

# Equality Analysis (EIA) Form

## A) Description

**Name of service, function, policy (or other) being assessed**

Early Help Strategy 2016-2018

**Directorate or organisation responsible (and service, if it is a policy)**

Children's Wellbeing

**Date of assessment**

18<sup>th</sup> April 2016

**Names and job titles of people carrying out the assessment**

Gordon Murray, Interim Head of Children's Commissioning

**Accountable person**

Gordon Murray, Interim Head of Children's Commissioning

**What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?**

The aim of the Early Help strategy to provide early and effective help and support to children and families when they need it, with the long term aim of helping families in Herefordshire to be able to help themselves' and improve their overall well-being and quality of life. Providing help for children and families as soon as problems start to emerge or when there is a strong likelihood that problems will emerge in the future. In order for us to be able to help and support children and their families at the earliest stage, a range of partners will work together to plan and deliver services. Strong partnerships that understand the role each agency plays and the impact each service has on supporting families will be essential. The approach and delivery of Herefordshire's Troubled Families programme, Families First, will form a cornerstone to the Early Help strategy.

The strategy will have a community focussed approach that recognises the importance of the Communities in which families live and work and developing and building relationships based on the family's links within their Community. Acknowledging also that a rebalancing of resources across Herefordshire's multi-agency services must occur in order to create a sustainable service provision that will benefit families.

**Location or any other relevant information**

The strategy will have a county-wide, community and multi-agency impact.

**List any key policies or procedures to be reviewed as part of this assessment.**

- Ofsted – Early Help, whose responsibility? March 2015
- Children's Acts 1989, 2004, 2014
- Working Together to Safeguard Children 2013 and 2015.
- 'Think Family' Evaluation Report
- The Munro Review of Child Protection (May 2011),
- The Graham Allen review on Early Intervention (January 2011)

- The Foundation Years: preventing poor children becoming poor adults (Field, 2010)
- The Early Years: Foundations for life, health and learning (Tickell, 2011)
- Marmot Review, 'Fair Society Healthy Lives' (2010)
- Early Support programme for children with disabilities
- Support and Aspiration: A new approach to special educational needs and disability (DfE 2011)
- The National Health Visitors Plan - Progress to date (DoH 2013)
- Local Safeguarding Children Board Regulations 2006
- DCLG Troubled Families Programme 2015
- NSPCC, 'Thriving Communities' report 2015

### **Who is intended to benefit from the service, function or policy?**

Children and their families across the county whose needs fall within the Universal and Levels 2 and 3 of Herefordshire's Children's Wellbeing 'Thresholds of Need' guidance.

### **Who are the stakeholders? What is their interest?**

The children, their families and the communities in which they live, alongside the core (statutory) agencies that includes:

- Children's Wellbeing
- Adults Wellbeing
- Public Health services
- Mental health services
- NHS services
- Police
- Youth Offending Service and Adult Criminal Justice agencies;

will be engaged in the development and planning of the support that they need. This will also involve community, third sector organisations who will be engaged to provide appropriate support for those families in need.

## **B) Partnerships and Procurement**

If you contract out services or work in partnership with other organisations, Herefordshire Council remains responsible for ensuring that the quality of provision/delivery meets the requirements of the Equality Act 2010, ie.

- Eliminates unlawful discrimination, harassment and victimisation
- Advances equality of opportunity between different groups
- Fosters good relations between different groups

What information do you give to the partner/contractor in order to ensure that they meet the requirements of the Act? What information do you monitor from the partner/contractor in order to ensure that they meet the requirements of the Act?

**To be confirmed.....**

**Are there any concerns at this stage that indicate the possibility of inequalities/negative impacts? For example: complaints, comments, research, and outcomes of a scrutiny review. Please describe:**

No.

## C) Information

**What information (monitoring or consultation data) have you got and what is it telling you?**

There is widespread (national) recognition and data informing that it is better to identify and deal with problems early to reduce poor outcomes and inequalities, rather than to respond when difficulties have become acute and demand action by statutory or more intensive services (see national reports and policies listed above). Although research shows that the most impact can be made during a child's early years, Early Help is not just for very young children and we understand that problems may emerge at any point throughout childhood and adolescence.

There is a range of local data that shows that there are a high number of inappropriate referrals to the MASH and the higher Level 4 services, which in part is as a result of the current low levels of early help available for families and agencies to refer. This is informing us that an early help strategy needs to be in place and delivered to ensure that the support and services are provided to families at the right level and at the right time.

## D) Assessment/Analysis

**Describe your key findings (eg. negative, positive or neutral impacts - actual or potential). Also your assessment of risk.**

Strand/community	Impact
Children and young people	There will an expected positive impact through the family's involvement in the development of their support plans and the children and young people's access appropriate levels of support in their community to meet their needs.

## E) Consultation

**Did you carry out any consultation?**

Yes ☒ No ☐

**Who was consulted?**

As part of the development of the strategy and in partnership with Adults Wellbeing and The Design Council project, communities across the county are currently being consulted to inform the development on how early help can be integrated and delivered in partnership with the communities. As the strategy progresses through the formal governance processes the following partners and Partnership boards will also be consulted to ensure that all agencies are engaged and committed to the Early Help strategy implementation.

- West Mercia Police
- NHS
- West Mercia Youth Offending Service
- CCG
- 2gether

- HVOSS  
- Herefordshire Safeguarding Children's Board

**Describe other research, studies or information used to assist with the assessment and your key findings.**

**Do you use diversity monitoring categories?** Yes ☒ No ☐  
(if No you should use this as an action as we are required by law to monitor diversity categories)

**If yes, which categories?**

- ☒ Age
- ☒ Disability
- ☐ Gender Reassignment
- ☒ Marriage & Civil Partnership
- ☒ Pregnancy & Maternity
- ☒ Race
- ☒ Religion & Belief
- ☒ Sex
- ☐ Sexual Orientation

**What do you do with the diversity monitoring data you gather? Is this information published? And if so, where?**

It is collected and collated within Children's Wellbeing data systems and is used to identify where there is need for support and services and to inform where there may also be a need for contracted services. This is not published. Where families are identified as part of the Troubled Families/Families First service, the information will be collected and collated on the Families First data hub. This information will be shared, anonymously, with the Department of Communities and Local Government (DCLG).

## F) Conclusions

	<b>Action/objective/target OR justification</b>	<b>Resources required</b>	<b>Timescale</b>	<b>I/R/S/J</b>
a)	Draft strategy being submitted through governance arrangements, through the Health and Wellbeing Board, Children and Young Peoples Partnership and Children's Safeguarding Children's Board.	Draft Early help Strategy	April – June 2016	R
b)				
c)				
d)				

**(I)** Taking immediate effect.

**(R)** Recommended to Council/Directors through a Committee or other Report\*.

**(S)** Added to the Service Plan.

**(J)** *To be brought to the attention of the Equality Manager.*

\*Summarise your findings in the report. Make the full assessment available for further information.

NB: Make sure your final document is suitable for publishing in the public domain.