

Equality Impact Assessment: Report and EIA Action Plan

Purpose

What is being reviewed?	The transformation of children's centres 0-5 into BCP Family Hubs 0-25
Service Lead and Service Unit:	Children's Services
People involved in EIA process:	Amanda Gridley, Service Manager Brianna Thomas, Consultant-Transformation
Date/s EIA started and reviewed:	September 2022

Background

BCP Council has been awarded funding of £883,158.00 to support the development of Family hubs. Family Hubs provide families with a single access point to integrated family support services for early help with social, emotional, physical and financial needs. Each family hub will be bespoke to its local community while incorporating three key delivery principles: access, connection, relationships. Family hubs will provide support to families from conception until the age of 19 (or 25 for young people with special educational needs and disabilities).

Many children and families, at different stages in their lives, find themselves faced with challenging situations and require additional support, advice and intervention. In the face of diminishing resources, we need to target children and families with the greatest need and work with partner agencies in an integrated way to achieve the best outcomes from our shared resources.

Expected Outcomes

- A Strengthened focus on children, young people and families who most need support through early intervention, in order to increase family resilience and reduce the need for statutory social care involvement. This will contribute to reducing the time that vulnerable families who need support wait for a service.
- Local communities are supported and enabled to develop universal provision in particular areas by receiving advice and guidance on the effective delivery of services to children, young people and families and through identification of potential sites that could be used for service delivery.
- Professionals work together, through co-location, data sharing and a common approach to their work. Families only have to tell their story once, the service is more efficient, and families get more effective support.
- An inclusive, accessible digital Family Hub offer is established and supports all families to independently access the right service at the right time.
- A Best Start for Life offer, co-designed with Parent and Carer Panels, is implemented and includes a Universal offer for every family and a Universal+ offer to meet the needs of their specific local communities.
- A move away from traditional models of service delivery focused on particular costly static sites to a more flexible and responsive approach that brings services to those who need them i.e. outreach in the community and in the home.

Consultation

A range of engagement activity has been undertaken during 2022. This has included virtual and face to face stakeholder meetings with our key stakeholders including:

Public Health

Integrated Care System (ICS) and NHS Health Dorset colleagues

Voluntary Sector Partners

BCP colleagues

Staff and partners have demonstrated a high level of support for the proposed transition from Children Centres to Family Hubs.

More consultation events are planned with schools and early years settings and a co-production workstream has been created to engage families.

Findings

<i>Protected Characteristic</i>	<i>Service Users</i>	<i>Workforce</i>
Age	<p>The family hub model will be integrated to deliver a continuum of support for children and families pre -birth to 19 years. It will provide universal and targeted services operating from Family Hub buildings and throughout the local community</p> <p>No disproportionate impact identified.</p>	No change.
Disability and mental health disability	<p>The focus on delivering universal and targeted services will continue to include provision for families who have a child with special educational needs and/ or disabilities and those experiencing mental health problems.</p> <p>Buildings will remain accessible to those with disabilities.</p> <p>A new digital offer has will improve access to information for those with physical and mental health disabilities. This will be monitored and measured through feedback and evaluation of the digital offer.</p> <p>We will be working to co-produce the new model of family hub delivery as an overarching principle, which will enable us to continually understand and address barriers.</p> <p>No disproportionate impact identified.</p>	No change.

<p>Different genders</p>	<p>Most parents using Children’s Centre services are female, particularly those with young children. We will ensure that younger fathers will be included in further engagement and in service development which encourages their participation</p> <p>The service will continue to provide an integrated universal programme for children and their families for prospective parents and for children pre-birth to 19 years. This will include young parents who are lone parents, teenage mothers and pregnant teenagers who are in need of universal support.</p> <p>We will be working to co-produce the new model of Family Hub delivery as an overarching principle, which will enable us to continually understand and address barriers.</p> <p>No disproportionate impact identified.</p>	<p>No change.</p>
<p>People from different ethnic groups</p>	<p>The service actively reaches out to children from underrepresented communities</p> <p>The new service will continue to collect and analyse data relating to race and ethnicity to ensure that services are accessed and effective for all families.</p> <p>We will be working to co-produce the new model of Family Hub delivery as an overarching principle, which will enable us to continually understand and address barriers.</p> <p>A new digital offer will include a translation facility to support engagement of all.</p> <p>No disproportionate impact identified.</p>	<p>No change.</p>

<p>Those who identify as trans</p>	<p>This information is not currently collected. We are working with the Information Management Service and providers on how we can collect this data.</p> <p>By working more closely with midwives, all parents will be identified antenatally, and will be supported to engage.</p> <p>As part of the co-production with young people and parents, we will identify and understand barriers and effective approaches to ensure we engage children and parents from the trans gender community.</p>	<p>No change.</p>
<p>Those who are married/in a civil partnership</p>	<p>This information is not currently collected however services are inclusive to all. We will work with Information management Service to gather this information if required and will be working to co-produce the new model of family hub delivery as an overarching principle, which will enable us to continually understand and address barriers.</p> <p>No disproportionate impact identified.</p>	<p>No change.</p>
<p>Pregnancy & maternity</p>	<p>The service will continue to work inclusively with pre-birth parents, teenage mothers and fathers and pregnant young women, including those in care. Working more closely with midwives will support engagement from all parents/parents to be.</p> <p>We will be working to co-produce the new model of family hub delivery as an overarching principle, which will enable us to continually understand and address barriers.</p> <p>No disproportionate impact identified</p>	<p>No change.</p>
<p>Religion and/or belief</p>	<p>This information is not currently collected but we are working with Information management service to enable information to be gathered.</p> <p>We will be working to co-produce the new model of family hub delivery as an overarching principle, which will enable us to continually understand and address barriers.</p> <p>No disproportionate impact identified.</p>	<p>No change.</p>

Sexual orientation	<p>This information is not currently collected but we are working to understand how to overcome system barriers which will support the new providers to collect this.</p> <p>We will be working to co-produce the new as an overarching principle, which will enable us to continually understand and address barriers.</p>	No change.
Those with caring responsibilities	<p>A robust offer for young carers has been established in BCP and will continue with greater emphasis on co-production as an overarching principle, which will enable us to continually understand and address barriers</p> <p>No disproportionate impact identified.</p>	No change
Human Rights	<p>We will be working to co-produce the new model of family hub delivery as an overarching principle, which will enable us to continually understand and address barriers.</p> <p>No disproportionate impact identified.</p>	No change

Conclusion

Summary of Equality Implications

The assessment has identified that overall the Family Hub model would have a positive impact across the protected characteristic groups as it would aim to:

- improve accessibility, face to face and digitally, for all families including those most in need who are traditionally considered hard to reach including families with a child or parent with a disability; and children, young people and families from a BAME background to include translation services and digital offer.
- provide opportunities for disadvantaged children, young people and families to access provision that will contribute to increasing their equality of opportunity by targeting services at community level at those who most need support; and increase the engagement of children, young people and families who do not usually participate in the provision services by delivering universal and targeted work in communities
- Increase capacity and create connected services by bringing professionals together, through co-location, data sharing and a common approach to their work. Families only have to tell their story once, the service is more efficient, and families get more effective supp

Equality Impact Assessment: Report and EIA Action Plan

[This action plan provides a summary of any negative impacts and relevant mitigating actions]

Equality Impact Assessment Action Plan

Please complete this Action Plan for any negative or unknown impacts identified above. Use the table from the Capturing Evidence form to assist.

Issue identified	Action required to reduce impact	Timescale	Responsible officer
A need to ensure diverse representation of families within a co-production model.	We will increase capacity to undertake this work by commissioning a voluntary sector partner to lead on co- production work.	February 2023	Sarah Langdale/ Brianne Thomas
A lack of data and information on sexual orientation and those who identify as trans.	Work between Management information team and partner agencies to become better informed	By April 2023	Rina Mistry