

Covid 19 - Impact Grid

Since the start of the Covid 19 outbreak the Policy and Strategic Delivery Team at London Borough of Hackney has been working to consider our existing understanding of vulnerability and different communities in relation to Covid-19 and to help the Council broaden its thinking about impact and groups most in need. The assessment, as it currently stands, can be found [here](#).

The Clinical Commissioning Group has produced a grid which compliments this document with links to data sources, which can be found [here](#).

During the course of this work we were asked to provide an indication of the level of risk associated with the various factors we have identified and to establish which are likely to have a short, medium or long-term impact. The table below represents an initial attempt at achieving this.

Defining parameters

Timescales

- We have defined short term as up to the end of September 2020
- Medium term is defined up until May 2021 (a year from now)
- Long-term runs to May 2022, the end of the current political administration in Hackney

Impact

- High impact is defined as being a significant threat to life or personal safety
- Medium impact, may have a significant impact on a person's immediate health or wellbeing, but are not life-threatening
- Lower impact, may cause some inconvenience or discomfort, but unlikely to have a serious, long-term detrimental impact

Wherever possible we use referencing to indicate the source of our assumption e.g. whether it comes from community insight, from data or from local services. We also indicate the degree to which each factor may be controlled or influenced by the Council. We have also tried to indicate which areas the Council can influence and which we can directly control.

Intersectionality

This assessment does not indicate intersectional impacts e.g. the impact of race and gender, or disability and age - we urge you to take three factors into consideration in your work.

We welcome your feedback.

Group impacted	Short term issues (until September 2020)	Medium term (to May 2021)	Long term (to May 2022)	Influence/ Control
Protected characteristics (2010 Equality Act)				
1. Households with young children (under 10 yrs)	Higher impact: Exposure to domestic violence and harmful substance use, sexual abuse. Families with no recourse to public funds may have no means of subsistence.	Eviction.	Homelessness, serious mental and emotional distress e.g. from having to move to temporary accommodation outside the borough	The Council can reduce the harmful impacts by working more closely with the community and ensuring vital services are sustained. However there will be financial challenges maintaining this approach in the long-term.
	Medium impact: Overcrowding, lack of digital access, lack of parental supervision if forced to work from home/ go out to work. Lack of access to nutritious meals-delays with free school meals, pre-existing financial problems are exacerbated e.g. problem debt, low pay, poverty	Falling behind with school work, lower than expected levels of social development, increase in unsecured debt.	Long term detriment to educational attainment, poorer economic prospects	The Council has tried to mitigate these impacts by providing education and activities online and via printed materials, reintroducing detached youth work and help with meals and supporting initiatives that increase digital inclusions. However, there will be challenges, particularly if free school meals arrangements are not

				resolved.
	Lower impact: Lack of access to open spaces and social opportunities		Could lead to increased overweight and obesity	The Council has a relatively high degree of discretion over how social distancing is policed, when parks can open and has tried to use these levers e.g. opening parks for longer hours.
2. Young People	<p>Higher impact: Online grooming, exposure to gang activity serious violence due to lack of oversight in open spaces/at school</p> <p>Higher impact- impact on young people's mental health particularly significant due to the need of socialisation for adolescents' health and wellbeing and development;</p> <p>https://www.thelancet.com/journals/lanchi/article/PIIS2352-4642(20)30186-3/fulltext</p> <p>Higher impact: current local disproportionate impact on the mental health of young people from black communities and minority ethnic communities (see Kooth link below)</p>	<p>Long term serious violence, leading to possible criminal record, incarceration or death.</p> <p>Longer term impact on mental health and wellbeing</p> <p>Immediate risk of increased self-harm, including suicidal ideation and potential barriers to service access that could mitigate risk due to the quantity and quality of clinical services; need for</p>		Council services, Schools, NHS and CVS organisations locally need to have collective conversation including the voices of young people and families on what is needed to respond more considerately and effectively

	https://xenzone.com/kooth-sees-significantly-higher-increases-in-suicidal-thoughts-anxiety-and-depression-among-bame-young-people-compared-to-white-counterparts/	culturally appropriate and community led/based responses		
	<p>Medium impact: Predicted grades have disproportionate impact on non-white and working class young people. Increase in youth unemployment as businesses are forced to close/ cut back on recruitment.</p> <p>Young people can now exercise freely, but most will not go back to school until September - indeed risk of ASB and criminal activity.</p>	Young people fail to gain places at top educational institutions. Long-term unemployment leads to loss of confidence and feeling of low self-worth.	<p>Long-term scarring impacts of entering the job market during recession. Young people missing school, especially without access to adequate digital devices risk falling behind with school work or losing interest in education.</p> <p>Risk of depression and mental illness especially if restrictions continue.</p>	While the Council is doing what it can to support young people and businesses, it does not control decisions made by educational institutions or employers.
	Lower impact: Young people become bored and may experience mild depression, arguments with parents/ siblings			<p>The Council has the ability to work with the voluntary and community sector and local communities to help alienate these issues. However, resources may not allow response to be as extensive and systematic as may be required.</p>
3. Older People	Higher impact: Older people more likely to experience severe impacts of Covid 19 including higher mortality rates	<p>Those who have contracted serious Covid 19 are likely to need ongoing clinical and social care support.</p> <p>Concern that non-Covid-19</p>	Risk of serious illness and even higher mortality long-term.	

		related serious illnesses like Cancer and Heart Disease may go undiagnosed.		
	Medium impact: Older people more likely to be shielding or self isolating, therefore may struggle to access food and other essential supplies - particularly if they live alone	Mental health risks associated with loneliness self isolation. Health risks associated with lack of access to nutritious food.		
	Lower impact: Increased loneliness and isolation	Risk of depression, reduced mobility in the longer term		
4. Race	Higher impact: High Death rate from Covid 19 among those born outside the UK 70% in Hackney). Minority ethnic groups are more likely to be exposed to and at risk of Covid 19. Higher impact: Experiences of structural and systemic racism compounded to affect poorer outcomes across all markers (including but not limited to physical and mental health markers).	Ongoing serious health impacts from Covid 19 and unrelated serious illnesses that have not been addressed Higher impact: Experiences of structural and systemic racism compounded to affect poorer outcomes across all markers (including but not limited to physical and mental health markers).	Higher impact: Experiences of structural and systemic racism compounded to affect poorer outcomes across all markers (including but not limited to physical and mental health markers).	
	High/ Medium impact: Concerns about over-policing of social distancing, magnifying existing anxieties around Stop and Search	A worsening of relations between the police and the community, particularly young Black men, if people feel their concerns have not been listened to, addressed	Young, Black and people of colour are more susceptible to unemployment due to systemic racism. Non White communities are more likely to be adversely	

	<p>Medium: racist perceptions of Black sentence may result in Black and people of colour not getting the help they need, when they need and how they need it (including but not limited to physical and mental health markers).</p> <p>Medium impact: concerns that predicted grades will damage prospects of non-white and working class children.</p> <p>Medium impact: Those without English as a main language find it harder to access information and services, especially online.</p> <p>Medium - mental health impacts of coronavirus have been evidenced to be more significant amongst young black people and people of colour. (Unsure of adult figures).</p> <p>Medium -Young carers have been highlighted as a group significantly impacted and there is a higher proportion of YCs from black communities. These can often be 'hidden'/ not recognised.</p> <p>Medium: Bereavement support is often white and euro-centric and potentially not supportive of needs</p>	<p>Medium: racist perceptions of Black sentence may result in Black and people of colour not getting the help they need, when they need and how they need it (including but not limited to physical and mental health markers).</p>	<p>impacted by a serious recession.</p> <p>Medium: racist perceptions of Black sentence may result in Black and people of colour not getting the help they need, when they need and how they need it. This may affect access to services in future and aggravate poor outcomes across all markers (including but not limited to physical and mental health markers).</p>	
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	<p>of non-white people. This is especially significant given the level of loss experienced.</p> <p>High: Higher proportion of children and adults from black backgrounds are in custodial settings where the risk to physical and mental health risks are exacerbated. This is also reflective in mental health in-patient settings.</p> <p>Medium: Higher policing of public spaces has an impact on communities and feelings of ownership by black and asian communities.</p> <p>Medium: higher proportion of black children have LAC status and access to placements has been significantly impacted by Covid-19 restrictions</p> <p>Medium: food poverty</p> <p>Medium: access to technology</p>			
5. Faith	<p>Higher impact: Higher death rates among those born outside of the UK (see 'race' above).</p>	Those directly impacted by Covid 19 will require longer term care.		

	Medium impact: Concerns about cultural appropriateness of food parcels e.g. Kosher and Halal. Some groups don't access the internet for religious reasons. Risk of harmful religious practices due to reduced oversight from institutions like schools	Concerns about relations between faith communities and the rest of the community and between faith organisations if people do not feel their needs are being met. Risk of malnutrition longer-term if people cannot secure the food they need.		
	Lower impact: Risk of community tensions e.g. Mosques asking to celebrate Iftar/ issue call to prayer in parks.			
6. Sex	Higher impact: Men are more susceptible to Covid 19 than women			
	Medium impact: Women with No Recourse to Public Funds particularly vulnerable especially if they have children (rules relaxed somewhat following court case). Large increase in cases of domestic violence	Women at greater risk during a recession because of the type of work they do- retail, hospitality etc. Risk of homelessness or displacement of women experiencing domestic violence. The childcare market has been significantly impacted by Covid-19. Concerned about disproportionate impact on women, both as workers in this sector and regards to their own childcare options.		
7. Disability	Higher impact: Those with	Concern that relaxation of the		

	underlying health conditions more susceptible to contracting Covid 19.	Care Act will mean disabled people will no longer receive the care they need and their condition will worsen. Those who have been exposed to Covid 19 will need ongoing support.		
		Medium impact: Concerns about increasing numbers of families with a disabled member registering as homeless or in housing need.		
	Lower impact: Risk of increased loneliness and isolation	Ongoing mental health impacts of loneliness and isolation from Covid 19.		
8. Marriage and Civil Partnership	Medium Impact: Risk of financial loss due to cancellation of wedding, and civil partnership ceremonies.(Average cost £15k)			
9. Sexual Orientation	Medium impact: Risk of loneliness and isolation, need for specialist support	Ongoing risk of serious depression due to isolation.		
10. Gender Reassignment	Medium impact: Risk of loneliness and isolation, risk that some may be tempted to self-medicate if gender reassignment treatment is delayed.	Risk of serious medical complications, problems with fertility if self-medication takes place inappropriately.		
11. Carers	Medium impact: Increased stress and uncertainty. Less availability of specialist support.	Longer term concerns that support to carers may be curtailed due to relaxation of the Care Act if insufficient funding is available.		

Issues/ themes				
1. Digital inclusion	<p>Medium impact: This has come up as a major concern for young people, older people and those claiming benefits. Latest Hackney household survey (2019) states that 89% of residents access the internet, 90% of whom are confident. 14% of residents access the internet at school, library or jobcentre. 65% want to engage with the local authority online- so potentially around 35% who either lack the hardware, broadband access, skills or motivation to interact online.</p> <p>This will impact their ability to access services, information, education or social opportunities at this time.</p>	<p>Risk that children will fall behind with school work and their long term educational outcomes will suffer as a result.</p>		<p>The Council can influence this situation by working with telecoms providers, tech companies and local residents with technical skills. A working group has been established and a workshop with VCS organisations is planned.</p>
2. Food access	<p>Medium impact: This pandemic has laid bare vulnerabilities in food supply and food poverty (already recognised as an issue). The Council and smaller food charities have at times struggled to secure enough food for vulnerable residents who are self-isolating.</p> <p>Links with the issue around Digital Inclusion e.g ordering/ paying for food online.</p>	<p>Need to ensure all residents have adequate supply of nutritious food and that food charities can access the food they need.</p>		<p>Prior to the Pandemic the Council had developed a Food Poverty Action Plan with the Food Justice Alliance. A food-based response has been developed during the Pandemic. As this is stepped down, recipients of food based support will be offered support to secure alternative provision.</p>

				<p>The Food Poverty work will be ongoing and will seek to learn and address the lessons of the pandemic.</p> <p>Will be needed for lobbying in relation to food security and affordability.</p>
3. Housing	<p>High impact: Rough sleepers - new to the street are still approaching at a high level.</p> <p>The Council has housed 184 rough sleepers and those at risk of rough sleeping in C19 commercial hotels, including NRPF. A pan London move on strategy has been agreed but requires a local action plan against differing levels of need. Current move on options are severely limited.</p> <p>Those living in temporary accommodation who are self isolating have found it impossible to self isolate where they have to share kitchens and bathrooms with other households. Food access has also been difficult.</p> <p>Overall poor housing can have a detrimental impact on health and wellbeing.</p>	Government has made a pledge to provide new housing units for some vulnerable rough sleepers- details to be confirmed.		

	Illegal evictions have increased rapidly. Government has confirmed suspension of evictions from social or private rented accommodation until 23 August.			
	<p>Medium impact: Increase in homelessness applications from single people previously housed 'informally' e.g. sofa surfing with friends, in squats.</p>	<p>Risk of eviction of private rented tenants if they are unable to meet the rent longer term. This might include families as well as singles and couples.</p> <p>Changes to LHA legislation has meant the impact of the Benefit Cap is more severe and will likely double the amount of households affected by the benefit cap in borough. DHP funding is not enough to cover the shortfall.</p> <p>Reduction in voids as moves prohibited/ discouraged under lockdown.</p> <p>Number of new-build completions may decrease due to construction being cancelled during lockdown.</p>	Unclear what the impact on house prices might be/what might happen to landlords who cannot collect rent from tenants unable to pay. Will they leave the market voluntarily? Will they be repossessed? Might some switch to renting to the Council instead?	<p>The increased homelessness applications are likely to add to the Council's waiting list and increase the amount of households in temporary accommodation, which is already at the highest rate for a decade. A cost implication will be evident.</p> <p>Supply of new builds/ voids may be impacted by lockdown. There is a limit to what the Council can do with existing stock.</p> <p>May need to lobby for additional resources.</p>
4. Inclusive Economy	High impact: Increase in numbers with no recourse to public funds as most residents who live outside the EEA are not able to apply for benefits.			Direct support available to people with no recourse to public funds is very limited - the Council is offering some enhanced react support at this time. We are also working .

				A recent court case means families with children may be able to access more support from the Government, but more lobbying will be required.
	Medium impact: Some not covered by Government Business support. Claims for Universal Credit increased 60% from mid-May-mid-June	Risk of increased unemployment, unsecured debt, blight to some neighbourhoods if large numbers of businesses are forced to close.		The Council is providing support to businesses and residents who are out of work. The Council has been, and may have to lobby for benefit sanctions and restrictions to be lifted.
5. Voluntary and Community Sector	Medium impact: Estimated sector nationally will lose £4bn. Smaller groups providing direct services likely to be particularly vulnerable. Organisations like Charity So White have emphasised impact on non-white led community groups.	Risk organisations forced to close/ curtail their services.		The Council is working with other funders and repurposing its own funds to provide support to local organisations. More lobbying will be needed to ensure national response effectively meets need.
6. Community Cohesion	Medium impact: Overall there is a concern that certain groups may feel their needs have not been met and that this may impact on community relations going forward. There is a risk of increased antisocial behaviour, especially on estates as parents are encouraged to go back to work, but school does not open for most children until			The Council is working with community and faith organisations to address these areas of tension wherever possible. Detached youth work has resumed. Hackney Housing is in touch with vulnerable residents.

	<p>September.</p> <p>Some non-White communities have expressed serious concerns about over-policing of the lockdown-worsening existing unease around Stop and Search.</p>			<p>The Council is contacting RSL's to ensure housing plus services are in place.</p> <p>The Council is and will continue to lobby around safe return to school and adequate child care and support for those returning to work.</p>
7. Workforce	<p>High impact: To date, no Council staff have died as a result of Covid 19. The ongoing challenge will be to ensure this remains the case as lockdown restrictions are eased.</p>	<p>Need to maintain vigilance in the medium to long term to ensure there are no fatalities among staff.</p>		
	<p>Medium impact: At the moment most Council staff are working from home. This can be a challenge to mental health. There have been challenges securing PPE for frontline staff.</p> <p>It will be important to ensure that staff feel they are treated fairly and that streamlined and remote processes e.g. for disciplinaries and grievances do not disproportionately impact already disadvantaged groups e.g. BME and disabled staff.</p> <p>Need to ensure all staff can work from home safely, but the return to onsite working is conducted safely and fairly.</p>	<p>There could be a risk of redundancies if the Council is not able to meet the additional cost of the Covid 19 outbreak. There may be ongoing mental health issues relating to working from home or the stress and trauma of dealing with service users, colleagues or loved-ones directly impacted by Covid 19.</p> <p>Risk of spike in annual leave requests 2021-22 may impact service provision.</p> <p>Risk of spike in referrals to Occupational health.</p>	<p>The Local Government Pension Scheme may need to be modified if the stock market does not rebound as expected.</p>	<p>The Council has, and will continue to lobby the Government to meet the full cost of responding to Covid 19.</p> <p>There is a good deal the Council can do to ensure staff are properly managed., motivated, involved and informed throughout this process. A Future Workplace group has been established to oversee this process - ensuring equality is embedded into all aspects of its work is a key consideration.</p>

