

EQUALITY IMPACT ASSESSMENT – COMMUNITY

Family Hubs Case for Change (Early Help & Targeted Support)

STAGE I: What is being assessed and by whom?	
What is being assessed - including a brief description of aims and objectives?	<p>When considering this EIA it is important to have due regard to the public sector equalities duties imposed upon the Council by section 149 Equalities Act 2010</p> <p><i>“Providing Early Help is more effective in promoting the welfare of children than reacting later. Early Help means providing support as soon as a problem emerges, at any point in a child’s life, from the foundation years through to the teenage years. Early Help can also prevent further problems arising, for example, if it is provided as part of a support plan where a child has returned home to their family from care”.</i> Working Together to Safeguard Children, HM Government, 2018</p> <p>The Family Hubs will be used to transform the Early Help and Targeted Support offer for children, young people and families in Plymouth, to give our children the best possible start in life. This builds on areas of integrated working which are already taking shape, including co-commissioned approaches to Community Health, Wellbeing and SEND and embedding community maternity services into Children’s Centres.</p> <p>This approach is informed by consultation, carried out with families and practitioners across the city between 2018 and spring 2020. It also takes into account the impact of COVID-19 on vulnerable families, in terms of their physical and emotional wellbeing, economic resilience and future aspirations. Consideration is given to the strength of the community response to COVID-19 in Plymouth, including the willingness of volunteers to come forward to support those in need.</p> <p>We need to offer families the support they need earlier, to prevent problems later on in children’s lives. Services are fragmented, leading to confusion for families and practitioners. The ambition is to drive significant system change over the next decade, to deliver improved experiences and outcomes for families, that is felt at every level, from strategic to operational delivery.</p>
Responsible Officer	Anna Coles – Director of Integrated Commissioning
Department and Service	People, Strategic Cooperative Commissioning
Date of Assessment	28 th January 2021

STAGE 1: What is being assessed and by whom?

Author

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STAGE 2: Evidence and Impact

Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
Age	There 60,200 CYP aged 0-19 in the city (22.9% 2015). Of the 16 SW authorities we have the fifth highest percentage of children and young people (under 18). CYP under 18 account for 19.8 per cent of our population, within this 88.8 per cent are under 16.	No. Intentions confirm the ambition to truly give every Child the “Best Start to Life”, by commissioning a place based Integrated Children, Young People and Families services/covering wellbeing, physical and mental health, social care and education. Children, young people and families will be supported to stay healthy, achieve and aspire. This proposal takes into account the health and well-being of children, young people and their family’s levels of disposable income and poverty and aims to minimise the impact on outcomes of children and young people by delivering a partnership approach to address need.	The data from the 2021 Census will be used to inform the changes in the Plymouth population over the past 10 years and predict the population over the next 10. Identify areas of greater efficiency and potential savings whilst exploring better ways to deliver our statutory obligations through an innovation partnership arrangement. We will ensure that efficiencies are maximised to deliver cost effective and sustainable offers.	Autumn 2021 with benefit realisation from 2022 for the next 10 years. Working together with various data teams to routinely pull data together from local and national data sources. Responsible - Early Help Innovative Partnership

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
Disability	<p>There are 3,142 children with disability. Plymouth schools report that of every 1,000 children 17.5 have a learning difficulty.</p> <p>Young people felt that disability can lead to things like social isolation and bad behaviour. Schools should be made more aware of individuals' circumstances as many disabilities are hidden. There have been 907 young carers identified through the 2020 annual school survey.</p> <p>There has to be an expectation when people leave school that they can access further education, get a job, get a home, have a relationship etc.</p>	<p>PCC is acutely aware of 701 hate incidents reported in Nov-18 to Oct 2019 (12% were disability incidents) compared to 151 hate incidents reported in 2016.</p> <p>No adverse disability related impact has been identified as a consequence of the project or its related workstreams.</p> <p>Scoping for the appropriate buildings for the establishment of community-based Family Hubs will include assessment of accessibility.</p>	<p>The data from the 2021 Census will be used to inform the changes in the Plymouth population over the past 10 years and predict the population over the next 10.</p> <p>The project and its workstreams aim to improve the collaboration between teams and agencies that support Children & Young People (CYP), especially those with Special Education Need and/or a Disability (SEND).</p> <p>The project will develop a workforce, to ensure that Education Health & Care Plans (EHCP), Continuing Healthcare Checklists (CHC) and related processes are</p>	<p>Autumn 2021 with benefit realisation from 2022 for the next 10 years.</p> <p>Working together with various data teams to routinely pull data together from local and national data sources.</p> <p>Responsible - Early Help Innovative Partnership</p>

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Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
			considered where appropriate. This will build on the learning from ACCESS.	
Faith, Religion or Belief	There is no specific CYP data for this category. However, data shows 32.9% of the Plymouth population stated they had no religion. Those with a Hindi, Buddhist, Jewish or Sikh religion combined totalled less than 1%. 58.1% of those who responded declared themselves to be Christian. 0.8% declared that they were of Islam, 0.3% Buddhist; 0.2% Hindu; 0.1% Jewish; 0.1% Sikh. 0.5% of the population had a current religion that was not Christian, Islam, Buddhism, Hinduism, Judaism, or Sikh such as Paganism or Spiritualism.	<p>PCC is acutely aware of 701 hate incidents reported in Nov-18 to Oct 2019 (4% were religion incidents, although this increased to 5% the following year when all other hate incidents against protected groups reduced) compared to 151 hate incidents reported in 2016.</p> <p>This project and its workstreams will not discriminate against faith, religion or belief as those affected will have social equality proactively enhanced. The in-scope services and functions affected will work with all CYP & partners requiring EH&TS services, irrespective of faith, religion or belief.</p> <p>As part of PCC tender/commissioning process providers are asked to</p>	<p>The data from the 2021 Census will be used to inform the changes in the Plymouth population over the past 10 years and predict the population over the next 10.</p> <p>A periodic, comprehensive census is required to capture relevant data related to CYP, within the confines of data protection legislation and requirements.</p> <p>The Authority will ensure service accessibility via on-going</p>	<p>Ongoing. Working together with various data teams to routinely pull data together from local and national data sources.</p> <p>Responsible - Early Help Innovative Partnership</p>

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
		demonstrate their understanding of Equality & Diversity and demonstrate policies, procedures, process are in place.	commissioning management	
Gender - including marriage, pregnancy and maternity	Analysis from the Office for National Statistics shows that one in five women (compared to 4% of men) have experienced some type of sexual assault since the age of 16. The Women and Equalities Select Committee are currently holding full inquiries on sexual harassment of women and girls in public places following the emergence of widespread allegations of sexual assault and harassment across the UK. A previous inquiry into sexual harassment and sexual violence in schools found that the sexual harassment and abuse of girls is accepted as part of daily life. Although there is a lack of data on this issue, survey results have shown that 59% of girls aged 13-21 have faced some form of sexual harassment at	<p>PCC is acutely aware of 701 hate incidents reported in Nov-18 to Oct 2019 (2% were sex or gender incidents) compared to 151 hate incidents reported in 2016.</p> <p>The project and its workstreams will not discriminate against gender, as those affected will have social equality proactively enhanced. The services affected by the requirements of the project and its workstreams will work with all CYP, irrespective of gender.</p> <p>As part of PCC tender/commissioning process providers are asked to demonstrate their understanding of Equality & Diversity and demonstrate policies, procedures, process are in place.</p>	<p>The data from the 2021 Census will be used to inform the changes in the Plymouth population over the past 10 years and predict the population over the next 10.</p> <p>A periodic, comprehensive census is required to capture relevant data related to CYP, within the confines of data protection and child protection legislation and requirements</p> <p>The Authority will ensure service accessibility via on-going</p>	<p>Ongoing. Working together with various data teams to routinely pull data together from local and national data sources.</p> <p>Responsible - Early Help Innovative Partnership</p>

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	<p>school or college in the past year and almost a third (29%) of 16-18 year old girls have experienced unwanted sexual touching at school.</p> <p>In 2014, approximately 30 girls aged under 18 conceived for every 1,000 women aged 15-17 years in this area. This is higher than the regional average (approximately 19 per 1,000). The area has a higher teenage conception rate compared with the England average (approximately 23 per 1,000), although there is a downward trend in under 18 conceptions in Plymouth.</p>	<p>The project will consider victims/potential victims of gender based violence and/or abuse. Commissioning will consider the extent to which the workforce needs to be able to identify this, and the services that may need to consider how to adapt support to keep those affected safe.</p>	<p>commissioning management</p>	
Gender Reassignment	<p>There is no specific CYP data for this category, but given the average age for presentation for reassignment of male-to-females is 40-49. For female-to-male the age group is 20-29, it is anticipated the number of CYP affected in the city is small.</p>	<p>PCC is acutely aware of 701 hate incidents reported in Nov-18 to Oct 2019 (5% were transgender incidents) compared to 151 hate incidents reported in 2016.</p> <p>No gender reassignment related impact has been identified. The services affected by the project and</p>	<p>The data from the 2021 Census will be used to inform the changes in the Plymouth population over the past 10 years and predict the population over the next 10.</p>	<p>Autumn 2021 with benefit realisation from 2022 for the next 10 years.</p> <p>Working together with various data teams to routinely pull data together from local and national data sources.</p>

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Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
		<p>its workstreams will work with all CYP, regardless of gender reassignment.</p> <p>As part of PCC tender/commissioning process providers are asked to demonstrate their understanding of Equality & Diversity and demonstrate policies, procedures, process are in place.</p>	PCC will ensure service accessibility via on-going commissioning management.	Responsible - Early Help Innovative Partnership
Race	<p>White British boys are less likely to do well than most Black and Minority Ethnic Communities (BAME) pupils. Pupils from Indian and Chinese communities outperform White British pupils whilst children from Black Afro Caribbean, Pakistani, and Bangladeshi communities do less well. Roma and Irish Traveller children do least well. Overall schools with high ethnic mix tend to do better than those that are more monoculture. Locally at the current time immigration is not significantly</p>	<p>PCC is acutely aware of 701 hate incidents reported in Nov-18 to Oct 2019 (62% were race incidents) compared to 151 hate incidents reported in 2016 (of which 64% were race incidents).</p> <p>The in-scope services and functions affected will work with all CYP, irrespective race.</p> <p>Recent anecdotal evidence in some areas suggests that comprehensive, person centred assessments may be adversely effected by language and cultural barriers.</p>	<p>The data from the 2021 Census will be used to inform the changes in the Plymouth population over the past 10 years and predict the population over the next 10.</p> <p>PCC will ensure service accessibility via on-going commissioning management.</p> <p>Appropriate measures need to be put in place to ensure that language</p>	<p>Autumn 2021 with benefit realisation from 2022 for the next 10 years.</p> <p>Working together with various data teams to routinely pull data together from local and national data sources.</p> <p>Responsible - Early Help Innovative Partnership</p>

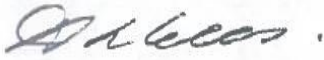
STAGE 2: Evidence and Impact				
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	<p>adding to the pressure on school places as migrant children tend to attend schools that would otherwise have unwanted places. Some areas of the city are more diverse than others: the area around the university, the city centre, Stonehouse and the East End are among the most diverse. Plymouth's headline community cohesion rate (77 per cent) is significantly lower than the national average. Whilst rates are poor across the City they are not especially so amongst (BAME). The Plymouth Wellbeing Survey 2014 found that 52.7 per cent of Plymouth residents felt that people from different backgrounds get on well together in their local area. Non-white British residents were more likely to agree that people from different backgrounds get on well together (68 per cent) compared with white British residents (51</p>		<p>barriers do not adversely affect person centred assessments.</p>	

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Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
	per cent). There is a strong correlation between areas with high levels of deprivation and low levels of community cohesion.			
Sexual Orientation -including Civil Partnership	There is no precise local data on numbers of Lesbian, Gay and Bi-sexual (LGB) CYP in Plymouth. If such data were held, specifics would not be published owing to the sensitivity of the information, especially within this most vulnerable group.	PCC is acutely aware of 701 hate incidents reported in Nov-18 to Oct 2019 (18% were sexual orientation incidents) compared to 151 hate incidents reported in 2016. No adverse impact has been identified in services affected by the project or its workstreams.	The data from the 2021 Census will be used to inform the changes in the Plymouth population over the past 10 years and predict the population over the next 10. PCC will ensure service accessibility via on-going commissioning management.	Autumn 2021 with benefit realisation from 2022 for the next 10 years. Working together with various data teams to routinely pull data together from local and national data sources. Responsible - Early Help Innovative Partnership

STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken		
Local Priorities	Implications	Timescale and who is responsible?
Reduce the inequality gap, particularly in health between communities.	The actions identified above will positively impact on CYP & their families. The statutory requirements and proposals highlighted in case for change paper will	Autumn 2021 with benefit realisation from 2022 for the next 10 years.

STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken		
Local Priorities	Implications	Timescale and who is responsible?
	<p>reduce the inequality gap. This proposal takes into account the health and well-being of CYP & their family's levels of disposable income and poverty and aims to minimise the impact on outcomes of children and young people by delivering a partnership approach to address need.</p> <p>CYP & families will experience improved EH&TS services which will support them. We and our partners are committed to being an effective, caring, and ambitious in our delivery of EH&TS and other CYP related services. We care both about and for the CYP & families in our community and seek to give them the quality of life to thrive and to fulfil their ambitions. Commissioning strategies, action plans and workforce development will improve cooperation between all the services that support CYP & their families.</p>	Responsible - Early Help Innovative Partnership
Good relations between different communities (community cohesion).	No adverse impact on community cohesion has been identified, as support from statutory requirements will enable CYP & their families to access good quality support and services whatever their circumstances. There is an expectation that the community cohesion will improve under this change and therefore create thriving communities.	Autumn 2021 with benefit realisation from 2022 for the next 10 years. Responsible - Early Help Innovative Partnership
Human Rights	It is important that all CYP are treated fairly, their views are taken into account and that their human	Autumn 2021 with benefit realisation from 2022 for the next 10 years. Responsible - Early Help Innovative Partnership

STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken		
Local Priorities	Implications	Timescale and who is responsible?
	rights have been respected. No adverse impact on human rights has been identified.	

STAGE 4: Publication			
Director, Assistant Director/Head of Service approving EIA.		Date	15/02/2021