

## Establishment of the Integrated Early Support Service

**Evidence based equality analysis – can include documents, quotes, and web links for photos and videos**

**Main aims, purpose and outcomes and how does it fit in with the wider aims of the organisation:**

The Integrated Early Support Service has been established to intervene, in a joined up way and at the earliest possible stage, to tackle problems as they emerge for children, young people and families, or with a population most at risk of developing problems. Integrated Early Support Teams are aligned to Children's Centres - bringing together health, CWAC Children's and Young People's services and other professionals- enabling joint management of cases and interventions across organisational boundaries.

The service has been established in recognition that:

- Prevention and early intervention can prevent an escalation of problems and improve people's life chances
- Integrated Early Support can enable an effective step down of cases which have previously been managed by more acute services, thereby preventing any re-escalation
- In the current economic climate Integrated Early Support can ensure that people at risk do not become further away from economic and social activity
- In the current public services climate we need to reduce the pressure on the more costly acute services

Key characteristics of the new Integrated Early Support Service will include:

- Support for children pre-birth up to the age of 19, and 25 where there is special educational needs/disabilities (SEND)

- Support for those families stuck in a cycle of low achievement which is resulting in generations of children from the same families experiencing poor outcomes
- Support for school aged children that have not benefitted from a positive experience in their early years. This includes children in care, children in need, young people at risk of exclusion and young people in the criminal justice system
- Support for children and young people at key phases and transition points during their childhood e.g. commencing school, moving school, following changes in family circumstances or following an event in life which is likely to cause stress or trauma
- Support for children who have special educational needs and/or disabilities to enable them to be included in mainstream services and in opportunities for leisure and culture
- Services organised in a way that makes them accessible recognising that services have too often dipped in and out of families, reacting to problems as they arise instead of being more robust and proactive to protect high risk individuals all of the time

This new way of working is intended to:

- Improve the physical health, behaviour, emotional resilience, safety and security, literacy and numeracy and social development of children, young people, families and vulnerable adults with West Cheshire
- Deliver a more co-ordinated response to cases requiring multi-agency support below the level of acute and emergency thresholds for services

The establishment of the IES service is central to the Council's key delivery objectives and our ambition to be the best Council in the United Kingdom. It is also central to the delivery of the Children and Young People's Plan.

**Lead officer:** Alison Stathers-Tracey

**Stakeholders:** Service users (children, young people and their families), frontline staff and managers from Children and Adult Services, NHS Commissioners and Provider services, Police, Probation, Voluntary, Community and Faith organisations, local Councillors

**Equality analysis is a valuable tool to help embed equality into everything we do**

While process is important, equality analysis is essentially about **outcomes**.

**Lack of evidence of discrimination is not evidence of a lack of discrimination.**

**It is not acceptable to say that a policy is applied uniformly to all groups and is therefore fair and equal.** Applying a policy or procedure consistently may result in differential outcomes for different groups.

For each of the areas overleaf, an assessment needs to be made on whether the policy has a **positive, negative or neutral impact**, and brief details of why this decision was made and notes of any mitigation should be included. Where the impact is negative, this needs to be given a **high, medium or low assessment**. It is important to rate the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

**High impact** – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

**Medium impact** – some potential impact exists, some mitigating measures are in place, poor evidence

**Low impact** – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

	<b>Neutral</b>	<b>Positive</b>	<b>Negative</b>
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Target group / area			
<p><b>Race and Ethnicity</b> (including Gypsies and Travellers; migrant workers, asylum seekers etc.)</p>		<p>One of the main aims of the Integrated Early Support Service is to extend the reach and engagement of children, young people and families with the Children's Centres. Early support is based upon an ethos of supporting families, particularly those with additional needs, to ensure that they can access the right services, at the right time. Through adopting a 'single front door', the Integrated Early Support Service will support families from a range of backgrounds, particularly those who may not have accessed services in the past, to receive the support they need.</p>	
<p><b>Disability</b> (as defined by the Equality Act - a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities)</p>		<p>An Integrated Early Support Service that brings together the range of agencies working with children, young people and their families – which includes specialist services directed at children and young people with disabilities – will ensure a more co-ordinated and joined up approach which will enhance current provision. While the Integrated Early Support Service has been designed to focus on the needs of all children, this is especially the</p>	

		case for those with additional and complex needs who are vulnerable.	
<b>Gender/Gender Reassignment</b>	The Integrated Early Support Service will work equally across Gender/ Gender reassignment, as was the case with the previous service delivery arrangements. Therefore the new service will have a neutral impact.		
<b>Religion and Belief</b>	The service will work equally across religions/beliefs, as was the case with the previous service delivery arrangements. Therefore the new service will have a neutral impact.		
<b>Sexual Orientation</b> (including heterosexual, lesbian, gay, bisexual)	The Integrated Early Support Service will work equally with all cohorts, irrespective of sexual orientation as was currently the case. Therefore the new service will have a neutral impact.		

<p><b>Age</b> (children and young people aged 0 – 24, adults aged 25 – 50, younger older people aged 51 – 75/80; older older people 81+. The age categories are for illustration only as overriding consideration should be given to needs).</p>		<p>The Integrated Early Support Service will extend its original customer focus from children and young people (zero to 24 years old) to include all family members. Recognising that children and young people will have relationships and interdependencies with other family members and extended social networks. Adopting such an approach will support staff to take more of a holistic approach that takes into account not just individual needs, but also the inter-relationships between family members of all ages, to improve outcomes and life chances for families and individuals.</p>	
<p><b>Rural communities</b></p>		<p>Early Support Teams will be aligned with rural communities and the Early Support Offer has been designed to reflect local needs and likely levels of demand.</p>	
<p><b>Areas of deprivation</b></p>		<p>There is a clear correlation between complex families and deprivation, as measured by the Index of Multiple Deprivation. This geographic correlation also applies to child</p>	

		<p>poverty, child wellbeing (which covers material wellbeing, health, education and housing) and available social care and education data</p> <p>Therefore, locality based teams have been established, attached to existing Children's Centres, and teams shaped by (membership and size) by the level of deprivation, reflecting the scale and nature of caseloads that will be dealt with as a result. This will ensure that children, young people and families - living in our most deprived communities – will be more effectively supported, better able to access services and be targeted prior to issues escalating</p>	
<p><b>Human Rights</b></p>	<p>The principles of The Human Rights Act will be adhered to through the new model, as they currently are in current service delivery models.</p> <p>The Right to respect for private and family life is a key issue for the new service. Family advocates will work with families to ensure that their human rights are met e.g. right to education for the children of</p>		

	gypsy and traveller families for example.		
<b>Health and Wellbeing</b> (consider both the wider determinants of health such as education, housing, employment, environment, crime and transport, as well as the possible impacts on lifestyles and the effect there may be on health and care services)		Improving health and well being outcomes and the wider determinants of these is a priority outcome for the new service. With clear links to health professionals – Child and Adolescent Mental Health, Health Visitor, general practitioners, School Nurse etc. – in each of the Early Support Hubs – the integrated working at the heart of the new service will ensure that early support is co-ordinated and meets needs. In particular, the service will ensure that those children and young people who were unable, for whatever reasons, to access early help in the past, are now supported to address issues such as neglect, parental alcohol abuse, poor housing, domestic abuse.	
<b>Procurement/Partnership</b> (if project due to be carried out by contractors/partners etc, identify steps taken to ensure equality compliance)	All partner agencies identified as part of the Integrated Early Support Service (i.e. police, health etc. are governed by the same duties and adopt similar working practices as Council employees. However, where this is not the case, for		

	<p>example with the use of external consultants, compliance with the Local Authorities Equality policies is a prerequisite to their engagement.</p>		
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**Evidence (see guidance note for details of what to include here):**

Nationally there is a robust body of evidence that exists to support the need for the development of a service that focuses on early intervention and prevention including:

- The Children and Young People’s Act 1989
- Section 4 of the Children’s Act (2004)
- Reaching Out: Think Family (June 2007)
- The Field Review: The Foundation Years – Preventing Poor Children Becoming Poor Adults (2010)
- The Allen Review: Early Intervention the Next Steps (January 2011)
- The Munro Review of Child Protection (May 2011)
- Social Justice Strategy (March 2012)

Locally, Cheshire West and Chester have developed the business case for Early Intervention and the establishment of an Integrated Early Support Service in a variety of documents including:

- The Interim Health and Wellbeing Strategy (2012)
- West Cheshire’s Early Support Strategy refresh (September 2013)

- West Cheshire Joint Strategic Needs Assessment (2012)
- Altogether Better West Cheshire: Business Plan Early Support (October 2012)
- Altogether Better West Cheshire: Business Plan Family Focus

In addition, awareness raising and consultation on the new ways of working have been significant including:

- Partner agencies and practitioners supported through the TAF training programme that has been rolled out to over 1,500 practitioners in the area and through promotional information
- TAF newsletters and information shared with all of the above attendees
- A public consultation on the redesign of the Children’s Centres with service users to identify levels of support for the new model to be delivered through the Children’s Centres

**Action plan:**

<b>Actions required</b>	<b>Key activity</b>	<b>Priority</b>	<b>Outcomes required</b>	<b>Officer responsible</b>	<b>Review date</b>
Cohort Analysis – review numbers and equality strands	Review the children, young people and families coming into Integrated Early Support Service to identify any issues e.g. levels of engagement and any under-representation of groups etc.	High	Evidence that services are targeted at those most in need/vulnerable and access to services has not been compromised by new cluster groupings		March 2014
Interventions Review – impact of interventions on	Review the success of the various	High	Evidence of improvement against agreed outcomes for		March 2014

specific equality strands	interventions available and undertake an analysis of 'what works' and if this has had positive/negative impacts on any particular cohort i.e. was take up of a particular intervention affected by any of the equality strands		families as a result of interventions		
Equality Data – extending data collected to cover key equality strands	Integrated Early Support Service does not currently consistently collect data on religion, sexual orientation, and transgender/gender reassignment of people who use our services.	High	Evidence of collection of appropriate data to ensure that the service can better assess the impact and improvement of delivery on people with different religious beliefs etc.		March 2014
Integrated Early Support Service Training Needs Analysis	Review the new teams, once embedded, to build on existing workforce development and training to identify any additional gaps/training needs around the equality strands and integrated service delivery	Medium	Evidence that all staff within the new service feel that they have been given appropriate levels of training and support and are confident in supporting children, young people and their families across the equalities strands		March 2014

<b>Sign off</b>	
Lead Officer:	
Approved by Head of Service:	Ali Stathers-Tracey, Head of Integrated Early Support
<b>Moderation and/or Scrutiny</b>	
Date:	
<b>Date analysis to be reviewed based on rating</b> (high impact – review in 1 year, medium impact - review in 2 years, low impact in 3 years)	Medium impact, but will be reviewed in line with above actions and within the first full year of operation to identify any emerging equality issues/implications

**Please forward the completed Equality Analysis to the Equality and Diversity Managers for publishing on the Council's website**