



## Equality Impact and Needs Assessment Form

### A) General Information

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

Public Health universal and early help services for children, young people and families

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

Adults & Wellbeing

#### Date of assessment

September 2017

#### Names and/or job titles of people carrying out the assessment

Lindsay MacHardy Public Health Commissioning Lead

#### Accountable person

Martin Samuels, Director of Adults and Well Being

### B) Describe in summary the aims, objectives and purpose of the proposal, including desired outcomes:

This new service organisation for Public Health nursing and early help services sets out Herefordshire's approach to supporting families and providing early help for children and young people aged 0-19, (and up to age 25 for young people with a disability and/or additional health needs).

The aim of this new approach is to secure a public health nursing service that focuses on outcomes for health and wellbeing, based on robust measures by which to identify progress. The new arrangements will be driven by the need to achieve measurable outcomes in relation to:

- reducing health inequalities;
- improving public health outcomes, including 'readiness to learn at 2' and 'readiness for school at 4 years and six months'; dental health; childhood obesity and childhood accidents;
- providing children with the best start in life;
- supporting improved emotional health and well-being for children and young people;
- enhancing the skills of parents and carers to be able to responsively parent their children and forge strong bonds;
- providing a universal offer of support to all children, young people and their families;
- providing health assessments and screening at appropriate times in the child's life;
- promoting and supporting healthy family lifestyles;
- developing community-based support and networks;
- establishing/maintaining effective links with partners and voluntary sector agencies;
- improving perinatal mental health;
- encouraging care that keeps children healthy and safe;
- protecting children from serious disease, through screening and immunisation;
- reducing childhood obesity by promoting healthy eating and physical activity;
- identifying health issues early so support and/or referrals can be provided in a timely manner;
- making sure children are prepared for and supported in all child care, early years and education settings and support school readiness.

**C) Context - describe, in summary;**

<b>The number of people and/or providers that may be affected by the proposal.</b>	<p><u>Children, young people and their families</u> This a universal service and will affect all children and young people aged 0 – 19 years [up to 25 years for young people with disabilities]</p> <p><u>Support Provider</u> The contract is currently delivered by Wye Valley Trust.</p>
<b>What are the values of the contract(s) affected by the proposal? (if appropriate).</b>	<p>The current annual contract value is:</p> <ul style="list-style-type: none"> <li>• Health visiting - £2,182,000</li> <li>• School Nursing - £575,000</li> </ul> <p>Total: £2,695,000</p> <p>Future Service Provision: The remodelled service will be re-procured with a new total budget of £2,425,500 pa for an initial period of 3 years with the option to extend up to two further 12 month periods.</p>
<b>What are the geographical locations of those that might be affected by the proposal?</b>	Herefordshire – county wide.

**D) Who are the main stakeholders in relation to the proposal?**

<ul style="list-style-type: none"> <li>• Children, young people and their families</li> <li>• Current provider</li> <li>• Adults and Wellbeing Directorate</li> <li>• Children's Wellbeing Directorate</li> </ul>
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**E) What are the anticipated impacts of the proposal?****Positive impacts.**Provide opportunities for earlier intervention

The 0-25 public health nursing service will place continued emphasis on communities and families being assisted to help themselves in the context of resilient communities, thus getting information and support early; the right help at the right

time and reducing demand on publicly funded services.

#### Developing communities

The previous/current contract specifications for the various services covered by the existing contract agreement were in large part based on national models developed by NHS England. There is now an opportunity to develop a more localised approach which focuses on achieving health outcomes. The proposed new specification for a new contract will:

- ensure an approach which tailors services to what is needed within localities and communities across the county;
- focus on improving accessibility of services

#### Improved quality of life & increased independency

Service outcomes will reflect the need for highlighting support for children to be “ready to learn” at age 2 and “ready for school” at age 4/5, and for young people to gain life skills and experience to enable them to be as independent and prepared for adulthood as possible. In addition, the new service will:

- enable continuity through transition points for children and young people,
- deliver improved child health outcomes in Herefordshire.

#### Financial impact

There has been a 10% reduction in the Public Health ring-fenced grant and this reduction is reflected in the budget available for the new service [from March 2018]. It is anticipated that efficiencies will be made through co-location, shared information and systems, and a greater use of digital technology to increase accessibility. There is an opportunity to provide a more efficient integrated service by aligning teams in children’s centre reach areas and improving data sharing protocols.

#### Promoting Choice & Control

Public Health nursing services are universal health services which will be tailored and delivered according to individual, family and community need. These services will ensure high visibility and accessibility within their local communities.

#### Continuity of Service

There will be a seamless transition from the current contract to the new contract, ensuring no inconvenience to families in Herefordshire.

## **Negative impacts**

### Potential negative perception

Redesign of services may be perceived as detrimental to families because it could be seen as a cost-cutting exercise. However, the basis of the redesign is about improving access to services and having a more flexible service.

### Mitigation

A comprehensive communications plan is being developed with particular regard to briefing the public, health professionals, partners and media.

**F) With regard to the stakeholders identified and the diversity groups set out below;**

	<i>Is there any potential for (positive or negative) differential impact?</i>	<i>Could this lead to adverse impact and if so what?</i>	<i>Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group, or for any other reason?</i>	<i>Please detail what measures or changes you will put in place to remedy any identified adverse impact.</i>
Age	No	No. The composition of service is universal for babies/children, young people and their families		
Disability	No	No. The composition of service is universal [as above] and for young people aged 19 – 25 years with a disability or additional health need.		
Race	<i>No. This is a universal service but will offer targeted support for minority groups, e.g., Gypsy/Traveller families</i>			
Gender	<i>No. This is a universal service</i>			
Sexual Orientation	<i>No. This is a universal service</i>			
Religion/ Belief / Non Belief	<i>No. This is a universal service</i>			
Pregnancy / maternity	<i>No. There will be opportunities for greater integration with midwives and children centre services</i>			
Marital Status	<i>No. This is a universal service</i>			
Gender Reassignment	<i>No. This is a universal service</i>			

**G) Consultation**

**Please summarise the consultation(s) undertaken with stakeholders regarding this proposal**

**A. Survey for families of young children**

A questionnaire and discussions inviting parents, carers and families of young children to offer their views and preferences regarding requirements for support, early help, information and signposting were completed in December 2016

**B. Professional Engagement Events**

There were a total of 19 discussion meetings and 3 professional workshops were held to inform the way forward regarding new ways of working and integration of services. Additionally, the current provider staff have been engaged in these events and discussions.

**H) Additional information and / or research**

Include here any references or other sources of data that you have used to inform this assessment.

Are there any gaps in your evidence or conclusions that make it difficult for you to quantify the potential adverse impact(s) of this proposal? If yes, please list them here

If you have identified gaps in your evidence or conclusions, how will you explore the proposal in greater depth. Or, if no further action is required, please explain why.

- The Public Health Outcomes Framework identifies key targets and outcomes for ensuring the best start in life and in order to achieve greater accountability against outcomes. This framework and Herefordshire's Families Outcomes Framework, which is a requirement of the national troubled families programme, will support new and integrated ways of working for services and against which the above services, together with children's centre services, will be assessed. This approach will be underpinned by robust contract management and performance reporting to agreed outcome measures
- Commissioning guidance documents published by Public Health England recommend commissioning of 0 – 19 (25) Healthy Child Programme.