

## CARDIFF COUNCIL

**Equality Impact Assessment  
Corporate Assessment Template**



<b>Policy/Strategy/Project/Procedure/Service/Function Title: Families First</b>
<b>New/Existing/Updating/Amending:</b>

<b>Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function?</b>	
Name: Angela Bourge	Job Title: Operational Manager – Strategy, Performance & Resources
Service Team: Families First	Service Area: Social Services
Assessment Date: 15/11/16	

**1. What are the objectives of the Policy/Strategy/Project/ Procedure/ Service/Function?**

<p>The current Families First programme is due to finish in March 2017. This EIA relates to how Cardiff will respond to a proposed new programme into 2017/18 in light of early indications from Welsh Government on how the future programme will be shaped.</p> <p>Welsh Government have highlighted a transitional period is likely until at least October whilst local authorities prepare for commissioning in line with the new guidance.</p> <p>Whilst the decision paper released by Welsh Government in August 2016 advises that there will be a future Families First programme, the early indications outlined within the Cabinet Secretary's decision paper highlights that certain elements of the programme will no longer be supported with funding by the Families First Grant, namely:</p> <ul style="list-style-type: none"> <li>• Debt/benefit advice/income maximisation/financial literacy</li> <li>• Worklessness/employability/training</li> <li>• Some health services, e.g. sexual health, substance misuse.</li> <li>• Childcare services (except crèche facilities)</li> </ul> <p>Due to this, the proposal is to cease funding for those projects and/or programmes that fall under the categories that Welsh Government have indicated will not be supported in the future when current contracts come to an end in March 2017.</p> <p>The projects and/or programmes that are intended not to continue funding beyond March 2017 are:</p> <ul style="list-style-type: none"> <li>• the Sex and Relationships Education Service and Assist which fall under Healthy Lifestyles, and</li> <li>• the Sustainable Employment package,</li> </ul> <p>We anticipate that the removal of funding for these packages has the potential to result in negative impact for some protected characteristic groups and as a result, separate Equalities Impact Assessments have been completed in relation to these individual services.</p> <p>This Assessment relates to the future proposed remaining Families First programme.</p>
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## CARDIFF COUNCIL

**Equality Impact Assessment  
Corporate Assessment Template**

- 2. Please provide background information on the Policy/Strategy/Project/Procedure/Service/Function and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]**

Families First is a Welsh Government funded programme, which aims to provide more effective early intervention support for families as part of the Anti-Poverty Agenda. The programme commenced in 2012.

In Cardiff there are 6 commissioned packages of services, namely;

- Early Years – led by Cardiff and Vale University Health Board
- Child and Youth Engagement – led by City of Cardiff Education Services
- Sustainable Employment – led by Sova
- Healthy Lifestyles – led by Cardiff and Vale University Health Board
- Emotional and Mental Health and Wellbeing – led by Barnardo's
- Disability Focus – led by Action for Children

These services are underpinned by another service, the Team Around the Family, which is delivered by Tros Gynnal Plant.

The below table is taken from the Anonymised Data report for 2015/16. The anonymised data report contains data on fewer service users than the entirety of those worked with across Families First due to data quality and collection. Whilst it does not relate to all service users it highlights the split of service users across each of the themed service packages.

<b>Name of Package</b>	<b>No. of service user records</b>	<b>% of service user records</b>	<b>% of programme's service funding allocated to package</b>
1. Child & Youth Engagement	4,480	44.0	28.8
2. Early Years	1,631	16.0	15.4
3. Team around the Family	1,505	14.8	9.4
3. Emotional Health and Wellbeing	1,315	12.9	22.2
4. Disability Focus	780	7.7	7.7
6. Sustainable Employment	303	3.9	5.7
7. Healthy Lifestyles	170	1.7	10.8
<b>Total</b>	<b>10,184</b>		

The proposal is to sustain the remainder of the programme for an interim 12 months whilst new commissioning arrangements are put in place. This will serve the purpose of providing continuity of service for families during this transitional period, with minimum disruption on families and interdependent services such as Education and Social Services, amongst others.

Referrers into the Families First programme are outlined below. Sustaining the programme in its current format for an additional 12 months will ensure continuity of service for these referrers.

## CARDIFF COUNCIL

**Equality Impact Assessment  
Corporate Assessment Template**

Source of referral	Total	Source of referral	Total	Source of referral	Total
Schools and other education services	3744	Other primary care services	158	Job Centre Plus	35
Self-referral	2883	Housing services	89	STAR Communities First	23
Third Sector	875	GPs	88	TAF (Team Around the Family)	18
Health visitors	734	Child and adolescent mental health services	85	Communities 4 Work	12
Children's social services	628	JCP Alexandra House	66	Gingerbread	11
other	293	Police	63	ACE Communities First	10
Other employment support services	183	JCP Charles Street	57	<b>Total</b>	<b>100</b>
					<b>55</b>

During 2015/16 the Families First programme provided services to 22,681 individuals, with 97% of participants reporting that they were satisfied with their service and 87.6% completing the intervention for which they were referred.

Unlike other Welsh Government funded programmes, Families First covers the whole of Cardiff, the below table highlights where participants come from, illustrating that the programme provides benefits across the city.

Neighbourhood Partnership Area	2014-15 (Base = 9,585)	2015-16 (Base = 9,834)	PP Difference Base Diff = 249
City and Cardiff South	12.9%	12.6%	-0.3
Cardiff South West	28.6%	25.9%	-2.7
Cardiff West	12.5%	10.8%	1.7
Cardiff North	12.5%	14.4%	1.9
Cardiff East	17.8%	18.8%	1.0
Cardiff South East	15.7%	17.5%	1.8

### 3 Assess Impact on the Protected Characteristics

#### 3.1 Age

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative/]** on younger/older people?

	Yes	No	N/A
Up to 18 years	Positive		
18 - 65 years	Positive		
Over 65 years			

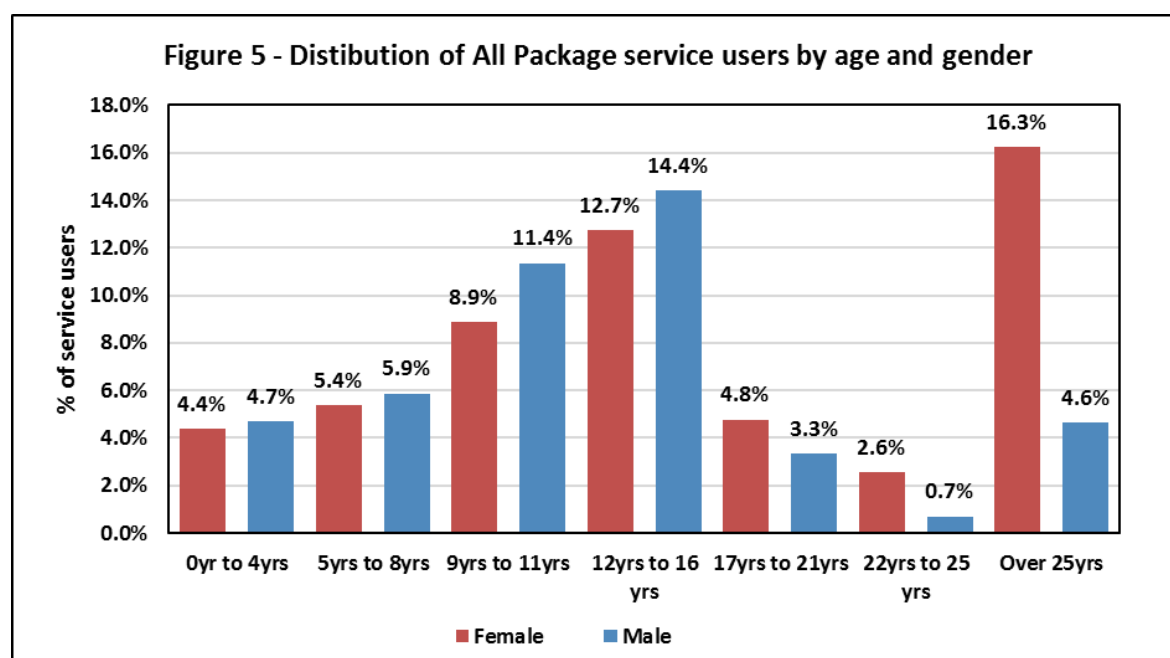
## CARDIFF COUNCIL

**Equality Impact Assessment  
Corporate Assessment Template**

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

The extension of the current project, with those exceptions outlined in other Equality Impact Assessments, will have a positive impact on those that have used the programme, ensuring continuity of service whilst new arrangements are put into place.

The below table highlights the main age ranges covered by the Families First programme.



**What action(s) can you take to address the differential impact?**

### 3.2 Disability

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on disabled people?

	Yes	No	N/A
Hearing Impairment	Positive		
Physical Impairment	Positive		
Visual Impairment	Positive		
Learning Disability	Positive		
Long-Standing Illness or Health Condition	Positive		
Mental Health	Positive		
Substance Misuse			n/a

## CARDIFF COUNCIL

**Equality Impact Assessment  
Corporate Assessment Template**

Other			
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**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

Welsh Government have committed to continuation of the ring-fenced funding for services and support for families with a disabled child. As such the proposal to sustain funding for an additional 12 months will result in those families and individuals receiving support, sustaining this at the same level.

Whilst data is not held on individual disabilities, the table below, which is taken from the Anonymised data report, highlights the numbers of those affected by a disability who have accessed Families First services. This may not include all service user numbers, for example those who only contact looking for advice.

Response	Number	%
Disabled Child	929	9.6
Disabled Adult	293	3.0
Not Disabled	8,539	87.8
<b>Total Service users</b>	<b>9,729</b>	

**What action(s) can you take to address the differential impact?**

### 3.3 Gender Reassignment

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on transgender people?

	Yes	No	N/A
<b>Transgender People</b> (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)			x

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

There is not an expected differential impact on transgender people.

## CARDIFF COUNCIL

**Equality Impact Assessment  
Corporate Assessment Template**

**What action(s) can you take to address the differential impact?**

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**3.4. Marriage and Civil Partnership**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage			x
Civil Partnership			x

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

There is not seen to be a differential impact in relation to marriage and civil partnership as services across the programme are open to both married people and those in civil partnerships, or single people.

Sustaining the current programme will ensure continuity for those that do access the programme. Whilst there is no evidence collated via anonymised data, many of the services on offer would be additional support for parents, whether they are single, living together, married or in civil partnerships. As such, sustaining service provision will ensure support is continued.

**What action(s) can you take to address the differential impact?**

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**3.5 Pregnancy and Maternity**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy	Positive		
Maternity	Positive		

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

The programme contains services providing targeted support for pregnant women and women who have just given birth. Sustaining service will have a positive impact on

## CARDIFF COUNCIL

**Equality Impact Assessment  
Corporate Assessment Template**

those who may suffer a loss in service if funding was lost.

**What action(s) can you take to address the differential impact?**

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**3.6 Race**

Will this Policy/Strategy/Project//Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
White		X	
Mixed / Multiple Ethnic Groups	Positive		
Asian / Asian British	Positive		
Black / African / Caribbean / Black British	Positive		
Other Ethnic Groups	Positive		

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

The majority of services within the Families First programme are available to all residents of Cardiff. The table below highlights the take up of service broken down by ethnicity.

Ethnicity	Total	Ethnicity	Total
White British <sup>1</sup>	6,639	Arab	140
White Other	440	Black British Other	101
Other <sup>2</sup>	372	Mixed White and Black African	90
Asian British Other	284	Asian British Bangladeshi	83
Black British African	270	Black British Caribbean	74
Mixed Other	265	Asian British Chinese	65
Asian British Indian	158	Mixed Multiple ethnic Groups	24
Asian British Pakistani	152	Gypsy/Romany/Traveller	19
Mixed White and Black Caribbean	144	<b>Total</b>	<b>9,320</b>

However, there are also a small number of projects that provide additional targeted support for families from other ethnic groups, including:

- Educational Support for EU Roma pupils

<sup>1</sup> Note that this sub-category includes White British, White Welsh, White Scottish, White English, and White Northern Irish.

<sup>2</sup> Note that the 'Other' sub-category comprising all ethnic groups classed as other and 14 ethnicities that reported 10 or fewer service users (below 0.1%)

## CARDIFF COUNCIL

**Equality Impact Assessment  
Corporate Assessment Template**

- Learning Together project, which works with parents who speak other home languages to support their children in school
- An asylum seeker and refugee project

The continuation of these services will have a positive differential impact on the families concerned.

**What action(s) can you take to address the differential impact?**

### 3.7 Religion, Belief or Non-Belief

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A
Buddhist			X
Christian			X
Hindu			X
Humanist			X
Jewish			X
Muslim			X
Sikh			X
Other			X

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

There is not expected to be a differential impact in the basis of religion, belief or non-belief.

**What action(s) can you take to address the differential impact?**

### 3.8 Sex

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on men and/or women?

	Yes	No	N/A
Men		x	
Women	positive		



## CARDIFF COUNCIL

**Equality Impact Assessment  
Corporate Assessment Template**

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

Whilst the programme is open to males and females, the anonymised data provides evidence that more females than males access services across the whole programme and significantly outnumber males in the 25+ age group: females in this age group make up 16.3% of total service users while males make up only 4.6% (see graph provided in 3.1 above). A small number of services within Families First are primarily targeted at females, where this is linked to pregnancy and maternity. For this reason, sustaining provision will have a positive differential impact in ensuring continuity of service provision.

**What action(s) can you take to address the differential impact?**

### 3.9 Sexual Orientation

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
Bisexual			x
Gay Men			x
Gay Women/Lesbians			x
Heterosexual/Straight			x

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

There is not expected to be a differential impact in relation to sexual orientation.

**What action(s) can you take to address the differential impact?**

### 3.10 Welsh Language

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on Welsh Language?

	Yes	No	N/A
Welsh Language	Positive		

## CARDIFF COUNCIL

**Equality Impact Assessment  
Corporate Assessment Template**

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

Two projects within Families First are delivered through the medium of Welsh, and are specifically designed to promote use of Welsh language in families. For this reason, maintaining the services is likely to have a positive differential impact.

In relation to the wider programme, in 2015/16 only 2% of participants requested services to be delivered in Welsh. However, providers are required to ensure that they ask families what language they wish to receive the service in and to respond to their language needs.

**What action(s) can you take to address the differential impact?**

#### **4. Consultation and Engagement**

What arrangements have been made to consult/engage with the various Equalities Groups?

Consultation has been held with the Lead Providers via initial stakeholder engagement sessions and dialogue regarding the future directions of Families First. They have been informed about plans for extending contracts for the majority of services. They have also been offered the opportunity to provide information about potential impact on service users of the plans.

Wider Stakeholder Engagement sessions have also been held advising of the change in focus for the Families First programme. These have explored what has worked and what has not worked so well with the aim of informing the next round of commissioning.

Plans will be developed for the next round of commissioning during the transition year. The proposals for changes made in services for the next programme will be the subject of further stakeholder engagement and further EIAs.

#### **5. Summary of Actions [Listed in the Sections above]**

<b>Groups</b>	<b>Actions</b>
Age	
Disability	

## CARDIFF COUNCIL

**Equality Impact Assessment  
Corporate Assessment Template**

Gender Reassignment	
Marriage & Civil Partnership	
Pregnancy & Maternity	
Race	
Religion/Belief	
Sex	
Sexual Orientation	
Welsh Language	
Generic Over-Arching [applicable to all the above groups]	Whilst this Equalities Impact Assessment relates to the whole programme, there are elements which have been recommended not to continue beyond March 2017. For these elements separate EIAs have been completed and mitigating actions have been identified.

**6. Further Action**

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

**7. Authorisation**

The Template should be completed by the Lead Officer of the identified Policy/Strategy/Project/Function and approved by the appropriate Manager in each Service Area.

Completed By : Dr Ceri George	Date: 15-11-16
Designation: Improvement Project Manager – Prevention and Partnerships	
Approved By: Angela Bourge	
Designation: Operational Manager – Strategy, Performance & Resources	
Service Area: Social Services	

- 7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council.

For further information or assistance, please contact the Citizen Focus Team on 029 2087 3059 or email [citizenfocus@cardiff.gov.uk](mailto:citizenfocus@cardiff.gov.uk)