

Title of proposed EIA	Family Hubs Best Start for Life
Reference No	EQUA972
EA is in support of	New Policy
Review Frequency	Six Months
Date of first review	24/02/2023
Directorate	Education and Skills
Division	Children and Families Commissioning TEam
Service Area	Early Help, Family Hubs Best Start for Life
Responsible Officer(s)	<input type="checkbox"/> Robert Willoughby
Quality Control Officer(s)	<input type="checkbox"/> Robert Willoughby
Accountable Officer(s)	<input type="checkbox"/> Robert Willoughby
Purpose of proposal	To develop a new programme
Data sources	relevant reports/strategies
Please include any other sources of data	Initial assessment of the programme detailed guidance

ASSESS THE IMPACT AGAINST THE PROTECTED CHARACTERISTICS

Protected characteristic: Age

Age details:

Wider Community

The programme is focused on improving access and support for all families, children aged 0-19, or 0-25 with SEND. A major aspect of the funding is focused at the younger age range of 0-2. The positive aspect of this work will be better outcomes for these age ranges and families with children. A negative aspect is that citizens without dependant children will not benefit.

Protected characteristic: Disability

Disability details:

Wider Community

Many of the children who will benefit from the Family Hub Best Start for Life programme will have special educational needs and or disabilities. Evidence and research note that children with SEND often do worse at

Protected characteristic: Sex

Gender details:

school and have poorer outcomes. The range of services that will develop as part of this programme will mean children's needs should be identified sooner, and more effectively.

Not Applicable

There will be equal support for children of both sexes.

Protected characteristics: Gender Reassignment

Gender reassignment details:

Not Applicable

There will be no particular focus or effect on children or adults in terms of gender reassignment

Protected characteristics: Marriage and Civil Partnership

Marriage and civil partnership details:

Not Applicable

There will be no effect on families in terms of marriage or civil partnerships, all families of whatever composition will be able to get support from the programme irrespective of the status of the parents relationship

Protected characteristics: Pregnancy and Maternity

Pregnancy and maternity details:

Service Users / Stakeholders; Wider Community

There will be lot of focus on improving access and support, and enabling all women who are pregnant to get the help they need throughout their pregnancy. The programme will seek to create a seamless pathway from pre-conception, conception, pre birth and antenatal support in the community .

Protected characteristics: Race

Race details:

Service Users / Stakeholders; Wider Community

Recent reports focusing on the experience of African and Caribbean communities in Birmingham and national reports on the experience of racism for women in maternity services strongly suggest that there is a lot of work we need to do in the city to improve cultural intelligence and cultural sensitivity of maternity services, and health and family support services more generally. The training for staff and community organisations to improve maternity and early

to improve maternity outcomes for all communities in the city is a key priority, that will be supported by this three year programme. The programme will need to be fully inclusive and represent the wide diversity of races/ethnicities in the city. Digital and published information will need to be published in a range of community languages.

Protected characteristics: Religion or Beliefs

Religion or beliefs details:

Wider Community

Part of the work of the Family Hubs and Best Start for Life programme will be to engage and support community and faith sectors in the work. The guidance for the programme explicitly requires community and faith sector engagement.

Protected characteristics: Sexual Orientation

Sexual orientation details:

Service Users / Stakeholders; Wider Community

LGBTQ+ parents will be explicitly included in this programme and their needs and the way services are developed will need to take into account through consultation and co-production processes, what works for them. Better inclusive information as part of the Start for Life booklet, and the digital offer, is also an important objective.

Socio-economic impacts

There are no socio-economic impacts from this programme

Please indicate any actions arising from completing this screening exercise.

To ensure that all published information is fully inclusive of all communities in the city

Please indicate whether a full impact assessment is recommended

YES

What data has been collected to facilitate the assessment of this policy/proposal?

As the programme develops and the delivery plan is created, the equality impacts are an important factor. Information on mapping current services will need to include families who have protective characteristics

Consultation analysis	To be developed as data is gathered
Adverse impact on any people with protected characteristics.	Not currently known
Could the policy/proposal be modified to reduce or eliminate any adverse impact?	Yes we will develop the delivery plan based on the evidence that we gather as part of the current service mapping and consultation with families.
How will the effect(s) of this policy/proposal on equality be monitored?	There will quarterly reporting internally in the council, and also externally to DfE and DHSC
What data is required in the future?	We will be gathering a lot of information from Parent and Carer panels that will support the development of the programme, and will co-produce the Family Hubs locally.
Are there any adverse impacts on any particular group(s)	Yes
If yes, please explain your reasons for going ahead.	None that are known, this will need to be closely monitored
Initial equality impact assessment of your proposal	
Consulted People or Groups	
Informed People or Groups	
Summary and evidence of findings from your EIA	This initial EIA screening of the programme recognises that not all communities and families have the same experience of maternity and family support services. We will need as part of the objectives of the programme to understand how access and support for all families works or doesn't work. Also published information for example the digital offer and the Start for Life booklet will need to be fully inclusive and also be published in a range of community languages.
QUALITY CONTROL SECTION	
Submit to the Quality Control Officer for reviewing?	Yes
Quality Control Officer comments	This is an initial assessment of equality impact and the programme is at an

Decision by Quality Control Officer

Submit draft to Accountable Officer?

Decision by Accountable Officer

Date approved / rejected by the Accountable Officer

Reasons for approval or rejection

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impact and the programme is at an early stage. There will need to be a full assessment in about six months time.

Proceed for final approval

Yes

Approve

26/08/2022

This is an initial assessment of equality impact and shows that a fully assessment will need to be undertaken when the delivery plan is complete.

Yes

Close