



**Equality Impact Assessment  
Corporate Assessment Template**

<b>Policy/Strategy/Project/Procedure/Service/Function Title</b>
Families First Arrangements for Recommissioning
<b>New/Existing/Updating/Amending: New</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: 22/06/17	

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

<p>To recommission Families First support for families, parents and young people in line with Welsh Government advice and feedback from stakeholders. To secure best quality services for families, specifically parents and young people, in Cardiff.</p>
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**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.]**

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### Background

1. 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.
2. In Cardiff there were initially 6 commissioned packages of services, namely;
  - a. Early Years – led by Cardiff and Vale University Health Board
  - b. Child and Youth Engagement – led by City of Cardiff Education Services
  - c. Sustainable Employment – led by Sova
  - d. Healthy Lifestyles – led by Cardiff and Vale University Health Board
  - e. Emotional and Mental Health and Wellbeing – led by Barnardo’s
  - f. Disability Focus – led by Action for Children

3. Beneath these themed packages of services sit 60 individual projects, with the split outlined below:

<b>Early Years</b>	18
<b>Child and Youth Engagement</b>	14
<b>Healthy Lifestyles</b>	7
<b>Emotional Health and Wellbeing</b>	14
<b>Disability Focus</b>	8
<b>Sustainable Employment</b>	1

4. These services were underpinned by a service to support Cardiff’s Team Around the Family [TAF] model of working. Tros Gynnal Plant currently delivers this service.
5. A number of smaller Infrastructure projects also support the Programme. These are mainly delivered in-house or are grant funded.
6. In March 2017, the Sustainable Employment package and two smaller elements of the Healthy Lifestyles package were decommissioned in line with guidance from Welsh Government. These decisions were subject to a separate Report and Equalities Impact Assessments, which went to Cabinet in December 2016.
7. Individual services have reported good outcomes for service users. However, the current arrangements require two layers of contract management, which has resulted in a bureaucratic process. Not only does it mean that resource is committed to staff to deal with contract management within each package as well as in the central Families First team, but it also means that the central team can only raise matters with sub providers through the lead providers. This arrangement has sometimes not been as effective as needed. Furthermore, it restricts economies of scale.
8. Stakeholder feedback has identified that people are often confused about the large number of projects. Practitioners seeking to refer, as well as families and young people themselves, identify difficulties in finding the right services at the right time for their needs.
9. The new Welsh Government guidance confirms that they want TAF and Disability Focus working to continue but that they require a greater focus on Parenting and Youth Support.

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10. TAF provision remains an important element for coordinating service delivery to ensure that families receive the right services. Since the original packages were commissioned, the Social Services and Wellbeing Act 2014 has also come into force and Cardiff has developed a partnership Early Help Strategy. Children's Services have recognised that the TAF team (with allied Freephone information and advice service) can play a central role in the provision of Information, Advice and Assistance under the Act.
11. The Disability Focus package has been providing important support for families where a child is affected by disability, including a Disability Team Around the Family. The package was commissioned for families who were significantly affected by disability but who did not meet the criteria for support from the Child Health and Disability Team. Since the package was commissioned, there have been changes in the delivery of specialist services for disabled children, and a Change Manager has been leading the Disability Futures programme, which is identifying opportunities for providing more effective and equitable services across Cardiff and the Vale of Glamorgan. Families First recommissioning needs to take account of the findings of the Disability Futures programme.
12. The current programme has a number of different elements of Parenting and Youth Support delivered by different providers and across a number of packages.
- Youth Support is currently sitting in three packages, Emotional Health and Wellbeing, Child and Youth Engagement and Healthy Lifestyles.
  - Parenting support currently sits in Early Years, Healthy Lifestyles, Child and Youth Engagement and Emotional Health and Wellbeing.
- This arrangement has been confusing for service users and has meant that they have sometimes been 'bounced' between services before finding the right one.

### Proposal

13. The proposal is to recommission the existing Families First programme in line with feedback from stakeholders, including professionals, families and young people, and in line with the Guidance published by Welsh Government in April 2017.
14. The new Guidance and recommissioning also provide an opportunity to use Families First funding to enable a clearer focus on the provision of early help which will help to deliver under the Social Services and Wellbeing Act and to address priorities identified in the Population Needs Assessment.
15. Welsh Government also requires that Families First be aligned with other tackling poverty programmes. Cardiff's Tackling Poverty Board is overseeing joint working across the main programmes. This has provided a strategic view of joint planning arrangements with Supporting People and Flying Start. It will also enable joint working to help to address gaps left following the ending of the Communities First programme in Cardiff and the development of the new Employment Gateway.
16. In line with this strategic context, discussions with partners have identified a number of opportunities to use shared resources more effectively through entering into arrangements to align or jointly commission services, either with other programmes within Cardiff or with the Vale of Glamorgan.
17. The current programme is not fit for purpose in relation to the new Guidance and the changed strategic context. Therefore, the report to Cabinet proposes to commission a new programme, with a more coherent set of services and supported by a clearer system for making sure that the right families are able to access the right services at the right time. It is also intended to deliver more streamlined arrangements for contract management.

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18. The report includes an Options Appraisal that has identified the best routes for securing the services needed. The new programme will be in place from 1<sup>st</sup> April 2018 but some elements of the current delivery will be extended to allow time for new arrangements to be made. This has resulted in the following proposals:
- To extend the current TAF service so that it provides a clearer front door and early help service – secured via a grant in addition to the current contract in the first instance to allow a pilot to take place, but with a new arrangement to be brought in from 1<sup>st</sup> April 2019.
  - The main Parenting and Youth Support Services to be brought ‘in house’ and delivered via an internal Service Level Agreement [SLA].
  - Allied health services, such as early years Speech and Language support and dietetics, to be delivered by way of a SLA with Cardiff and Vale University Health Board as a key statutory partner.
  - A number of allied services to be commissioned from external providers where external providers can provide access to expertise or resources (such as volunteer capacity) that is not available through internal services. This will include a specialist Family Wellbeing Service. Children’s Services will follow the most appropriate tender process to secure these allied services. However, agreements will ensure that they work closely with the main stem services and follow the same systems.
  - A number of areas being proposed for joint commissioning with extensions as appropriate to enable commissioning to be synchronised:
    - i. Youth Homelessness and Family Mediation (Supporting People)
    - ii. Domestic Abuse services (Communities and Housing)
    - iii. Elements of Disability Focus in line with the Disability Futures programme (Vale of Glamorgan)
    - iv. Young Carers Service (Vale of Glamorgan)
    - v. Time Credits (Communities and Housing)
19. The reduced number of contracts should generate economies of scale and reduce administration, allowing more effective contract management and wider service provision. It will also allow greater alignment with other services, inclusive of those delivered by the Council, partners in health, and the third sector. This includes other elements of the anti-poverty funding streams, including Communities first and the new employability programme and Flying Start. This alignment will promote consistency of service provision for families, parents and young people and is in line with Welsh Government programme guidance.
20. Whilst TUPE advice has not been requested prior to cabinet approval, there are a number of staff who may be subject to TUPE arrangements. This may create a differential impact on those affected. HR implications are included in the cabinet report and further advice will be sought as appropriate. Trade Unions will also be consulted in relation to all issues affecting staffing within the Council.

### Data

21. The tables below are taken from the Anonymised Data report for 2015-16. (This is the last published report, but analysis is currently underway for data for 2016-17.) The anonymised data report provides information about Families First service users, providing an overview against service packages, Neighbourhood Partnership areas and protected characteristics.
22. The report does not contain data reflecting the total number of service users because providers do not collect the level of data required for the report from service users accessing some school-based activity, drop-in provision and telephone advice. Whilst it does not relate to all service users, the table below highlights the split of service users across each of the themed service packages.

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

25. The main referrers into the Families First programme in 2015/16 are outlined below. Highlighting the main services that refer into the current programme.

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>

26. Unlike other Welsh Government funded programmes, Families First covers the whole of Cardiff, the table below identifies the Neighbourhood areas that 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

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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	Positive		

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

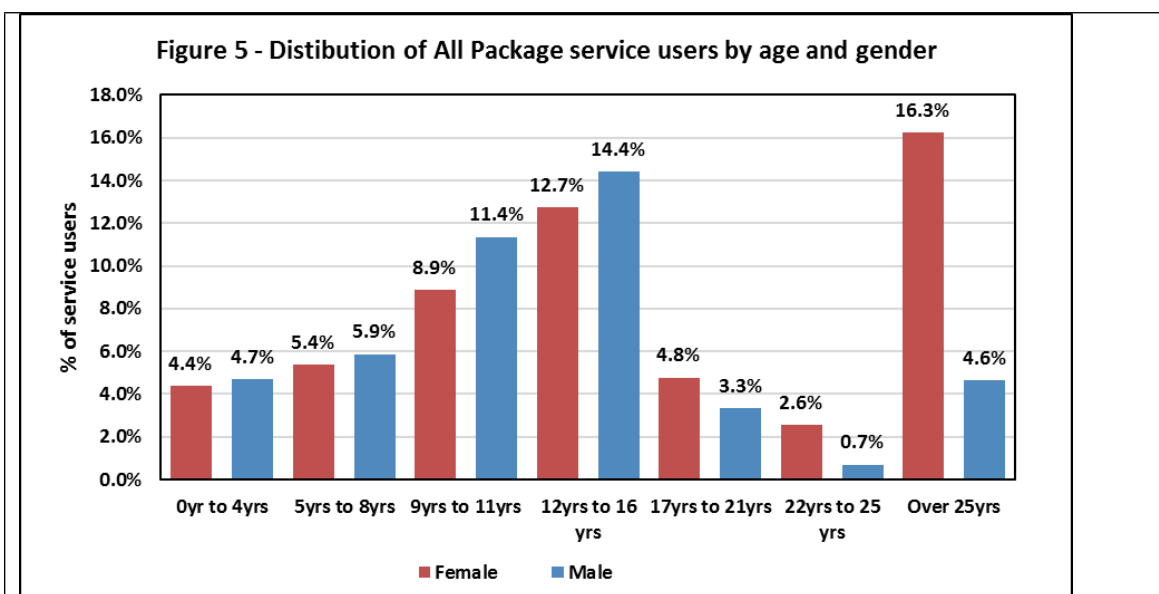
Support across the age ranges will continue to be delivered with the redesigned programme proposed. As such there is not seen to be a negative differential impact according to age.

Refocussing Families First to consider youth support, parenting, disability and emotional wellbeing is intended to simplify the process of referral, including self-referral by individuals and families.

When consulted with, families and young people highlighted accessibility and communication as a key element for improvement. They said that the large number of different services was confusing. Referrers also highlighted that they were confused about how to know the right service to refer a family or young person. Simplifying this process should have a positive impact on those referring in, both for professionals and the general public.

The below table highlights the main age ranges covered by the Families First programme. It covers delivery to children and young people in their own right as well as parents and carers. The age profile is generally under 65 because the programme is targeted on families with children. However, it is available for grandparent carers who may be older.

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

None anticipated, however careful monitoring and targeting of support will take place to ensure no groups are unduly impacted by the change.

**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
Other			

**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. The Disability Focus services will be subject to change so that new services can be commissioned in line with the recommendations of the Disability Futures programme. The main purpose of this programme is about developing greater equity and effectiveness in service provision for disabled children.

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The programme is helping to identify areas of delivery where there can be greater alignment and areas of delivery which might be jointly commissioned with the Vale of Glamorgan. This should ensure economies of scale, with services more widely available to more individuals and ensuring consistency in delivery and approach.

Outside of the Disability Focus package all Families First services are available to those affected by a disability should they chose and this will be built into specifications. The refocussing and rationalisation of service provision should make those services easier to access.

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 during 2015/16. This may not include all service user numbers, for example those who only contact looking for advice or accessing drop in.

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?**

The Disability Futures programme will be bringing forward more specific recommendations. These may identify areas where a new focus is needed. This may require the decommissioning of some current elements. An additional EIA will be conducted for any specific services that are decommissioned in this way. The Disability Futures programme will inform the priority and advise on any mitigating actions.

Careful contract monitoring will continue to ensure that no groups are unduly impacted by the change.

**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



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<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
<p>There is not an expected differential impact on transgender people.</p> <p>Currently services are delivered to a very small number of clients identifying as transgender.</p>
<b>What action(s) can you take to address the differential impact?</b>
<p>None anticipated, however careful monitoring of support will take place to ensure that no groups are unduly impacted by the change.</p> <p>Providers will be expected to provide support for clients eligible for service with protected characteristics, providing sensitive and appropriate services for all clients. Equality and diversity will be key criteria in tender assessments and service level agreements.</p>

**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

<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
<p>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.</p> <p>It is intended that the support offered to families in the new programme will be more focussed. Where specific services have ended, the central team will agree exit strategies, and transitional arrangements will be in place for those who need on-going support. Whilst there is no evidence collated via anonymised data, many of the services on offer will provide additional support for parents, whether they are single, living together, married or in civil partnerships. There will also be a greater focus on support for inter-parental conflict.</p>
<b>What action(s) can you take to address the differential impact?</b>
None anticipated.

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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.

Refocussing parenting provision and ensuring a consistent early years offer is available should have a positive impact, and make referral pathways easier to navigate for pregnant women or those who have just given birth. Although there is not sufficient funding to replicate the Flying Start offer in non-Flying Start areas, the new programme is intended to give greater consistency and will benefit from shared management.

In relation to the staffing establishment, pregnancy and maternity allowances may vary between providers currently. Where staff are affected by TUPE, legal safeguards will be in place to ensure that they receive the same entitlement with their new employer.

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

Positive impact anticipated, although careful monitoring will take place to ensure that there are no groups unduly impacted by the change.

#### 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		

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**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.

<b>Ethnicity</b>	<b>Total</b>	<b>Ethnicity</b>	<b>Total</b>
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:

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

The new Family Wellbeing Service includes provision to maintain support for asylum seeker and refugee families.

Education Services will be responsible for delivering the Youth Support Service. They will be developing additional school-based support for families and will use their monitoring data to identify the groups that are most in need of support. At the moment, this continues to be EU Roma families but Education services have also identified other groups, such as Albanian families, emerging.

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

None anticipated, however, an additional EIA will be completed in relation to any elements that are not going to be re-provided once the detailed plans for delivery have been agreed in relation to the SLA.

<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%)

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Careful monitoring and targeting of support will also take place to ensure that no groups are unduly impacted by the change and that any groups who are vulnerable are supported and do not face a drop in service.

Providers will be expected to provide support for those with protected characteristics, providing sensitive and appropriate services for all accessing Families First as well as targeting support for those most vulnerable.

**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?**

None anticipated but providers will be expected to provide support for eligible clients with protected characteristics, providing sensitive and appropriate services for all clients. Equality and diversity will be a key criteria in any tender assessment and in service level agreements.

**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	positive		
Women	positive		

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**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.

However, the new programme will ensure support is also offered to fathers which could lead to a positive impact on men. The Welsh Government has recently published new guidance about effectively engaging with Fathers, and Families First providers will be expected to follow this Guidance in their service delivery.

The proposal to contribute existing funding for Domestic Abuse services presents a change in service. Currently Families First funds two small elements of Domestic Abuse service provision, which are accessed primarily by female service users. A contribution to the wider recommissioning of Gender Specific Services (including Domestic Abuse) could present a positive impact for both male and female service users, as services will be more joined up, with clear pathways for both genders.

The staffing establishment within Families First is currently predominantly female, changes to the programme could have a potential differential impact.

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

None anticipated, however careful monitoring and targeting of support will take place to ensure that no group are unduly impacted by the change.

In relation to staffing, this may create a differential impact on those affected. HR and Trade Union advice will be sought in relation to this and in the development of future specifications.

**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

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**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?**

None anticipated.

Providers will be expected to provide support for eligible clients with protected characteristics, providing sensitive and appropriate services for all families and young people. Provision for equality and diversity will be a key criteria in any tender assessments and service level agreements.

### 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		x	

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

In relation to the current 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 and to work in line with the Welsh Language Act.

Two projects within the Early Years package are currently delivered through the medium of Welsh, and are specifically designed to promote use of Welsh language in families. It is possible that these will not continue in their current form. However, all new specifications require a contract that providers comply with the new Welsh Language Standards, which go further than the Welsh Language Act.

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

All providers will have to work within the requirements of the Welsh Language Standards. This will be monitored throughout the contract.

An additional EIA will be completed in relation to any elements that are not going to be re-provided once the detailed plans for delivery have been agreed in relation to the Parenting Service SLA, which will cover early years provision.

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### 4. Consultation and Engagement

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

Consultation has been held with existing Providers via initial stakeholder engagement sessions and dialogue regarding the future directions of Families First.

Two 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, with a focus specifically on Parenting, Youth Support and systems.

The findings from consultation with practitioners and service users will be made available in a Stakeholder Engagement report.

Consultation has taken place with education, including a schools working group attended by front line staff as well as a more strategic steering group.

Service users have been consulted, including parents who have used services, and young people, again with the focus being on what has worked with the current programme and what could be improved. The plans also take account of the reports by Young Inspectors through the course of the current programme. The Young Inspectors programme also supported young people to take part in focus groups and feed into the Cardiff and Vale Population Needs Assessment.

Families First also commissioned a piece of research with families to develop more effective services. Cardiff University led this, working with Tros Gynnal Plant and SPICE, who deliver time credits. This included focus groups, a family 'takeover event' and a rapid ethnography. The terms of the contract required consideration to be given to groups such as families from BME communities.

Senior members of the central Families First team have attended meetings with the Children, Young People and Families Network supported by C3SC. This has provided the opportunity to consult with third sector providers, some of whom work with groups with protected characteristics. This has included, for instance, members of Grandparents Raising Grandchildren.

This consultation is informing the developing specifications for services.

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

Groups	Actions
Age	None anticipated, however careful monitoring and targeting of support will take place to ensure no groups are unduly impacted by the change.
Disability	Additional EIAs will be conducted for any specific services that are decommissioned. The Disability Futures programme will inform the priority and advise on any mitigating actions.
Gender Reassignment	None anticipated.
Marriage & Civil Partnership	None anticipated.
Pregnancy & Maternity	Positive impact anticipated, although careful monitoring will take place to ensure that there are no groups unduly impacted by the change.
Race	None anticipated, however, an additional EIA will be completed in relation to any elements that are not going to be re-provided once the detailed plans for delivery have been agreed in relation to the SLA.
Religion/Belief	None anticipated.
Sex	None anticipated, however careful monitoring and targeting of support will take place to ensure that no group are unduly impacted by the change.  In relation to staffing, this may create a differential impact on those affected. HR and Trade Union advice will be sought in relation to this and in the development of future specifications.
Sexual Orientation	None anticipated.
Welsh Language	All providers will have to work within the requirements of the Welsh Language Standards. This will be monitored throughout the contract.  An additional EIA will be completed in relation to any elements that are not going to be re-provided once the detailed plans for delivery have been agreed in relation to the Parenting Service SLA, which will cover early years provision.



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<p>Generic Over-Arching [applicable to all the above groups]</p>	<p>Providers will be expected to provide support for eligible clients with protected characteristics, providing sensitive and appropriate services for all families and young people. Provision for equality and diversity will be a key criteria in any tender assessments and service level agreements.</p> <p>Careful contract monitoring will continue to ensure that no groups are unduly impacted by the change.</p> <p>Additional EIAs will be carried out if the developing plans mean that the new provision will have consequences for a particular group of people.</p>
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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 : Dr Ceri George	Date: 26/06/17
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)