

## **Alert Levels in Wales: A guide to restrictions**

### **SUMMARY IMPACT ASSESSMENT**

#### **Introduction**

1. Welsh Ministers concluded that there was a need for an approach to regulatory restrictions in Wales that would allow for the tightening or easing of measures to be communicated in a simpler and clearer way. In addition, alignment with the rules in Scotland and England was considered beneficial, focusing particularly on what has worked (where known).
2. As a result, Cabinet elected to adopt and implement a tiered approach to Coronavirus alert levels in Wales. The Alert Level guidance can be seen on the Welsh Government website [here](#).
3. This document aims to capture an assessment of the impact of the measures imposed at each of the four levels on different demographics in Welsh society.
4. The introduction of an Alert Level system to manage the transmission of the virus circulating in Wales is designed to have a positive impact on all of our Nation's citizens and businesses. The Alert Level guidance will provide increased transparency, clarity and certainty around the Levels; the restrictive measures within each Level; and the indicators under consideration in taking decisions on escalating or de-escalating between Levels. The approach responds directly to calls from businesses in Wales seeking a tiered approach which is easy for businesses and the general public to understand and follow.

#### **Legislative background**

5. The Health Protection (Coronavirus Restrictions) (Wales) Regulations 2020 came into force on 26 March 2020, and were subsequently replaced by The Health Protection (Coronavirus Restrictions) (No. 2) (No 3) and (No 4) (Wales) Regulations 2020. A consolidated version of the most recent Regulations can be found [here](#).
6. This Summary Impact Assessment relates to the creation of The Health Protection (Coronavirus Restrictions) (No. 5) (Wales) Regulations 2020 which will be adopted.

#### **Review of restrictions regulations**

7. The Regulations are reviewed every two weeks in line with the latest evidence and intelligence, however, from 17<sup>th</sup> December 2020 this will change to a three week review schedule.

#### **Equality impact assessment of the measures**

8. Evidence shows that Coronavirus itself has disproportionate equality impacts. It has more serious health impacts and a greater likelihood of death for older people, men, people living in more deprived areas, and the Black, Asian and

Minority Ethnic population. Welsh Ministers recognise that controlling the virus and reducing transmission will have positive equality impacts for these groups. Ministers are equally conscious that measures to control the spread of the virus will inevitably have disproportionate impacts on equality, older people and children, for example. Therefore, minimising the impact on groups such as these should be intrinsic to the approach adopted for the ongoing management of the pandemic.

9. We are forced to tolerate some adverse impacts on the basis of the risk to public health and the need to control transmission of the virus but having Non Pharmaceutical Interventions (NPIs) in place over time – and as they are periodically made more restrictive and then lessened – mean that the adverse impacts are compounded over time.
10. There is scope to mitigate the most significant adverse impacts in the selection of measures (within Alert levels) with financial support packages, for example, but it will not be possible to address all of the disproportionate and adverse impacts. Some of those impacts are short term but many are likely to have longer term effects and exacerbate existing disadvantage.
11. The approach to extended households in Alert levels 1 – 3 are considered to impact positively (in relative terms) on the social wellbeing of people who may be isolated and do not have family or close friends nearby with whom to form an extended household, as they allow for up to four (Alert level 2 & 3) and six (Alert level 1) people to meet in a Regulated setting or outdoors. However, people on lower incomes will be less able to afford to go out to a café, restaurant or pub, so the impact of the policy will be regressive and may mean the flexibilities provided for will be less available to them. In addition, while hospitality businesses will not be able to sell alcohol (Alert level 3) this could lead to some people drinking less alcohol which could have a beneficial impact on that person's health and to the wider family. However, for some individuals this could encourage greater drinking at home with a range of potential negative effects e.g. increased domestic violence.
12. Working from home (required at all Alert levels, where possible) is more likely to be an option for those working in an office and in higher paid occupations. It will not be available to all and many lower paid occupations – retail, care work, close contact services and hospitality and those in accommodation where room to work from home is impossible, it would not be an option. So the scope to work in an environment which is 'safer' and supported by good Health and Safety practice, is not available to all. This is likely to impact women to a greater extent given the likelihood that more women are in part time or low paid roles, and those in impacted occupations, than men. Home working is also not a universal 'good' and is much more challenging for those facing socio-economic disadvantage. The disparities include: lack of space to work at home either because of the size of home or having to share with others; cost and reliability of broadband; additional heating and lighting bills, and the negative impact of isolation of mental health and wellbeing, particularly over the winter period. Some commuting costs may be offset but that would depend on individual circumstances.

13. The Black, Asian and Minority Ethnic COVID-19 Socio Economic Sub Group report highlighted issues of overcrowding in homes for Black, Asian and Minority Ethnic people. Half of the Black, Asian and Minority Ethnic population in Wales live in rented properties, compared to just under a third of the white population. Black, Asian and Minority Ethnic people who rent are more likely to live in privately rented properties than socially rented properties (compared to broadly similar proportions of white people who live in privately rented properties and socially rented properties). We know from the Welsh Housing Condition Survey (2017-18) that the private rented sector generally has the oldest housing stock and a higher proportion of poor quality housing (e.g. containing damp or other hazards). People from a number of Black, Asian or Minority Ethnic groups are more likely to live in overcrowded housing than White British people. Only 4.9% of White British people lived in overcrowded housing (that is, they had fewer bedrooms than they needed to avoid undesirable sharing), compared to 28.7% of Gypsy or Irish Travellers and 27% of Bangladeshi's; whilst 19.4% of Black people and 18.5% of Arabs did. This means, in addition to barriers arising from the economic sectors Black, Asian and Minority Ethnic people are more likely to work in, home working is not necessarily a viable option for many Black, Asian and Minority Ethnic people due to greater Alert levels of overcrowding at home, compared to White people.
14. There will be no travel restrictions inside Wales, except in Alert level 4 where advice is to stay at home unless traveling with a permissible, reasonable excuse. However, travel will not be permitted to and from areas of high prevalence in the UK (Tier 3 in England, Level 3 and above in Scotland, all of Northern Ireland) without a reasonable excuse in any of the Alert levels. Our guidance strongly advises against all non-essential travel in the UK). Whilst this will have a positive impact on well-being for many (unless they are working very long hours) by removing commuting time from the working week, restrictions on travel will continue to have negative equality impacts. These arise from constraining the locations where people access services and recreation and in many instances it will mean restricting people from meeting family and friends if they live in other parts of the UK or abroad, which can lead to increased loneliness and isolation. It is anticipated this may have an adverse impact on Black, Asian and Minority Ethnic people, who have close family and extended family living in other parts of the UK and overseas.
15. In sectors which have seen significant impacts due to restrictions on businesses and services, and will continue to do so (particularly at Alert level 4 & 3) we will see a disproportionate impact of certain groups: younger workers (especially in hospitality), women (especially in non-essential retail and close contact services) and Black, Asian and Minority Ethnic people (especially in parts of the hospitality sector, cleaning jobs and in transport services including taxis.) Men are disproportionately represented in sectors which will be impacted by the proposed control measures including transport and security, especially associated with the night-time economy. In terms of socio-economic impact, local authorities and other partners report an increase in referrals to food banks and the proportion of people who are new users of these services. It has also been reported that 24% of Black, Asian and Minority Ethnic mothers reported that they were struggling to feed their children. Additionally, there is good evidence from the earlier part of

the pandemic that the additional caring responsibilities arising from the pandemic, including childcare, fell disproportionately on women. It will continue to be the case that children will be asked to self-isolate when there are cases in education or childcare settings and based on the first lockdown, looking after children and supporting them to learn, if there is remote learning taking place, will fall more to women than to men. This will impact on some women's ability to work and their health and wellbeing. There is concern this will also have a longer term impact on women's careers and job progression. Businesses in Wales will be able to continue to access the Job Retention Scheme, which will offer some support but throughout this period it is likely that more people will be made redundant or not be able to access contracted work or have their hours cut. This will increase socio-economic disadvantage and increase the number of people facing significant challenges.

16. In all Alert levels, where at all possible, childcare settings, schools and further education institutions will be open to all learners for face to face teaching on the school site. This is crucial to avoid generating further adverse impacts for children from lower socio-economic backgrounds, disabled children and children with additional learning needs, and some Black, Asian and Minority Ethnic children. Any decision to move to blended learning, under the most severe restrictions, will have adverse impacts, for example, for lower income families which may be restricted by the availability of ICT to facilitate children's learning. We have clear evidence that closing schools or limiting contact time at a school site, face to face with a teacher will have a disproportionate impact on children from lower socio-economic backgrounds, disabled children and children with additional learning needs and some Black, Asian and Minority Ethnic children. From the Coronavirus and Me children's survey and other evidence it is more likely that Black, Asian and Minority Ethnic children will have less space and quiet at home to work due to overcrowding. During week commencing 14 December, the Welsh Government set precedent and legislated to ensure that, if primary schools were to take the decision to close, they will continue to offer education provision for vulnerable learners and critical worker's children - the option to invoke this directive again, in the future, will be retained.
17. Community centres, public facilities, such as libraries and sports courts and skate parks will remain open in all but Alert level 4 restrictions. This will support all children and young people but specifically Black, Asian and Minority Ethnic 7-11 year olds who were significantly more likely to say the closure of community centres and not being able to go outside affected their learning (Coronavirus and me survey). Black, Asian and Minority Ethnic children and young people across all the age ranges of the survey were also more likely to say they felt the closure of libraries had affected their learning. As a result, under Alert level 4 restrictions, the operation of a click and collect service will be permissible by libraries in Wales. Certain essential public services will still be undertaken from community centres in Alert level 4, including the provision of childcare.
18. Keeping close contact services, leisure and retail open in all but Level 4 restrictions will impact positively on women and young people who are disproportionately represented in these sectors. Allowing exercise classes to continue under all but Alert level 4 restrictions should be positive for people on

low incomes as they can be more affordable than gym membership. This should also be positive for women who are more likely than men to take exercise classes. However, the restrictions on hospitality (in particular at Alert levels 3 & 4) and requirements for the entertainment sector (cinemas, bowling alleys) to close (Alert levels 3 & 4) are likely to have a negative impact on women, young people and people from Black, Asian and Minority Ethnic communities who are disproportionately represented in the sector. The economic harm is also likely to be felt by the wider family including children. More generally, evidence from the Citizens Advice Bureau and Resolution Foundation shows that equality impacts are not falling equally and that disabled, carers, people that are clinically vulnerable and people on low incomes are at a higher risk of redundancy.

19. Enabling places of worship to remain open in all Alert levels – which requires an exception from the rules on gatherings - is considered critical to the mitigation of negative impacts in this area.

20. An Equality Impact Assessment presented against restrictive measures at each Alert Level can be seen at Annex A.

### **Additional considerations and other impact assessments**

#### *European Convention on Human Rights (ECHR)*

21. The following ECHR articles are likely to be engaged as a result of the imposition of restrictions and requirements as set out in the various Alert Levels: article 2 (right to life), 5 (rights to liberty); 8 (right to respect for home); 9 (freedom of religion); 11 (rights to assemble); 14 (prohibition from discrimination), A1P1 (enjoyment of possessions) A2P1 (right to education). These are all qualified rights and interference with these rights can be lawful where that interference is necessary in pursuit of a legitimate aim and is proportionate to that aim.

22. The restrictions and requirements also balance interference with the above rights to the right to life (Article 2 of the ECHR) which imposes positive obligations upon the state to protect life. Whilst the package of measures in Alert level 4 will infringe on many of the ECHR articles, this is considered proportionate in the interests of providing a public health response to the coronavirus pandemic. Alert level 4 measures, with the most severe restrictions on movement and gatherings and closures of businesses and premises, strikes a balance between protecting public health and the social, financial, economic and well-being harms caused by the restrictions. It is considered that the greater the length of time these measures are in place would cause greater harms to people's lives and livelihoods.

23. It should also be noted that many of the restrictions, particularly on movement and gatherings, are subject to reasonable excuses – at all Alert levels – which will enable people to gather indoors and travel for certain purposes. Additionally requirements, for example to wear face coverings, are subject to exemptions, which are intended to mitigate against some of the disproportionate impacts on people with protected characteristics. For example, the ability to access childcare (all Alert levels) – or for single parents to form an extended household (all Alert levels) - seeks to mitigate against the disproportionate impact on women of the

requirement to stay at home. Similarly, the exemption in relation to providing care (all Alert levels) seeks to mitigate against mental and physical health harms that might be suffered by vulnerable groups as a result of this requirement.

*International Covenant on Economic, Social and Cultural Rights (ICESCR)*

24. The implications of the International Covenant on Economic, Social and Cultural Rights (ICESCR) has also been considered. An assessment of impact is outlined below:

<b>Human Rights</b>	<b>What are the positive or negative impacts of the proposal?</b>	<b>Reasons for your decision (including evidence)</b>	<b>How will you mitigate negative Impacts?</b>
<p><i>Article 11 of the International Covenant on Economic, Social and Cultural Rights (ICESCR) recognises the right of everyone to an adequate standard of living for himself and his family, including adequate food, clothing and housing, and to the continuous improvement of living conditions.</i></p>	<p><u>Negative:</u> The package of measures at each Alert Level will impact negatively on businesses operating within affected sectors, and their employments, this is particularly acute at Alert Levels 3 &amp; 4 in the hospitality sectors and is particularly significant as many workers tend to be from low income households.</p> <p>An estimate of the broad economic impacts expected for businesses operating in restricted sectors is considered in this Summary Impact Assessment.</p> <p><u>Positive:</u> The introduction of a tiered Alert Level system is designed to have a positive impact on all citizens and businesses in Wales by providing increased transparency, clarity and certainty on the levels, the measures within each level and the indicators for consideration in escalating of de-escalating between levels.</p>	<p>Employees able to benefit from the extended UK Government furlough scheme will lose 20% of their wage and most (if not all) of any tips that they would have expected to receive. There is also the threat of future unemployment if businesses become unviable.</p> <p>The introduction of a tiered Alert Level system responds directly to calls from businesses in Wales seeking this approach which should be “easy for businesses and the general public to understand and follow”. It is hoped that this approach will enable businesses to plan with some greater degree of certainty.</p>	<p>The negative impact will be mitigated to an extent by the Welsh Government’s financial support package and the UK Government’s furlough scheme.</p>

### *United Nations Convention on the Rights of the Child (UNCRC)*

25. The United Nations Convention on the Rights of the Child (UNCRC) has been considered in the development of an Alert Level for Wales. The package of measures agreed at each Alert level will have implications for the following Articles:

- Article 3: All organisations concerned with children should work towards what is best for each child.
- Article 6: All children have the right of life, Governments should ensure that children survive and develop.
- Article 12: Children have the right to say what they think should happen, when adults are making decisions that affect them, and to have their opinions taken into account.
- Article 13: Children have the right to get and share information as long as the information is not damaging to them or to others.
- Article 14: Children have the right to think and believe what they choose and also to practise their religion.
- Article 17: Children have the right to reliable information from the mass media, Television, radio and newspapers should provide information that children can understand, and should not promote materials that could harm children.
- Article 23: A child with a disability has the right to live a full and decent life with dignity and, as far as possible, independence and to play an active part in the community. Governments must do all they can to support disabled children and their families.
- Article 26: The Government should provide extra money for the children of families in need.
- Article 27 – Children have a right to a standard of living that is good enough to meet their physical and mental needs. The Government should help families who cannot afford to provide this.
- Article 28: Children have a right to an education. Discipline in schools should respect children's human dignity. Primary education should be free. Wealthy countries should help poorer countries achieve this.
- Article 29: Education should develop each child's personality and talents to the full. It should encourage children to respect their parents, and their own and others cultures.
- Article 31: Children have the right to relax and play, and to join in a wide range of activities

26. Over 23,700 children and young people aged 7-18 shared their views through the 'Coronavirus and Me' Survey. [\[1\]\[2\]](#) The top three things young people (12-18) said the stay at home rules impacted on the most were 'not being able to spend time with friends' (72%), 'not being able to visit family members' (59%) and 'school or college closing' (42%) (Coronavirus and me survey<sup>1</sup>)
27. The key issue for children and young people aged 11 and over will be the ability to be able to meet with friends from outside of their household. This is possible in all but Alert level 4 when mixing is limited to household bubbles only. While the measures are stricter for mixing indoors retaining the rule of six (Alert level 1) and the rule of four (Alert levels 2 and 3) meeting outside the home will go some way to evidence that their voice has been heard and will allow them to socialise with friends rather than just parents/grandparents.
28. Alert level 4 would see parental services moving to online and virtual support only with face to face time limited to urgent support or where a child is at risk. Maternity and perinatal services would continue, with access to health visitors and wider support services in place via virtual means. For all other Alert levels services could resume including running breastfeeding classes and parent and child classes, both to support maternal perinatal mental health and ensure young children are seen and their development assessed to enable early intervention as required. Broader support services via Flying Start would also resume, including face to face support, and support to reduce the impact of developmental delay that may have gone unnoticed during lockdown; unaddressed this will have long term implications for the child, family, support services and society as a whole leading to more costly interventions for some and irreversible damage for others. All face to face support would need to be conducted in line with covid safe practice and guidance at that time.
29. Play facilities will remain open and accessible, in line with the 'child's right to play' in Alert levels 1 and 2; indoor play areas will close in Alert level 3. In Alert level 4, indoor and outdoor leisure facilities, including sporting facilities used by clubs and organisations that organise sporting activities, will all be closed. This will affect the viability of most if not all organised community sporting activity, including but not limited to that which would usually be provided for children. This is consistent with the over-riding aim of the Alert level 4 restrictions, which is to minimise contact and potential transmission of the virus across all sectors of the population in scenarios where the rates of transmission and reported cases are worryingly high, at the time of writing. Outdoor playgrounds and parks should remain open at all Alert levels to mitigate the impact of restricted indoor services, and to ensure that children retain the opportunity to play. This is particularly important for children from households with no access to outdoor space and / or limited indoor space. For older children Youth Services should remain operational, providing safe spaces for children and older young people to meet, socialise and gain support as needed in all but the highest Alert level.

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<sup>1</sup> Coronavirus and me survey ran for the last 2 weeks of May (2 months after the first lockdown began) – more than 23,700 responses received from children and young people aged 3-18. Mainly online with some phone calls to ensure harder to reach groups were able to participate – it should be noted this was not a representative survey but it does provide a base of responses which we can draw from. According to UNICEF no other government has conducted anything similar.

30. Organised indoor activities such as parent and child groups play an important role in a child's development – social, emotional, physical and cognitive. We know from the recent Ofsted report that children are suffering regression coming to school in nappies, with reduced speech and language skills etc. While Welsh Government has some mitigation in place in the financial year 2020/21 via the Child Development Fund this will have the greatest effect if these types of groups are able to meet in all but Alert level 4. It is important to emphasise that restrictions under Alert level 4 carry an ongoing risk of regression to a child's development, therefore any time spent in Alert level 4 should be as short as possible. Alert level 4 restrictions may only serve to compound negative impacts for some, although for some children time spent at home has been a more positive experience.
31. To redress some of the impacts from the initial lockdown a £3.5m scheme to tackle developmental delay was launched in October following concerns around children missing milestones for both physical development and speech, language and communication development. This scheme will begin to mitigate some of the harms described.
32. In relation to the economic well-being of children, the Welsh Government has prioritised families who are in poverty through the Discretionary Assistance Fund (DAF), Free School Meals (FSM) and foodbanks, ensuring that support is in place so that no child should go hungry. Additional funding has been made available to support these measures and therefore help to mitigate against feelings of food insecurity, particularly experienced by Black, Asian and Minority Ethnic children. However, in Alert level 4, in particular, it is acknowledged this is unlikely to be sufficient to redress the impact of a loss of earnings for those workers on zero hours contracts, agency workers or those who will only take home two thirds of their wages, if they are in a position where their employer can access the new UK JSS fund.
33. To support communication with children and parents, the Welsh Government will utilise existing campaigns and networks to distribute information and advice to parents, for example the Parenting: Give it Time campaign; the Flying Start Facebook page; the Parenting Expert Action Group, Childcare, Flying Start and Families First Networks. This work will seek to reassure children, explain what is happening and help parents to support their children to continue to enjoy some of their critical rights, e.g. right to enjoy relaxation and play. We will also speak directly to a number of young people through 'Children in Wales' to establish how best to provide communication with those of secondary school age. We will look at whether and how, general messaging applies to this age group, the channels used to relay messages, and/or whether we need to develop specific products and messaging with young people. Keep Wales Safe, as part of the pre-Christmas campaign has commissioned advertisements on social media channels such as TikTok and developed a digital advertisement for TV and digital channels, which includes messaging for families and children.

*Wider economic, social and wellbeing impacts*

34. Despite the support offered to businesses most severely affected by the Covid-19 pandemic, the impact on people's livelihoods has been significant. Amongst those hardest hit have been those receiving lower wage levels, younger people, those with low skills / qualifications levels, people with poor health and disabilities and those from Black, Asian and Minority Ethnic communities.
35. People will generally be worse off when businesses are required to close as the extended UK Government support schemes do not cover people's previous full income. A surge in unemployment levels is now predicted and there are clear signs that there will be long-term scarring effects.
36. The risk of people becoming unemployed is that their skills tend to atrophy, their labour market attachment may diminish, and – given the well-established association between unemployment and wellbeing – their mental and physical health may suffer. These effects increased progressively as the length of the period spent unemployed increases. All of these effects reduce future employment and wage prospects <sup>[2]</sup>.
37. Some of the potential macroeconomic and sector impacts and risks from the introduction of an Alert Level system in Wales are described in this section. The key socio-economic costs from proposed levels of restrictions in Wales are summarised at a very high level. The data and estimations should be considered indicative only.
38. Total employment in 'Alert level 1 - Low risk' sectors<sup>2</sup> (i.e. those which would close under this tier) is estimated to be around 8,000<sup>3</sup>, representing 0.6% of total employment in Wales. Although official Gross Value Added (GVA) is not available for these sectors, using sectoral employment shares, we can estimate that 'Green' annual GVA in 2018 was approximately £153m<sup>7</sup>, 0.2% of Welsh GVA. Broadly, the estimated impact on GVA as a result of Level 1 restrictions is considered likely to be minimal. There are just over 800 enterprises in this tier<sup>4</sup>.
39. Alert level 1 and 2 definitions specifically exclude pubs and restaurants. Assessing the effect on sectors that remain open but with restrictions (for example limits on the number of customers and closure of premises selling alcohol by 10.20pm) is challenging and at present there is little available information.
40. Even though assessing the impact on sectors which remain open but with restrictions is challenging, there is some indication that they would struggle under such restrictions. For example, Emma McClarkin, chief executive of the British Beer & Pub Association, has said the rule of six would have an "immediate cooling impact" on the public's confidence to visit pubs. "It will also have a direct impact on trade that will be felt hard across an industry that is already struggling to get back on its feet," [she added](#).

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<sup>2</sup> Sectors included in Level 1 are 56301 Licensed Clubs, 9001 Performing arts, 9002 Support activities to performing arts, 9004 Operation of arts facilities – although some activity could continue.

<sup>3</sup> Source: 2019 Business Register and Employment Survey; NOMIS

<sup>4</sup> Source: 2020 UK Business Counts; ONS

41. Total employment in 'Alert level 2 – Medium risk' sectors<sup>5</sup> is estimated to be around 17,000<sup>6</sup>, representing 1.3% of total employment in Wales. Although official GVA is not available for these sectors, using sectoral employment shares, we can estimate that 'Amber' annual GVA in 2018 was approximately £367m<sup>7</sup>, 0.6% of Welsh GVA. Broadly, the estimated impact on GVA as a result of Alert level 2 restrictions is considered to be £20m per week. There are almost 1,400 enterprises in this tier<sup>8</sup>.
42. Considering 'Alert level 3 – High risk' impacts, in 2019 there were 123,000 employments in hospitality (accommodation and food services) in Wales, making up 9.2% of total employment. While we would expect fewer staff on the whole to be working when pubs and restaurants which are normally open for sit-in customers are only offering takeaway services, it is difficult to determine the extent of this. However, 13,000 employments in 2019 were in businesses classified as 'takeaway food shops and mobile food stands'. 'Other tourism'<sup>9</sup> which includes industries such as performing arts, museums and zoos was responsible for 20,000 employments in Wales in 2019, and would be impacted negatively by restrictions in Alert level 3. Broadly, the estimated impact on GVA as a result of Alert level 3 restrictions is considered to be £50m per week.
43. A one-week closure of hospitality (excluding takeaway, which can remain open), arts and recreation might result in the loss of GDP in the order of £70 million which provides some indication of the weekly GDP impact of adopting English "tier 3" restrictions in Wales. The figure is likely to be reduced under Level 3 restrictions, when hospitality services can remain open until 6pm though many will chose not to stay open as they will not be able to sell alcohol.
44. If we assume employment of 110,000<sup>10</sup> in the accommodation and food services sector or 8.3% of the workforce when discounting those already working in takeaways etc. <sup>11</sup>, this would mean if 50% of those in the industry stopped working as a result, this would be 55,000 employments, or over 4% of the Welsh workforce not working who otherwise would be. If 75% stopped working, it would be 82,500 employments, or over 6% of the Welsh workforce not working who otherwise would be. If they all received 80% of their wages, this could potentially

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<sup>5</sup> Sectors included in Alert level 2 are 56301 Licensed Clubs, 9001 Performing arts, 9002 Support activities to performing arts, 9004 Operation of arts facilities, 9311 Operation of sports facilities and 9319 Other sports activities

<sup>6</sup> Source: 2019 Business Register and Employment Survey; NOMIS

<sup>7</sup> Based on ONS Regional Accounts for 2018. Calculation assumes that GVA in divisional subsectors is allocated according to employment share.

<sup>8</sup> Source: 2020 UK Business Counts; ONS

<sup>9</sup> Includes the industries: travel agency activities, tour operator activities, other reservation service and related activities, performing arts, support activities to performing arts, artistic creation, operation of arts facilities, museum activities, operation of historical sites and buildings and similar visitor attractions, botanical and zoological gardens and nature reserve activities, operation of sports facilities, other sports activities, activities of amusement and theme parks, other amusement and recreation activities.

<sup>10</sup> Latest available data (2019) shows employment of 123,000 in the sector. 110,000 is an illustrative example to reflect expected redundancies in 2020.

<sup>11</sup> There were 13,000 employments in businesses classified as 'takeaway food shops and mobile food stands' in Wales in 2019.

equate to around £70 million in lost earnings if 50% are not working and £100 million if 75% are not working.

45. Considering 'Alert level 4 – Very High risk' impacts, in 2020 in Wales there were 3,465 businesses in non-essential retail; 8,900 in Hospitality; 1,905 in other Tourism related activities; and 4,800 in other categories such as gyms, personal care and libraries<sup>12</sup>. Across these sectors, the majority are SMEs - with a high concentration in the micro size band. Some smaller businesses may find it particularly hard to survive. Funding packages are under way to support these in the third phase of ERF and proposed renewal of the first phase of ERF across all size bands. Large firms are supported within this also – and they tend to support many smaller businesses through the supply chain.
46. The closure of hospitality will also have a negative impact on people who socialise in hospitality venues and this may lead to increased feelings of isolation and affect people's well-being. This is particularly the case for people who work in the day and are not able to meet others before 6pm on weekdays (or in some cases at weekends).
47. In total, there were 223,000<sup>13</sup> people employed in these selected sectors (above) in 2019. Broadly, the estimated impact on GVA as a result of Alert level 4 restrictions is considered to be £100m per week.
48. Specific short term economic harms will take the form of increased unemployment, proportional to length of closure. In turn, these impacts will have adverse effects on health and well-being. A significant negative economic impact is expected as a result of the requirement to close all hospitality at 6pm and to prohibit the sale of alcohol (Alert level 3), which especially impactful in the usually busy pre-Christmas time of the year. The travel restrictions will also impact negatively on the tourism sector, although there is scope for some travel to and from non-Level 3 (or higher) equivalent areas in the UK.
49. The Welsh Government has put in place a package of support worth £340 million, directed primarily at the hospitality and tourism sectors, for deployment in December 2020-January 2021 which complements the UK Government schemes.

### *Environmental impacts*

50. Under the most severe restrictions (Alert level 4) we will experience positive environmental impacts, with restrictions and guidance issued to limit international travel. There is likely to be an overall positive environmental impact as fewer people travel longer distances to visit friends and family, attractions and hospitality premises. However, those that do travel are likely to increasingly use their own cars to do so where they are able. IPSOS Mori survey data for November shows that around three quarters (75% in 20-23 November figures)

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<sup>12</sup> Based on a list of SIC industries collated for analytical purposes which are detailed in **Annex B**. This may differ slightly to [guidance](#) issued on which businesses must close.

<sup>13</sup> Based on the sum of rounded figures

agree with the statement 'I will avoid public transport and use my car more than I did before'.

51. The requirement for individuals to work from home, where possible, will also lead to positive environmental impacts. A study<sup>14</sup> by the Global Carbon Project team in December, showed that carbon emissions in the UK fell by 13% in 2020.
52. The extent of the positive impact on the environment of these restrictive measures is likely to reduce the lower the Alert level, with the lowest level of environmental benefits anticipated at Alert level 1.

### *Welsh Language*

53. Alert level 4 restrictions are likely to have the greatest negative impact on the Welsh Language, and the impact is considered to be broadly proportionate to the length of the restrictions. The impacts of restrictions are likely to differ substantially based on the linguistic background of Welsh speakers. For children who are the sole Welsh speaker within their household unit (which is the case for some children who attend Welsh speaking schools) the opportunities to speak Welsh could be severely reduced by restrictions on gatherings indoors and outdoors, especially when coupled with wider restrictions on education and economic sectors. The exact impact of this is difficult to fully understand however, as many speakers will use digital resources as a means to overcome physical barriers to socialise. However, the ability to do so with ease will also be affected by locality (difference in urban/rural broadband connectivity) and age (with older cohorts of the population having lower levels of digital literacy than their younger counterparts).
54. Welsh language community groups play a key role in enabling people to speak Welsh regularly with each other. A recent survey looking at the [impact of coronavirus pandemic on Welsh language community groups](#), revealed that only 20% of those groups had managed to adapt their activities to operate in some way since the first lockdown began at the end of March. The other 80% may have kept in touch with their group, but had not continued to operate. Of those who had been able to operate in some way, overall, they felt that they were less effective, met less often and that fewer people participated in their activities. When asked about their expectations for the future, 62% of the groups thought that they would continue to exist as a group in a year's time, if the social distancing rules continued to apply.

### *Rural impacts*

55. The restrictions on hospitality (particularly at Alert level 3 & 4) coupled with travel restrictions will have an adverse impact on the tourism industry in rural areas. The trade of public houses in rural areas tends to be focused heavily on evenings in rural communities, and so the hospitality restrictions will have a negative socio-economic impact on these businesses.

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<sup>14</sup> <https://essd.copernicus.org/articles/12/3269/2020/>

56. In Wales roughly 20% of people live in settlements of under 2,000 people. A further 20% live in settlements of between 2,000 and 9,999 people. This is a little less than the share of people living in settlements of at least 100,000 people (Cardiff, Swansea and Newport). The smaller settlements thus make up a significant share of the Welsh population. The small settlement size and travel distances involved may have implications for service delivery in these areas.
57. The interaction between rural and urban areas is complex. People living in rural areas will need to visit urban areas from time to time. For shopping, education, health and social reasons. Conversely people from urban areas will pass through or visit rural areas. The two categories cannot be seen as somehow separate.
58. Rural areas tend to have higher share of elderly people than the rest of Wales. In 2019 people over 65 made up 21% of the Welsh population. All of the 9 broadly rural local authorities have higher share of people aged over 65.

## Annex A: Equality Impact Assessment

Alert level 1 - Low risk			
Protected characteristic or group	Assessment of impact: positive or negative	Summary of assessment	(Proposed) mitigating action
<i>Age (think about different age groups)</i>	<p><b>Positive:</b> An ability to form <u>larger extended households</u> will benefit all age groups, mitigating effects of loneliness and isolation (a particular issue for younger people) or digital exclusion (for older people).</p> <p><b>Negative:</b> People over 70 may be concerned about increased risks to them from a greater mixing of people.</p> <p><b>Negative:</b> those at higher risk might feel pressure to join extended households to provide care and support (e.g. elderly grandparents)</p> <p><b>Positive:</b> Younger cohorts of the population are significantly more likely to work within the <u>hospitality sector</u> in Wales than older cohorts, therefore opening sector could have positive distributional impacts if it prevents potential job losses and increases household incomes by transferring individuals off the UK's Job Retention Scheme. This cohort currently represents the age group most at risk</p>	<p>Survey responses highlight younger people (18-29) are most likely age group to be worried about their mental health and to feel isolated.</p> <p>People over 70 are more likely to be worried about their health and the risks of contracting COVID-19, but are also more likely to be digitally excluded.</p> <p>An ONS survey showed that more respondents between 16-29 years are reporting feeling lonely often, always, or some of the time. The UCL Covid Social Study also shows similar results: in weeks 36-37 (published 3<sup>rd</sup> Dec), loneliness levels were very stable in the past fortnight but are still very slightly higher (2%) than they were over the summer before new restrictions were brought in. The greatest increase in recent weeks has occurred in people living alone. Levels are still highest in younger adults, women, Black, Asian and Minority Ethnic people, people with lower household income, people living with children, people living in urban areas, and</p>	<p>Communications and guidance should emphasise the risks associated with forming extended households so them forming them are able to make an informed decision to form them.</p> <p>The concept should be communicated as being about care and support so that extended households should be formed with those that are in most need. This has been shown in New Zealand to mitigate the negative effects of being excluded from an extended household if it is understood others may have greater needs.</p> <p>Welsh Government has adopted a collaborative approach to developing guidance on re-opening sectors/services/facilities with stakeholders and industry. Therefore, comprehensive guidance to support safe implementation of measures is available for those areas where restrictions have been</p>

	<p>from an economic downturn.</p> <p><b>Negative:</b> The risk of negative health outcomes associated with contracting Covid-19 increases with age, which should be considered for both staff and customers of the sector. Analysis by Welsh Government of Annual Population Survey (APS) data for 2019 shows that 46% of workers in pubs, cafes, and restaurants in Wales are under the age of 25 (while this age group only represents 12% of workforce). Guidance issued on the safe re-opening of the sector, together with advice on additional mitigations to reduce the risk of transmission where maintaining a 2 metre distance is not possible.</p> <p><b>Positive:</b> Re-opening more premises providing a greater range of services and attractions will be of benefit to all age groups. The opening of playgrounds and funfairs is particularly likely to benefit children and younger people, both in terms of improving health, including mental health and economic well-being.</p>	<p>people with a diagnosed mental or physical health condition.</p> <p>Older adults are more likely to be self-isolating and are more worried about getting the virus and becoming seriously ill (PHW wellbeing survey).</p> <p>In terms of employees the share of employment in tourism is substantially higher for people aged 16-24. Years. Whilst data is not specifically available for funfairs, reopening them could have beneficial distributional consequences for the young should it aid in the preservation of jobs and increasing household incomes for those who work in the sector (i.e. by receiving their full salary as they are transferred off furlough).</p>	<p>eased and will be prepared as appropriate for other premises as preparations are made for them to re-open.</p>
<p><i>Disability (think about different types of disabled people)</i></p>	<p><b>Positive:</b> Care and support for those living alone could help individuals facing isolation, those with care needs and those currently</p>	<p>Feedback from carers illustrates a lack of specialist provision for certain groups, such as those caring for some with</p>	<p>Guidance issued on the safe re-opening of the hospitality sector, together with advice on additional mitigations to reduce the</p>

	<p>providing care. Increasing the size of <u>extended households</u> will likely means more people with disabilities can benefit from being part of an extended household.</p> <p><b>Positive:</b> Disabled employees are slightly more likely to work in tourism in Wales than non-disabled employees, therefore opening sector could have positive distributional impacts if it prevents potential job losses and increases household incomes by transferring individuals off the UK's Job Retention Scheme.</p> <p><b>Negative:</b> Extending licenses following reopening of the <u>hospitality sector</u> may result in public space being used to increase effective outdoor capacity. It will be important to ensure that this does not create hazardous environments for those with physical disabilities – such as those with mobility issues or the visually impaired.</p> <p><b>Positive:</b> In terms of employees the share of <u>employment in tourism</u> is slightly higher for people who have a disability so re-opening more businesses in the tourism sector could aid in the preservation of jobs and increasing household incomes for those who work in the <u>hospitality sector</u> (i.e. by</p>	<p>a learning disability, autism, or dementia, who are less able to understand and cope with disruption to routines.</p> <p>Analysis of APS data for 2019 suggests that disabled people are more represented in pubs cafes and restaurants in Wales, with 19% of the workforce being classified as disabled (this group represents 15% of the wider workforce).</p> <p>As more premises re-open, disabled people should benefit from being able to access a greater range of services and other opportunities. This will help to reduce loneliness and isolation; provide more access to support; and generally promote wellbeing.</p>	<p>risk of transmission where maintaining a 2 metre distance is not possible</p> <p>Local Government will consider equality impacts when considering extensions into the public realm.</p> <p>Risk assessments that businesses are asked to conduct should be used to identify disproportionate impacts on certain groups.</p> <p>The Welsh Government's "Guidance for tourism and hospitality businesses for a phased and safe re-opening" provided to tourism and hospitality businesses notes that organisations should consider the rights of those with protected characteristics in terms of accessing venues or services. This is also included in the checklist for tourism businesses, e.g. to inform them of any changes to booking procedures or how the destination will assist people with disabilities so that they can continue to access the venue in a safe way. Another example is providing additional information to visually impaired visitors in advance of visits regarding changed access to buildings or sites and new and more complex visitor routes and generally by making all visitor information accessible</p>
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	receiving their full salary as they are transferred off furlough).		The guidance also states that employers have statutory obligations towards disabled workers and must make reasonable adjustments to ensure that they are not put at a disadvantage.
<i>Gender Reassignment (the act of transitioning and Transgender people)</i>	<p><b>Positive:</b> Increasing the size of <u>extended households</u> will potentially allow people with this protected characteristic to access support networks more easily.</p> <p>Planned reopening of the sector may result in public space being used to increase effective outdoor capacity. It will be important to ensure that this does not create hazardous environments for parents with young children or pushchairs.</p>	<p>May benefit from being able to resume 'normal' activities, including safe and responsible socialising with friends and peer support networks, particularly if having been 'locked-down' in isolation or in an unsupportive home environment</p> <p>As more premises open, people should generally benefit from more opportunities for safe social interaction and opportunities to access services, which will help to reduce loneliness and isolation; provide more access to support; and generally promote wellbeing.</p>	<p>Guidance issued on the safe re-opening of the hospitality sector, together with advice on additional mitigations to reduce the risk of transmission where maintaining a 2 metre distance is not possible</p> <p>The Welsh Government's "Guidance for tourism and hospitality businesses for a phased and safe re-opening" advises that organisations consider the rights of those with protected characteristics and how they will be able to continue to access your venue / services safely.</p> <p>The tourism guidance states that to treat employees fairly steps should be taken to understand, involve and take into account the particular circumstances of those with protected characteristics. This is also included in the associated checklist.</p>
<i>Pregnancy and maternity</i>	<p><b>Positive:</b> Increasing the size of <u>extended households</u> will potentially allow people with this protected characteristic to access support networks more easily.</p>	Opening the hospitality sector for outdoor service could make navigating public realm with young children more challenging, whilst trying to maintain	Guidance issued on the safe re-opening of the sector, together with advice on additional mitigations to reduce the risk of transmission where

	<p><b>Positive:</b> Opening the <u>hospitality sector</u> may result in public space being used to increase effective outdoor capacity. It will be important to ensure that this does not create hazardous environments for parents with young children or pushchairs.</p> <p><b>Positive:</b> Re-opening playgrounds and funfairs will provide a greater range of activities which <u>mothers/carers</u> may be able to take young children to enjoy.</p>	<p>appropriate social distance.</p> <p>Could also benefit from resuming 'normal' pre-lockdown activities such as a meal with friends or family/extended family, which may be promote psychological well-being.</p> <p>As more premises open, mothers/carers will generally benefit from more opportunities for safe social interaction and opportunities to access services, which will help to reduce loneliness and isolation; provide more access to support; and generally promote wellbeing.</p>	<p>maintaining a 2 metre distance is not possible.</p> <p>The Guidance for tourism and hospitality business highlights that risk assessments are a legal requirement for pregnant women, no matter the size of the business and that employers have a statutory duty towards new or expectant mothers.</p>
<p><i>Race (include different ethnic minorities, Gypsies and Travellers and Migrants, Asylum seekers and Refugees)</i></p>	<p><b>Negative:</b> There are additional risks associated with creating <u>extended households</u> for different ethnic groups given the disproportionate impact of covid-19 on Black, Asian and Minority Ethnic individuals.</p> <p><b>Positive:</b> Employees from a black, Asian and minority ethnic background are more likely to work in tourism in Wales than the white population, therefore opening sector could have positive distributional impacts if it prevents potential job losses and increases household incomes by transferring individuals off the UK's Job Retention Scheme.</p>	<p>Range of different evidence on the disproportionate impact on the Black, Asian and Minority Ethnic community (e.g. ONS, Black, Asian and Minority Ethnic advisory group for WG).</p> <p>Analysis of APS data for 2019 estimates that 12% of workers in pubs, cafes, and restaurants in Wales are Black, Asian and Minority Ethnic (while this group only represents 5% of the Welsh workforce).</p> <p>Data was pooled from 2016-2018 from the GBTS and GBDVS surveys to understand any differences in motivations between white and Black, Asian and Minority Ethnic</p>	<p>Risks should be communicated and considered when individuals decide to form an extended household. This is particularly the case where an extended household might contain individuals at more risk of spreading the virus, including asymptotically (e.g. children returning to school or childcare, or healthcare workers).</p> <p>Guidance issued on the safe re-opening of the sector, together with advice on additional mitigations to reduce the risk of transmission where maintaining a 2 metre distance is not possible. Consistent and clear messaging is being maintained, reminding</p>

	<p><b>Negative:</b> Black, Asian and Minority Ethnic groups may be disproportionately at risk of negative health outcomes should they contract Covid-19, which should be considered for both staff and customers working in the <u>hospitality sector</u>.</p> <p><b>Positive:</b> In terms of employees, the share of employment in tourism is substantially higher for people with Black, Asian and Minority Ethnic backgrounds and therefore, as more relevant businesses are allowed to re-open they should help the preservation of jobs and increase household incomes for those who work in the sector (i.e. by receiving their full salary as they are transferred off furlough).</p> <p><b>Positive:</b> Information on travelling funfairs is limited and most seem not to be based in Wales. However providing for the reopening of funfairs would likely be of benefit to the community of showmen. We understand the Travellers Times have previously written to the Chancellor to set out the negative impact the closure of funfairs is having.</p>	<p>visitors to Wales from within Great Britain. For overnight visitors, the main motivations to travel followed a similar pattern with white and Black, Asian and Minority Ethnic visitors mainly travelling for holiday/pleasure/leisure (63% compared to 54%) followed by visiting family and relatives (26% compared to 28%) and then business travel (8% compared to 12%). The most frequent reason for day visits for both white and Black, Asian and Minority Ethnic visitors were visiting friends and family (23% compared to 19%).</p>	<p>Black, Asian and Minority Ethnic people of the risks that COVID-19 poses.</p> <p>The Welsh Government’s “Guidance for tourism and hospitality businesses for a phased and safe re-opening” guidance advises the use of simple, clear and accessible messaging to explain guidelines, with consideration of groups whose first language may not be Welsh or English.</p> <p>Tourism guidance requires that the risk assessments pay particular regard to whether the people doing the work are especially vulnerable to COVID19 and to put in place steps to protect them.</p> <p>Specific advice is provided in the guidance on places of worship for the Black, Asian and Minority Ethnic community on who should attend and the precautions they should take.</p>
<i>Religion, belief and non-belief</i>	No specific differential impacts identified.	Data on the religion of visitors to tourist	Guidance issued on the safe re-opening of the

		attractions is not collected via official surveys. A short evidence search was undertaken and there is no available, relevant secondary evidence or proxy data on the travel experiences and behaviour of this group.	sector, together with advice on additional mitigations to reduce the risk of transmission where maintaining a 2 metre distance is not possible.
<i>Sex / Gender</i>	<p><b>Both positive and negative impacts:</b> Women are more likely to be providing care at home. Increasing the size of <u>extended households</u> could have positive effects in opening up opportunities for support, but could have negative effects if it increases the burden of care by extending it to another household.</p> <p><b>Positive:</b> proportion of <u>hospitality sector</u> employees who are women is slightly higher than for Welsh workforce as a whole, so could have positive distributional impacts if it prevents potential job losses and increases household incomes by transferring individuals off the UK's Job Retention Scheme.</p> <p><b>Positive:</b> Women also more likely to have reported reduced levels of mental wellbeing as a result of not being able to continue normal social interaction. Eased restrictions in the <u>hospitality sector</u> could assist in addressing feelings of reduced wellbeing.</p>	<p>Women are the majority of those providing care, paid and unpaid and the majority of health workers and are more likely than men to deliver unpaid care at home (Women's Budget Group, Covid-19: Gender and Equality Issues).</p> <p>Working carers, who will have to balance local services returning and caring for a vulnerable person. (<i>Carers UK</i>).</p> <p>Analysis of APS data for 2019 estimates that 50% of workers in Wales within pubs, cafes, and restaurants are female, while women represent 47% of the total Welsh workforce.</p> <p>Survey findings suggest women may benefit from resuming 'normal' social interaction such as a meal with friends or family/extended family, which may promote psychological wellbeing.</p> <p>Opportunities to return to employment will help reduce anxieties associated with lockdown including financial worries.</p>	<p>Guidance issued on the safe re-opening of the sector, together with advice on additional mitigations to reduce the risk of transmission where maintaining a 2 metre distance is not possible.</p> <p>The package of (relatively eased) measures in Tier 1 will all serve to provide access to more forms of support to women who require it.</p>

	<p><b>Positive:</b> Although information is not available specifically for funfairs, typically tourism employs more women than men. Therefore, as more relevant businesses are allowed to re-open they should help the preservation of jobs and increase household incomes for those who work in the sector (i.e. by receiving their full salary as they are transferred off furlough).</p> <p><b>Positive:</b> Women tend to be primary care-givers, including for children during the school holidays. Access to more amenities should improve the experience of children and the well-being of care-givers.</p>		
<i>Sexual orientation (Lesbian, Gay and Bisexual)</i>	No specific differential impacts identified.	May benefit from being able to undertake 'normal' activities, including safe and responsible socialising with friends and peer support networks, particularly if having been 'locked-down' in isolation or in an unsupportive home environment.	
<i>Marriage and civil partnership</i>	No specific differential impacts identified.	<p>People who were married or cohabiting were less likely than average to feel lonely (chronic and 'lockdown' loneliness) (ONS opinions and lifestyle survey, May 20).</p> <p>No specific evidence, however, as more</p>	N/A

		premises open, couples should generally benefit from more opportunities for safe social interaction and opportunities to access services, which will should promote wellbeing.	
<i>Children and young people up to the age of 18</i>	<p><b>Positive:</b> Children will be able to be part of larger <u>extended households</u> with family and friends, mitigating the negative impacts of separation.</p> <p><b>Positive:</b> parents returning to work could signal a return to 'normal' life and enable parents to better provide for the children</p> <p><b>Negative:</b> parents returning to work could cause feelings of anxiety where there has been significant contact as a result of lockdown.</p>	<p>The survey '<a href="#">Coronavirus and Me</a>' of approx. 23,000 children and young people in Wales provides some insight into their experiences of the coronavirus pandemic and their reactions, hopes and concerns for the future (Article 12, UNCRC). The top two issues for children (12-18) relating to restrictions are 'not being able to spend time with friends' (72%) and 'not being able to visit family members' (59%)</p> <p>Welsh Government analysis of 2018 Annual Population Survey data suggests that 11,400 adults employed within the pubs and restaurants sector have children under the age of 16.</p> <p>Children's rights have been considered as part of this assessment (see above); and the measures providing opportunities to undertake more activity, including organised group activities (e.g. dance classes) will be positive for children and supports compliance with UNCRC articles (Article 18, 27).</p>	<p>Welsh Government has prioritised eased restrictions on the childcare sector and enabled people to access informal care and support, with a view to easing the pressures on families who may have adults who need to return to physical premises to work.</p> <p>Communication directly with children and young people will be enhanced via advertisements and influencers which will target social media channels most utilised by young people (for example, TikTok) and will be used to relay messaging from 'Keep Wales Safe'</p>

Alert level 2 - Medium risk

Protected characteristic or group	What are the positive or negative impacts of the proposal?	Reasons for your decision (including evidence)	How will you mitigate Impacts?
<p><i>Age (think about different age groups)</i></p>	<p><b>Positive:</b> Given the health impacts of Coronavirus are more serious for older people, reducing transmission rates will have a positive impact.</p> <p>The ability to form extended households will positively impact all age groups, and will mitigate the effects of loneliness and isolation (for younger people) and digital exclusion (for older people).</p> <p><b>Negative:</b> Young people are disproportionately represented in the hospitality sector and will be negatively impacted by the restrictions in the short term and any medium and long term consequences that they have on businesses in the sector.</p> <p>Younger people have also received disproportionate numbers of fixed penalty notices (FPNs) issued to date.</p> <p>People over 70 may be concerned about increased risks to them from a greater mixing of people and those at higher risk might feel pressure to join extended households to provide care and support.</p> <p>There will be negative impacts on young people as a result of the medium and longer term economic consequences of efforts to control the virus in</p>	<p>The Resolution Foundation reported on 27 October that 9 per cent of those previously furloughed had lost their jobs. This rate was highest for 18-24-year-olds, Black, Asian and minority ethnic workers, and the low paid.</p> <p>Up to 22 September, 61% of the FPNs issued in Wales were to people under 35. It is not clear what has driven the disparities with regard to FPNs or whether there are additional disparities we do not know about, given the limited data</p>	<p>The Welsh Government support package and UK Government extension of furlough will help mitigate some the adverse impacts of this measure in the short term.</p> <p>Keeping the levels of FPNs relatively low, keeping them under regular review and the Police continuing to take a “4Es approach” where enforcement is a last resort will all help to mitigate the age equality impacts. Previous experience also suggests far fewer FPNs are issued at Alert level 2.</p> <p>Under all the Alert levels of restriction, including Alert level 2, keeping schools open is a priority. This decision has been taken to mitigate the risk over the longer term to people entering adulthood who may otherwise experience long term-scarring effects from the pandemic.</p>

	<p>terms of their employment and earning opportunities.</p> <p>For pupils required to self-isolate, blended learning (a combination of on line learning and face to face teaching) is not regarded as a comparable substitute for face to face teaching and would impact disproportionately on more vulnerable and disadvantaged learners</p>		
<i>Disability (think about different types disabled people)</i>	<p><b>Positive:</b> COVID-19 has a significant disproportionate impact on the health of some disabled people and some people with chronic health conditions. Strengthened measures to reduce transmission will have some positive impacts for disabled people. Allowing close contact services to remain open will also assist to minimise adverse impacts on disabled people.</p> <p>A shift towards more remote working may open up new employment or other opportunities for people who have been disabled by lack of accessible travel services or by societal attitudes or discrimination.</p> <p><b>Negative:</b> In the earlier stages of the pandemic, disabled people were more likely to be furloughed and this pattern may be repeated. For disabled people, the isolation and negative impacts on their health due to mental health problems may be heightened.</p>	<p>Citizen’s Advice’s report: An Unequal Crisis (England &amp; Wales) found that a higher proportion of disabled people (1 in 4) are facing redundancy than the general population (1 in 6).</p>	<p>The Welsh Government support package and UK Government extension of furlough will help mitigate some the adverse impacts of this measure in the short term.</p> <p>The extended household provision and the ability to meet up to four people outside or in a regulated setting and provisions for indoor organised activity may help mitigate feelings of loneliness and isolation.</p>
<i>Gender Reassignment</i>	No specific differential impact identified.		

<i>(the act of transitioning and Transgender people)</i>			
<i>Pregnancy and maternity</i>	<p><b>Positive:</b> Maternity and perinatal services will continue, with access to health visitors and wider support services in place. This will include running breastfeeding classes and parent and child classes, both to support maternal perinatal mental health and ensure young children are seen and their development assessed to enable early intervention as required.</p> <p><b>Negative:</b> Some women have also reported post-natal concerns around mental health support, breast feeding etc.</p>		<p>We are maintaining the provision which enables groups like parent and baby / toddler to operate in community facilities of various sorts which will help in addressing these issues.</p>
<i>Race (include different ethnic minorities, Gypsies and Travellers and Migrants, Asylum seekers and Refugees)</i>	<p><b>Negative:</b> There has been some evidence of disproportionate numbers of fixed penalty notices issued to Black, Asian and Minority Ethnic people. The creation of new offences which may result in fixed penalty notices being issued may have adverse impacts on Black, Asian and Minority Ethnic communities. The restrictions on travel may have an adverse impact on Black, Asian and Minority Ethnic people who have family elsewhere in the UK or overseas.</p> <p>Under the duty to self-isolate the use of Black, Asian and Minority Ethnic peoples' information to check compliance is an important</p>	<p>Black Asian and Minority ethnic people comprise 12% of workers in pubs, cafes, and restaurants</p> <p>The Resolution Foundation reported on 27 October that 9 per cent of those previously furloughed had lost their jobs. This rate was highest for 18-24-year-olds, Black, Asian and minority ethnic workers, and the low paid.</p> <p>It has been reported that 24% of Black, Asian and Minority Ethnic mothers reported that they</p>	<p>The Welsh Government support package and UK Government extension of furlough will help mitigate some the adverse impacts of this measure in the short term. The Welsh Government package is specifically targeted at the hospitality and tourism sector.</p> <p>Keeping the levels of FPNs relatively low, keeping them under regular review and the Police continuing to take a "4Es approach" where enforcement is a last resort will all help to mitigate the racial equality impacts. Previous experience also suggests far fewer FPNs are issued at Alert level 2.</p>

	<p>issue of trust and confidence in public authorities.</p>	<p>were struggling to feed their children.</p> <p>10% of FPNs in Wales up to 22 September were issued to people identifying as Asian or Chinese, who represent around 2% of the population. It is not clear what has driven the disparities with regard to FPNs or whether there are additional disparities we do not know about, given the limited data</p>	<p>The Welsh Government is engaging with the Information Commissioner’s Office to ensure this is undertaken appropriately and fairly. Welsh Government will ensure that enforcement bodies see the minimum amount of data required to carry out their functions, and this will be shared in line with data protection legislation including GDPR.</p>
<i>Religion, belief and non-belief</i>	<p><b>Positive:</b> Places of worship will remain open and be allowed to operate in a Covid secure way.</p>		
<i>Sex / Gender</i>	<p><b>Positive:</b> There is clear evidence that COVID-19 has a disproportionate impact on the health of men. Therefore measures to bring the virus back under control and reduce transmission will have positive impacts for men.</p> <p>Extended households will provide valuable additional care and support and this could be positive for women in particular, who often take</p>	<p>76% of FPNs issued to 22 September have been to men. It is not clear what has driven the disparities with regard to gender and FPNs given the limited data.</p> <p>Women are the majority of those providing care, paid and unpaid and the</p>	<p>The Welsh Government support package and UK Government extension of furlough will help mitigate some the adverse impacts of this measure in the short term.</p> <p>Keeping the levels of FPNs relatively low, keeping them under regular review and the Police continuing to take a “4Es approach” where enforcement is a</p>

	<p>up a disproportionate burden in terms of caring</p> <p><b>Negative:</b> Women will be impacted by the restrictions on hospitality sector as they are disproportionately represented in the sector.</p> <p>They are also more likely to be impacted if their child has to self-isolate as they tend to be more responsible for childcare.</p> <p>Men have received a disproportionate number of FPNs issued.</p> <p>Men are more likely to critically impacted by COVID-19 from a health perspective, if restrictions are loosened this puts them at greater risk.</p> <p>Negative impacts from the 'stay at home' measures in respect of women and children experiencing abuse</p>	<p>majority of health workers and are more likely than men to deliver unpaid care at home (Women's Budget Group: COVID-19 report)</p> <p>Analysis of APS data for 2019 estimates that 50% of workers in Wales within pubs, cafes, and restaurants are female, while women represent 47% of the total Welsh workforce.</p>	<p>last resort will all help to mitigate the gender equality impacts. Previous experience also suggests far fewer FPNs are issued at Alert level 2.</p>
<i>Sexual orientation (Lesbian, Gay and Bisexual)</i>	<p><b>Positive:</b> The continued ability to meet up to four people in regulated settings or take part in organised activity would provide some additional flexibility which would be important in addressing adverse impacts for those whose household was negative or hostile to the individual's sexual orientation.</p>	<p>There is some evidence from earlier in the pandemic about the negative impact of being required to stay home for some people whose families were negative about or hostile to the individual's sexual orientation.</p>	
<i>Marriage and civil partnership</i>	<p>No differential impact expected</p>		
<i>Children and young people up to the age of 18</i>	<p><b>Positive:</b> Keeping schools, public play facilities and colleges open will have a</p>	<p>The evidence from the first lockdown shows that the impact on</p>	<p>The Welsh Government has prioritised families who are in poverty</p>

	<p>positive impact on children and young people especially those that are vulnerable or from disadvantaged backgrounds. The decision to allow sport and other organised activities to continue will also have a positive impact on children’s health and well-being as will the provision to meet outdoors or in regulated settings. This is particularly important for teenagers who will welcome the chance to meet their friends.</p> <p><b>Positive:</b> Extra-curricular and organised activities will be allowed to operate. This includes sporting activities, but also a wide range of cultural, educational and development activities. Examples include attendance at dance, drama and sports clubs, as well as support groups for young carers and children with additional needs, learning disabilities or complex health needs.</p> <p><b>Positive:</b> Play facilities, including outdoor playgrounds and indoor play areas, will remain open and accessible, in line with the child’s right to play set out in the UNCRC and enshrined in Welsh law.</p> <p><b>Negative:</b> Children will be affected by negative economic impacts experienced by the family.</p>	<p>vulnerable and disadvantaged children has been particularly acute.</p> <p>Not being able to see friends was cited as the single thing which had an impact on how children and young people felt in the Coronavirus and Me survey.</p> <p>Black, Asian and Minority Ethnic children reported in the Coronavirus and me survey that were more likely to say they needed help making sure their family had enough food. They are more likely to report indications of food insecurity. This has also been reported by stakeholders who work directly with the Black, Asian and Minority Ethnic community</p>	<p>through for example the Discretionary Assistance Fund and the Child development Fund for children at risk of development delay</p> <p>Communication directly with children and young people will be enhanced via advertisements and influencers which will target social media channels most utilised by young people (for example, TikTok) and will be used to relay messaging from ‘Keep Wales Safe’</p>
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<i>Low-income households</i>	<p><b>Positive:</b> Reducing the amount for failing to self-isolate is likely to have a small positive impact for disadvantaged groups.</p> <p><b>Negative:</b> People from lower income households may be less able to meet in a regulated setting.</p>	<p>The Resolution Foundation reported on 27 October that 9 per cent of those previously furloughed had lost their jobs. This rate was highest for 18-24-year-olds, Black, Asian and minority ethnic workers, and the low paid</p>	<p>The Welsh Government support package and UK Government extension of furlough will help mitigate the adverse impacts of this measure in the short term though we recognise that many will have to manage on less money than normal as furlough is 80% of wages. It is also particularly difficult for some categories of workers such as those on zero hours contracts, agency workers and other work placement schemes.</p>

Alert level 3 - High risk

Protected characteristic or group	What are the positive or negative impacts of the proposal?	Reasons for your decision (including evidence)	How will you mitigate Impacts?
<i>Age (think about different age groups)</i>	<p><b>Positive:</b> Given the health impacts of Coronavirus are more serious for older people, reducing transmission rates will have a positive impact.</p> <p><b>Negative:</b> Young people are disproportionately represented in the hospitality sector and will be negatively impacted by the restrictions in the short term and any medium and long term consequences that they have on businesses in the sector. Younger people have also received disproportionate numbers of fixed penalty notices (FPNs) issued to date.</p>	<p>The Resolution Foundation reported on 27 October that 9 per cent of those previously furloughed had lost their jobs. This rate was highest for 18-24-year-olds, Black, Asian and minority ethnic workers, and the low paid.</p> <p>Up to 22 September, 61% of the FPNs issued in Wales were to people under 35. It is not clear what has driven the disparities with regard to FPNs or whether there are additional disparities we do not know about, given the limited data</p>	<p>The Welsh Government support package and UK Government extension of furlough will help mitigate some the adverse impacts of this measure in the short term.</p> <p>Keeping the levels of FPNs relatively low, keeping them under regular review and the Police continuing to take a “4Es approach” where enforcement is a last resort will all help to mitigate the age equality impacts</p>
<i>Disability (think about different types of disabled people)</i>	<p><b>Positive:</b> COVID-19 has a significant disproportionate impact on the health of some disabled people and some people with chronic health conditions. Strengthened measures to reduce transmission will have some positive impacts for disabled people. Allowing close contact services to remain open will also assist to minimise adverse impacts on disabled people.</p> <p><b>Negative:</b> In the earlier stages of the pandemic, disabled people were more likely to be</p>	<p>Citizen’s Advice’s report: An Unequal Crisis (England &amp; Wales) found that a higher proportion of disabled people (1 in 4) are facing redundancy than the general population (1 in 6).</p>	<p>The Welsh Government support package and UK Government extension of furlough will help mitigate some the adverse impacts of this measure in the short term.</p> <p>The extended household provision and the ability to meet up to four people outside or in a regulated setting and provisions for indoor organised activity may help mitigate feelings of loneliness and isolation.</p>

	furloughed and this pattern may be repeated. For disabled people, the isolation and negative impacts on their health due to mental health problems may be heightened.		
<i>Gender Reassignment (the act of transitioning and Transgender people)</i>	No specific differential impact identified.		
<i>Pregnancy and maternity</i>	<b>Negative:</b> Some women have reported post-natal concerns around mental health support, breast feeding etc.		We are maintaining the provision which enables groups like parent and baby / toddler to operate in community facilities of various sorts which will help in addressing these issues.
<i>Race (include different ethnic minorities, Gypsies and Travellers and Migrants, Asylum seekers and Refugees)</i>	<p><b>Negative:</b> people from Black, Asian and Minority Ethnic communities are disproportionately represented in the hospitality sector and will be negatively impacted by the requirement to close at 6pm People from Black, Asian and Minority Ethnic communities are also disproportionately likely to be taxi drivers who will be impacted significantly by the 6pm closure of hospitality.</p> <p><b>Negative:</b> There has been some evidence of disproportionate numbers of fixed penalty notices issued to Black, Asian and Minority Ethnic people. The creation of new offences which may result in fixed penalty notices</p>	<p>Black Asian and Minority ethnic people comprise 12% of workers in pubs, cafes, and restaurants</p> <p>The Resolution Foundation reported on 27 October that 9 per cent of those previously furloughed had lost their jobs. This rate was highest for 18-24-year-olds, Black, Asian and minority ethnic workers, and the low paid.</p> <p>It has been reported that 24% of Black, Asian and Minority Ethnic mothers reported that they were struggling to feed their children.</p> <p>10% of FPNs in Wales up to 22 September were issued to people identifying as Asian or</p>	<p>The Welsh Government support package and UK Government extension of furlough will help mitigate some the adverse impacts of this measure in the short term. The Welsh Government package is specifically targeted at the hospitality and tourism sector.</p> <p>Keeping the levels of FPNs relatively low, keeping them under regular review and the Police continuing to take a “4Es approach” where enforcement is a last resort will all help to mitigate the racial equality impacts</p>

	being issued may have adverse impacts on Black, Asian and Minority Ethnic communities. The restrictions on travel may have an adverse impact on Black, Asian and Minority Ethnic people who have family elsewhere in the UK or overseas.	Chinese, who represent around 2% of the population. It is not clear what has driven the disparities with regard to FPNs or whether there are additional disparities we do not know about, given the limited data	
<i>Religion, belief and non-belief</i>	<b>Positive:</b> Places of worship will remain open and be allowed to operate in a Covid secure way. This will have a positive impact on faith groups.		
<i>Sex / Gender</i>	<b>Positive:</b> There is clear evidence that COVID-19 has a disproportionate impact on the health of men. Therefore measures to bring the virus back under control and reduce transmission will have positive impacts for men. <b>Negative:</b> Women will be impacted by the restrictions on hospitality sector as they are disproportionately represented in the sector. They are also more likely to be impacted if their child has to self-isolate as tend to do more childcare. <b>Negative:</b> Men have received a disproportionate number of FPNs issued.	76% of FPNs issued to 22 September have been to men. It is not clear what has driven the disparities with regard to gender and FPNs given the limited data.	The Welsh Government support package and UK Government extension of furlough will help mitigate some the adverse impacts of this measure in the short term.  Keeping the levels of FPNs relatively low, keeping them under regular review and the Police continuing to take a “4Es approach” where enforcement is a last resort will all help to mitigate the gender equality impacts
<i>Sexual orientation (Lesbian, Gay and Bisexual)</i>	<b>Positive:</b> The continued ability to meet up to four people in regulated settings or take part in organised activity would provide some additional flexibility which would be important in addressing	There is some evidence from earlier in the pandemic about the negative impact of being required to stay home for some people whose families were negative about or hostile to the	

	adverse impacts for those whose household was negative or hostile to the individual's sexual orientation.	individual's sexual orientation.	
<i>Marriage and civil partnership</i>	No differential impact expected		
<i>Children and young people up to the age of 18</i>	<p><b>Positive:</b> Keeping schools, and colleges open (even if this has to be via distance learning from home) will have a positive impact on children and young people especially those that are vulnerable or from disadvantaged backgrounds. However, the prospect of children working from home is not considered to be as positive, and certainly not in the medium or long term.</p> <p><b>Negative:</b> In a situation where distance or blended learning is required to occur at this Alert level, children from lower income families could be disadvantaged by the (potentially) restrictive prices of ICT to facilitate learning for children.</p> <p><b>Positive:</b> Keeping schools, public play facilities and colleges open will have a positive impact on children and young people especially those that are vulnerable or from disadvantaged backgrounds. The decision to allow sport and other organised activities to continue will also have a</p>	<p>The evidence from the first lockdown shows that the impact on vulnerable and disadvantaged children has been particularly acute.</p> <p>Not being able to see friends was cited as the single thing which had an impact on how children and young people felt in the Coronavirus and Me survey.</p> <p>Black, Asian and Minority Ethnic children reported in the Coronavirus and me survey that were more likely to say they needed help making sure their family had enough food. They are more likely to report indications of food insecurity. This has also been reported by stakeholders who work directly with the Black, Asian and Minority Ethnic community</p>	<p>The Welsh Government has prioritised families who are in poverty through for example the Discretionary Assistance Fund and the Child development Fund for children at risk of development delay.</p> <p>During week commencing 14 December, the Welsh Government set precedent and legislated to ensure that, if primary schools were to take the decision to close, they will continue to offer education provision for vulnerable learners and critical worker's children - the option to invoke this directive again, in the future, will be retained.</p> <p>Communication directly with children and young people will be enhanced via advertisements and influencers which will target social media channels most utilised by young people (for example, TikTok) will be used to relay messaging from 'Keep Wales Safe'</p>

	<p>positive impact on children’s health and well-being as will the provision to meet outdoors or in regulated settings. This is particularly important for teenagers who will welcome the chance to meet their friends.</p> <p><b>Negative:</b> Children will be affected by negative economic impacts experienced by the family.</p> <p><b>Negative:</b> The closure of entertainment venues (cinemas, bowling arcades, indoor play) decreases the leisure options available to children and young people.</p>		
<p><i>Low-income households</i></p>	<p><b>Negative:</b> People on low incomes are disproportionately represented in the hospitality sector and will be negatively impacted by the requirement to close at 6m. People from lower income households may be less able to meet in a regulated setting,  Positive: Reducing the amount for failing to self-isolate is likely to have a small positive impact for disadvantaged groups.</p>	<p>The Resolution Foundation reported on 27 October that 9 per cent of those previously furloughed had lost their jobs. This rate was highest for 18-24-year-olds, Black, Asian and minority ethnic workers, and the low paid</p>	<p>The Welsh Government support package and UK Government extension of furlough will help mitigate the adverse impacts of this measure in the short term though we recognise that many will have to manage on less money than normal as furlough is 80% of wages. It is also particularly difficult for some categories of workers such as those on zero hours contracts, agency workers and other work placement schemes.</p>

Alert level 4 – Very High risk

Protected characteristic or group	What are the positive or negative impacts of the proposal?	Reasons for your decision (including evidence)	How will you mitigate Impacts?
<p><i>Age (think about different age groups)</i></p>	<p><b>Positive:</b> Given the health impacts of Coronavirus are more serious for older people, reducing transmission rates will have a positive impact.</p> <p><b>Negative:</b> Young people are disproportionately represented in the hospitality sector and will be negatively impacted by the restrictions in the short term and any medium and long term consequences that they have on businesses in the sector. This cohort currently represents the age group most at risk from an economic downturn. Younger people have also received disproportionate numbers of fixed penalty notices (FPNs) issued to date.</p> <p><b>Negative:</b> The requirement to stay at home – even for a short time – is likely to impact on the mental health of all age groups: older people are most likely to be worried contracting the virus, while people aged 18-29 are most likely to feel isolated.</p>	<p>The Resolution Foundation reported on 27 October that 9 per cent of those previously furloughed had lost their jobs. This rate was highest for 18-24-year-olds, Black, Asian and minority ethnic workers, and the low paid.</p> <p>Up to 22 September, 61% of the FPNs issued in Wales were to people under 35. It is not clear what has driven the disparities with regard to FPNs or whether there are additional disparities we do not know about, given the limited data</p> <p>Analysis by Welsh Government of Annual Population Survey (APS) data for 2019 shows that 46% of all in employment in pubs and restaurants in Wales are under the age of 25 (while this age group only represents 12% of all in employment).</p> <p>Survey responses highlight younger people (18-29) are most likely age group to be worried about their mental health and to feel isolated.</p> <p>People over 70 are more likely to be worried about</p>	<p>The Welsh Government support package and UK Government extension of furlough will help mitigate some the adverse impacts of this measure in the short term.</p> <p>Keeping the levels of FPNs relatively low, keeping them under regular review and the Police continuing to take a “4Es approach” where enforcement is a last resort will all help to mitigate the age equality impacts</p> <p>Exemptions and reasonable excuses to form extended households if you are living alone, and to meet indoors to provide care, should mitigate against the worst impacts of the measures.</p> <p>Physical activity and being outdoors can have a significant impact on reducing loneliness, therefore the reasonable excuse to enable exercise should mitigate to help to mitigate the impact of the measures to some extent.</p>

		<p>their health and the risks of contracting COVID-19.</p> <p>The ONS lifestyle survey (May 20) found rates of loneliness were highest among working-age adults living alone (eg. 13% of those aged 16-64 living alone reported chronic loneliness compared to 5% in households with two working age adults). Older people were no more likely to be report being lonely, the highest proportions found for young adults.</p> <p>Older adults are more likely to be self-isolating and are more worried about getting the virus and becoming seriously ill (PHW wellbeing survey)</p>	
<p><i>Disability (think about different types disabled people)</i></p>	<p><b>Positive:</b> COVID-19 has a significant disproportionate impact on the health of some disabled people and some people with chronic health conditions. Strengthened measures to reduce transmission will have some positive impacts for disabled people. Allowing close contact services to remain open will also assist to minimise adverse impacts on disabled people.</p> <p><b>Negative:</b> In the earlier stages of the pandemic, disabled people were more likely to be</p>	<p>Citizen’s Advice’s report: An Unequal Crisis (England &amp; Wales) found that a higher proportion of disabled people (1 in 4) are facing redundancy than the general population (1 in 6).</p> <p>Analysis by Welsh Government of APS data for 2019 suggests that disabled people have a higher representation in pubs, restaurants and cafes in Wales, with 19% of those in employment being classified as disabled (this group represents 15% of the all in employment).</p>	<p>The Welsh Government support package and UK Government extension of furlough will help mitigate some the adverse impacts of this measure in the short term.</p> <p>Exemptions and reasonable excuses to form extended households if you are living alone, and to meet indoors to provide care, should mitigate against the worst impacts of the measures.</p>

	<p>furloughed and this pattern may be repeated. For disabled people, the isolation and negative impacts on their health due to mental health problems may be heightened.</p> <p><b>Negative:</b> In the earlier phase of the pandemic, some disabled people saw a reduction in their care package from local authorities or other changes in the support available. This impacted on people’s quality of life and wellbeing.</p> <p>For some disabled people their home may not be a safe space. A stay home requirement may expose them to other harms and may provide a reasonable excuse for others to keep services away.</p> <p>Stay home requirements and other restrictions may impact on some disabled people more severely than others. This may be because of the role of routine in helping managing their wellbeing or because of difficulty in communicating or understanding the need for certain restrictions.</p> <p>The closure of ‘personal contact services’ also impacted on disabled people – particularly</p>	<p>Feedback from carers illustrates a lack of specialist provision for certain groups, such as those caring for some with a learning disability, autism, or dementia, who are less able to understand and cope with disruption to routines.</p> <p>Coronavirus and Me reported disabled children and young people were more likely to report a negative impact on their mental health and that the closure of services was having a big impact on how they felt.</p> <p>Restrictions of movement may disproportionately impact on disabled people. There may be limited safe, appropriate space at home or in their immediate vicinity and travel to a more distant location may be necessary. Any limitation of the frequency of outside visits will impact on some disabled people more significantly. In its report into inequalities and the impact of Covid-19<sup>[1]</sup>, the ELGC Committee noted that disabled people are particularly affected by social distancing and the changes to our built environment.</p>	
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	therapeutic services, having a negative impact on physical and mental wellbeing.		
<i>Gender Reassignment (the act of transitioning and Transgender people)</i>	<b>Negative:</b> There is some evidence from earlier in the pandemic about the impact of being required to stay home for some people whose families were negative about or hostile to the individual's gender identity. A requirement to stay home may reintroduce these issues.		
<i>Pregnancy and maternity</i>	<b>Negative:</b> A range of issues have been identified for pregnancy and maternity as a result of lockdown. These have ranged from influencing the decisions of women whether to have natural births if their partner is not present, to difficulties with breastfeeding. These negative impacts could be felt again during sustained periods of the harshest restrictions at Alert level 4.	<p><a href="#">The babies in lockdown survey</a> reported that just over a quarter (28%) of those breastfeeding feel they have not had the support they required. Over half of respondents were breastfeeding (55%), but over half of those using formula had not planned to do so (53%).</p> <p>The babies in lockdown report noted almost half (47%) of parents reported that their baby had become more clingy. One quarter (26%) reported their baby crying more than usual. The numbers of those reporting increases in babies crying, having tantrums and being more clingy than usual was twice as high amongst those on the lowest</p>	<b>Mitigation:</b> Critical public services and childcare (including Flying Start) will remain open during Alert level 4 restrictions and will assist in providing support to this group.

		<p>incomes compared to those on the highest.</p> <p>This report also reported that 6 in 10 parents shared significant concerns about their mental health.</p>	
<p><i>Race (include different ethnic minorities, Gypsies and Travellers and Migrants, Asylum seekers and Refugees)</i></p>	<p><b>Positive:</b> COVID-19 has been shown to have a disproportionate impact Black, Asian and Minority Ethnic people, therefore measures to bring the virus under control will be of particular benefit to this group.</p> <p><b>Negative:</b> The Black, Asian and Minority Ethnic COVID-19 Socio Economic Sub Group report highlighted issues of overcrowding in homes for Black, Asian and Minority Ethnic people. A requirement to stay home will disproportionately impact on people living in overcrowded conditions.</p> <p><b>Negative:</b> Black, Asian and Minority Ethnic population more likely to work within the hospitality sector in Wales than white population.</p> <p><b>Negative:</b> the closure of certain sectors will have a disproportionate impact on Black, Asian and Minority Ethnic people. There may also be particular adverse impact</p>	<p>Range of different evidence on the disproportionate impact on Black, Asian and Minority Ethnic community (e.g. ONS, Black, Asian and Minority Ethnic advisory group for WG). Coronavirus and Me reported:</p> <p>Black, Asian and Minority Ethnic children and young people reported that the restrictions affected their ability to keep a healthy body and mind, and how limited space or living in over-crowded housing had made this harder.</p> <p>Black Asian and Minority ethnic people comprise 12% of workers in pubs, cafes, and restaurants</p> <p>The Resolution Foundation reported on 27 October that 9 per cent of those previously furloughed had lost their jobs. This rate was highest for 18-24-year-olds, Black, Asian and minority ethnic workers, and the low paid.</p> <p>It has been reported that 24% of Black, Asian and</p>	<p>The Welsh Government support package and UK Government extension of furlough will help mitigate some the adverse impacts of this measure in the short term. The Welsh Government package is specifically targeted at the hospitality and tourism sector.</p> <p>Keeping the levels of FPNs relatively low, keeping them under regular review and the Police continuing to take a “4Es approach” where enforcement is a last resort will all help to mitigate the racial equality impacts</p> <p>Exemptions and reasonable excuses to form extended households if you are living alone, and to meet indoors to provide care, should mitigate against the worst impacts of the short term measures.</p>

	<p>on Black, Asian and Minority Ethnic businesses that sell specialised cultural foods – such as ethnic cuisine who already struggle to maintain customers because of the scarcity of food products.</p> <p><b>Negative:</b> The closure will also adversely impact on Windrush and Black, Asian and Minority Ethnic Elders who have reported isolation and advancing anxiety, depression and mental health difficulties linked to being locked down and isolated in homes away from their community members or family.</p> <p><b>Negative:</b> There has been some evidence of disproportionate numbers of fixed penalty notices issued to Black, Asian and Minority Ethnic people. The creation of new offences which may result in fixed penalty notices being issued may have adverse impacts on Black, Asian and Minority Ethnic communities. The restrictions on travel may have an adverse impact on Black, Asian and Minority Ethnic people who have family elsewhere in the UK or overseas.</p>	<p>Minority Ethnic mothers reported that they were struggling to feed their children.</p> <p>10% of FPNs in Wales up to 22 September were issued to people identifying as Asian or Chinese, who represent around 2% of the population. It is not clear what has driven the disparities with regard to FPNs or whether there are additional disparities we do not know about, given the limited data.</p> <p>Welsh Government analysis of APS data for 2019 estimates that 12% of those in employment in pubs and restaurants in Wales are Black, Asian and Minority Ethnic (while this group only represents 5% of the all those in employment in Wales).</p>	
<p><i>Religion, belief and non-belief</i></p>	<p><b>Positive:</b> Places of worship will remain open and be allowed to operate in a Covid secure way. This will</p>		

	have a positive impact on faith groups.		
<i>Sex / Gender</i>	<p><b>Positive:</b> There is clear evidence that COVID-19 has a disproportionate impact on the health of men. Therefore measures to bring the virus back under control and reduce transmission will have positive impacts for men.</p> <p><b>Negative:</b> Women will be impacted by the restrictions on hospitality sector as they are disproportionately represented in the sector. They are also more likely to be impacted if their child has to self-isolate as tend to do more childcare.</p> <p><b>Negative:</b> There is good evidence from the earlier part of the pandemic that the additional caring responsibilities arising from the pandemic, including childcare, fall disproportionately on women. This will impact on some women’s ability to work and their health and wellbeing. There is concern this will also have a longer term impact on women’s careers and job progression.</p> <p><b>Negative:</b> There is evidence of increased demand for support with VAWDASV following the national lockdown. Any measures telling people to stay home and limiting the places where they could go and potentially make a</p>	<p>76% of FPNs issued to 22 September have been to men. It is not clear what has driven the disparities with regard to gender and FPNs given the limited data.</p> <p>Welsh Government analysis of APS data for 2019 estimates that 50% of those in employment in Wales within pubs and restaurants are female, while females represent 47% of all in employment in Wales.</p> <p>Survey findings suggest women may benefit from resuming ‘normal’ social interaction such as a meal with friends or family/extended family, which may promote psychological wellbeing.</p> <p>Women are the majority of those providing care, paid and unpaid and the majority of health workers and are more likely than men to deliver unpaid care at home (Women’s Budget Group, Covid-19: Gender and Equality Issues)</p> <p>Working carers, who will have to balance local services returning and caring for a vulnerable person. (<i>Carers UK</i>)</p>	<p>The Welsh Government support package and UK Government extension of furlough will help mitigate some the adverse impacts of this measure in the short term.</p> <p>Keeping the levels of FPNs relatively low, keeping them under regular review and the Police continuing to take a “4Es approach” where enforcement is a last resort will all help to mitigate the gender equality impacts</p> <p><b>The</b> ability to access childcare – or for single parents to form an extended household - seeks to mitigate against the disproportionate impact on women of the requirement to stay at home.</p> <p><b>The</b> Welsh Government will ensure key services can continue to operate, including on a face to face basis during Level 4 restrictions (for example, social services, VAWDASV services and Flying Start).</p>

	<p>disclosure will increase those risk and limit the scope to access help or support.</p> <p><b>Negative:</b> Men have received a disproportionate number of FPNs issued.</p>		
<i>Sexual orientation (Lesbian, Gay and Bisexual)</i>	<p><b>Negative:</b> There is some evidence from earlier in the pandemic about the impact of being required to stay home for some people whose families were negative about or hostile to the individual's sexual orientation. A requirement to stay home may reintroduce these issues.</p>		
<i>Marriage and civil partnership</i>	<p><b>Negative:</b> Alert level 4 measures restrict the number of guests which can attend a marriage ceremony or civil partnership (including humanist weddings).</p>	<p>People who were married or cohabiting were less likely than average to feel lonely (chronic and 'lockdown' loneliness) (ONS opinions and lifestyle survey, May 20).</p>	
<i>Children and young people up to the age of 18</i>	<p><b>Positive:</b> Keeping schools, and colleges open (even if this has to be via distance learning from home) will have a positive impact on children and young people especially those that are vulnerable or from disadvantaged backgrounds. However, the prospect of children working from home is not considered to be as positive, and certainly not in the medium or long term.</p> <p><b>Negative:</b> In a situation where distance or blended learning is required to</p>	<p>The evidence from the first lockdown shows that the impact on vulnerable and disadvantaged children has been particularly acute.</p> <p>Not being able to see friends was cited as the single thing which had an impact on how children and young people felt in the Coronavirus and Me survey.</p> <p>Black, Asian and Minority Ethnic children reported in the Coronavirus and me survey that were more likely to say they needed help making sure their</p>	<p>The Welsh Government has prioritised families who are in poverty through for example the Discretionary Assistance Fund and the Child development Fund for children at risk of development delay.</p> <p>During week commencing 14 December, the Welsh Government set precedent and legislated to ensure that, if primary schools were to take the decision to close, they will continue to offer education provision for vulnerable learners and critical</p>

	<p>occur, children from lower income families could be disadvantaged by the (potentially) restrictive prices of ICT to facilitate learning for children.</p> <p><b>Negative:</b> Alert level 4 restrictions risk damaging the mental health of children, particularly in terms of increasing feelings of loneliness or isolation during the most severe restrictions.</p> <p><b>Negative:</b> Children will be affected by negative economic impacts experienced by the family.</p> <p><b>Negative:</b> The closure of entertainment and sport venues (cinemas, bowling arcades, indoor play and all outdoor organised activities) decreases the leisure options available to children and young people.</p>	<p>family had enough food. They are more likely to report indications of food insecurity. This has also been reported by stakeholders who work directly with the Black, Asian and Minority Ethnic community</p>	<p>worker’s children - the option to invoke this directive again, in the future, will be retained. Guidance is in development to communicate the flexibility of the restrictions to adapt to the needs of specific groups i.e. the reasonable excuses that can be applied including the ability to go outside.</p> <p>Communication directly with children and young people will be enhanced via advertisements and influencers which will target social media channels most utilised by young people (for example, TikTok) and will be used to relay messaging from ‘Keep Wales Safe’</p> <p>The restrictions at Alert level 4 relating to organised outdoor activities, normally involve children and their parents/guardians travelling and potentially mixing with other households. The increased risk of transmission is what the Alert level 4 restrictions are trying to avoid.</p>
<p><i>Low-income households</i></p>	<p><b>Negative:</b> The nature of employment in the most affected sectors means that effects will tend to worsen inequalities – the</p>	<p>See for example, provisional data for 2020- from the Annual Survey of Hours and Earnings</p>	<p>The Welsh Government support package and UK Government extension of furlough will help mitigate the adverse impacts of this</p>

	<p>most affected tend to be low paid, in insecure employment, and young people.</p>	<p>provides estimates for hourly and weekly gross pay by 2-digit SIC codes in Wales. For Food and Beverage Service Activities (SIC code 56) median gross hourly pay was £8.20 which was £4.22 lower than the Welsh median for all employee jobs of £12.42. For weekly gross pay in this sector the median is £140.40, approximately £299.60 lower than the Welsh median.</p> <p>Using the same data at least 80% of employees in Food and Beverage Service Activities are estimated to have lower gross hourly pay than the Welsh median.</p> <p>The Resolution Foundation reported on 27 October that 9 per cent of those previously furloughed had lost their jobs. This rate was highest for 18-24-year-olds, Black, Asian and minority ethnic workers, and the low paid.</p> <p><i>Public Health Wales Wellbeing survey:</i> those living in the most deprived areas of Wales are more likely to be self-isolating, be feeling anxious and isolated during coronavirus restrictions, and report greater worries about their mental health</p>	<p>measure in the short term though we recognise that many will have to manage on less money than normal with furlough providing 80% of an individual's wages. It is also particularly difficult for some categories of workers such as those on zero hours contracts, agency workers and other work placement schemes.</p>
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## **Annex B: SIC industries used for level 4 analysis**

SIC definitions of Non-essential Retail, Hospitality and other related Tourism are below. Note that although Hospitality is defined as Accommodation and Food, much of this actually sits within Tourism.

List is purely for analytical purposes and may differ slightly from official [guidance](#).

### **Non-essential retail**

- 9200 : Gambling and betting activities
- 4719 : Other retail sale in non-specialised stores
- 4741 : Retail sale of computers, peripheral units and software in specialised stores
- 4742 : Retail sale of telecommunications equipment in specialised stores
- 4743 : Retail sale of audio and video equipment in specialised stores
- 4751 : Retail sale of textiles in specialised stores
- 4752 : Retail sale of hardware, paints and glass in specialised stores
- 4753 : Retail sale of carpets, rugs, wall and floor coverings in specialised stores
- 4754 : Retail sale of electrical household appliances in specialised stores
- 4759 : Retail sale of furniture, lighting equipment and other household articles in specialised stores
- 4761 : Retail sale of books in specialised stores
- 4762 : Retail sale of newspapers and stationery in specialised stores
- 4763 : Retail sale of music and video recordings in specialised stores
- 4765 : Retail sale of games and toys in specialised stores
- 4771 : Retail sale of clothing in specialised stores
- 4772 : Retail sale of footwear and leather goods in specialised stores
- 4774 : Retail sale of medical and orthopaedic goods in specialised stores
- 4775 : Retail sale of cosmetic and toilet articles in specialised stores
- 4777 : Retail sale of watches and jewellery in specialised stores
- 4778 : Other retail sale of new goods in specialised stores
- 4779 : Retail sale of second-hand goods in stores
- 4781 : Retail sale via stalls and markets of food, beverages and tobacco products
- 4782 : Retail sale via stalls and markets of textiles, clothing and footwear
- 4789 : Retail sale via stalls and markets of other goods

### **Hospitality**

- 55: Accommodation
- 56: Food and beverage service activities

### **Other tourism**

- 7911 : Travel agency activities
- 7912 : Tour operator activities
- 7990 : Other reservation service and related activities
- 9001 : Performing arts
- 9002 : Support activities to performing arts
- 9003 : Artistic creation
- 9004 : Operation of arts facilities
- 9102 : Museum activities
- 9103 : Operation of historical sites and buildings and similar visitor attractions
- 9104 : Botanical and zoological gardens and nature reserve activities
- 9311 : Operation of sports facilities
- 9319 : Other sports activities
- 9321 : Activities of amusement parks and theme parks
- 9329 : Other amusement and recreation activities

### **Remaining industries**

- 5914 : Motion picture projection activities

7420 : Photographic activities  
8551 : Sports and recreation education  
9001 : Performing arts  
9002 : Support activities to performing arts  
9101 : Library and archive activities  
9312 : Activities of sport clubs  
9313 : Fitness facilities  
9491 : Activities of religious organisations  
9511 : Repair of computers and peripheral equipment  
9512 : Repair of communication equipment  
9521 : Repair of consumer electronics  
9522 : Repair of household appliances and home and garden equipment  
9523 : Repair of footwear and leather goods  
9524 : Repair of furniture and home furnishings  
9525 : Repair of watches, clocks and jewellery  
9529 : Repair of other personal and household goods  
9601 : Washing and (dry-)cleaning of textile and fur products  
9602 : Hairdressing and other beauty treatment  
9604 : Physical well-being activities  
9609 : Other personal service activities n.e.c.