

PART B – Equality Analysis Form

1. Title		
Equality Analysis title: Family Hubs progress update and extension		
Date of Equality Analysis (EA): January 2026		
Directorate: CYPS	Service area: Early Help	
Lead Manager: Kelly White: Interim Assistant Director, Early Help	Contact number: 01709 822531	
Is this a:		
<input type="checkbox"/> Strategy / Policy	<input checked="" type="checkbox"/> Service / 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)
Kelly White	RMBC	Assistant Director, Family Help
Kirsty Woodhead	RMBC	Head of Service, Family Help
Amanda Needham	RMBC	Service Manager, Family Help

3. What is already known?
<p>Aim/Scope (who the Policy/Service affects and intended outcomes if known)</p> <p>The Family Hubs and Start for Life Programme aims to provide families with the integrated support they need to care for their children from conception, throughout the early years, and into the start of adulthood. All families need support at times and our ambition is for every family to receive the right support, at the right time, in an easy way. The programme will ensure that families can access services which are local to them, helping to identify and respond to issues before they develop into more complex problems. The report has been written to update Cabinet on the progress made in the delivery of the original three-year Family Hubs programme and to note the extension to the programme with additional grant funding to embed the model.</p> <p>Equality and diversity have been central to the development and delivery of the Family Hubs and Start for Life Programme, which is in its fourth delivery year. The programme is designed to be inclusive and accessible to all families, with particular attention given to those who may face barriers to engagement, such as families from minority ethnic backgrounds, those with disabilities, and those experiencing socio-economic disadvantage.</p>

Through parental engagement opportunities and forums, services are co-produced with parents and carers to ensure they reflect the diverse needs of the community, and staff are trained in cultural competence and inclusive practice. Targeted outreach, translation services, and flexible delivery models help ensure that no family is left behind, and ongoing monitoring ensures that the programme continues to promote equity in outcomes for children and families.

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

Quality information is already captured and used to shape priorities and deliver existing services across the Local Authority, and partners.

Equality information is available through the following sources:

- Performance Practice and Learning
- CYPs performance reporting – Scorecards and Dashboards (Insight)
- Audit and QA activity
- DfE reporting
- Department for Health & Social Care
- Ofsted

Rotherham is a large minster town in South Yorkshire, England which along with its nearby settlements form the Metropolitan Borough of Rotherham, with a population of 265,800 (ONS, 2021).

There are 61,600 0-19 year old children living in the Borough (23.1% of the local population – ONS, 2021). 122 Schools provide education to 45676 Pupils on Roll.

26% of children living in Rotherham are in low-income families (England 19% - 2021). Our Free School Meal (FSM) entitlement rate is above national average, 21.8% compared to 20.2% at Primary phase and 20.7% compared to 18.2% at Secondary phase (DfE 2020/21).

Rotherham is a relatively deprived local authority, ranking 44th of 317 local authorities according to the 2019 Index of Multiple Deprivation score (a slight relative increase from 52nd in 2017). Deprivation is linked to a wide variety of poor health and educational outcomes for children. As such, Rotherham often fares significantly worse than the national average when considering markers of 'good health' throughout this document. Comparisons have also been made with statistical 'nearest neighbours' to compare how well Rotherham is doing relatively to similar local authorities.

20.1% of our school age population is from BME background (England 36.1%) (DfE 2021/22).

- The population of Rotherham is 265,800 (Census data, 2021)
- There are 125 schools in Rotherham
- The percentage of children and young people who are eligible for free school meals is 11,621 — or 68% (Data as of July 2022)

- Rotherham ranks as the 35th most deprived upper tier local authority in England out of a total of 151 upper-tier local authorities (Index of multiple deprivation 2019 by LSOA)
- The prevalence of children in reception class who were at a healthy weight was 73.6% (2,275 children in total), in comparison to the national figure of 76.5% (National Child Measurement Programme (NCMP) data from 2021 to 2022)
- At the end of March 2023, 89% of children aged 0-5-years-old were registered with a Children's Centre and of those living in the 30% most deprived areas of Rotherham, 92% were registered. During the same period, the proportion of children aged 0-5-years-old who had accessed Children's centre activities was 73% overall and 78% for those children living in the 30% most deprived communities.
- In Rotherham there are 21.9% of children aged 0-15 years in absolute low-income families and 25.7% of children in relative low-income families, for comparison, the percentage rate for England is 15.1% and 18.7% respectively. The number of Children aged under 16, living in relative low-income families, financial year ending 2021 was 13,193 (Index of multiple deprivation 2019 by LSOA)
- 20.4% of pupils in Rotherham (9,325) have identified SEND needs compared to 17.1% nationally (Spring School Census 2023)
- 3,192 Children and young people aged 0-25 yrs have a EHCP (44% increase in EHCP over last 3 years) (EHCP data July 2023)
- As of 31 December 2023, we had 505 children in care, 382 were in family-based placements.
- There are currently 323 care leavers in Rotherham (As of November 2023)

Recruitment to staff roles considers the need for the workforce to reflect the communities in which they work.

Information regarding protected characteristics is captured in the Family Assessment of Need and informs the Plan that is coproduced with the family members.

Translation services are utilised as a range of bespoke provision is in place including specific targeted support groups for LGBT young people, BAME young people, Girls and young women, faith-based groups and provision, support for Ukraine and Afghanistan families and young people with autism.

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

Not that we're aware of, we have rich cross organisational data available however we will continue to develop our reporting mechanisms as part of the Family Hubs delivery plan to ensure diversity and equality remains a key consideration.

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

A range of approaches will be used to ensure that children, young people and families play a key part in design and implementation of family hubs delivery and that their individual needs and protected characteristics are considered.

Existing data and established methodology across the children’s workforce will continue to be used to monitor impact on those groups with protected characteristics.

The Family Hub and Start for Life Programme has established a Parent Carer Panel who are engaged on a regular basis to support the design and implementation of the programme.

- Continue engagement with the Early Help Partnership Group.
- Continue engagement with the Family Hubs Operational Group.
- Continue to ensure that consultation and engagement with service users is embedded in service design and implementation.

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

Monthly engagement with Family Hubs Parent and Carer Panel.
Six weekly engagement with Family Feedback Forum.
Family Hubs surveys to parents and carers registered.

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

The Early Help Partnership Group and Family Hubs Operational Groups are multi-agency forums informing the delivery of the Family Hubs and Start for Life Programme.

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?

The Family Hubs Programme covers a wide range of need and includes working directly with different communities and groups. However, some need is universal and not unique to protected characteristics (e.g., parenting). Design and delivery of the Family Hubs Programme will support services to take account of cultural differences and strengths, and the unique circumstances of some young people and families in Rotherham.

The Family Assessment of Need process and Signs of Safety (SoS) model ensure an assessment and case planning format that integrates professional knowledge with local family and cultural knowledge, to identify and implement interventions that will benefit children, young people and families avoiding the need for further costly interventions. Early indications of its use with Early Help families are positive.

The impact of changes across the protected characteristics groups that Early Help works with is detailed below and is most likely to be initially experienced in the form of less frequent interventions or different models of engagement.

As the service moves towards more evidenced based, outcome focussed, and targeted forms of delivery, those individuals from protected groups are likely to experience a more enhanced service.

It is of particular importance that the service is agile enough and has tools that are flexible to respond to future need and changing demographics such as the population becoming more culturally diverse.

As well as responding to need as illustrated in the snapshot, the Strategy also takes account of the fact that those most likely to require help and support are located in areas of multiple deprivation.

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

Locality and community based services support the engagement of children, families and communities and particular focus has been given to expanding delivery of the Family Hubs network with colleagues from within the voluntary and community sector who has long standing and established relationships of trust within communities, including some of our most diverse communities across Rotherham.

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

Early Help services are not delivered in isolation and the Early Help Strategy 2024-2029 emphasises the importance of developing the Early Help System, the Early Help Offer and the Early Help Workforce.

The strategy and the Family Hubs delivery plan supports the commitment to continue to deliver early / family help services it is not envisaged that the service will present any barriers to communities and groups.

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

The Family Hubs Programme will ensure that the service continues to work with the specific specified groups identified through the Protected Characteristics and does not differentiate between different groups, offering services which are accessible to all.

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: Family Hubs and Start for Life Programme
Directorate and service area: CYPS, Early Help
Lead Manager: Kirsty Woodhead, Head of Service, Family Help
Summary of findings:
The Family Hubs and Start for Life Programme will ensure that services continue to work with the specific specified groups identified through the Protected Characteristics. Anticipated Impact will be low.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)

***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
Nicola Curley	Executive Director Children's Services	16/01/26
Kelly White	Service Director, Family Help	16/01/26
Cllr Cusworth	Cabinet Member	16/01/26

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	16 th January 2026
Report title and date	Family Hubs progress update and extension
Date report sent for publication	02/03/2026
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	16 th January 2026