

Appendix 4

PART A - Initial Equality Screening Assessment

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.

A **screening** process can help judge relevance and provide a record of both the process and decision. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

1. Title	
Title: Rotherham Family Hubs	
Directorate: Children and Young People's Services	Service area: Early Help
Lead person: 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. Please provide a brief description of what you are screening
The Government has set out plans for the investment to be used to assist selected Local Authorities in the process of moving to a Family Hub model (or to further develop existing family hub models) putting the baby, child and family at the centre. A key objective is to improve whole family service delivery, including Start for Life services in areas with the highest levels of deprivation and with disproportionately poor health and educational outcomes. The vision is to build the national evidence base and to assess impact across a range of contexts.

The Multi-agency Early Help Steering Group will oversee the implementation of the delivery plan reporting to the Rotherham Safeguarding Children Partnership.

3. Relevance to equality and diversity

All the Council's strategies/policies, services/functions affect service users, employees or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about 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.

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	x	
Could the proposal affect service users? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	x	
Has there been or is there likely to be an impact on an individual or group with protected characteristics? <i>(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)</i>	x	
Have there been or likely to be any public concerns regarding the proposal? <i>(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)</i>		x
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? <i>(If the answer is yes you may wish to seek advice from commissioning or procurement)</i>	x	
Could the proposal affect the Council's workforce or employment practices? <i>(If the answer is yes you may wish to seek advice from your HR business partner)</i>	x	

If you have answered no to all the questions above, please explain the reason

If you have answered **no** to all the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

How have you considered equality and diversity?

An important element of Family Hubs is the national move from services organised for under-fives, to families with children of all ages, to reduce fragmentation, even though an emphasis on early years and the 'Start for Life' offer will remain. Rotherham has been working successfully in a whole family/ 0-19 capacity since 2019 and so this work is unlikely to impact negatively on families in the borough.

Local Authority areas are expected to carry out a local needs analysis to support delivery of the programme. We will utilise the needs analysis to understand gaps and develop integrated pathways across a broader remit of agencies, to ensure that there is an appropriate continuum of support available in Family Hubs for children and 'both' parents tailored to specific needs.

The change that is at the heart of the programme is through integration of pathways, scaling up a wider range of innovative interventions available to meet need early, and better equipping the wider workforce by introducing new evidence-based approaches, to meet needs at a universal and early help level. Co-delivery, co-location and a digital offer are central to the programme to enable highly transformative ways of working.

Representatives on a Parent Carer Panel will be engaged from the diverse communities within Rotherham and represent families from a range of socio-economic backgrounds. Our Family Hub Parent Carer Panel will be a catalyst for change and seek to utilise language support for those families that are currently underserved/represented. The model adopts principles for true co-production of services, meaning that access to the offer can be provided in the most family-friendly and effective way

The better integration sought from the programme will enable enhanced joint understanding of the needs of children and young people in Rotherham and use this to inform commissioning and service delivery.

Children, young people, families and carers will benefit from additional social value in Rotherham e.g. more employment opportunities.

More children, young people and families benefit from integrated support to improve outcomes.

<ul style="list-style-type: none"> • Key findings Equality & Human Rights implications in relation to the programme are positive as the work will enhance cross agency pathways and ring about more colocation of practitioners, making access to support easier and less stigmatising for children and families. 	
<ul style="list-style-type: none"> • Actions Further Equality Impact Analysis will be completed as part of the local needs analysis work that is integral to the programme. 	
Date to scope and plan your Equality Analysis:	Completed
Date to complete your Equality Analysis:	April 23
Lead person for your Equality Analysis (Include name and job title):	Susan Claydon Head of Early Help & Family Engagement.

5. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date
Suzy Joyner	Strategic Director Children & Young People's Services	

6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening 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 of **all** screenings 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 screening completed	11 th January 2023
Report title and date	Rotherham Family Hubs Programme
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	