME, faith, LGBTQ and disabled communities in Brighton & Hove

August 2020

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Executive summary

This interim report summarises impacts thus far of the COVID-19 lockdown and social restrictions on women, BAME (Black, Asian, and Minority Ethnic), faith, LGBTQ (Lesbian, Gay, Bisexual, Trans, and Queer/Questioning) and disabled communities in Brighton & Hove and has been produced by the Equalities & Access Workstream (EAW) of the Vulnerable People Cell at Brighton & Hove City Council.

Recommendations are designed to support the response to COVID-19, including outbreak and recovery planning.

COVID-19 lockdown and social restrictions have generally not created inequality but revealed where it already exists and often exacerbated it.

There are a range of specific and complex impacts for communities as described throughout this document, the key issues identified by the EAW include:

- 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; and

- 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.

Please note, we recognise that many issues cut across all the communities our work focused on, and the experiences of an individual will be shaped by the intersecting parts of their identity.

In addition, city communities bring a wide range of strengths, perspectives, skills and assets and it is also important to utilise the opportunity to strengthen and maximise relationships between services and communities during recovery.

Work undertaken to address identified barriers and concerns has been noted in the report.

Recommendations address each topic above and propose actions based on best practice and/or locally identified solutions.

Introduction

This report outlines a summary of the findings thus far related to the impacts of the COVID-19 lockdown and social restrictions on women, BAME (Black, Asian and Minority Ethnic), faith, LGBTQ (Lesbian, Gay, Bisexual, Trans, and Queer/Questioning) and disabled communities in Brighton & Hove. The findings have been produced by the Equalities & Access Workstream (EAW) of the Vulnerable People Cell based on a review of local and national qualitative and quantitative data, and engagement with different communities across the city.

The remit of the EAW is to look at the specific and disproportionate community impacts of COVID-19 lockdown and associated restrictions on women, BAME, faith, LGBTQ and disabled communities in Brighton & Hove. Our BAME focused work includes impacts on refugees and migrants, but does not focus on Gypsy, Roma and Traveller communities as that work has been progressed under a separate workstream. Work focused on the impacts on older people has been addressed under a number of separate workstreams, but the EAW has taken an intersectional approach (for example, considering the impacts on LGBTQ older people).

This workstream is focused on the wider community impacts of COVID-19 lockdown, rather than the health impacts, although it is recognised there is a link between these areas. For national reports in relation to health disparities please see:

www.nhs.uk/conditions/coronavirus-COVID-19-19/people-at-higher-risk/whos-at-higher-risk-from-coronavirus/

The workstream members are from Brighton & Hove City Council, Brighton & Hove Clinical Commissioning Group (CCG), and the Community and Voluntary Sector.

This report is the interim summary of findings. Some actions that have progressed based on these findings are listed below, followed by a set of recommendations designed to support Brighton & Hove City Council, the Community and Voluntary Sector, and other statutory partners to respond to some of the challenges for these communities in ongoing phases of the COVID-19 response. An action plan will now be developed in response to the recommendations.

“Partnership working with the Community and Voluntary Sector is the vital first step when trying to tackle inequalities, giving a voice to equalities groups. The Equalities & Access workstream also identified that there is still a way to go. By keeping communication open and transparent and taking a proactive approach to supporting equality groups, Brighton & Hove City Council can achieve this.”

Nora Mzaoui, Voices In Exile and Community Works Representative

Methodology

To inform the research and recommendations outlined in this report, we have used qualitative and quantitative approaches to data collection and analysis – and utilised the EAW as a space to explore and collate the information.

Data methods and sources include, national data and research, desk-based research, qualitative data from local communities through Community and Voluntary Sector partners, direct feedback from communities (and two-way engagement) via email, virtual meetings with Community and Voluntary Sector groups, specialist advice from key council officers and partners across different services, including communities and equalities practitioners, anecdotal data from residents, and local data and research from Public Health and Brighton & Hove CCG.

Due to the intersectional nature of communities - many of whom experience similar or overlapping impacts during COVID-19 - we have broken down this report by impact theme rather than by the communities we are focused on (i.e. women, BAME, LGBTQ, disabled communities etc). However, we have highlighted which group is most impacted based on our research in bold throughout the document.

This report covers the findings of the EAW for the period April - June 2020.

Dissemination

This report will be shared with Brighton & Hove City Council's Executive Leadership Team, Brighton & Hove City Council's 'Recovery' Working Groups, council Corporate Equalities Delivery Group and Directorate Equalities Delivery Groups, political Administration, lead members for equalities for all political parties, leads for key council services, Community and Voluntary Sector Partners, and city-wide Equality and Inclusion Partnership (EquiP).

The report is also available to any individual by request to: equalities@brighton-hove.gov.uk

Data and Terminology Restrictions

While we have used a variety of data sources, there are some limitations with data. These include a lack of up to date data, or data not being collected in some areas.

For population data we rely on data from the Census (2011) which is now out of date and so can only be used as an estimate in any comparator assessment. In addition, some council services do not capture data for ethnicity and other characteristics. This prevents us from building a clearer picture about who is accessing council services – particularly during the emergency response where there is an increased need for support but we do not know if this support is being accessed equitably.

In addition, even though we reached out to as many communities as we could, we recognise that not all voices in the city will be represented, and some people might not have trust and confidence to directly engage with the council, which may lead to gaps in our understanding.

We also acknowledge that the use of language and terminology can be subjective and personal to an individual. We are using the term 'BAME' throughout this report to ensure consistency with other reports. However, we are aware of the limitations of this term and try wherever possible to put information in context or disaggregate the data where relevant.

“Brighton & Hove City Council taking a focussed partnership approach to equalities and access has enabled the Community and Voluntary Sector to raise concerns on behalf of the equalities groups they work with and find common solutions where possible. The wider emergency response system that developed did not necessarily build equalities into its planning consistently, moving forward Equality Impact Assessments for each working group will help but maintaining a dedicated focus will still be needed.”

Laura Williams, Community Works

Summary of findings

COVID-19 lockdown and social restrictions have not created inequality, but have shone a light on where inequality exists, and in the current context this inequality is likely to be exacerbated. Concerns raised by communities include disproportionate financial and economic impacts and the long term effect this will have on individuals and communities; disproportionate impacts as a result of home schooling and its effect on attainment and career opportunities for young people; specific issues around isolation and impact on mental wellbeing; heightened health concerns for BAME, LGBTQ and disabled people; issues of trust and confidence in mainstream statutory services; barriers in communications; COVID-19 related hate incidents; safety of women during the lockdown period; and lack of trust and confidence in 'Test and Trace' systems and measures from different communities.

It is important to note that there are issues which cut across different communities, and also that the experiences of an individual will be shaped by the intersecting parts of their identity (for example, someone who is a woman with caring responsibilities from a BAME background may experience cumulative impacts associated with different aspects of her identity).

It is also important to note the strengths and contributions made by the range of communities bringing their unique perspectives and skills in the response to COVID-19, and it is important to continue to strengthen and maximise relationships between services and communities.

A more in-depth overview of the findings is outlined below by theme (the group(s) most impacted by each theme based on our research is highlighted in bold throughout):

Economy and poverty

Data shows that **BAME communities** are much more likely to be living in existing poverty. Locally people from BAME communities are more likely to be unemployed and residents from some BAME communities are more likely to be in our most deprived neighbourhoods.

In Brighton & Hove, Bangladeshi residents are most likely to live in one of the 20% most deprived areas in England. **BAME residents** (particularly Pakistani, Bangladeshi, Black African and Black Caribbean) are more likely to be employed in sectors most impacted by COVID-19 and therefore are more likely to face unemployment. National data also shows that BAME people are less likely to have savings to support themselves if they become unemployed. In particular, Bangladeshi, Black African and Black Caribbean people have the most limited savings with only 30% in households which have enough to cover one month of income compared to nearly 60% of the rest of the population. ¹

National reports have highlighted the disproportionate financial impact of lockdown on **women**. A study by the Fawcett Society found that 33% of women in employment said their workplaces have been closed compared with 25% of men.² A report by Agenda has also found that women, particularly young women and asylum-seeking women, have faced increased poverty throughout the pandemic, and have faced difficulties accessing food and basic essentials³. These concerns have been echoed by women's groups locally.

Whilst there is currently support available e.g. through the furlough scheme, there is significant concern regarding what will happen as this support ends, that those struggling will be pushed further into poverty, and existing inequality will be heightened. Groups supporting **disabled people** have also raised concerns about financial impacts, as well as the need for accessible and timely communications about any potential changes to direct payments and Care Act assessments. Not having this information adds additional pressure to individuals and this might impact on their mental health.

Asylum seekers are some of the most vulnerable migrants. Brighton & Hove is a 'dispersal area' for asylum seekers, meaning there is a small number of single adults

¹ IFS Deaton Review: <https://www.ifs.org.uk/inequality/chapter/are-some-ethnic-groups-more-vulnerable-to-COVID-19-19-than-others/>

² <https://www.fawcettsociety.org.uk/news/women-are-bearing-the-emotional-brunt-of-the-coronavirus-crisis>

³ <https://weareagenda.org/wp-content/uploads/2020/08/AGD-A-Chance-For-Change-Summary-v4-p2.pdf>

living in Home Office contracted accommodation. The pandemic has prompted central government to communicate more with local government about the asylum seekers living in their areas which enables local services to improve the support offered to asylum seekers. However, the pandemic has added additional delays to the asylum determination process nationally, adding extra pressures to those awaiting the outcomes of their claims, and risking the deterioration of their mental health.

There are concerns that the vulnerable migrant population with **No Recourse to Public Funds** (NRPF), who would usually survive on low paid jobs or within the informal/ 'black economy', are becoming destitute but have no access to universal credit or other benefits. Approximately 27 single adults without access to welfare benefits were originally picked up in the 'Everyone In' housing response for rough sleepers. Most of these people were EU nationals but some were migrants from outside the EU with NRPF. Creating personal housing plans for people in this position is particularly challenging. More people in this position may present to services over the coming months, with no local authority duty or budget which can be engaged to house and support people in this position. This is partly a consequence of the lack of immigration legal advice across Sussex⁴, Without sufficient qualified legal advisors to help people to apply to have the NRPF condition lifted or to regularise their status, this situation becomes even more intractable.

As well as individual poverty, there are wider economic impacts. **Places of Worship** have identified significant impact on revenue, e.g. with loss of funds from hiring out rooms, and not being eligible for support schemes, with concern over long-term impacts. Changes to funding opportunities have been more difficult to negotiate for grassroots **BAME community groups**, for example who may not have access to technology or where English is not the first language of members.

Brighton & Hove has many **LGBTQ** pubs, clubs, bars, restaurants, cafés and shops, providing safe spaces for LGBTQ city residents to come together as well as attracting visitors nationally and internationally. When the COVID-19 pandemic lockdown restrictions came into force all LGBTQ spaces closed, some of which may be closed permanently because of the financial impact. LGBTQ events - Brighton Pride, Trans Pride and Brighton Bear Weekender were all cancelled, impacting both the wider economy, LGBTQ Community and Voluntary Sector organisations (who benefited from event fundraising), and LGBTQ communities. This also affects **all communities** through the reduction of funding for intersectional activities and support.

These economic impacts are occurring at a time when there is greater and, due to COVID-19, more complex demands on Community and Voluntary Sector organisations which may impact provision and support available to **all communities**.

⁴ This and other additional pressures facing International Migrants were raised in *International Migrants in Brighton & Hove*, Part of the Joint Strategic Needs Assessment Programme, published in January 2018.

There is a lack of clarity on government support available to charities, and capacity of volunteers is not always equally spread where the community need is.

Recommendations

- Equalities & Access Workstream, Hardship working group and Events & Economy recovery working group to collaborate on actions to mitigate the disproportionate financial and economic impacts of COVID-19 on women, BAME, faith, LGBTQ, and disabled communities.
- Equalities & Access workstream to collaborate with Events & Economy recovery working group on support for BAME businesses.
- Equalities & Access workstream to collaborate with Events & Economy recovery working group on the supporting the recovery of LGBTQ businesses and events in recognition of their contribution to the city economy, to LGBTQ Community and Voluntary Sector organisations, and to LGBTQ communities
- Brighton & Hove City Council to explore how it can best support the Community and Voluntary Sector to respond to increasing need, reduced capacity and growing digital delivery of their services
- Brighton & Hove City Council to produce proactive, explicit and accessible communication that encourages individuals with No Recourse to Public Funds (NRPF) to approach the local authority for advice and support and that clearly explains the assessment processes that will be followed
- BHCC to maintain a cross-council and multi-sector working group to develop ways of supporting people with NRPF and increasing the provision of immigration legal advice in the city
- BHCC to join other Local Authorities to lobby central government to review the impact of immigration-based exclusions from welfare and homelessness assistance

Children and young people

Existing and exacerbated economic inequality creates increased challenges for undertaking home schooling. Families with fewer resources are at risk of their children having worse attainment outcomes than families with more financial security and social capital. This may be due to lack of suitable space to study and/or lack of ICT. Due to existing inequality, this will disproportionately affect **BAME communities** and children of single parents. Where family members do not have English as their first language, or have knowledge of the UK educational system, there are additional barriers. In addition, many **Unaccompanied Asylum-Seeking Children** (UASC) had already missed months or even years of education before their arrival in the UK and were just forming habits of learning in a place of stability

and safety – so the impact of the closure of schools and colleges may be disproportionate.

There are additional challenges for single parents, disproportionately **women**, in undertaking home schooling and balancing this with other work or caring responsibilities. Local women's organisations have received some anecdotal reports of domestic abuse perpetrators being allowed to return to the home as single mothers struggle to manage. Women's groups have also reported an increase in child to parent violence and abuse.

Research shows teacher-assessed grades tend to under-predict for **BAME pupils**. The use of predicted grades this year has implications for future life and career opportunities.

Parents from **BAME communities** are particularly concerned about their children returning to school: from those surveyed by Ethnic Minority Achievement Service, no Bangladeshi or Chinese parents wanted their children to return to school.

There are a range of impacts for the cohort of **international students** who have remained in the city and may have been unable to travel home as planned, including anxiety over family at home; isolation; loss of part time work; impact on studies; and food poverty.

There are also concerns about **women** whose children are taken into care in having lost face-to-face contact, and the impact of remote hearings.

Children and young people with **Special Educational Needs and Disabilities (SEND)** have been significantly affected during lockdown with 70- 80% reporting worsening mental health concerns (evidenced by Amaze research, mirrored nationally by the Disabled Children's Partnership). Parent carers have concerns about their child's progress or plans for the future as access to (Speech and Language, Physiotherapy, CAMHS and Occupational) therapies or contact with other health services has been reduced. Some families are concerned that their CYP with SEND will be falling (even further) behind in school attainment. Many are highly anxious about returning to school in September, which may have a detrimental impact on their transition back.

Recommendations

- Children & Young People recovery working group to further consider return to school messaging, supporting an inclusive approach, especially for BAME young people and those with SEND.
- Children & Young People recovery working group to consider the specific needs of young refugees and migrants, particularly those who are separated from their families, in the full reopening of schools and other educational provision for young people.
- Children & Young People recovery working group, Community Safety and Cohesion working group, and domestic abuse workstream to raise awareness

amongst appropriate council and partner services about increased risk of child to parent violence and abuse.

Trust and Confidence

The current context has highlighted the issue of lack of some communities' trust and confidence in mainstream statutory services. For example, local community and Voluntary Sector organisation, BMECP reported that people were contacting their **BAME** wellbeing telephone line for COVID-19 support as the households were not confident that if they contacted mainstream services call-takers would be empathetic and adapt their communication appropriately.

Across all communities, we have seen a lack of trust in services and official sources of information including the local and national government and police. This may lead to people not trusting or complying with national guidelines. Some people from **migrant communities** follow news from other countries rather than the UK, leading to misunderstanding of local guidelines. There have been reports of some **BAME women** thinking they cannot go outside at all.

'Test and Trace' systems and measures are also a key concern for all communities. This includes for **migrant communities** who believe their data will be shared with the police; **people with HIV** who are concerned about data security and disclosure of their status; **Womens'** groups have raised concerns for domestic abuse survivors and concerns about security of location and data and how this may be used by perpetrators and **D/deaf** people have highlighted the need for the system to have a range of contact methods to ensure they are not excluded.

LGBTQ people have concerns over the ability for 'Test and Trace' technology to record the proximity information of people in physical spaces that are used by LGBTQ communities, including public sex environments. They have fears over confidentiality and gathered data being used now or in the future to disclose their identities and lead to discrimination against them. This is impacted by historical experiences of communities being 'outed' in the UK and news of the impact in other countries such as South Korea – where some LGBTQ people have been persecuted as a result of 'Test and Trace' technology.

Recommendations

- Brighton & Hove City Council to work with city partners to develop specific communications that build trust and confidence with communities who are at the highest risk of contracting COVID-19.
- Brighton & Hove City Council Public Health teams to work with Community and Voluntary Sector groups to explore equality issues and communities' concerns about 'Test and Trace', providing reassurance where possible.

Communications and digital exclusion

Both **BAME** and **disability community groups** have raised the need for all communications to be in accessible formats, specifically the importance of information being easy to understand (especially for individuals with a learning disability), culturally appropriate, and translated, including into BSL where required.

Much communication by statutory services throughout the pandemic has been online, community members have also benefited from increased online community activity. However, **all communities** have raised the need to consider those who are digitally excluded, in particular for **older people** from across the communities. **Faith communities** have noted that online communication is not a replacement for the sense of connection built via face-to-face contact. Local feedback is that some **LGBTQ people** do not engage with online activity due to fears of discrimination.

BAME groups have raised issues in accessing GPs, particularly for migrants and refugees due to long and complicated answerphone messages, interpreting services not consistently being used, and an inability to book an appointment in person.

Communicating health messages and guidelines to those with **sensory impairments** and **disabled people** is key, as well as communicating to the wider public about being mindful of the challenges disabled people are facing at this time. People with sight loss are affected by difficulties navigating and seeing changes to signage, barriers and judging distances from other people. Guide dogs are not able to recognise queues, and some people are restricted to being guided by a household member. Social distancing and use of face masks make it more difficult for those with a hearing loss or condition to hear or to lip read, including at GP appointments and on public transport. People with certain cognitive conditions may find it hard to maintain or understand social distancing. Some conditions prevent people from being able to wear face masks.

Recommendations

- Brighton & Hove City Council to work in partnership with the Community and Voluntary Sector on the Local Outbreak Communications Plan to ensure that communications are accessible and inclusive, with translated materials and alternative formats used when required.
- Work to increase digital inclusion for older people, and people with learning disabilities (including people with low levels of support and individuals in residential care settings).
- Brighton & Hove City Council to develop a public communications campaign to raise awareness of hidden disabilities, sensory impairments and vulnerabilities that make it more difficult for some residents to follow government guidelines and to encourage considerate behaviours amongst general public.

- PPE Working Group to research alternative PPE to face masks to aid communication and share findings with Community and Voluntary Sector and residents.

Mental and physical health

All communities have faced impacts on their mental and physical wellbeing during this time. **Womens' organisations** have noted an increase in significant mental health concerns including self-harm and suicidal ideation. It has been noted that current services already have long waiting lists (e.g. 18 months for local Community and Voluntary Sector organisation, RISE) and the lockdown will increase this. Mental health support and therapy is likely to be provided online for some time, with issues around trust in the format and access to digital platforms.

Awareness amongst **BAME communities** of their increased risk to COVID-19 causes significant anxiety. This anxiety, in addition to misunderstandings about guidelines, and being less likely to have outdoor space at home, impacted on people's ability to go outside and do physical exercise, also affecting mental health. COVID-19, the lockdown situation and increased police presence has also caused levels of re-traumatisation for **refugees** and for those who are from countries where genocides have taken place. Concerns about the additional impact of COVID-19-related fear and anxiety on those already suffering the effects of complex trauma as a result of conflict, persecution and the experience of forced migration.

Disabled people have noted anxieties about increased health risk and are also impacted by isolation from support systems and reduced access to physical and mental health care. Anxiety around coming out of shielding, return to work (and how this will be managed) and job losses have also been noted.

Faith communities have been impacted by being unable to go to their place of worship and to connect with their congregation, mark and celebrate religious periods and festivals as usual, and changes to burials and funerals.

Local Community and Voluntary Sector partners state that community spaces (pubs, cafes, clubs) and support services are a lifeline to many **LGBTQ people**. The closure of these because of lockdown left many LGBTQ people feeling isolated, impacting their mental health. LGBTQ people are also more likely to have 'chosen family' that they don't live with and so many lost their social support networks due to lockdown restrictions. Many LGBTQ migrate to Brighton from across the UK.

Many of the services that support and enrich the lives of **people with learning disabilities** will not be resuming in the immediate future. For many people these present the only opportunity they have to see friends and socialise, undertake physical activity, education and volunteering. The prospect of ongoing isolation became daunting and caused mounting distress. Those who are independent or had

support to go out into the community faced a rising anxiety about the changes to social distancing rules. People with learning disabilities reported feeling forgotten as they continued to be isolated and not able to mix with their peers.

Many parents whose **SEND children** were eligible for a school place had not taken up places; mainly because of either concern about their children's health or because the right provision was not available. Having children with SEND at home 24/7 is exhausting and challenging, especially without the ability to access other support services, respite or activities. SEND families are also facing financial pressures, through either, or both, a reduction in income or increased costs. One in five said they will go into debt as a result (DCP Disabled Children's Partnership).

Recommendations

- Brighton & Hove City Council-led risk assessments and recovery planning to take account of the needs of people with sensory loss, physical impairments, and mental health problems.
- Brighton & Hove City Council and Sussex Partnership Foundation Trust to continue to develop targeted mental health and physical health messaging (e.g. 'Talking Heads' approach) including for BAME, faith, LGBTQ and disabled communities.
- Brighton & Hove City Council and Community and Voluntary Sector to develop alternative physical exercise opportunities for people with learning disabilities, who are often unable to exercise independently or without special venues, equipment or support.
- CCG commissioners to work together with mental health care providers, Brighton & Hove City Council and the Community and Voluntary Sector to restart the development of a specialist trauma care pathway for vulnerable migrant residents based on best-practice in the UK
- CCG and Brighton & Hove City Council to support the development of a network of 'Safe Surgeries' to encourage migrant residents to access primary healthcare, following the guidance of national charity 'Doctors of the World' and their local supporters within the medical profession.

Community Safety

There were anecdotal reports of prejudice and hate incidents at the start of the pandemic, in particular targeting **Chinese and South-East Asian communities**. There have been subsequent reports of international students not wanting to leave university campus due to fear they will be targeted.

There has also been concerns of divisive comments, increased racist messaging, and misinformation about **BAME people** in relation to COVID-19 in national media and materials distributed locally which has caused harm and may have longer term impacts on feelings of safety.

Disabled people, particularly those exempt from wearing face masks, people with hidden disabilities or who experience difficulties with social distancing reported increasing prejudice and hate incidents.

As lockdown restrictions eased there were anxieties from some **LGBTQ residents**, with some **trans and non-binary** and **older LGBTQ** residents feeling particularly vulnerable. People were fearful of discrimination based on their appearance, having not had access to treatments such as electrolysis for hair removal, or access to testosterone. Local feedback indicated that Gender Identity Clinics had also frozen their waiting lists and some gender affirming surgeries have been cancelled. This is within a context of pre-existing concerns of increased transphobia.

Nationally there has been concern about increased domestic violence during lockdown which disproportionately affects **women**. Locally there have been concerns about suitability and safety of emergency housing for women and lack of women-only accommodation. The information was shared with Brighton & Hove City Council's Vulnerable Housing Cell.

With the changing of guidelines and how people meet in public there were reports of sexual harassment incidents targeted at **women** on the beach: the information was shared with local police.

Recommendations

- Homelessness and Housing Working Group to consider feedback and recommendations from Brighton Women's Centre on safety of women in homelessness provision and move-on accommodation.
- Equalities & Access workstream, Domestic Abuse workstream and Community Safety working group to collaborate on understanding the community safety impacts of COVID-19 on different communities and include response in recovery planning.
- Safer Space Working Group to develop guidance and practical advice, as appropriate and viable, to Community and Voluntary Sector groups to support their service users and communities to feel safe and secure accessing outdoor space, including designated 'safe space' areas.

"The pre-existing challenges faced by our beneficiaries have been worsened by the COVID-19 outbreak and lockdown. Social isolation has primarily impacted on mental health, loneliness, relationships, addiction, and women's safety. While Brighton Women's Centre has continued to support women remotely, there are limitations to reliance on technology as an equitable long-term solution for those who are marginalised in society. Given the disproportionate impact of COVID-19 on women, particularly single mums, it is imperative that organisations working hard to meet their needs are put at the heart of recovery and renewal planning".

Lisa Dando, Brighton Women's Centre and Community Works Representative

Equalities and Access Actions Progressed

During the emergency response phase of COVID-19, a lot of work in relation to equalities and access took place across many of Brighton & Hove City Council's Cells and Workstreams responding to some of the findings above. This work has taken place alongside the breadth of work being undertaken in the city by Community and Voluntary Sector partners.

Actions progressed, supported by the EAW in this phase included (but were not limited to):

- Links established between EAW and existing cells, ensuring that relevant issues are passed to be actioned, and cells linked directly to communities (e.g. bereavement, domestic abuse, housing, mental health, and children and young people).
- Targeted messaging on funding for BAME businesses and BAME community groups to encourage take-up.
- Consultation on a hardship timeline shared with different community groups to help them best support their clients and mitigate disproportionate financial impact.
- Regular targeted inclusive communications distributed to a diverse list of community groups.
- Translated COVID-19 posters commissioned and provided to retail spaces across the city.
- A newsletter was distributed to homes in the city, including information on support for different communities and translated information about Brighton & Hove City Council's 'Community Hub'
- LGBTQ 'safe spaces' were developed alongside Community and Voluntary Sector partners.
- 'Test and Trace' working group established to respond to the specific findings outlined above.
- Sussex CCG engaged with all local GP surgeries about the accessibility of recorded messages and use of interpreters.
- Targeted mental and physical health messaging was developed.
- Communication of reassurance messaging and hate crime reporting information directly to community groups and via social media.
- Communication of information about Brighton & Hove Buses including a "face covering exemption card".
- Brighton & Hove City Council's Health and Adult Social Care (HASC) team contacted all people in receipt of HASC support, and those who are extremely vulnerable, to offer support.

- HASC contacted all people in receipt of direct payments to ensure they are still receiving support / if they need alternative support.
- British Sign Language (BSL) video on Brighton & Hove City Council website on accessing the Council's 'Community Hub'.
- The EAW met with local University officers and linked them to BAME support organisations in the city to aid a coordinated approach to supporting international students
- Brighton & Hove City Council, schools and health services worked closely with parent carer representatives to hear the most pressing issues from SEND children and young people.
- Risk assessments completed by schools on children and young people with an Education, Health and Care Plan.

Conclusion

COVID-19 lockdown has caused a wide range of impacts on women, BAME, faith, LGBTQ, and disabled communities. It is likely that these impacts will have a long-term effect, exacerbating existing inequalities.

It is vital that both outbreak and recovery planning includes actions to mitigate these impacts where possible. It is important that the EAW continues to bring partners together, including the Community and Voluntary Sector, to ensure that we continue to understand the development of these impacts and support the implementation of our recommendations into recovery planning.

“Disabled people have been disproportionately affected by COVID-19. ‘Conservative estimates’ from the Office for National Statistics (ONS) show that disabled women are 2.4 times more likely to die from COVID-19 than non-disabled women and disabled men are 1.9 times more likely to die than non-disabled men, with this rising to 11.3 times for disabled females aged nine to 64 and 6.5 times for disabled males aged nine to 64. We look forward to working the Brighton & Hove City Council to support disabled people who have been shielding, those who are struggling with social distancing rules because of their impairment and those are fearful and lack confidence to emerge from lockdown other challenges that have and will confronted disabled people because of the pandemic.”

Geraldine Des Moulins, Possability People and Community Works Representative.

Recommendations

The EAW have generated a range of recommendations to support Brighton & Hove City Council, the Community and Voluntary Sector, and other statutory partners to respond to the challenges above. Many of the issues affect residents across the range of communities our work has focused on. We also have taken an intersectional approach, unless we have explicitly specified that the recommendations are specifically for women, BAME, faith, LGBTQ or disabled communities.

1. Equalities & Access Workstream, Hardship working group and Events & Economy recovery working group to collaborate on actions to mitigate the disproportionate financial and economic impacts of COVID-19 on women, BAME, faith, LGBTQ, and disabled communities.
2. Equalities & Access workstream to collaborate with Events & Economy recovery working group on support for BAME businesses.
3. Equalities & Access workstream to collaborate with Events & Economy recovery working group on the supporting the recovery of LGBTQ businesses and events in recognition of their contribution to the city economy, to LGBTQ Community and Voluntary Sector organisations, and to LGBTQ communities
4. Brighton & Hove City Council to explore how it can best support the Community and Voluntary Sector to respond to increasing need, reduced capacity and growing digital delivery of their services
5. Brighton & Hove City Council to produce proactive, explicit and accessible communication that encourages individuals with No Recourse to Public Funds (NRPF) to approach the local authority for advice and support and that clearly explains the assessment processes that will be followed
6. BHCC to maintain a cross-council and multi-sector working group to develop ways of supporting people with NRPF and increasing the provision of immigration legal advice in the city
7. BHCC to join other Local Authorities to lobby central government to review the impact of immigration-based exclusions from welfare and homelessness assistance
8. Children & Young People recovery working group to further consider return to school messaging, supporting an inclusive approach, especially for BAME young people and those with SEND.
9. Children & Young People recovery working group to consider the specific needs of young refugees and migrants, particularly those who are separated from their families, in the full reopening of schools and other educational provision for young people.
10. Children & Young People recovery working group, Community Safety and Cohesion working group, and domestic abuse workstream to raise awareness

amongst appropriate council and partner services about increased risk of child to parent violence and abuse.

11. Brighton & Hove City Council to work with city partners to develop specific communications that build trust and confidence with communities who are at the highest risk of contracting COVID-19.
12. Brighton & Hove City Council Public Health teams to work with Community and Voluntary Sector groups to explore equality issues and communities' concerns about 'Test and Trace', providing reassurance where possible.
13. Brighton & Hove City Council to work in partnership with the Community and Voluntary Sector on the Local Outbreak Communications Plan to ensure that communications are accessible and inclusive, with translated materials and alternative formats used when required.
14. Work to increase digital inclusion for older people, and people with learning disabilities (including people with low levels of support and individuals in residential care settings)
15. Brighton & Hove City Council to develop a public communications campaign to raise awareness of hidden disabilities, sensory impairments and vulnerabilities that make it more difficult for some residents to follow government guidelines and to encourage considerate behaviours amongst general public.
16. PPE Working Group to research alternative PPE to face masks to aid communication and share findings with Community and Voluntary Sector and residents.
17. Brighton & Hove City Council-led risk assessments and recovery planning to take account of the needs of people with sensory loss, physical impairments, and mental health problems.
18. Brighton & Hove City Council and Sussex Partnership Foundation Trust to continue to develop targeted mental health and physical health messaging (e.g. 'Talking Heads' approach) including for BAME, faith, LGBTQ and disabled communities.
19. Brighton & Hove City Council and Community and Voluntary Sector to develop alternative physical exercise opportunities for people with learning disabilities, who are often unable to exercise independently or without special venues, equipment or support.
20. CCG commissioners to work together with mental health care providers, Brighton & Hove City Council and the Community and Voluntary Sector to restart the development of a specialist trauma care pathway for vulnerable migrant residents based on best-practice in the UK
21. CCG and Brighton & Hove City Council to support the development of a network of 'Safe Surgeries' to encourage migrant residents to access primary healthcare, following the guidance of national charity 'Doctors of the World' and their local supporters within the medical profession.

22. Homelessness and Housing Working Group to consider feedback and recommendations from Brighton Women's Centre on safety of women in homelessness provision and move-on accommodation.
23. Equalities & Access workstream, Domestic Abuse workstream and Community Safety working group to collaborate on understanding the community safety impacts of COVID-19 on different communities and include response in recovery planning.
24. Safer Space Working Group to develop guidance and practical advice, as appropriate and viable, to Community and Voluntary Sector groups to support their service users and communities to feel safe and secure accessing outdoor space, including designated 'safe space' areas.

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