

Equality screening and Full Impact Assessment template

Name of a policy / procedure / function / project: Family Strategy

Date: 7th September 2010

Carried out by: Sue Murray

Name	Role
Sue Murray	Parenting & Family Support Commissioner

Aims of the policy / procedure / function / project:

The aim of the strategy is to ensure that all partners from statutory and voluntary agencies for children and adults, parents and carers understand the impact of holistic support for the family and positive parenting.

The strategy includes effective early interventions for reducing anti-social behaviour, crime and disorder as well as enhancing the health and well-being of children and families in Cheshire West and Chester with regard to universal and targeted provision.

Stakeholders:

The main stakeholders are children, young people and their families. Other stakeholders including Education, Health, Social Care, Parent Partnership, Connexions, Housing, CAMHS, Family Learning, voluntary agencies who develop family support and parenting services.

Considering the purpose of the Equality Impact Assessment process, is the policy (function, procedure etc.) relevant?

Yes No

Quick check:

- ✓ Is the policy (function, procedure etc.) concerned with people? Yes No
- Is the policy (function, procedure etc.) outward looking No
- ✓ Does the policy (function etc.) involve face to face contact? Yes No
- ✓ Does it include making decisions based on someone's individual Characteristics, circumstances or needs? Yes No
- ✓ Is there history of long-established pattern of unequal outcomes? (and do I have enough evidence to prove otherwise?) Yes No
- ✓ Is the policy (function, procedure....) likely to have a significant impact on someone's life or wellbeing? Yes No

Exit the process if you answered No to all of the above questions, otherwise please continue.

Potential impact on target groups:

Target group	Potential impact <i>Please describe</i>	Measures currently in place
<p>Race <i>(also ethnicity, nationality and associated aspects such as culture and language)</i></p> <p>Gypsies and Travellers</p>	<p>CWAC has less than 1% BME population so those from a minority group may feel doubly isolated (having to seek support and from a BME group). Further work needs to be undertaken to proactively increase the uptake of services via BME population and ensure true participation and communication occurs with marginalised groups.</p> <p><i>Positive impact:</i> Engagement in trusting relationships with family support service providers. Understanding childcare needs and how these needs might be met. Developing mutual understanding of the value of early education with Black and Ethnic Minority groups.</p>	<p><i>Recommended measures:</i> Outcomes are measured against the Family Strategy action plan via the Parenting & Family Support Steering group.</p> <p>Training programme in place to train workforce in matters relating to diversity. Regular consultation with stakeholders, including children, young people and families. Use the feedback to inform and shape service development and delivery. Access to aids, adaptations and translation services to support those from specific groups .e.g. Polish speakers</p>
<p>Disability <i>(consider full rainbow of mental and physical impairments: mobility, manual dexterity, speech, hearing, learning, understanding, visual sight, MS, cancer, HIV etc.)</i></p>	<p><i>Positive impact:</i> Disabled children –</p> <ul style="list-style-type: none"> • Accessible environments • Needs met with understanding and dignity <p>Disabled parents –</p> <ul style="list-style-type: none"> • Accessible environments <p>Families with disabled children –</p> <ul style="list-style-type: none"> • Accessible, affordable high quality childcare <p>Accessible family support</p>	<p>Outcomes are measured against the Family Strategy action plan via the Parenting & Family Support Steering group.</p> <p>Localisation; the creation of new environments designed to minimise barriers to access; linkage to the Local Authorities resources Nursery Strategy; and pedagogic involvement in promoting awareness of disability issues should enable children's centre provision to help reduce the disabling consequences</p>

Potential impact on target groups:		
Target group	Potential impact <i>Please describe</i>	Measures currently in place
		of impairment. Strong links to local child development services to ensure Children's Centre services are accessible to all.
<p>Gender (<i>consider associated aspects e.g. safety, single-parenting, caring responsibility, potential for bullying and harassment,</i></p> <p>Transgender</p>	<p>Positive impact: All family support services and parenting programmes will be available to all children, young people and families regardless of gender</p> <p>Fathers – Engagement with fathers as service users Recruit of males to childcare workforce</p>	<p>Outcomes are measured against the Family Strategy action plan via the Parenting & Family Support Steering group.</p> <p>Data collected on the use of sure Start Local Programmes (the 'forerunners' of the children's centres initiative) suggest that they have only been partially successful in engaging with fathers</p> <p>On-going awareness training and the commitment to developing cross gender multi-disciplinary teams will help to mitigate against children's centres being predominantly 'female' environments; however the difficulty in resourcing provision outside Monday to Friday, 8- 6 pm is likely to impact to a greater extent upon fathers accessing services. Many centres run "Dads and kids" groups to encourage involvement</p>
<p>Sexual orientation (<i>includes heterosexual, lesbian, gay, bi-sexual</i>)</p>	<p><i>Positive impact:</i> Family support and parenting programmes will be available to all children, young people and families regardless of their sexual orientation Positive imagery to reflect diversity of family units. Gay and Lesbian parents – Family support appropriate to needs. It is important to ensure that commissioned services demonstrate how they will appropriately assist families in this area.</p>	<p>On-going awareness training should help ensure that workers and service users feel comfortable in using services.</p>
<p>Age (<i>including all groups - children, young people, working age, elderly</i>)</p>	<p><i>Positive impact:</i> Teenage parents – Engagement through valued activity and appropriate inclusive environment Support to engage in education, training or employment</p>	<p>Anecdotal information on the use of children's centres in Cheshire suggests that whilst many services are valued by individual parents they have not always been seen as locations in which the target group have felt comfortable engaging in</p>

Potential impact on target groups:		
Target group	Potential impact <i>Please describe</i>	Measures currently in place
	<p>Parenting programmes will include processes for meaningful consultation with young children, young people, vulnerable young people as well as adults</p> <p>Tailor made evidence based parenting programmes will be provided for the following age ranges Pre birth – 2yrs, 2 – 8yrs, 8-13yrs, 13+</p>	<p>informal or group activity. Key recommendation: to establish an appropriate forum for appraising usage/non usage with the user group and review.</p> <p>It is recognised that a challenge exists in creating settings that are well organised with structured programmes of activity, but which provide the degree of informality required to retain the engagement of teenage parents. Actively engage local elderly population to act as volunteers/mentors</p>
Religion and belief <i>(the most common religions include Hinduism, Judaism, Buddhism, Christianity, Islam, Sikhism, Shinto, Nonconformists)</i>	<i>Possible negative impact:</i> CWAC has less than 1% BME population so those from a minority group may feel doubly isolated. Commissioned services must address the holistic needs of children, young people and families and respect and value diversity, religious and cultural norms of all groups.	There needs to be ongoing children young person and parental involvement to monitor and evaluate family support and parenting services.
Rural issues	<ul style="list-style-type: none"> • Access to services • Engaging service users from widespread communities • It is essential to ensure that family support/parenting services are monitored to ensure that there is take up from rural areas in CWAC. • Service providers need to have regard to families' own community when considering delivery of services. • Transport may be an issue. 	<p>Consultation to ensure localisation and personalisation of services to meet the needs of the community</p> <p>There needs to be ongoing children young person and parental involvement to monitor and evaluate family support and parenting services.</p>
Socio-economic issues	Positive impact upon non working parents , research has shown that many parent carers have significantly low incomes as they are unable to work and are socially disadvantaged.	There needs to be ongoing children young person and parental involvement to monitor and evaluate family support and parenting services.
Other <i>(there may be other target groups relevant to your service)</i>		Children's Centre toys, books and materials to reflect all users Parenting programme resources reflect all users

Is the Policy/Function likely to have an impact on Human Rights?
We all have basic human rights which must be upheld. Human rights are about ensuring Fairness, Respect,

Equality, Dignity and Autonomy (FREDA) for everyone. Everyone has the right to enjoy their basic human rights such as right to life and not be treated in an inhuman or degrading manner, protected by the Human Rights Act 1998.

Evidence:

Evidence to support the above answers. Customers' equality data monitoring and how the results inform service provision. Please consider quantitative, qualitative research, national and international evidence, results of any consultations you might have carried out. Please refer to the Equality Monitoring Guidelines on the intranet (or contact the E&D Managers) when considering introducing equality monitoring initiatives.

- Children, young people and parent's consultation groups to ensure family support services and parenting programmes are meeting the required outcomes.
- Children centres record data via e-start system which allows for clear breakdown of users and issues raised.

Proposed actions (to be reflected in the Service plans):

Actions emerging from the "Potential impact on target groups" and the "Evidence" sections in order to address any gaps

Action	Target date	Responsibility
Develop a robust contract monitoring process that ensures all commissioned services demonstrate an understanding of difference and work proactively to increase uptake of services by BME population, fathers/male carers and pregnant teenagers/young parents.	31 st March 2011	Parenting & Family Support Commissioner
Develop database of all existing consultation forum groups for children, young people and parents, and respond to evidence of unrepresented groups re feedback and consultation	31 st March 2011	Parenting & Family Support Commissioner

Rating:

In light of the above how would you rate the impact of your policy/function etc. on any of the target groups, for guidance please see footnotes.

	Race	Disability	Gender	Sexual orientation	Age	Religion & belief	Rural Issues	Other
High¹ <i>Please continue below</i>								
Medium² <i>Please exit the process</i>	X		X				X	
Low³ <i>Please exit the process</i>		X		X	X	X		

IMPORTANT!

Only policies (functions, procedures etc.) rated as high have to be fully Impact Assessed. Full Impact Assessment requires consultation with members from the target groups highlighted as being at the receiving end of any potential impact. EIA consultation exercises will be undertaken by relevant service with the help and support of the Research and Intelligence team and Equality and Diversity Officers.

¹ High = significant potential impact, risk of exposure, history of complaints, no mitigating measures in place or no evidence available, urgent need for consultation with service users, general public, employees

² Medium = some potential impact, some mitigating measures in place but no evidence available how effective they are, would be beneficial to consult with service users, general public etc. but not urgent

³ Low = almost bordering with non relevance to the EIA process (heavily legislation led - very little discretion exercised, limited public facing aspect)

Full Equality Impact Assessment part:

Affected target group <i>(e.g. people with disabilities)</i>	Race	Disability	Gender	Age	Religion & belief	Rural
Any particular segment within the target group <i>(e.g. people with learning disabilities)</i>						
Specific issues to be a subject of consultation <i>(e.g. how could the Council make its annual financial results understandable to people with learning disabilities, what support needed etc.?)</i> Please contact the Research and Intelligence team: beverley.wilson@cheshirewestandchester.gov.uk						
Outcomes of consultation						
What changes have been made as a result of the consultation outcomes						
Feedback given to the consultees? Yes/No						

.....
Lead person responsible the EIA

.....
Approved by Head of Service

Date:

Next review of the EIA, measures put in place, changes:

(high – 1 year, medium – 2 years, low – 3 years)