

**Solihull Metropolitan Borough Council**

**FAIR TREATMENT ASSESSMENT FORM**

<b>1. FTA Lead &amp; Team</b>	
<b>Directorate</b>	Economy and Infrastructure
<b>Team</b>	Communities
<b>Name of Officer completing the FTA</b>	Emma McKay
<b>Role of person completing the FTA</b>	Projects and Programme Manager
<b>Contributors to the FTA</b>	Rosie Ratcliffe, Family Information Service Manager, Family Information Service (FIS) Elvira Wilson, Contracts Grants and Project Officer Sue Mellor, Contracts Grants and Project Officer Tom Eley, Project Officer Gehan Raslan, Management Support Assistant
<b>Equalities Team Lead Support for this FTA</b>	TBC
<b>2. FTA Timescales</b>	
<b>Key dates</b>	05/06/2023 – Start date Pending – Sign off
<b>3. Context</b>	
<b>Name of service</b>	Holiday Activities and Food (HAF) Programme

**Purpose and intended aim of the service**

**Background**

On 27 October 2021, the government announced a 3-year funding settlement of over £200 million each year for the Holiday Activities and Food (HAF) Programme to run from 2022 -2025. This followed the successful roll out of the programme across all areas of England in 2021.

HAF has subsequently been confirmed to continue from 1 April 2026 to 31 March 2029, with funding provided through the Local Government Finance Settlement (LGFS) Children and Families Grant. This provides greater stability for local planning, commissioning, and partnership development, enabling the Council to build on learning from previous years and further strengthen delivery.

Information on HAF on the Gov.UK website can be found [here](#).

**Aim**

Research has shown that the school holidays can be pressure points for some families. For some children that can lead to a holiday experience gap. Children from low-income households are:

- less likely to access organised out-of-school activities
- more likely to experience ‘unhealthy holidays’ in terms of nutrition and physical health
- more likely to experience social isolation

The HAF Programme is funded by government through the Department for Education (DfE) and aims to offer a healthy meal and enriching activities for children and young people in receipt of benefit related free school meals (FSM) from reception to Year 11. These holiday sessions are free of charge to access and take place during easter, summer and winter school holiday periods.

Holiday Clubs must provide activities that meet the [physical activities guidelines](#) on a daily basis, which is to participate in 60 minutes per day of moderate to vigorous physical activity.

Providers must include an element of nutritional education each day aimed at improving the knowledge and awareness of healthy eating.

HAF providers should be able to provide information, signposting or referrals to other services and support that would benefit the children who attend their provision.

**Delivery Model**

In Solihull, the HAF programme is delivered through a mixed model of commissioned public, private and VCFSE Providers, including specialist SEND delivery jointly commissioned with Children’s Services. Provision is geographically mapped to areas of highest need and supported by a referral pathway for vulnerable children. The model is

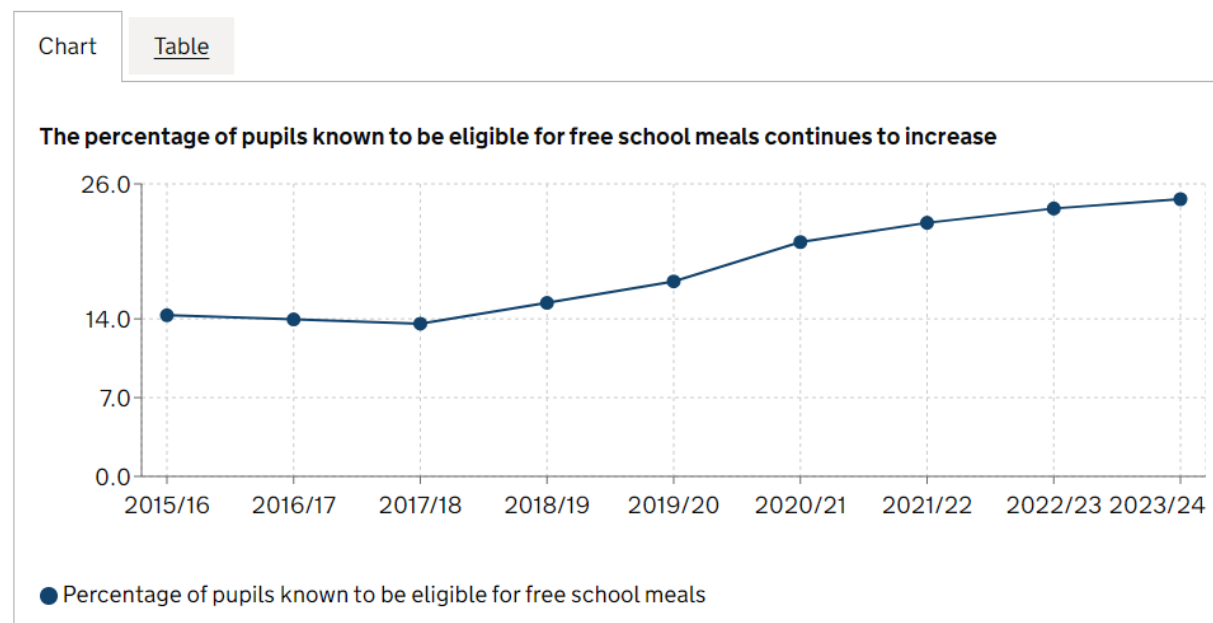
	<p>underpinned by a Steering Group to encourage partnership working across council services, and community organisations, enabling a coordinated and targeted approach to delivery.</p> <p><b><u>Local eligibility criteria (from Easter 2026)</u></b></p> <p>From Easter 2026, SMBC introduced a revised local eligibility approach to prioritise children with the strongest connection to the borough. Access to the HAF programme is now limited to children who are eligible for benefit-related free school meals and who either attend a Solihull school or live within the Solihull borough.</p> <p>This change has been introduced to ensure that available places are prioritised for local children and that the programme can better meet identified local needs and demand.</p>				
<b>Is this a new service?</b>	<b>No</b>				
<b>For whom is the policy or process intended? Tick all that apply.</b>	<b>Borough residents &amp; public</b>	<b>Specific service users</b>	<b>Employees</b>	<b>Elected members</b>	<b>Others</b>
	X	X (Children who are in receipt of benefit-related free school meals)			X (HAF providers/ contractors)
<b>Consultation and stakeholder engagement</b>	<b>Is consultation required? YES</b>		<b>If YES, say how the consultation has informed this FTA</b>		
			<p>On the 12/02/2025 the draft document has been sent for consultation internally to:</p> <p>Liz Knowles, Solihull Active Project Officer Children &amp; Young People  Emma Sadula, Senior Solihull Active Officer  Rosie Ratcliffe, Family Information Service Manager, FIS  Richard swift, Communications Officer  Ben Turner, Community Development Assistant Team Leader  Esther Brookes, Community Development Team Leader  Emil Prysak, Strategic Lead for Communities and VCFSE Sectors  Hannah Pawley, Community Safety Partnerships Lead  Dajana Vasilj, New Communities and Resettlement Lead  Dean Ward, Head of Service for Highways, E&amp;I Directorate EDI Champion</p>		

		<b>Further consultation is required with HAF providers/steering group and has formed part of the final action plan.</b>
<b>Business risks from proposals</b>	<b>Yes</b>	The risks have been reviewed through a risk management process, in collaboration with stakeholders and demonstrated through the risk register. Significant risks are recorded on JCAD.

#### 4. Equalities data

**What equalities data is available to inform this FTA?**

Existing Data Nationally  
 Nationally, free school meal eligibility continues to increase year on year (graph below). For the academic year 2023/24 there were 2.1 million pupils eligible which is 24.6% of pupils. This is an increase from 23.8% in January 2022 and 20.8% in 2021 ([Gov.UK](#)). The West Midlands has one of the highest percentages (17%) of pupils known to be eligible.

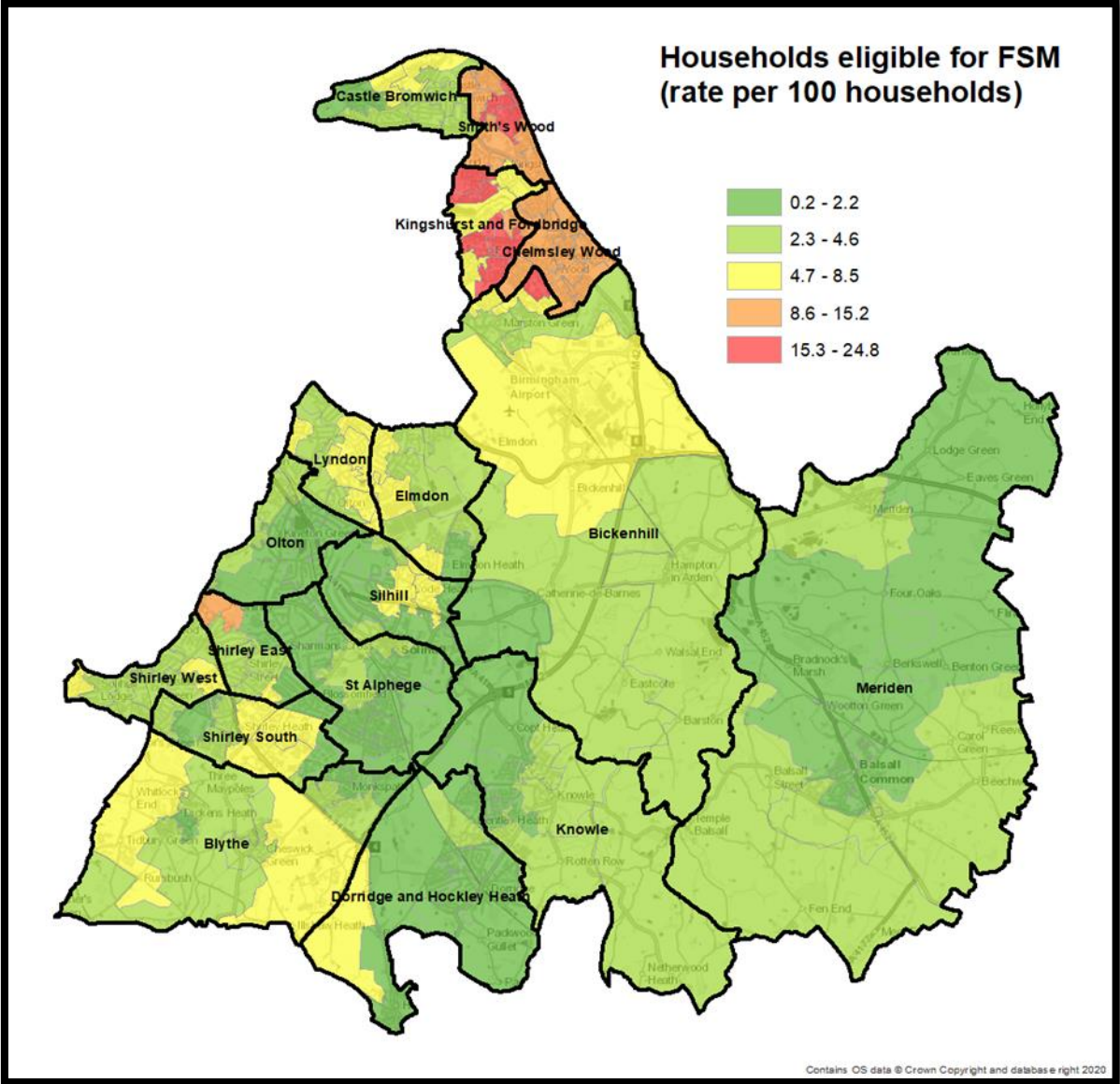


Considering age, the proportion of pupils known to be eligible for FSM typically peaks among pupils of primary age and declines throughout secondary phase. For example, nationally in 2022 26.7% of eligible children were in year 4 compared to 24.6% in year 7. Nationally, FSM rates in 2022 were highest amongst Traveller of Irish heritage and lowest amongst Indian and Chinese ethnic groups.

Existing Data Locally

This national picture has similar comparisons to Solihull. Figures taken from LAIT show that 21.8% of the total number of Primary School pupils are in receipt of FSM and 22.8% of Secondary School pupils (June 2023).

More recent data shows that this is increasing. As of March 2024, in Solihull there were 40,198 children on roll in Solihull schools and of these, 9890 (25%) claimed benefit-related free school meals (FSM). This has increased from 9796 since March of 2023. 81% of these children live within Solihull, whilst the remaining 19% live outside of the Solihull boundary, predominately in neighbouring Birmingham. HAF eligibility differs from FSM eligible as only those from Reception stage to Year 11 are currently eligible through the scheme.



Local Authority Area	Postcode Area	% of children claiming FSM (rounded to nearest whole number)
Solihull	B37 – Marston Green, Chelmsley Wood, Fordbridge, Kingshurst	32%
	B36 - Smiths wood, Castle Bromwich	14%
	B90 - Shirley, Cheswick Green, Dickens Heath, Monkspath, Solihull Lodge	14%
	B92 - Olton, Lyndon, Elmdon	11%
	B91 - Solihull Town Centre, Catherine de Barnes, Blossomfield	5%
	B93 - Dorridge, Bentley Heath, Knowle	3%
	B94 - Earlswood, Hockley Heath and Lapworth	
	CV7 - Balsall Common, Meriden, Berkswell	2%
Birmingham	B33 – Stechford, Kitts Green, Lea Hall, Tile Cross	4%
	B34 – Shard End	3%
	B26 – Sheldon, Yardley	3%
	B27 – Acocks Green	2%
	B28 – Hall Green, Yardley Wood	2%
Birmingham and Coventry	Other Birmingham and Coventry Postcodes of less than 1%	5%

Geography

As can be seen in the map and table above, the areas with the highest percentage of FSM recipients in Solihull schools are those that live within postcodes B37, B36 and B90.

The following data has been taken from the FSM database (Synergy) as of January 2023 and only includes HAF eligible children.

There are six Secondary schools which have the highest % of FSM, which descends from Tudor Grange Academy Kinghurst (5.5%), The Smiths Wood Academy (5.1%), Grace Academy (4.3%), John Henry Newman (3.8%), Lyndon (3.7%) and Park Hall Academy (3.4%). All but one of these Secondary schools is in the North of the borough. Primary schools have a lower % but this is because the FSM is distributed more widely across establishments. Coleshill Heath School (3.3%), Fordbridge Community Primary School (3.3%), Kingshurst Primary School (3.2%) and Yorkswood Primary School (2.9%) are all in the North of Solihull. The levels of FSM across schools within the borough are:

School Name	School Type	FSM Pupil numbers Census	FSM HAF Pupils %
Alderbrook School	Secondary	236	2.6%
Arden	Secondary	150	1.6%
Balsall Common Primary School	Primary	63	0.7%
Bentley Heath Church of England Primary School	Primary	40	0.4%
Berkswell Church of England Voluntary Aided Primary School	Primary	24	0.3%
Bishop Wilson Church of England Primary School	Primary	221	2.4%
Blossomfield Infant and Nursery School	Infants	39	0.4%
Burman Infant School	Infants	22	0.2%
Castle Bromwich Infant and Nursery School	Infants	114	1.3%
Castle Bromwich Junior School	Juniors	168	1.8%
Cheswick Green Primary School	Primary	46	0.5%
Coleshill Heath School	Primary	304	3.3%
Coppice Junior School	Juniors	76	0.8%
Cranmore Infant School	Infants	27	0.3%
Damson Wood Nursery and Infant School	Infants	41	0.5%
Daylesford Academy	PRU	9	0.1%
Dickens Heath Community Primary School	Primary	63	0.7%
Dorridge Primary School	Primary	44	0.5%
Fordbridge Community Primary School	Primary	302	3.3%
Forest Oak School	Special	92	1.0%
George Fentham Endowed School	Primary	27	0.3%
Grace Academy Solihull	Secondary	388	4.3%

Greswold Primary School	Primary	94	1.0%
Haslucks Green School	Juniors	41	0.5%
Hazel Oak School	Special	59	0.6%
Heart of England School	Secondary	158	1.7%
John Henry Newman Catholic College	Secondary	348	3.8%
Kineton Green Primary School	Primary	61	0.7%
Kingshurst Primary School	Primary	294	3.2%
Knowle Church of England Primary Academy	Primary	39	0.4%
Lady Katherine Leveson Church of England Primary School	Primary	42	0.5%
Langley Primary School	Primary	107	1.2%
Langley School	Secondary	219	2.4%
Light Hall School	Secondary	261	2.9%
Lode Heath School	Secondary	234	2.6%
Lyndon School	Secondary	333	3.7%
Marston Green Infant Academy	Infants	64	0.7%
Marston Green Junior School	Juniors	101	1.1%
Meriden Church of England Primary School	Primary	39	0.4%
Merstone School	Special	65	0.7%
Mill Lodge Primary School	Primary	65	0.7%
Monkspath Junior and Infant School	Primary	66	0.7%
Oak Cottage Primary School	Primary	7	0.1%
Olton Primary School	Primary	135	1.5%
Our Lady of Compassion Catholic Primary School	Primary	38	0.4%
Our Lady of the Wayside Catholic Primary School	Primary	55	0.6%
Park Hall Academy	Secondary	311	3.4%
Peterbrook Primary School	Primary	93	1.0%
Reynolds Cross School	Special	48	0.5%
Sharmans Cross Junior School	Juniors	49	0.5%
Shirley Heath Junior School	Juniors	64	0.7%
Smith's Wood Academy	Secondary	462	5.1%
Smith's Wood Primary Academy	Primary	223	2.5%
Solihull Academy	Alternative Provision	62	0.7%
St Alphege Church of England Infant and Nursery School	Infants	17	0.2%
St Alphege Church of England Junior School	Juniors	19	0.2%
St Andrew's Catholic Primary School	Primary	35	0.4%

St Anne's Catholic Primary School	Primary	138	1.5%
St Anthony's Catholic Primary School	Primary	72	0.8%
St Augustine's Catholic Primary School	Primary	21	0.2%
St George and St Teresa Catholic Primary School	Primary	19	0.2%
St John the Baptist Catholic Primary School	Primary	111	1.2%
St Margaret's Church of England Voluntary Aided Primary School	Primary	17	0.2%
St Mary and St Margaret's Church of England Aided Primary School	Primary	38	0.4%
St Patricks Church of England Primary Academy	Primary	34	0.4%
St Peter's Catholic School	Secondary	132	1.5%
Streetsbrook Infant and Early Years Academy	Infants	16	0.2%
Tidbury Green School	Primary	94	1.0%
Triple Crown Centre	PRU	1	0.0%
Tudor Grange Academy Kingshurst	Secondary	504	5.5%
Tudor Grange Academy Solihull	Secondary	122	1.3%
Tudor Grange Primary Academy Hockley Heath	Primary	22	0.2%
Tudor Grange Primary Academy St James	Primary	25	0.3%
Tudor Grange Primary Academy Yew Tree	Primary	50	0.5%
Ulverley School	Primary	97	1.1%
Valley Primary School	Primary	112	1.2%
Widney Junior School	Juniors	58	0.6%
Windy Arbor Primary School	Primary	236	2.6%
WMG Academy for Young Engineers (Solihull)	Alternative Provision	86	0.9%
Woodlands Infant School	Infants	21	0.2%
Yorkswood Primary School	Primary	262	2.9%
<b>TOTAL</b>		<b>9092</b>	<b>100%</b>

#### Sex

There is a similar split between males and females that are HAF eligible:

Gender	FSM HAF Pupils numbers	FSM HAF Pupils %
Male	4624	51%
Female	4468	49%
<b>TOTAL</b>	<b>9092</b>	<b>100%</b>

### Ethnicity

The majority of HAF eligible children in Solihull are White British (68.1%) and with the next highest rates amongst White and Black Caribbean (8.8%) and Pakistani (5.3%). Full breakdown can be found in the table below.

<b>Ethnicity</b>	<b>FSM HAF Pupils numbers</b>	<b>FSM HAF Pupils %</b>
Unknown	55	0.6%
Any other Asian background	49	0.5%
Any other black background	37	0.4%
Any other ethnic group	105	1.2%
Any other mixed background	229	2.5%
Any other white background	161	1.8%
Bangladeshi	32	0.4%
Black - African	130	1.4%
Black Caribbean	120	1.3%
Chinese	73	0.8%
Gypsy-Roma	14	0.2%
Indian	104	1.1%
Information not yet obtained	62	0.7%
Pakistani	478	5.3%
Refused	95	1.0%
Traveller of Irish Heritage	22	0.2%
White - British	6196	68.1%
White - Irish	31	0.3%
White and Asian	229	2.5%
White and Black African	67	0.7%
White and Black Caribbean	803	8.8%
<b>TOTAL</b>	<b>9092</b>	<b>100%</b>

### Age

The current limitation in the available data means that we are unable to breakdown eligibility by age. However, we can categorise eligibility based on Primary School (4-11 years) and Secondary school (11-16 years). The table demonstrates that close to 53% (4812) of the target children attend Primary School.

Phase	Number of FSM HAF pupils	% of FSM HAF pupils
Infant, Junior, Primary	4812	52.9%
Secondary	3858	42.4%
Special	264	2.9%
PRU / Alternative	158	1.7%
<b>TOTAL</b>	<b>9092</b>	<b>100%</b>

Special Needs and Disability

As of January 2024, just under 29.5% of FSM recipients have been identified as having special educational need or disabilities (SEND) needs; either having an Education, Health and Care Plan (EHC Plan) in place (7.2%), going through the process for one (0.27%) or having SEN Support in place in their school (22%). The Solihull Joint Strategic Needs Assessment (JSNA) dated June 2023, highlights the correlation between SEND and FSM eligibility, showing pupils with a SEND need are more likely to be eligible for FSM. In line with national trends, Solihull pupils eligible for FSM are more likely to have a SEND need compared to their less disadvantaged peers and demonstrates a link between SEND and income poverty.

There has been an increase in those on EHC plans and those under assessment and a slight increase in those accessing SEND Support. The overall % of children with SEN status on FSM age eligible for HAF has gone up slightly from 28.7% to 29.44% in Jan 2024

(Data taken from Synergy SQL FSM reports 11/01/24)

SEND Status on Synergy	Total children on FSM with this SEND status (9890 total FSM)	% of children with SEN Status on FSM for HAF eligible ages (9596)
EHC Plan	695	7.2%
Under Assessment for EHC	26	0.27%
SEN Support	2113	22%
<b>TOTAL</b>	<b>2834 Jan 2024</b>	<b>29.47% Jan 2024</b>

Looked After Children

A small number, 156 (1.7%) pupils who are eligible for the programme are also a looked after child. In addition, 63 (0.7%) pupils have ceased to be looked after following adoption, Residence Order, SGO or CAO, see table below.

LAC Status	Number of FSM HAF pupils	% of FSM HAF pupils
Looked After Child	156	1.7%
Non-LAC	8873	97.6%
Ceased to be looked after - Adoption	11	0.1%
Ceased to be looked after - SGO	30	0.3%
Ceased to be looked after - CAO	16	0.2%
Ceased to be looked after - Residence Order	6	0.1%
<b>TOTAL</b>	<b>9092</b>	<b>100%</b>

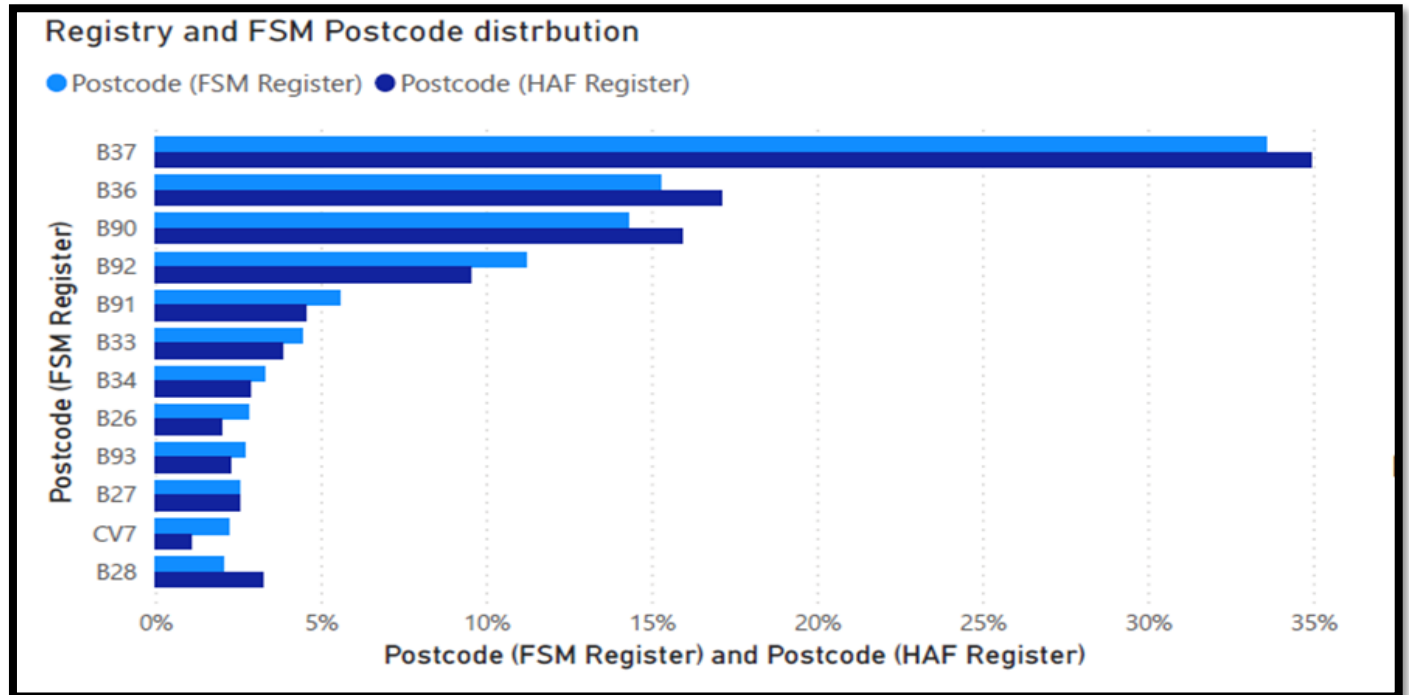
#### Programme Data

At each holiday period, the holiday club providers are required to report on the children who have attended by providing a register. The register includes the following information – Name, Unique HAF Code, postcode, DOB, school, SEND status, FSM status. Programme data collected from 2023 shows the following key points:

1. The attendance from Secondary age young people is low on all holiday periods and those that are attending are doing so for fewer days.

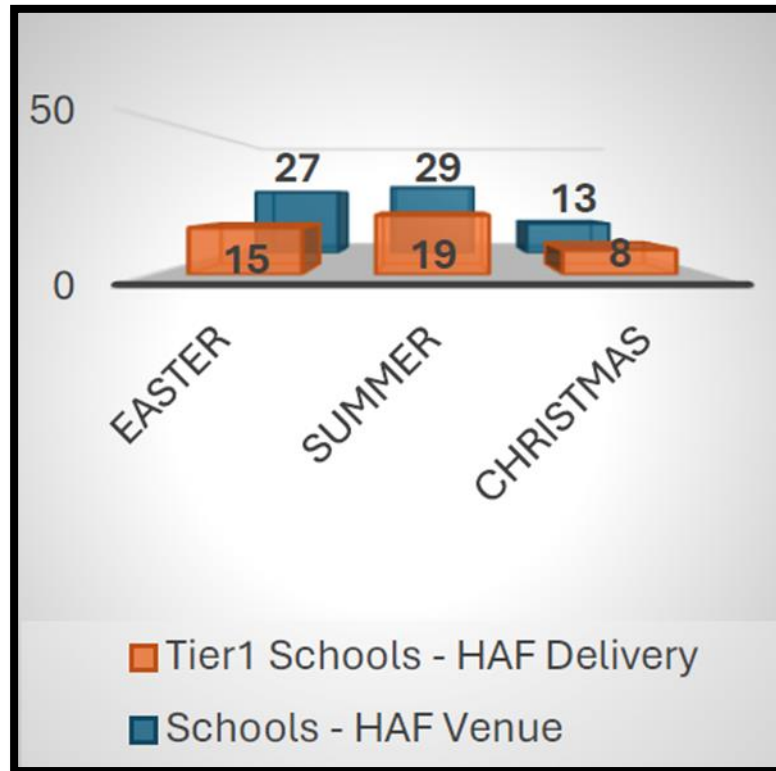
Holiday Period	Number of children attended	Number of which are FSM	Numbers Split by School Age		Reach of Solihull FSM	Average days attended	
			Primary	Secondary		Primary	Secondary
Easter	1519	1327 (88%)	1246 (82%)	269 (18%)	14% (based on 9379)	2.7	1.7
Summer	1997	1851(93%)	1666 (84%)	329 (16%)	20% (based on 9165)	6.9	4.8
Winter	847	708 (95%)	574 (77%)	168 (23%)	8% (based on 9599)	2.7	2.7

2. The actual attendance aligns with the data we have on where children live, so children in areas with high



numbers of FSM are attending provision.

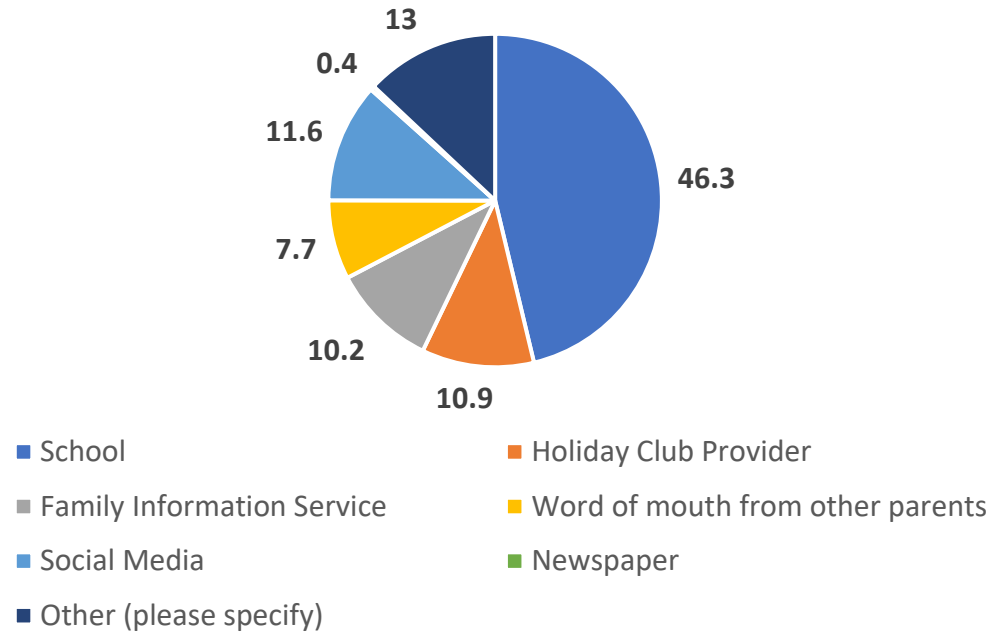
3. The attendance by children with SEND has steadily increased throughout the year from 22% at Easter, 26% during summer and 28% at Christmas, which is close to aligning with the local target of 29%.
4. There has been an increase in the number of schools that are engaging with HAF from the previous year. The number of school facilities being used to deliver holiday activities was 24 during 2022. This year it has increased to 29 during summer and 19 of those schools were tier 1 (high numbers of children with FSM).



Visits	Page views	Unique visitors	Returning visitors	Bounce rate
28,855	31,939	21,890	589	67.37%

5. With regards to marketing and comms, the table above shows HAF website stats from January to December 2024 and below is an extract from the Parents HAF survey which highlights school being the most popular method for finding out about HAF.

## How did you hear about the HAF programme?



6. 10% of attendees access the HAF Programme through a professional referral. These are children which are deemed vulnerable and most in need of a place due to safeguarding, health or other concerns. The number of children attending who have been referred is decreasing, this can be linked to a more robust process for referrals. However, more work is needed to increase the conversion rate from referral to attendance. Most children referred were done so because of SEND 53%, and again more children are referred at Primary age rather than Secondary.

Primary	SEND	132
	Non-SEND	131
Secondary	SEND	65
	Non-SEND	47

	<b>Total non-FSM</b>		<b>375</b>
<p><b>Does the data show positive or negative impact on any specific groups?</b></p>	<p>Due to the nature of HAF and the focus around free school meals, the families which are encouraged to access the service are from low-income households who may be facing other economic and social barriers to access. As the local data shows, children are more likely to be eligible for free school meals in Solihull if they are living in the North or Shirley or attend school in the North. Children with SEND are more likely to be eligible.</p> <p>Comparing this local picture to actual attendance, we can see that young people aged 13+ are the least likely to attend HAF sessions, and those who are referred in from a professional are not taking up the opportunity of free holiday provision. Positively, SEND attendance figures are in line with the cohort data and is the level of attendance across the geography of the borough – so more children are attending from postcode areas with higher levels of FSM (B37, B36, B90).</p> <p>The introduction of revised local eligibility criteria (from Easter 2026) may have a potential negative impact on a small number of children who live outside the borough but previously accessed provision in Solihull. However, this change is expected to have a positive impact on Solihull residents, by improving access to provision, reducing competition for places, and enabling better alignment of delivery with local need.</p> <p>It can be summarised that overall, the programme shows positive impact on those eligible children and their families.</p>		
<b>5. Analysis</b>			
<p><b>Protected characteristics</b></p>	<p><b>Please include below the identified impact positive, neutral, or negative, and what has informed the assessment (eg consultation, service user statistics, research, etc. from the above question</b></p> <p><b>Please contact relevant teams such as Public Health, Adult Social Care, HR, Children’s Services, etc. for relevant policies, strategies, and general information as necessary</b></p>		<p><b>Please say what actions you intend to take to eliminate any negative impact or make other improvements and include how the actions will be tracked/monitored.</b></p>
<p><b>Age</b></p>	<p><b>Positive</b></p> <p>The HAF Programme is available to children from Reception to Year 11 and shows a positive impact on those eligible and accessing the programme. The criteria,</p>		<p>- Increase the opportunities/activities for older young people</p>

	<p>which is set by DfE, has no flexibility. We are developing a range of provision across the whole age range. We are able to analyse the ages of children that attend provision from the data gathered from providers. This needs to be compared to the age spread for FSM numbers.</p> <p>DfE reporting requires Primary/Secondary split only. However, it is important for us to break that down further into age to ensure we have activities that are suitable for a wider range.</p> <p>There is a limited offer of suitable activities for young people who are 13 years+ and children who are 4 years old in Reception have a limited offer due to the OFSTED requirement.</p> <p>There is a lack of qualified youth workers in Solihull, which impacts on the availability of provision.</p> <p>Operating hours for older young people are taken into account, as we know they will require different times to access the service</p>	<ul style="list-style-type: none"> <li>- Start to compare each holiday period attendance by age against the FSM data to ensure a good spread of children across all ages</li> <li>- Develop suitable OFSTED registered provision for children aged below 5 years.</li> <li>- Ensure the operating hours of the service takes into account the target age group.</li> <li>- Provide skills and training opportunities such as Introduction to Youth Work Training for providers</li> </ul>
<p><b>Disability</b></p>	<p><b>Positive</b></p> <p>HAF Specialist SEND holiday provision is jointly commissioned with Children’s Services, ensuring a coordinated and expanded offer for children and young people with complex needs during holiday periods.</p> <p>There has been significant progress in ensuring that all mainstream provision is inclusive and accessible, with a minimum requirement for providers to complete SEND and inclusion training.</p> <p>SEND status is now validated through the Synergy database, providing a more accurate reflection of participation. This has been incorporated into the</p>	<ul style="list-style-type: none"> <li>- Review and continue provider training on inclusion and accessibility.</li> <li>- Review the non-FSM referral process to ensure children who are most in need are being referred, being accepted and are attending.</li> <li>- Reviewing 1:1 staffing costs to ensure consistency and effective budget management.</li> <li>- Review the community facilities in the borough that are accessible and encourage holiday clubs to run from these venues – link to Community buildings and Inclusion Project.</li> <li>- Identify opportunities to feed into strategic groups around SEND and inclusion.</li> </ul>

	<p>programme’s Management Information System (MIS) to improve monitoring and analysis.</p> <p>Children with SEND can be referred through the non-FSM route where they are identified as in need of a place and would otherwise be unable to access provision due to financial or other barriers. This pathway is currently under review to ensure it is effectively targeted.</p> <p>Regular communication with parents and stakeholders is maintained through the SEND newsletter, and parent feedback is used to assess the suitability of provision.</p> <p>Additional funding is available to support 1:1 staffing requirements, enabling providers to meet a wider range of needs.</p> <p><b>Neutral</b></p> <p>Holiday clubs are not currently subject to a formal audit of physical or digital accessibility. Providers are required to produce accessibility statements; however, the absence of a consistent audit process presents a potential risk that accessibility barriers are not fully identified or addressed.</p>	<ul style="list-style-type: none"> <li>- Ensure key representatives such as Parent Carer Voice are on the Steering Group</li> </ul>
<p><b>Sex</b></p>	<p><b>Neutral</b></p> <p>We do not currently collect data on sex. So, we are unable to understand if any particular group is impacted.</p> <p><b>Positive</b></p> <p>We aim to commission a variety of activities such as sports, arts and fun activities. All activities are open all sexes without any specific to girls/boys.</p>	<ul style="list-style-type: none"> <li>- Start to compare the holiday registers to the Synergy database to have a true account on Male/ Female split.</li> </ul>

<b>Gender identity</b>	This information is not currently collected and is not required for the Programme.	
<b>Race</b>	<p>We do not currently collect data on race. So, we are unable to understand if any particular group is impacted.</p> <p><b>Positive</b></p> <p>HAF website has a language translation tool for people with English as not their first language.</p> <p>Entraide Mutual Aid / and SMBC New Communities Team refer children from refugee and migrant families into HAF.</p>	<ul style="list-style-type: none"> <li>- Start to compare the holiday registers to the Synergy database to have a true account on attendance by race.</li> <li>- Develop provision with local VCFSE groups that is engaging with hard to reach groups such as asylum seekers, refugees and migrants that can provide suitable and accessible clubs – work closely with New Communities Team.</li> <li>- Explore accessibility of HAF Directory as it does not currently have a translation tool</li> </ul>
<b>Religion or belief</b>	<p><b>Neutral</b></p> <p>We do not currently collect data on religion. So, we are unable to understand if any particular group is impacted.</p> <p>The Synergy database does not ask for data relating to religion, so there is no benchmark on attendance.</p> <p><b>Positive</b></p> <p>HAF holiday periods are centred around School holidays of Easter, summer and Christmas, so therefore also link with the main religious celebrations within the UK. However, activities are open to all religious beliefs and there are none which are targeted or exclusive.</p> <p>We are aware that the Easter holiday can also cross with Ramadan, and we have worked with providers to ensure that children who are fasting are not negatively impacted.</p> <p>Providers are not always able to provide food which is halal which has been challenging in the past.</p>	<ul style="list-style-type: none"> <li>- Understand if this is something that can be gathered from providers</li> <li>- Explore ways to ensure a range of food options for all dietary and religious requirements.</li> </ul>

<b>Sexual orientation</b>	This information is not currently collected and is not required for the Programme.	
<b>Marriage or civil partnership</b>	This information is not currently collected and is not required for the Programme.	
<b>Pregnancy and maternity</b>	This information is not currently collected and is not required for the Programme.	
<b>Socio economic factors.</b>	<p><b>Positive</b></p> <p>We map holiday provision for each school holiday and ensure that there is sufficient service in areas of high demand, so that travel barriers are reduced.</p> <p>It is recognised that specialist SEND provision is more limited geographically, which may require families to travel outside their immediate area.</p> <p>Families can call the FIS if they require help finding their local HAF provider that does not require digital access.</p> <p>We require HAF providers to signpost families in crisis to other services. This is audited and monitored through the post-holiday reporting.</p> <p><b>Neutral</b></p> <p>The non-FSM referral pathway is currently under review to ensure it is effectively targeted at children and families who would otherwise be unable to afford holiday activities.</p> <p>There remains a cohort of families just above the free school meal threshold who may not be eligible for HAF but still experience financial hardship, which may limit access to holiday provision.</p> <p>Lower demand in rural areas can result in limited local provision, requiring families to travel to access services.</p>	<ul style="list-style-type: none"> <li>- Continue to review non-FSM referral pathway to ensure those vulnerable children in low-income households are identified and supported to attend.</li> <li>- Providers should have ‘How do you get here?’ information on their websites -particularly in rural areas so families can find suitable transport.</li> <li>- Posters to go into family hubs, leisure centres and libraries to target families who are digitally excluded – explore with Comms Team about more marketing through schools.</li> <li>- Increase awareness of signposting to Here2Help and Family Hubs – through mandatory training</li> <li>- Explore if children in CV7 are attending Coventry holiday clubs.</li> <li>- Engaging with families through community events such as Play Day which are open to all children – including those on low incomes not eligible for HAF.</li> <li>- Promotion of low cost/free activities through FIS.</li> </ul>

<b>Care leavers</b>	Carer leavers are not of a suitable age to access HAF holiday clubs. Therefore, this information is not currently collected and is not required for the Programme.	
<b>Carers</b>	<p><b>Positive</b></p> <p>We record the number of young carers who are referred into the scheme. Referrals are made from Carers Trust.</p>	<ul style="list-style-type: none"> <li>- Ensure this data is regularly shared with the appropriate council department. Review how their attendance can be encouraged and the usefulness of the data once shared.</li> </ul>
<b>Groups covered under Safeguarding arrangements</b>	<p><b>Positive</b></p> <p>HAF has a referral process which ensures that children who are vulnerable can access the service. Safeguarding training for all providers is mandatory. 26 Individual social workers have so far referred this year. CAMHS, Women’s Aid are also making referrals.</p> <p>The Quality Assurance visits to HAF Providers from Communities Team ensures a system for checking safeguarding arrangements for vulnerable children.</p> <p>We require HAF providers to make child protection and safeguarding referrals to MASH.</p>	<ul style="list-style-type: none"> <li>- Continue to review provider training around safeguarding and understand what should be a mandatory requirement.</li> <li>- We can use the information from referrals to track and analyse where referrals are coming from and which children are attending.</li> <li>- Awareness raising of HAF with Social Workers, Early Help Co-ordinators and Family Support Workers (and relevant VCFSE orgs) – by attending team meetings</li> </ul>
<b>Human Rights</b>	This information is not currently collected and is not required for the Programme.	
<b>Military status</b>	This information is not currently collected and is not required for the Programme.	
<b>Health inequalities</b>	<p><b>Positive</b></p> <p>HAF programme is designed to encourage an active a healthy lifestyle through physical exercise and healthy eating.</p>	<ul style="list-style-type: none"> <li>- Explore ways to engage parents in the learning of healthy lifestyles.</li> <li>- Ensure that the resources given to providers and families are suitable and effective.</li> </ul>

	<p>Resources are provided to support this and training given to providers on delivery.</p> <p>We also recognise that health inequalities are more prevalent in the North of Solihull, where there is a greater spread of holiday camps. We also fund an annual community event here (Play Day).</p> <p>HAF encourages signposting to other services such as food, housing etc. to support families on the wider determinants of health inequalities.</p> <p>We provide a Nutritional Education training to providers – Public Health, Healthy Lifestyle Advisors attend face-to-face provision directly to children.</p> <p>We provide a Hamper during Winter holiday period which includes healthy recipes and food.</p>	<ul style="list-style-type: none"> <li>- Monitor the food given in provision and provide more opportunities for healthy eating, cooking and similar activities.</li> <li>- Continue to strengthen the support given around signposting to providers and families – link with services at Family Hubs and Here2Help.</li> <li>- Gain Public Health involvement in the Programme to raise awareness of other health issues such as vaping, smoking, weight management</li> <li>- Promote HAF to Social Prescribers to promote and refer eligible families and children</li> </ul>
<b>6. Decision making</b>		
<p><b>Evidence used to support the decision-making process and final decision</b></p>	<p>There has been a variety of information used to complete this document:</p> <ol style="list-style-type: none"> <li>1. Census data 2021</li> <li>2. Synergy database of FSM (Synergy SQL FSM reports 11/01/24)</li> <li>3. National data from <a href="https://www.gov.uk">Gov.UK</a></li> <li>4. LAIT</li> <li>5. Joint Strategic Needs Assessment (JSNA)</li> <li>6. Information has come from Service Specifications and contract monitoring of contracts and grants delivered by the SMBC Communities Team</li> <li>7. All the Communities Team members have been consulted and contributed to the plan to ensure we cover the breadth of work that the team deliver on.</li> <li>8. HAF providers have been engaged on previous FTA and will be consulted/shared going forward.</li> </ol>	
<p><b>Final decision &amp; Summary of outcome</b></p>	<p>The HAF Programme is aimed at supporting children and families who meet many of the protected characteristics in this assessment. The support given through the service has received positive feedback from both children and parents alike. The evidence has shown that the programme is accessible and that barriers to accessing the service and the impact on disadvantaged groups is minimal.</p>	

	<p>The service will continue, and the actions below will be implemented and reviewed to improve accessibility and inclusion.</p> <p>Areas of improvement will focus on the creation of a robust Management Information System which will allow the Team to better understand the children which currently access the service, and if there are potentially negative impacts on other groups less engaged.</p> <p>The non-FSM referral pathway is currently under review and will be subject to further equality impact assessment once proposed changes are defined.</p> <p>Provision will be developed to ensure there are diverse activities to suit all ages, abilities and other protected characteristics.</p>		
<p><b>Key actions</b></p>	<p><b>Record the key actions below to be followed as a result of undertaking the FTA, making sure all actions are managed to completion. It may help to include actions into any directorate/divisional/service plan where appropriate.</b></p> <p><b>The actions should be aligned to your assessment at question 5 above.</b></p>	<p><b>Due by</b></p>	<p><b>Lead officer</b></p>
	<p><b>Engagement</b>  <i>To ensure inclusivity and relevance for underrepresented groups.</i></p> <ul style="list-style-type: none"> <li>• Young People: Co-produce opportunities and offers that are relevant and accessible to older young people (13+) through targeted engagement.</li> <li>• Faith-based, Refugee &amp; Migrant Groups: Engage with these communities to understand awareness of HAF and interest in contributing as referrers or providers.</li> </ul>	<p>July 2026</p>	<p>Charly Slater  Dajana Vasilj</p>

	<p><b>Providers</b>  <i>To strengthen quality and extend provision for younger children.</i></p> <ul style="list-style-type: none"> <li>• Workforce Development: Continue investing in training for youth work, mentoring skills, and SEND awareness.</li> <li>• Partner with Family Hubs, Best Start in Life Programme, School Aged Childcare, Free Breakfast Clubs &amp; Early Years to develop a wider offer for 4–5-year-old children. Identify and support a small cohort of providers to become Ofsted registered, enabling them to extend provision to 4-5year-olds.</li> </ul>	July 2026	Emma McKay Lisa Morris
	<p><b>Data &amp; Analysis</b>  <i>To improve insight and inform evidence-based decisions.</i></p> <ul style="list-style-type: none"> <li>• Management Information System: Develop an MIS to better record and analyse participation data, enabling better insight into age, SEND, and other characteristics.</li> <li>• Cross-Referencing: Regularly cross-reference HAF data with Synergy and Vulnerable Children’s Tool to identify SEND, young carers, and other vulnerable groups</li> <li>• Explore feasibility of expanding monitoring to include ethnicity and faith data for improved understanding of reach and inclusion.</li> </ul>	July 2026	Emma McKay Tom Eley
<b>7. Communication</b>			
<p><b>Arrangements for communicating the outcome of the FTA</b></p>	<p>For consultation:</p> <ul style="list-style-type: none"> <li>• HAF providers</li> <li>• Corporate EDI Team and Dean Ward (Directorate EDI Champion)</li> </ul> <p>For information:</p>		

	SMBC Children’s Services and Education HAF Operational Group HAF Steering Group ‘Children and Youth Offer Steering Group’ Key partners as identified through the action plan.		
<b>8. FTA Sign-off</b>			
<b>FTA Lead</b>	Emma McKay	11/05/2025	Emma McKay
<b>Directorate E&amp;D Group or E&amp;D Lead</b>	Name	Date	Signature
<b>Head of Service</b>	Name	Date	Signature

If you have any queries about completing FTAs that are not contained in the FTA Guidance Note or with completing the FTA, please contact the Equalities Team (phone x6442 or email ([equalities@solihull.gov.uk](mailto:equalities@solihull.gov.uk))). Please email the final signed copy of this FTA to the Equalities Team for SMBC’s records.

For data protection reasons please do not share the signed copy of the completed FTA with anyone outside of SMBC as signatures could be forged.