

Appendix 3

PART B – Equality Analysis Form

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc. – see page 11 of Equality Screening and Analysis Guidance.

1. Title	
Equality Analysis title: Family Hubs & Start for Life	
Date of Equality Analysis (EA): 6th November 22 Reviewed 07 September 2023	
Directorate: CYPS	Service area: Early Help & Family Engagement
Lead Manager: Susan Claydon	Contact number: 07557312933
Is this a: <input type="checkbox"/> Strategy / Policy <input checked="" type="checkbox"/> Function <input type="checkbox"/> Other	
If other, please specify	

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance

Name	Organisation	Role (eg service user, managers, service specialist)
Alex Hawley	LA Public Health	Lead for Start for Life Publication
Kirsty Woodhead	LA CYPS	Locality Manager
Anne hawke	LA CYPS	Head of Service Data, Performance & Quality

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope (who the Policy/Service affects and intended outcomes if known)

Family hubs is a national grant funding stream that requires Local Authorities to work with existing services/ agencies to ensure closer collaborative working and develop a digital offer for children and families in the borough.

Prior to sign-up, a national Equality Impact exercise took place to determine which areas were in need for the Family hubs grant. Rotherham was selected to receive the funding, based on the Indices of Multiple Deprivation and national data related to the under-5 population in Rotherham.

As part of developing initial Family Hub collaborative work, two large scale, interactive workshops have taken place to consult with a wide range of organisations from the public and voluntary/ community sectors (including the Rotherham Parent carer Forum) on how they would like to influence the development of Family Hubs in Rotherham.

Consultation and co-production will be an iterative and ongoing process throughout the programme.

What equality information is available? (Include any engagement undertaken)

Equality information is already used to shape priorities and deliver existing services across the Local Authority, health and education sectors.

The three-year Family Hubs & Start for Life Programme sets an expectation that a needs analysis will take part in the initial phase of the programme. In Rotherham this will provide a sophisticated , cross sector analysis to build on the strong foundation of data that is available and use this new needs analysis to shape delivery over the next three years. This has commenced and is required by April 2023.

Equality information is available through existing delivery in the following ways:

- Parents/carers involved in Family Support
- Parents/carers involved in Outreach & Engagement
- Parents / Carer Forum
- Regular community engagement

School Attendance Matters Pathway
 Elected Members
 DfE
 Department for Health & Social Care
 Ofsted
 Staff

Regular monitoring and oversight through the Early Help Steering Group
 Reporting to Rotherham Safeguarding Childrens Executive Board

Are there any gaps in the information that you are aware of?

Not that we are currently aware of, we have rich cross organisational data, and the new/ planned Family Hubs Needs Analysis will add value to existing data sets and analysis already held in Rotherham.

What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?

A multi – agency Strategic Board retains oversight of the programme implementation and impact.

Existing data and well-established methodology across the children’s workforce will continue to be used to monitor impact on those groups with protected characteristics. This will not change, as this programme will not detract from existing provision and is not a new service but is a way to join up different services in a more meaningful and accessible way for children and families.

The national programme has a rigorous performance monitoring and evaluation element to it, and we will adhere to this.

The governance arrangements (the Early Help Steering Group) will monitor and oversee performance and impact on children and families.

As part of current practice, the voice of children and families is routinely sought through the assessment, planning and exit stages. We will continue to utilise these methods of monitoring delivery of the programme and we will also introduce training in the use of a range of evidence-based impact tools to be adopted by multi agency settings.

Engagement undertaken with customers. (date and group(s) consulted and key findings)

February 22: Rotherham Parent Carer Forum attended a multi-agency workshop to ensure that service user voice and early consultation took place.

August 22: Rotherham Parent Carer Forum attended a multi agency workshop to ensure that service user voice and early consultation took place.

The national programme requires the setting up of a Parent Panel by April 2023 and we will work with this group to ensure that front line service users shape and influence delivery at all stages. This will include

	<p>enabling a diverse range of participants in that group to represent families from across different communities with diverse needs.</p> <p>Key findings enabled the development of a proposed model in Rotherham and shaped the sign up documentation that was submitted to Government on 31st October 22.</p> <p>Further engagement and consultation will take place with parents and carers now that we have been given corporate permission to sign up to and commit to the national programme. There will be a lead for the parent carer consultation process and setting up of the Parent Panel.</p> <p>Update August 23</p> <p>Engagement with the community to influence Family Hubs branding and logo</p> <p>Engagement with he public to engage volunteers for the parent/carer forum; engagement with fathers is a key priority and the team has managed to secure commitment from some Rotherham fathers.</p> <p>Soft launch events have taken place over the summer to socialise the transition to Family Hubs with children and families with over 500 parents and children in attendance.</p> <p>The needs analysis continues to develop and is enabling the team to target resources and interventions at communities that are seldom heard from, e.g. late booking in pregnancy etc.</p>
<p>Engagement undertaken with staff (date and group(s)consulted and key findings)</p>	<p>February 22: Multi Agency Workshop with over 20 agencies involved. This included front line users of services via the Rotherham Parent carer Forum.</p> <p>August 22: Multi Agency Workshop with over 25 agencies involved. This included front line users of services via the Rotherham Parent carer Forum.</p> <p>DLT and SLT engagement between August and October 22</p> <p>Lead Elected member for Childrens Services and health & Wellbeing Board engagement between August and October 22</p>

	<p>Forward Plan- Paper for cabinet in December 22 for information and scrutiny</p> <p>Key findings:</p> <ul style="list-style-type: none"> • Strong consensus that Family Hub development would be a positive change in Rotherham • Development of a proposed model for Family Hubs in Rotherham <p>August 23</p> <p>Series of staff induction events have taken place with over 200 colleagues taking part.</p> <p>Voluntary sector mobilising engagement with volunteers to support and shape the programme in Rotherham</p>
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4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

How does the Policy/Service meet the needs of different communities and groups? (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance)

Service delivery is regulated by a range of legislation (the Children Act (1989, 2004) Working Together to Safeguard Children, Working Together to Improve School Attendance (2022). Services work in an inclusive way, utilising restorative practice and will continue to work within these parameters.

The following are key strands of the work that will be taking place:

Family hubs transformation- better integrated working across agencies
Perinatal mental health and parent-infant relationships- adding value to those children and families with mental and emotional difficulties
Parenting support- to bring additional support with parenting children of all ages, starting prenatally
Infant feeding support- to enhance uptake of the healthiest form of infant feeding across a range of communities
Home learning environment services- to bring support into family homes when communities are less likely to enrol their child in early years education
Publishing start for life offers and establishing parent carer panels- for all children under 5 in Rotherham with a focus on the first 1001 days

Family Hubs are based in existing Early Help/ children’s centre sites and there is no change to geography of where families can access support.

Does your Policy/Service present any problems or barriers to communities or Groups?

No barriers identified, the Family Hubs Programme will focus on better equipping the existing workforce to deliver additional evidence-based programmes that better meet the needs of children and families. It will also provide better digital access to support and will enable more colocation between agencies to enhance access for children and families across the range of communities in Rotherham. Parenting programmes are available in a range of languages that meets the needs of communities in Rotherham.

Does the Service/Policy provide any positive impact/s including improvements or remove barriers?

A range of new evidence-based programmes will be added to existing provision. There are no plans to reduce or scale down existing provision.

What affect will the Policy/Service have on community relations?

The programme is for all residents of Rotherham with children and does not differentiate between protected characteristics and different groups. We will utilise the diverse parents panel to ensure that all community groups are represented.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

5. Summary of findings and Equality Analysis Action Plan

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic - See page 11 of the Equality Screening and Analysis guidance

Title of analysis: Rotherham Family Hubs & Start for Life programme
Directorate and service area: CYPS
Lead Manager: David McWilliams AD.
Summary of findings:
The Equality Impact Analysis reassures that there is no change to existing provision for children and families in Rotherham and rather, the programme will add value and bring new support mechanisms to families through a more integrated approach.
The Family Hubs Needs Analysis will inform equality impact considerations throughout the delivery of the programme

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Complete and submit a Family Hub Delivery Plan template	A, D, S, RE, RoB, PM C, O Youth	December 22
Cabinet Update Paper	As above	December 2022
Complete family Hubs Needs Analysis	As above	March 2023
Publish Start for Life Offer	As above	April 2023
Establish Family Hub Parent/Carer Panel	As above	April 2023

Launch digital Family Hub offer	As above	September 23
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*A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups

6. Governance, ownership and approval

Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.

Name	Job title	Date
David McWilliams	Assistant Director Early Help	November 2022
Susan Claydon	Head of Service Early Help	November 6 th 2022
Nicola Curley (name updated August 23)	Director of Childrens Services	November 6 th 2022
Cllr Cusworth	Lead Member Children's Services	November 2022

7. Publishing

The Equality Analysis will act as evidence that due regard to equality and diversity has been given.

If this Equality Analysis relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date Equality Analysis completed	11 th January 2023 Updated August 22 nd 23 September 2023
Report title and date	Rotherham Family Hubs
Date report sent for publication	07/09/23
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	