

Equality Impact Assessment
Corporate Assessment Template

Please consult with the Equality Team for any assistance with completing this assessment- equalityteam@cardiff.gov.uk

Policy/Strategy/Project/Procedure/Service/Function Title: Flying Start Expansion
New/Existing/Updating/Amending: New

Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function? Expansion	
Name: Avril Hooper	Job Title: Operational Manager – Early Help
Service Team: Early Help	Service Area: Adults, Housing & Communities
Assessment Date: 28.06.2022	

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

Flying Start is the Welsh Government’s flagship early years programme for children aged under four and their families. It was first introduced in Wales in 2006, initially as a pilot based on the original Sure Start programme. It has now been in place for sixteen years.

The programme is underpinned by the United Nations Convention for the Rights of the Child and aims to make a decisive difference to the life chances of children under 4yrs in the areas in which it runs. It seeks to improve a range of children’s well-being and lifelong learning outcomes.

Childrens’ Outcomes

- Social/Emotional skills
- Cognitive skills
- Language & communication
- Physical health
- Early identification

Long Term Outcomes

- Reduction - poor skills
- Reduction – family breakdown
- Reduction – poor child/maternal health

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.]

Flying Start is a Welsh Government national programme of family support services, externally funded, aimed at creating positive outcomes for young children in the

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medium and long term. It is targeted at children aged 0-3 years 11 months old in the most disadvantaged communities and is a prescriptive programme, based on international evidence of what works.

Flying Start is nationally defined as a geographically targeted programme. In 2006, the Welsh Government required Local Authorities to target the pilot programme at a small number of Primary School Catchment areas with the highest proportion of pupils eligible for free school meals.

In 2012-13 the programme was expanded and the Welsh Government guidance for targeting the programme changed. Local Authorities were requested to continue to target the selected school catchment areas, but for the expansion, they were requested to use income benefit data, as a proxy indicator for poverty, to target the areas with the highest proportion of children aged 0-3 in income benefit households.

Since 2012-13, Flying Start areas have been identified using the Welsh Index of Multiple Deprivation (WIMD), data supplied by the Welsh Government. Data from the Department of Work and Pensions (DWP) and HM Revenue and Customs is fed into the WIMD data and is used and broken down by areas known as Lower Super Output Areas (LSOA's).

The Council is capped by the Welsh Government on the number of 0–3-year-old children that can benefit from the programme. For Cardiff, this is currently 4901 children under 4 years of age.

Only families with children under four living in households within the identified LSOA's can benefit from the programme, unless they are vulnerable children identified by their health visitor for the Flying Start Outreach Offer.

The Welsh Government provides the Council with a grant to deliver the four core elements of the programme to targeted families, based on a value of £2,400 per head, up to the capped number.

Within the grant there is an expectation that at least 75% of the grant is used to deliver the programme within the targeted LSOA's and up to 25% of the grant can be used to offer outreach to vulnerable children not resident in these areas, but who meet the outreach criteria.

Flying Start brings together education, childcare, health, and social services and combines the voluntary, private and statutory sectors to offer preventative interventions that influence child outcomes.

The Flying Start offer to eligible families consists of the following:

- **Enhanced Health Visiting**

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- 1:110 Health Visitor to children ratio
- **Funded High Quality Childcare for 2-3 yr olds**
 - 2.5 hrs a day x 5 days x 42 weeks
 - Level 3 minimum qualification for practitioners & Level 5 for leaders
 - Qualified teacher oversight
- **Parenting Support**
 - Evidence based /Psychology led
 - Parenting Programmes
 - Parenting Groups
 - Bespoke 1:1 support in the home
- **Speech, Language & Communication Support**
- **Early identification of children with ALN or emerging needs**
- **An Outreach offer**, for targeted vulnerable children in their first one thousand days, including children in homeless hostels; gypsy travellers, children of young parents, refugees, and asylum seekers.

In December 2021, the Welsh Government entered into a cooperation agreement with Plaid Cymru, setting out how they will work together over the next three years where there is a common interest. As part of this agreement there was an extended commitment to deliver a phased expansion of early years provision to include all two-year-olds, with a particular emphasis on strengthening Welsh medium provision.

Flying Start has been determined as the most suitable vehicle to deliver this commitment in a phased way.

The expansion is a result of a directive from Welsh government, and they would (or should have) carried out an EIA indicating that the expansion will have a positive impact on children and parents / care givers

Local Authorities have received new guidance and indicative funding for the phased expansion of Flying Start, with a view to commencing the expansion from September 2022. The expansion is to include all four key elements of the programme (Enhanced health visiting; funded childcare; parenting support language and communication support).

The expansion programme for Cardiff requires a growth in the programme to reach an additional 338 children aged 0–3-year-olds.

As well as this expanded number, there is room to expand the existing scheme, within the existing LSOA's, where these have changed.

The reach of the current programme is 4285 children (May 2022) and there is capacity to extend the existing scheme to 4901 children. This is without the additional 338 expansion target. The programme is currently below the maximum number of children,

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due to several factors:

- a. a falling birth rate within the targeted LSOA's
- b. changes in LSOA's since 2012/13. Some LSOA's have been divided due to an increase in size resulting from new housing developments, leading to the addition of new post codes or in other cases, where buildings have been demolished or where they have changed from business use to residential.

This EIA is focusing on the impact of the expansion process and its impact on those outcomes for children targeted across the programme, and the areas in which the services are being developed.

The Welsh Government has identified the percentage of Income Benefit Households within all Cardiff Lower Super Output Areas as a measure of 'disadvantage' and as such has a positive impact on families in those expansion areas.

Data on beneficiaries of the programme is held by the Cardiff and Vale University Health Board, and they are the data controller.

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	x		
18 - 65 years	x		
Over 65 years	x		

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

The Flying Start Programme is designed to target young children and their families. In some circumstances, children are placed with kinship carers who are grandparents or older family members, so could fall into the over 65 year's categories. Parents / care givers will be positively impacted by the programme as they will receive advice / guidance and support and potentially learn new skills.

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

Children who are placed with older family members who are kinship carers and outside of the Flying Start postcoded areas are considered under the outreach programme, along with other influencing criteria. Other services which form part of the Flying Start programme can then be accessed for support.

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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	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.

Children with diagnosed additional needs are discussed at the Early years Forum on a fortnightly basis and additional support is provided at the designated childcare setting where needed, or by the designated health visitor.



Cardiff Parenting
booklet 2021_ENG 02

Cardiff Parenting 0-18 is for any family expecting a baby, or with a child or young person aged 0-18 living in Cardiff. You could be a parent, a stepparent, a carer or a family member looking after a child. The adult or the child must live in Cardiff and may or may not have other, additional needs.

The local programme provides a comprehensive parenting offer to all families across the city. For parents/carers of children aged up to 3 years 11 months, living in a Flying Start postcode, there are additional groups available, specific for the early years:

- Your Baby is Amazing
- Stay & Play
- Mini Talkers, Mini Explorers
- It's Child's Play
- Parents Plus Psychology-led Service

To date, this has enabled all children to have their needs met and to access all aspects of the Flying Start programme. Childcare and parenting support settings make reasonable adjustments to environment, such as the layout of rooms etc.

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Childcare and parenting staff are encouraged to use a total communications approach, i.e., Makaton or BSL if families require this.

Training is provided to all Flying Start staff to support children with additional needs and disabilities.

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

Families outside of the Flying Start postcoded areas with mental health, substance misuse and other issues can be referred to the outreach programme for consideration or to the wider Cardiff Family Advice and Support service www.cardiffamilies.co.uk

Information that we provide to eligible families could be provided in alternative formats, so that we are able to meet the needs of disabled service users (both children and caregivers)

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
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.

The service provided is universal and can be accessed by all eligible children and their caregivers.

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

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?

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	Yes	No	N/A
Marriage		x	
Civil Partnership		x	

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

The service provided is universal and can be accessed by all eligible children and their caregivers

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

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	x	x	
Maternity	x	x	

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

The programme would have a positive impact on pregnancy, maternity, and paternity, as the health checks, parenting groups, home support etc. will be available immediately from birth, taking in the maternity period.

We are creating a proof-of-concept model for the development of a specialised parent-infant relationship team/ parent-infant mental health team, to promote adult and infant mental health & wellbeing.

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

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

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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.

In the current academic year 2021-22, families of children who have accessed the service have spoken 19 different languages, including English and Welsh.

In the last 12 months, families of children who have accessed the service have spoken over 31 different languages, including English and Welsh.

Provision is made via WITS for an interpreter to be available for families, so they understand the flying Start Offer and in particular, the childcare element they are signing their child up to.

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]** 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.

Religious needs are met within childcare settings and all religions are celebrated.

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Culturally appropriate snacks are provided and any food requirements are adhered to.

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	x		

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

The service provided is universal and can be accessed by all eligible children and their caregivers.

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.

The service provided is universal and can be accessed by all eligible children and their caregivers

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

3.10 Socioeconomic Duty

Is the change anticipated to reduce or contribute to inequality of outcome as a result of socio-economic disadvantage? (e.g. will the change negatively impact on those on low-incomes or those living in deprived areas)

	Yes	No	N/A
Socioeconomic impact	x		
Please give details/consequences of the differential impact, and provide supporting evidence, if any.			
<p>The programme will have a positive effect as its aim is to address the inequalities of children living in disadvantaged areas and to support them in having better outcomes over time.</p>			
What action(s) can you take to address the differential impact?			

3.11 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		

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

The Flying start programme supports the Welsh Language (Wales) measure 2011 offering all public documents and correspondence in both Welsh & English and offers all parents/carers the option of which language they wish to be communicated in; Welsh or English.

The childcare and health teams are working in partnership with colleagues from Mudiad Meithrin to further develop our approaches to promoting the benefits of speaking more than one language from an early age.

Our Health Visitors and skill mix professionals' direct families to and encourage access to the local Welsh medium playgroups and TI A FI groups.

All families receive bilingual Welsh Government funded book bags (Bookstart) at the age of 6 months and Health Visitors discuss the benefits of bilingualism at every stage of development.

The Speech and Language team actively promote the advantages of multilingualism at a universal level (for example through social media channels) and on a targeted level at each contact with families. Sessions are offered through the family's language of preference. Language development is supported across all languages used by the family. Advice is adapted to reflect each child's linguistically diverse environment. Multilingualism is promoted through all training delivered by the team.

Our contracted Welsh medium Flying Start settings immerse children into the Welsh language from their very first day. Our English medium settings actively promote the use of the Welsh language in everyday provision using incidental language, stories, and songs. All settings recognise other languages used by children and their caregivers and do this through the use of displays and the availability of different language books, along with welcoming families into the setting to take part in planned activities. All settings celebrate Cardiff's diverse culture and range of faiths which provides opportunities for children to hear and use a range of languages.

The Early Years Education Improvement Officer and Senior Childcare Business Support Officer are members of the Cardiff Welsh in Education Strategic Plans (WESP) forum and works with partners to support the county in working to their outcomes in relation to Welsh Language provision, Education and services for the communities.

Stay & Play groups form part of our Parenting offer and include song time in Welsh to make parents aware of bilingualism from an early age, and to encourage caregivers to talk and to sing to their baby or toddler in Welsh, English or another home language.

Storytimes and books are available in English, Welsh and other community languages

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and our online (social media) recorded story times are also in Welsh and English.

There are 5 Welsh Medium childcare settings in various locations across Cardiff which offer Welsh Medium provision and Health Visitors and Flying start staff actively promote the benefits of Welsh medium provision, encouraging attendance at Welsh medium settings where requested.

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?

Not required

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

Groups	Actions
Age	None required
Disability	None required
Gender Reassignment	None required
Marriage & Civil Partnership	None required
Pregnancy & Maternity	None required
Race	None required
Religion/Belief	None required
Sex	None required
Sexual Orientation	None required
Welsh Language	None required
Generic Over-Arching [applicable to all the above groups]	None required

This document is available in Welsh / Mae'r ddogfen hon ar gael yn Gymraeg

6. Further Action

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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: Avril Hooper	Date: 28/06/2022
Designation: Operational Manager: Early Help	
Approved By: Jane Thomas	Date: 28/06/2022
Designation: Director: Adults, Housing & Communities	
Service Area: Adults, Housing & Communities (Early Help)	

- 7.1 On completion of this Assessment, please ensure that the form is submitted to the Equality Team mailbox so that there is a record of all assessments undertaken in the Council- equalityteam@cardiff.gov.uk.

For further information or assistance, please contact the Equality Team- equalityteam@cardiff.gov.uk