

Equality Impact Assessment [version 2.9]



Title: Family Hubs and Start for Life Programme	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input checked="" type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input checked="" type="checkbox"/> Changing
Directorate: People	Lead Officer name: Kirsten Carr
Service Area: Children and Families & Safer Communities	Lead Officer role: Head of Early Intervention and Targeted Support Service

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

The Family Hubs and Start for Life Programme is jointly overseen by the Department of Health and Social Care and the Department for Education. The programme’s core objective is to improve access to universal and early help services, including Start for Life services, particularly in areas with the highest levels of deprivation and disproportionately poor health and educational outcomes

The programme’s aim is to join up and enhance services delivered through transformed family hubs, ensuring all parents and carers can access the support they need at the time that they need it. Through the programme, parents and carers will feel supported and empowered in caring for and nurturing their babies and children, ensuring they receive the best start in life. This in turn will improve health and education outcomes for babies and children and support them to thrive in later life.

This programme is primarily about how we deliver services differently, implementing new ways of working, developing the skills of the workforce, enhancing integrated, multi-agency arrangements and better use of buildings rather than creating new services. It is anticipated that through a stronger more accessible universal and early help community-based offer there will be long term benefits in terms of reduced demand for higher tier services across the sector.

1.2 Who will the proposal have the potential to affect?

<input checked="" type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input checked="" type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

Yes No [please select]

The programme is intended to reduce inequalities by improving access to services in areas with the highest levels of deprivation and disproportionately poor health and educational outcomes.

Step 2: What information do we have?

2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: <https://www.bristol.gov.uk/people-communities/measuring-equalities-success>.

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](#). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](#); [Joint Strategic Needs Assessment \(JSNA\)](#); [Ward Statistical Profiles](#).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment Form](#)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
Think Family Database	Data pulled from 35+ data sources to help our understanding of vulnerable children or children and young people at risk
Children and young people JSNA - bristol.gov.uk	Detailed JSNA reports for children and young people in Bristol
Qlik Qlik Sense Hub (bcc.lan)	Equality assessment app displays the age, disability status, ethnicity, religion and sex of users for DCS, Early Help, Family Intervention Teams, Social care and through Care and compares these demographics to their representation in the 2011 Census. Also holds self-service strategic profile and analytical tools built on the Think Family Database.

Census 2021 - bristol.gov.uk	New release of population data from the office for national statistics will be used to inform where hubs are located and what provision is available (alongside other data)
CHLDRN - Local and national data on childhood vulnerability Children's Commissioner for England (childrenscommissioner.gov.uk)	Information gathered from official statistics or by the office for the Children's commissioner on risk indicators for children such as where a parent is suffering from domestic abuse, children in gangs, children suffering from educational disadvantage etc
Bristol Quality of Life survey 2020/21 final report	Findings of local quality of life survey
8bfc3924-d609-1a03-0b39-c523970c7280 (bristol.gov.uk)	Indices of deprivation
Ward profile data - bristol.gov.uk	Statistical ward profiles - breakdown each ward detailing data re demographics, deprivation, quality of life, health and life expectancy, child poverty, crime, education, social care, housing (and size)
<p>Additional comments:</p> <p>This programme includes a broad range of services for all families with children from conception to age 24 where there are special educational needs or disability.</p> <p>This EQIA screening is accompanying a Cabinet Report that seeks approval to accept programme funding from DfE/ DHSC. The Family Hub and Start for Life programme requirements include the development of a local needs assessment and resource for this is included in the allocation. The needs assessment will draw on the data sources outlined above and will include consideration of families with protected characteristics and their needs. The needs assessment will inform the development of the programme.</p>	

2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender Reassignment
<input type="checkbox"/> Marriage and Civil Partnership	<input type="checkbox"/> Pregnancy/Maternity	<input type="checkbox"/> Race
<input type="checkbox"/> Religion or Belief	<input type="checkbox"/> Sex	<input type="checkbox"/> Sexual Orientation

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

The gaps in the evidence will be identified through the full needs assessment referenced above. The programme provides an opportunity to improve some data collection and analysis processes so where gaps are identified improvements will be made where possible.

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities. See <https://www.bristol.gov.uk/people-communities/equalities-groups>.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing change or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

An external Family Hub evaluation by Ecorys commissioned by DfE have recruited 12 parent service users from children's centre and Family in Focus services to train and act as Parent Action Researchers.

Throughout June 2022, BCC ran a series of multi-agency workshops across the three localities of North, South and East Central. The purpose of these workshops was to bring together partners from across the system including health, education and the VCSE sector to review our current offer in each locality in relation to the Family Hub funding requirements. These partners already offer provision within the city either in terms of co-location at Children's Centres, outreach work or via their own buildings. Partners in attendance had operational family-facing roles and were therefore best-placed to share feedback and suggestions from the families they serve, as well as their professional view on how services were working across the city including the areas for improvement and consolidation. There was also a system-wide emphasis on families with Protected Characteristics and other associated barriers to provision and discussion of how services could be made more accessible to these communities including, but not limited to: Black, Asian and Minoritised Ethnic Groups, refugees and asylum seekers, young parents, disabled people, families living in poverty, and those who have English as a second language.

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

The programme framework includes a requirement to develop parent carer panels to support co-production through the life of the programme. The specification includes requirements relating to diversity and inclusion. The parent carer panel will be established by April 2023.

Additional mechanisms will also be developed to ensure the involvement of children and young people and a greater number of families. This will include targeted work with families where young people are at risk of poor health and wellbeing outcomes.

Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#)

3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)

At this stage we have not identified any significant potential negative equality impact from the current proposal to accept and spend a Department for Education (DfE) grant to fund the new Family Hub and Start for Life Programme.

However, we are aware of existing issues and disparities for children and families on the basis of their protected and other relevant characteristics which we will aim to address as the programme is intended to reduce inequalities by improving access to services in areas with the highest levels of deprivation and disproportionately poor health and educational outcomes. This EqIA will be updated as the programme is delivered in response to a comprehensive needs analysis and any emerging equality issues.

PROTECTED CHARACTERISTICS

Age: Young People Does your analysis indicate a disproportionate impact? Yes No

Potential impacts:

Mitigations:

Age: Older People Does your analysis indicate a disproportionate impact? Yes No

Potential impacts:

Mitigations:

Disability Does your analysis indicate a disproportionate impact? Yes No

Potential impacts:

Mitigations:

Sex Does your analysis indicate a disproportionate impact? Yes No

Potential impacts:

Mitigations:

Sexual orientation Does your analysis indicate a disproportionate impact? Yes No

Potential impacts:

Mitigations:

Pregnancy / Maternity Does your analysis indicate a disproportionate impact? Yes No

Potential impacts:

Mitigations:

Gender reassignment Does your analysis indicate a disproportionate impact? Yes No

Potential impacts:

Mitigations:

Race Does your analysis indicate a disproportionate impact? Yes No

Potential impacts:

Mitigations:

Religion or Belief Does your analysis indicate a disproportionate impact? Yes No

Potential impacts:

Mitigations:

Marriage & civil partnership Does your analysis indicate a disproportionate impact? Yes No

Potential impacts:

Mitigations:

OTHER RELEVANT CHARACTERISTICS

Socio-Economic (deprivation) Does your analysis indicate a disproportionate impact? Yes No

Potential impacts:

Mitigations:

Carers Does your analysis indicate a disproportionate impact? Yes No

Potential impacts:

Mitigations:

Other groups [Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Looked after Children / Care Leavers; Homelessness]

Potential impacts:

Mitigations:

3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

The programme is intended to advance equality of opportunity by improving access to services in areas with the highest levels of deprivation and disproportionately poor health and educational outcomes.

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:

No negative equality impact identified at this stage of accepting grant funding. The EqIA will be updated with findings from Needs analysis as the programme is developed.

Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

The programme aims to reduce inequality by improving access to services in areas with the highest levels of deprivation and disproportionately poor health and educational outcomes.

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
Equality Impact Assessment to be updated in response to needs analysis etc.	Head of Early Intervention and Targeted Support Service	ongoing

4.3 How will the impact of your proposal and actions be measured?

How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

There will be an outcomes framework embedded in Family Hub arrangements with prescribed reporting requirements.

Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the Equality and Inclusion Team before requesting sign off from your Director¹.

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off: <i>R. M. Hawks</i>
Date: 18/7/2022	Date: 17/08/2022

¹ Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.