

Equality Impact Assessment
Corporate Assessment Template



Project Title: Family Help and Support
New

Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function?	
Name: Jane Thomas	Job Title: AD Housing and Communities (project lead)
Service Team: Joint project Childrens Service & Housing and Communities	Service Area: People and Communities
Assessment Date: 20.9.18	

1. What are the objectives of the Project?

To set out a new delivery model for integrated early help and prevention services for families and children in line with the Council's Early Help Strategy.

Overview of the proposed new Family Help and Support model

The proposed new model contains a new approach to family help and support based on 3 new family support services:

A **Family Gateway** service to respond to all referrals and enquiries and offer information and advice.

A closely-linked **Family Help** service to respond promptly to families who need some short-term support, including a combination of signposting, practical assistance and help with parenting.

A **Family Support** service which is able to work with families with more complex or severe problems and where there is a real risk that without intensive support, more significant intervention would be needed.

Aims of the service will be to:

- Provide timely information advice and assistance, reducing the need for ongoing support.
- Enable families with emerging short-term problems to be better helped to manage these problems, build resilience and avoid the need for longer-term support.
- Better support families with complex problems, to prevent the need for statutory intervention, taking a relationship based whole family approach.

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- Improve the range of services available for families who are involved with statutory safeguarding and care services to be able to secure the best possible long-term future and enable them to step down to support services as soon as this is safe.
- Develop a shared understanding and language across the city, developing a “no wrong door” approach with all partners fully engaged in supporting families.
- Improve outcomes for families and children across a range of indicators including improved school attendance and prevention of the need for care.

2. Please provide background information on the Project

Early help for families

1. Recent research on Adverse Childhood Experiences has demonstrated that the first few years in children’s lives shape their future development, and influence how well children do at school, their on-going health and wellbeing and their achievements later in life. A strong focus on the first few years of children’s lives leads to huge economic, educational, social and emotional benefits later on, both for individuals and for society as a whole
2. Research also suggests that it is important to intervene at the early stages of a problem, whatever the age of a child, to prevent issues from escalating.

Current Challenges and Issues

3. Children’s social services are working with increasing numbers of referrals, undertaking an increasing number of assessments and the Council is responsible as Corporate Parent for the highest ever level of looked after children. Recent data indicates that in the first quarter of 2018/19, 1,745 children were supported with a Care and Support Plan in Cardiff. The numbers of children in need open to Children’s Services are on an upward trajectory, rising overall from 520 children in April 2016 to the current position of 630.
4. It is clear that the current arrangements for early help are not reducing the number of referrals received by children’s services. The first quarter of 2018/19 saw an increase of 16.3% compared when compared to the final period of the previous year.
5. There are also growing pressures on Education, with increasing numbers of children educated other than in school. In 2018 there were 348 pupils

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education other than at school (EOTAS), which is 30% increase on 2017 (268 pupils) and 70% increase from 2016 (205 pupils). There are schools across Cardiff's poorest communities where pupil attendance remains below the Cardiff Ambition target of 95% and there remains a high number of in-year transfers between schools linked to behaviour and relational issues.

6. There are numerous reasons for these increasing pressures including the effects of austerity and increasing complexity of the issues facing families. The impacts have been seen nationwide, however, some local authorities have progressed to develop a more holistic approach to preventative service integration and the learning from these authorities will help to inform Cardiff's approach.

Issues with Current arrangements

7. The Multi Agency Safeguarding Hub (MASH) was introduced in 2016 and all concerns for children's safety and wellbeing are referred into the MASH. Fewer than 20% of referrals to the MASH progress to a Children's Services intervention. While some cases are referred for early intervention this number is low, just 15% or 3,292 children during 2017/18. In 51.8% of cases referred to the MASH, no action is taken.
8. Family Support is currently provided through a partnership arrangement between Tros Gynol Plant Cymru and Children's Services. The service operates a free-phone number for advice and information, co-ordinates a team around the family approach and offers intensive key working for the families stepping down from care. The early intervention help available is very limited. Of the 1,786 calls to the Tros Gynol Plant helpline in the first quarter of 2018/19 only 49 visits were carried out. 77 referrals were made to Team around the Family.
9. Parenting services are delivered and managed alongside the Flying Start infrastructure as is the Family Information Service which provides information about child care and activities. These services are not currently closely aligned with Children's Services' family support services.
- 10. There is currently no clear pathway for families who need help but do not require children's social care and there is a pressing need for a more coherent approach to early intervention and prevention services.**

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3 Assess Impact on the Protected Characteristics

3.1 Age

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

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

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

The change will have a positive impact on children and young people and their parents. The new service will provide a clear route into information advice and assistance and will build on and enhance support services for all levels of need. It will provided tailored intervention such as parenting support, as well as signposting into other services such as money advice and housing.

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

None – impact is positive

3.2 Disability

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

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

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

There will be a positive impact on those with disabilities.

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While specialist services for children with physical and learning disabilities are out of scope of this service, parents can still contact the gateway for the more general advice and assistance thereby having positive impacts.

It is envisaged that many of the parents accessing the support services will have mental health and /or substance misuse issues. Young people and children may also suffer from these issues. Therefore training of support staff will be tailored to meet this need specifically. The wrap around support provided will be particularly beneficial for these families and children.

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

Ensure that training provided fully addressed the issues of mental health and substance misuse

3.3 Gender Reassignment

Will this Policy/Strategy/Project/Procedure/Service/Function have a **no differential impact** on transgender people?

	Yes	No	N/A
Transgender People (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 will be no differential impact

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

N/A

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3.4. Marriage and Civil Partnership

Will this Policy/Strategy/Project/Procedure/Service/Function have a **no differential impact** 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 will be no differential impact, parents will be assisted whether married, civil partnership or lone parents.

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

N/A

3.5 Pregnancy and Maternity

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

	Yes	No	N/A
Pregnancy	x		
Maternity	x		

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

There will be a positive impact on pregnant women and young mothers as the information and support available to them will be enhanced.

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

None required

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3.6 Race

Will this Policy/Strategy/Project//Procedure/Service/Function have **no differential impact** on the following groups?

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

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

Unfortunately there is limited information about the ethnicity of those being referred into the Mash as in many cases this is not recorded (see table below). However no differential impact is anticipated.

Careful consideration will be given to meeting the needs of those with language issues and equalities training will be a standard requirement for staff in the service.

Nationality	Percentages	Total referrals
NULL	54.6%	11666
British	40.9%	8751
Czech	0.5%	115
Bangladeshi	0.3%	74
Somalian	0.3%	56
Romanian	0.2%	49

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

Steps will be taken to ensure that the Gateway and support service is fully accessible to those with language requirements.

Equalities training will be standard for all staff in the services.

3.7 Religion, Belief or Non-Belief

Will this Policy/Strategy/Project/Procedure/Service/Function have a **no differential impact** on people with different religions, beliefs or non-beliefs?

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

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

No differential impact is anticipated

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

Equalities training will be standard for all staff in the services.

3.8 Sex

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

	Yes	No	N/A
Men	X		
Women	X		

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

Gender of the children referred into the Mash is equally balanced between male and female (see below). However in terms of parents, there is likely to be a disproportionately high level of female clients. A positive impact is expected for these clients who will be able to access services more easily.

Gender	Percentages	Total referrals
Male	47.8%	10210
Female	47.5%	10148
Unborn	1.5%	321
Unknown	3.3%	700
Total	100.0%	21379

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What action(s) can you take to address the differential impact?
None required

3.9 Sexual Orientation

Will this Policy/Strategy/Project/Procedure/Service/Function have a **positive differential impact** 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.
More clients are likely to be heterosexual, however the impact will be positive on all groups.
What action(s) can you take to address the differential impact?
None

3.10 Welsh Language

Will this Policy/Strategy/Project/Procedure/Service/Function have a **no differential impact** on Welsh Language?

	Yes	No	N/A
Welsh Language		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
The service will cater equally for welsh speakers

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

Some posts will be Welsh essential to ensure equal service can be provided

4. Consultation and Engagement

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

None to date however as the project progresses clients will be consulted about the detailed delivery of the service.

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

Groups	Actions
Age	
Disability	
Gender Reassignment	
Marriage & Civil Partnership	
Pregnancy & Maternity	
Race	Steps will be taken to ensure that the Gateway and support service is fully accessible to those with language requirements.
Religion/Belief	
Sex	
Sexual Orientation	
Welsh Language	Some posts will be Welsh essential to ensure equal service can be provided
Generic Over-Arching [applicable to all the above groups]	Equalities training will be standard for all staff in the services.

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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 : Jane Thomas	Date: 20.9.18
Designation: AD Housing & Communities	
Approved By: Sarah McGill	
Designation: Corporate Director	
Service Area: People and Communities	

- 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 2536 / 3262 or email equalityteam@cardiff.gov.uk