

Public Document Pack

MEETING:	Cabinet
DATE:	Wednesday 29 November 2023
TIME:	10.00 am
VENUE:	Council Chamber, Barnsley Town Hall
PUBLIC WEB LINK:	https://barnsley.public-i.tv/core/portal/webcasts

AGENDA

1. Declaration of pecuniary and non-pecuniary interests
2. Leader - Call-in of Cabinet decisions

Minutes

3. Minutes of the previous meeting held on 15 November 2023 (Cab.29.11.2023/3)
(Pages 3 - 4)

Items for Noting

4. Decisions of Cabinet Spokespersons (Cab.29.11.2023/4) (Pages 5 - 6)

Petitions

5. Petitions received under Standing Order 44 (Cab.29.11.2023/5)

Items for Decision/Recommendation to Council

Children's Spokesperson

6. Family Hubs and Start for Life Delivery Model (Cab.29.11.2023/6) (Pages 7 - 48)

Regeneration and Culture Spokesperson

7. Appointment of the Chair of the Berneslai Homes Board (Cab.29.11.2023/7)
(Pages 49 - 52)

To: Chair and Members of Cabinet:-

Councillors Houghton CBE (Chair), Cain, T. Cave, Franklin, Frost, Higginbottom, Howard, Makinson and Newing

Cabinet Support Members:

Councillors Bellamy, Bowser, Cherryholme, Moyes, Osborne, Peace and Sheard

Chair of Overview and Scrutiny Committee
Chair of Audit Committee

Sarah Norman, Chief Executive
Wendy Popplewell, Executive Director Core Services

Carly Speechley, Executive Director Children's Services
Wendy Lowder, Executive Director Place Health and Adult Social Care for Barnsley
Matt O'Neill, Executive Director Growth and Sustainability
Anna Hartley, Executive Director Public Health and Communities
Neil Copley, Director of Finance (S151 Officer)
Sukdave Ghuman, Service Director Law and Governance (Monitoring Officer)
Michael Potter, Service Director Business Improvement, HR and Communications
Katie Rogers, Head of Communications and Marketing
Anna Marshall, Scrutiny Officer

Corporate Communications and Marketing

Please contact Sukdave Ghuman by email governance@barnsley.gov.uk

Tuesday 21 November 2023



MEETING:	Cabinet
DATE:	Wednesday 15 November 2023
TIME:	10.00 am
VENUE:	Council Chamber, Barnsley Town Hall

MINUTES

Present Councillors Houghton CBE (Chair), Cain, T. Cave, Franklin, Frost, Higginbottom, Howard, Makinson and Newing

Members in Attendance: Councillors Bellamy, Bowser, Cherryholme, Moyes, Osborne and Sheard

136. Declaration of pecuniary and non-pecuniary interests

Councillor Sheard declared a non-pecuniary interest as Governor at Barnsley Hospital in respect of the agenda as a whole.

137. Leader - Call-in of Cabinet decisions

The Leader reported that no decisions from the previous meeting held on 01 November 2023 had been called in.

138. Minutes of the previous meeting held on 1 November 2023 (Cab.15.11.2023/3)

The minutes of the meeting held on 01 November 2023 were taken as read and signed by the Chair as a correct record.

139. Decisions of Cabinet Spokespersons (Cab.15.11.2023/4)

There were no Records of Decisions by Cabinet Spokespersons under delegated powers to report.

140. Petitions received under Standing Order 44 (Cab.15.11.2023/5)

It was reported that no petitions had been received under Standing Order 44.

141. Ofsted's Inspection of Local Authority Children's Services in the Borough (2023) (Cab.15.11.2023/6)

RECOMMENDATION TO FULL COUNCIL ON 23 NOVEMBER 2023

RESOLVED that Cabinet agree the outcomes of the recent inspection be submitted for consideration at the meeting of Full Council on 23rd November 2023.

142. South Yorkshire Stages Rally 2023 (Cab.15.11.2023/7)

The Leader advised that the organisers of the proposed rally had withdrawn their application and cancelled the event.

RESOLVED that the item be withdrawn.

143. Exclusion of Public and Press

RESOLVED that the public and press be excluded from the meeting during consideration of the following items, because of the likely disclosure of exempt information as described by the specific paragraphs of Part I of Schedule 12A of the Local Government Act 1972 as amended, as follows:-

<u>Item Number</u>	<u>Type of Information Likely to be Disclosed</u>
144	Paragraph 3

144. Community Asset Transfer (Cab.15.11.2023/9)

RESOLVED that Cabinet:-

1. Approve the new lease term of 75-years and to note the clarification around the proposed leased area subject to the Head of Property Services being satisfied that the prospective tenant has shown a need for a lease term of 75 years and has the capacity to manage the asset for the full term; and
2. Agree that the previous delegated authority granted to the Service Director (Regeneration and Culture) working in conjunction with the Head of Property, to finalise the Heads of Terms shall remain; and
3. Agree that the delegated authority previously granted to the Service Director (Law and Governance) to complete the lease shall remain in place.

.....
Chair

BARNSELY METROPOLITAN BOROUGH COUNCIL

CABINET SPOKESPERSONS' DECISIONS

Schedule of Decisions taken for week ending 24 November 2023

<u>Cabinet Spokesperson</u>	<u>Item</u>	<u>Decisions</u>
1. Public Health and Communities	Supply of Library Books and Materials	That the Cabinet Spokesperson approves the use of the suppliers from the joint tender undertaken by the Yorkshire Book Consortium and North West Libraries Consortium.

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BARNSELEY METROPOLITAN BOROUGH COUNCIL

REPORT OF: EXECUTIVE DIRECTOR (CHILDREN'S SERVICES)

TITLE: FAMILY HUBS AND START FOR LIFE DELIVERY MODEL

REPORT TO:	CABINET
Date of Meeting	29 November 2023
Cabinet Member Portfolio	Children's Services
Key Decision	Yes
Public or Private	Public

Purpose of report

To inform Cabinet of the outcome of the consultation in relation to the proposed Family Hubs and Start for Life delivery model.

To seek Cabinet's approval to implement a new service delivery model based on community-based delivery and six designated Family Hub sites, replacing the existing Family Centre delivery model. This will fulfil statutory requirements and support the delivery of the Family Hubs and Start for Life programme in line with Department for Education (DFE) guidance.

Council Plan priority

The proposed delivery model for the Family Hubs and Start for Life programme will positively impact on the Council Plan priorities of:

Healthy Barnsley, Growing Barnsley, Learning Barnsley, Enabling Barnsley

Recommendations

That Cabinet: -

- 1. Approves the implementation of a new service delivery model, based on community-based delivery and six designated Family Hub sites replacing the existing Family Centre delivery model which will fulfil statutory requirements and support the delivery of the Family Hubs and Start for Life Programme delivery in line with Department for Education (DFE) guidance.**
- 2. Approves the de-designation of the remaining family centres as children's centres and the ceasing of operation of the ten family centre sites cited in this report.**

3. Endorses an exploration into the feasibility of a town centre site for delivery.

1. INTRODUCTION

- 1.1 Family Hubs are a place-based way of joining up locally the planning and delivery of family services. They bring services together to improve access, improve the connections between families, professionals, services, and providers, and put relationships at the heart of family support. Family Hubs offer support to families with children of all ages, from 0-19 years or up to 25 years for young people with special educational needs and disabilities (SEND), with a great Start for Life offer at their core.
- 1.2 Barnsley Council is benefitting from £3.4million funding, between November 2022 and March 2025, to transform our local delivery of services to align with the Family Hubs framework and meet all minimum and a number of go further programme requirements. The programme's objective is to join up and enhance services delivered through transformed Family Hub services in local authority areas, ensuring all parents and carers can access the support they need when they need it.
- 1.3 Through the programme, parents and carers should feel supported and empowered in caring for and nurturing their babies, children and young people, ensuring they receive the best start in life. This in turn will improve health and education outcomes and enable them to thrive in later life.
- 1.4 To access the programme funding Local Authorities must take action to ensure that they meet the minimum and a number of go further requirements which are set out in a comprehensive programme guide.

The funding provided is broken down into six key strands:

- Transformation
 - Parenting Support
 - Home Learning Environment and Early Language Skills
 - Perinatal Mental Health and Parent Infant Relationships
 - Infant Feeding
 - Publishing the Start for Life Offer and Parent Carer Panels
- 1.5 In summary, the Programme will:
- provide support to parents and carers so they are able to nurture their babies and children, improving health and education outcomes for all.
 - contribute to a reduction in inequalities in health and education outcomes for babies, children and families across England by ensuring that support provided is communicated to all parents and carers, including those who are hardest to reach and/or most in need of it.
 - build the evidence base for what works when it comes to improving health and education outcomes for babies, children and families in different

delivery contexts.

2. Proposal

2.1 Public Consultation

On the 14th of August 2023 a 6-week public consultation was launched in relation to the Council's proposed model for the delivery of Family Hub Services (Please see Appendix 1). The proposal outlined the delivery model for accessible Family Hub and Start for Life services in line with the Department for Education Programme Guidance and Family Hub framework. The public consultation closed on the 23rd of September 2023. The consultation was carried out in line with the statutory requirements outlined in the The Childcare Act (2006) Section 5D Children's Centres.

2.2 The survey was available for completion online and paper copies were made available at local Family Centres, I Know I Can Youth (IKIC) Centres and Libraries. Family Centre staff attended a wide range of local community events to promote the consultation and support people to share their views and the consultation was widely promoted across council social media accounts. An All-Member Briefing was held to raise awareness of elected members of the consultation and to support engagement of families and wider stakeholders.

2.3 A series of face-to-face drop-in sessions were held in Family Centres and online to enable questions to be answered and to support completion of the survey. Additionally, a series of briefings were held for elected members and Area Council officers. Partner agencies were provided with information about the consultation and supported with the promotion of the consultation across their networks.

2.4 The consultation survey asked a total of 15 questions relating to the proposals as well as a number of questions to gather the sample demographics. A total of 494 survey responses were received.

2.5 Outcome of the Consultation

The detailed consultation findings can be found in Appendix 2. The appendix includes the demographics of respondents and detailed responses to the survey questions.

2.6 Respondents were asked how much they agreed or disagreed with the proposal to designate one Family Hub in each Area Council. 47.8% of the respondents agreed with the proposal, 40.2% disagreed and 12.1% neither agreed nor disagreed.

2.7 There were two areas of Barnsley where respondents mostly disagreed with the proposal to designate one Family Hub in each Area Council and this was in the South and Dearne. The main reason stated by those disagreeing with the proposal was the proposed location of the designated Family Hub in these areas.

- 2.8 The consultation outlined that Family Hub services will be delivered from a number of sites such as libraries, settings, schools or other community buildings. Respondents were asked where they currently access services and these included GP practices, Hospital and Family Centres. Respondents indicated they would feel comfortable accessing services in the future through Family Hubs/Centres.
- 2.9 Respondents were asked how much they agreed or strongly agreed with a number of statements relating to what was most important to them:

% Agreed or Strongly Agreed	Statement
90.2	Delivering services for children and families close to my home is essential to me
65.4	I would find it more convenient if services were all in one place
64.5	I would be happy to access services somewhere other than Family Hubs
51.3	I am aware of the range of services that are delivered by voluntary and community organisations in my local area
35.7	I am aware of the opportunities available to volunteer my time to support the delivery of services in my local area
34.9	I currently access services/support (such as parent/toddler group or an informal network of friends) which are delivered by a local voluntary or community group

- 2.10 Respondents were asked what services they thought need to be provided in their local area for children and families. *“Mental health and emotional wellbeing support for children”* had the highest response (92%) closely followed by *“Family support and advice”* (90.5%). In addition, families rated highly activities for children aged 0-10 years old, early learning and mental health and emotional support for adults.
- 2.11 The survey asked which from a number of services were important to provide locally at other sites in the community, in addition to the designated Family Hub. The most popular services with respondents were stay and play sessions (64%), early learning (61%), family support and advice (61%), access to mental health and emotional wellbeing for children (56.7%) and parenting courses (50%).
- 2.12 Consultation Response
- The detailed consultation findings provide the Council and its partners with information from families and stakeholders that will inform the delivery of services as part of the Family Hub and Start for Life programme.
- 2.13 Across the borough, the majority of respondents were supportive of the

proposals. The findings demonstrate that respondents in the South and Dearne Area Councils are concerned about the proposed location of the designated Family Hub and it is critical that the commitment in the proposal to ensure that services are accessible across local communities is implemented in full.

- 2.14 The proposed model has been developed to ensure Family Hub services will be widely available in local areas and delivered from a range of venues as well as designated Family Hub buildings. The programme requires that Family Hubs and Start for Life services are delivered face to face in a Family Hub, face to face in the community in other sites and virtually. The proposed model is not just about buildings, but how we make sure we have accessible Family Hub services across a community, placing a greater emphasis on outreach activity in a way which make sense to families. The proposed model will enable staff to deliver in this flexible way and be less tied to building management.
- 2.15 It is positive that a significant number of respondents in the consultation survey agreed or strongly agreed with the proposal. Whilst a number stated that they disagreed or strongly disagreed, analysis of the reasons given suggest that the main drivers to this are challenges that could be overcome through the mechanisms by which the model is delivered.
- 2.16 A significant proportion of these respondents were concerned in relation to the perceived closure of Dearne Family Centre. This site would not close under the new model, it would not be a designated site but would still be utilised for early years education provision and for the delivery of Family Hub services.
- 2.17 Concerns were raised in the consultation in relation to the Jump Family Centre and implications on the access to Family Hub services for residents within this area. Whilst the proposed model would not see a designated Family Hub operating from the current Family Centre at Jump, it is proposed that services will still be delivered within the Jump community, working in partnership with existing delivery spaces such as the local primary school and the local working men's club for example.
- 2.18 Whilst there is an emphasis on Family Hub and Start for Life services being delivered within designated Family Hubs buildings there is equal emphasis on these services also being delivered within the community within other outreach and community spaces such as libraries, youth centres, schools, early years setting, health settings, community centres and faith buildings. Additionally, a key element of the programme is ensuring adequate provision and access to services virtually.
- 2.19 Transport was raised as a potential barrier by a number of respondents and the impact of the cost of living to support transport costs to access designated Family Hubs buildings. As outlined above the delivery model is not solely reliant on services being delivered directly within Family Hub sites and therefore it is planned that families will be able to access support and services within their local communities.
- 2.20 The consultation survey did highlight that a number of respondents felt they

would benefit from Family Hubs and Start for Life services being delivered within Barnsley Town Centre. Cabinet is asked to note that the option to establish facilities within the town centre and for this to be explored with Barnsley Council's Assets Service. With increased footfall in the town centre as part of the town centre regeneration programme and good transport links into Barnsley Bus station, it is felt that this could have a positive impact on Barnsley families. The Early Start and Families Service already successfully utilise existing resources such as the Library and Market Kitchen to deliver some Family Hubs and Start for Life services such as parent education programmes and the Rose Vouchers for Fruit and Vegetable scheme.

2.21 It is important that there is an effective communications plan which articulates the enhanced offer in the delivery of Family Hubs and Start for Life services so that families are aware of what and where they can access support at the earliest opportunity. Through its close alignment to the Supporting Families programme this approach will facilitate the delivery of an effective early help system and also support us in bringing further investment into the Council as a direct result of achieving the Supporting Families programme payment by results targets.

2.22 Family Hub Services and Designation

The proposed model supports our aspiration for every child to have the best start in life. We want to make sure that all communities and partners work together to make Barnsley the best place that it can be for children growing up by delivering strong early help support for children, young people and their families. Making sure that people get:

- the right help
- at the right time
- in the right place

2.23 Barnsley Council currently operates a Family Centre hub and spoke model with 5 main Family Centre sites, 5 linked Family Centre sites and 8 outreach and community venues. Of these sites, a total of 10 sites are registered as Children's Centres in the operation of the council's statutory duty set out in *The Childcare Act (2006) Section 5A* in relation to arrangements for provision of children's centres which states that:

'(1) Arrangements made by an English local authority under section 3(2) must, so far as is reasonably practicable, include arrangements for sufficient provision of children's centres to meet local need.'

2.24 To help us achieve our vision, it is proposed that the Council implements a new Family Hubs and Start for Life delivery model building upon and evolving from the current Family Centre model. The new model will develop five of our existing Family Centres and a community building into six designated Family Hubs, offering support for families with children aged from 0 up to 19 years old (up to 25 for young people with special education needs and disabilities – SEND).

2.25 It is proposed that there will be one designated Family Hub in each Area Council locality:

Area Council	Proposed Designated Family Hub Location
Dearne	Thurnscoe Family Centre Station Road Thurnscoe Barnsley S63 0JR
Central	Kendray and Worsbrough Family Centre Overdale Avenue Worsbrough Barnsley S70 4BD
North	Athersley Family Centre Lindhurst Road Athersley North Barnsley S71 3NB
North East	Grimethorpe Family Centre Milefield Primary School Grimethorpe Barnsley S72 7BH
South	Wombwell Family Centre/IKIC Centre Barnsley Road Wombwell Barnsley S73 8HT
Penistone	Penistone Library High Street Penistone Barnsley S36 6BR Potential Temporary Location at Penistone IKIC Centre)

2.26 In addition to the proposed designated Family Hub sites, two further Family Centre sites will remain operational to support and enable the delivery of the onsite early years education provision and will remain available to utilise to deliver Family Hubs and Start for Life service activity. These are:

Dearne Family Centre, Billingley View, Bolton on Dearne, S63 8ES
Darfield Family Centre, School Street, Darfield, S73 9EU

2.27 The Family Hub service will work in partnership with a number of services and voluntary sector organisations to provide access to a wide range of activities and support for children, young people and their families as part of the Family Hub umbrella of support. Support will be delivered physically in the Hub building and across the Hub area using other community buildings such as libraries, youth centres, community buildings, local businesses, GP surgeries, early years settings and schools. The support services available to families experiencing need in the following areas in line with the Family Hub service expectations:

- Parenting support including parent education
- Infant feeding
- Home Learning environment and early language skills
- Perinatal mental health
- Publishing the local start for Life offer
- Establishing parent carer panels
- Activities for children 0-5
- Birth registration
- Debt and welfare advice support
- Domestic abuse support
- Early childhood education and care and financial support
- Health visiting
- Housing
- Intensive targeted family support services, including those funded by the supporting families programme
- Local authority 0-19 Public Health services
- Mental health services
- Midwifery/maternity
- Nutrition/weight management
- Oral health improvement
- Reducing parental conflict
- SEND support and services
- Stop smoking support
- Substance misuse support
- Support for separating and separated parents
- Youth justice services
- Youth service – universal and targeted

2.28 The key principles of access, relationships and connection are at the heart of Family Hub services. This means that services will be responsive to the needs of the whole family as they arise, using resources flexibly and creatively to meet those needs. This will make it easier for parents and carers with children of different ages to access the support, information and advice they need.

2.29 Staff across a range of different services will work closely together to deliver support for families, co-locating within the designated Family Hubs to enable the effective co-ordination and delivery of services.

The proposed model of delivery will be flexible to meet the needs of families utilising the Family Hubs sites and other community assets to deliver services from, meaning that staff can prepare and respond to needs and deliver frontline

services with less emphasis on operating/managing buildings.

2.30 The designated Family Hub sites have been determined based on:

- suitability, size and readiness to deliver Family Hub services.
- location in relation to levels of deprivation and disadvantaged communities
- rural isolation

2.31 All Barnsley families will be able to access services through the Family Hub model wherever they live. The proposed model will provide more services and support for families across Barnsley. Families will be able to access support face-to-face in a Family Hub, face-to-face in the community and online.

2.32 The proposed model will help us to better provide support for families from conception throughout the early, primary and secondary years, and into early adulthood. We want to make sure every family knows what and where their local Family Hub is, and know that, if they walk through the front door and access any of our Family Hub services, they will be welcomed by staff who are able to support their needs, and who can connect them with services that will be able to help.

2.33 Family Hub services will make sure the support we give is joined up, and that children and families are better able to access the right help, at the right time. The location of some of the services currently delivered at Family Centre sites will not change, but for some services, they may be held in different locations across the Family Hub area. We will make sure that families who may be affected by these changes are supported through the transition and continue to be supported to access the services they need.

2.34 The Family Hubs and Start for Life funding will be used to develop our existing early help provision delivered through a strong Family Hub and Start for Life offer. The success of the programme is fundamental to sustainable and effective Children's Services and SEND system.

2.35 Governance

The Family Hubs and Start for Life programme is overseen by Barnsley's Children and Young People's Trust Executive Group and the respective subgroups Starting Well and Growing Well. With their strategic oversight, accountability and commitment we aim to implement the proposed model of delivery with all six designated sites being operational by March 2024. We aim to develop the Family Hubs and Start for Life programme offer to ensure it meets the Family Hubs framework and programme guide minimum and meet further expectations in line with our delivery plan by March 2025.

2.36 Further work will be undertaken through our Community Early Help Delivery Groups and Parent Carer Panels who report into our Children and Young People's Trust Executive Group. This work will have a specific focus on developing the proposed model of delivery at local community level, working collaboratively across partners to ensure that appropriate arrangements are in place in relation to proposed community delivery locations in each of the six local Area Councils informed by the consultation findings.

3 IMPLICATIONS OF THE DECISION

3.1 Financial and Risk

3.2 The total allocation of £3.429m Family Hubs and Start for Life programme revenue and capital funding to deliver Start for Life and Family services over 3 financial years is detailed in the table below:

	Revenue	Capital	Total
Year 1 - 22/23	792,130	40,487	832,617
Year 2 - 23/24	1,353,488	59,752	1,413,240
Year 3 - 24/25	1,125,476	57,524	1,183,000
Total	3,271,094	157,763	3,428,857

3.3 The funding must be spent in line with the six key strands as agreed in the submitted delivery model and across the above three financial years. The following outlines the key spending plan for 2023/24:

- Family Hubs Programme £343,700
- Perinatal Mental Health and Parent-infant Relationships £429,700
- Parenting Support £214,700
- Infant Feeding Support £207,400
- Home Learning Environment Services £107,600
- Publishing 'Start for Life' offers and Parent Carer Panels £50,400
- Family Hubs Capital £59,752

3.4 Any unspent grant allocation at each year end could potentially be clawed back and must have approval by the DfE to be carried forward to the next financial year. In 2022/23 DfE approved a carry forward balance of £653,594 revenue and £40,487 capital into 2023/24, with agreement the revenue funding would be fully utilised by October 2023 (subsequently been revised to 31 March 2024). It is important that carry forward spend does not impact on the year 2 allocation spend.

3.5 The capital funding provided within the DfE grant will be used to support with modifications to existing buildings to improve Family Hubs accessibility for children, young people and families and enable the co-location of services.

3.6 Whilst the purpose of implementing the proposed new model has not been to achieve financial savings it is envisaged that there is potential to save on maintenance and operating costs associated with operating the current number of Family Centre sites. Any operating cost savings as a result of the rationalisation of the current sites would be reflected in the asset management / property budgets. This is supportive of the council's asset review strategy and medium-term financial strategy.

3.7 Risk / Mitigations

- Failure to implement a model of delivery that is supportive of the Family Hubs and Start for Life programme of delivery and which meets all minimum requirements and go furthers set out in the agreed submitted delivery plan and in line with the DfE grant conditions; could result in

withdrawal and potential claw back of funding. This is being mitigated by a detailed delivery plan with regular monitoring and oversight to ensure corrective action is taken. The commitment from the Children and Young People's Trust partners ensure priority is given to ensuring effective multi-agency delivery in the proposed model.

- A potential risk is that there continues to be delays in spending the allocation in each financial year, resulting in claw back by DfE and a reduction in the overall funding allocation. This is mitigated by regular monitoring meetings with the DfE to set out plans and corrective action. This maintains confidence in Barnsley to delivery the requirements of the programme supported by the arrangements described above.
- There is some potential for reputational risk as implementing this model could be perceived as cutting services. This will be mitigated with a strong communications plan which articulates the enhanced offer in the delivery of Family Hubs and start for life services that would be available to all families with the implementation of the new delivery model.

3.8 Legal

3.9 There are no unanticipated legal implications for the Council emerging through the recommended option in this report. The public consultation is in line with statutory duties and requirements.

3.10 Equality

3.11 A full Equality Impact Assessment has been completed (Please see Appendix 4).

3.12 The equality impact assessment identifies that a number of people with protected characteristics will be impacted by the implementation of the proposed delivery model. Assessment of this impact demonstrates that this is likely to be positive. The model will see an enhanced offer of universal and targeted early help support available to all children, young people and families including a focus on supporting engagement of those with protected characteristics. This model will support children, young people and families to access the right support in the right place, at the right time.

3.13 Sustainability

3.14 A decision-making wheel has been completed and is enclosed as part of a consideration of any wider implications potentially emerging through the proposal in this report (Please see Appendix 3)



3.15 Employee

3.16 Employee implications in relation to the recommended delivery model are minimal with a number of positive impacts. The model takes into consideration the existing Early Start and Families service structure with no job reductions proposed as part of the implementation. Some staff may be redeployed to work from alternative sites as part of the reconfiguration of designated Family Hub buildings.

3.17 There have been a number of new job roles created within this area as a direct result of the Family Hubs and Start for Life service developments which has provided a number of positive progression opportunities for employees. The Family Hubs and Start for Life programme includes an extensive programme of workforce development which provides a number of opportunities for employees to develop their skills and knowledge and gain new experience.

3.18 Communications

3.19 We recognise that a key element in relation to the success of the Family Hubs and Start for Life programme is an effective communications strategy. Working closely with the Council's corporate communications department is important to ensure that this is appropriately considered and planned in relation to the expectations of the programme and the priorities of the Council.

3.20 Due to the significance and breadth of this programme of work a full time Communications and Marketing Officer position has been created within the

communications team structure to provide capacity to support the design and implementation of a cohesive communications plan.

4. CONSULTATION

- 4.1 On the 14th of August 2023 a 6-week public consultation was launched in relation to the Council's proposed model to deliver Family Hub and Start for Life services (Please see Appendix 2 and section 2 of this report).

5. ALTERNATIVE OPTIONS CONSIDERED

- 5.1 Continue to operate the existing Family Centre model.

This current model limits the Council and its partners' ability to deliver the full objectives and requirements of the Family Hub and Start for Life programme. The current model is heavily focused on services being delivered in Family Centre buildings, and due to the number of sites operated, this requires a significant number of employees to work on site as 'management cover' to ensure they can operate. It therefore prevents staff and services from being as accessible as needed in the community. For example, on site management cover requirements in relation to the linked sites can mean that up to five full time equivalent case holding targeted early help support practitioners can be required to undertake management cover at these sites all day, five days a week. This means that they are unable to undertake home visits which directly impacts on the support available to families on their caseload. Due to the imbalance of the number of sites across each Area Council, and the current staffing structure there is a negative impact on the equality of the offer across the borough as whole with some sites being able to deliver more services and activity sessions due to having less of a requirement of staff having to manage buildings. This means that the level and access to services across communities can differ depending on where a person lives.

- 5.2 Due to the increased number of services required to be delivered in line with the Family Hub and Start for Life programme requirements, including extended operating times at evenings and weekends it is felt that this would place significant pressure on the service to maintain delivery within the existing staffing structure and would adversely impact the delivery of all of the programme outcomes.
- 5.3 The size of some of the existing Family Centre sites would present challenges in terms of accommodating all of the programme requirements of a designated site, for example there would not be enough space to enable the co-location of practitioners from a variety of services as well as delivering the range of services required.
- 5.4 This model is deemed the least viable option as it places a greater emphasis on staff being present in buildings and prevents them from reaching out into the community and providing outreach services. This would impact the ability to engage those families who are harder and currently never reached or most in need. Additionally, with this option the council continues to incur the costs associated with operating and maintaining a total of 18 Family Hub buildings

(5 main, 5 linked and 8 outreach sites).

6. Reason for Recommendation

- 6.1 In giving detailed consideration to the responses emerging through the local consultation and taking into account the Governments' requirements in relation to the programme, the recommendation for Cabinet is to approve the proposed new model consisting of 6 designated Family Hubs sites, one in each Area Council locality in addition to community-based delivery. This would include designating the six Family Hub sites as 'children's centres' in order to meet the statutory duty to ensure sufficient Children's Centres. As a result, they will be regulated and inspected by Ofsted under the current inspection framework for Children's Centres. This should provide communities with the assurance regarding range, reach and quality of delivery.
- 6.2 The proposed model would deliver a number of benefits to Barnsley residents including the opportunity to further strengthen the focus on the needs of children, young people and families at the earliest opportunity and on those most in need of support through early intervention, increasing resilience and reducing the need for statutory social care involvement.
- 6.3 The model will enable an enhanced programme of support meaning that families have more access to information and support services and they can access services in ways that make most sense to them for example via community venues as well as designated Family Hubs sites. The proposed model will also enable us to test out innovative ways of working and link in more effectively with other local strategies such as the health on the high street approach.
- 6.4 In the longer term, through providing greater access to universal and early intervention services across a wide range of family help areas, it is envisaged that this would contribute to reducing demand for more targeted and specialist services therefore reducing the time that vulnerable families who need support, have to wait for a service. The preferred model will build on the existing strengths of the local early help system and move away from reliance on particular static sites with fixed assets.
- 6.5 The proposal is to move to a more flexible and responsive approach that brings services to those that need them i.e. outreach in the community and in the home. The needs of families are not static and often fluctuate over time. It is therefore essential that the model taken forward is able to respond to these needs in a new way, so that families are not expected to travel across the borough to access services. In line with the above point, this preferred model will enable flexible and time limited outreach services on a small, more local scale, when intelligence suggests this is required in particular areas, for example, work on antisocial behaviour and domestic abuse incidents.
- 6.6 Additionally, the proposed model will support local communities so that they can develop universal provision in particular areas by providing advice and guidance on the effective delivery of services to children, young people and families and by working with them to identify potential sites that could be used

for service delivery which makes sense to them. Ultimately it is envisaged that this preferred option will deliver better impact for families through the delivery of an enhanced Family Hubs and Start for Life services offer.

- 6.7 An additional benefit of the proposed model is that with less designated sites in operation there is potential for some financial savings due to a potential decrease in operational and maintenance costs. This would be supportive of the council's medium term financial strategy.
- 6.8 The proposed model does not make any proposals to reduce services or staffing, rather it enables the delivery of a stronger more enhanced offer, it demonstrates the council's commitment to protecting and investing in children and family support services.

7. GLOSSARY

- 7.1 Not applicable

8. LIST OF APPENDICES

- 8.1 Appendix 1 – Family Hubs Consultation
- Appendix 2 – Consultation Findings
- Appendix 3 – Sustainability Decision Wheel
- Appendix 4 – Equality Impact Assessment

9. BACKGROUND PAPERS

- 9.1 If you would like to inspect background papers for this report, please email governance@barnsley.gov.uk so that appropriate arrangements can be made.

10. REPORT SIGN OFF

Financial consultation & sign off	Senior Financial Services officer consulted and date. <i>Joshua Amahwe (23/10/2023)</i>
Legal consultation & sign off.	Legal Services officer consulted and date. <i>M P Farrell (Marianne Farrell, Team Leader, Legal Services)</i>

Report Author: Laura Hammerton
Post: Early Start and Families Strategy and Service Manager
Date: 19th October 2023

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Family **HUBS** and Start for Life



Family Hubs

Consultation

August 2023



BARNSELY
Metropolitan Borough Council



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Introduction

We would like your feedback on the council’s model for delivering Family Hub services in Barnsley. This is not just about buildings, but how we make sure we have accessible Family Hub services across a community which make sense to families. Family Hub services will be available in local areas and delivered from a range of venues. As part of this development, we are consulting on how we develop some of our existing Family Centres into six Family Hubs, offering support for families with children from 0 up to 19 years old (up to 25 for young people with special education needs and disabilities- SEND).

Please tell us your views on the proposals by Saturday 23 September 2023 at 5pm when the consultation will close.

The consultation is open to all Barnsley residents and stakeholders. It is important to hear your views about the key issues the council should consider when developing the hubs and their services across the local area.



Family Hubs in Barnsley

In April 2022, the government announced that 75 eligible local authorities would have the opportunity taking part in the Family Hubs and Start for Life Programme. The programme is supported by a national £300 million government investment up to March 2025. In February 2023, the government formally announced that Barnsley was one of the local authorities to be awarded a funding grant of £3.4 million up to March 2025.

Family Hub services offer information, help and support to families from conception up until age 19 (or 25 for young people with SEND). They bring together staff working across a range of different services, including the council, health and education along with voluntary and community organisations. The proposed Family Hub buildings will offer guidance and advice on a range of circumstances. As well as access to support in Family Hub buildings, families will also have access to a range of Family Hub services across each Family Hub area and online as part of our virtual Family Hub offer.

Family Hub services will offer a wide range of services to support children, young people and their families; including targeted early help support, infant feeding, perinatal mental health and wellbeing support, health services, support into employment, parenting support, home learning environment support, housing support, advice and guidance, early years education and stay and play provision.

The Family Hub funding will be used to develop our existing early help provision delivered through a strong Family Hub and Start for Life offer.



Local Needs Assessment

To help us to make sure that **we deliver services that support the needs of our local communities and enable us to deliver them in a way that supports parents and carers** to engage and access to the support they need, we have undertaken a local needs assessment. Through a survey and wider engagement activity such as focus groups, we have sought the views of over 550 parents and carers and young people. This insight will be used to inform future ways of working for council services and our partners and help to shape our Family Hub and Start for Life services offer over the next 12 months.



Our proposals for Family Hubs

Vision

Our aspiration is for every child to have the best start in life. We want to make sure that all communities and partners work together to make Barnsley the best place that it can be for children growing up by delivering strong early help support for children, young people and their families. Making sure that people get:

- ✓ the **right help**
- ✓ at the **right time**
- ✓ in the **right place**

Proposal

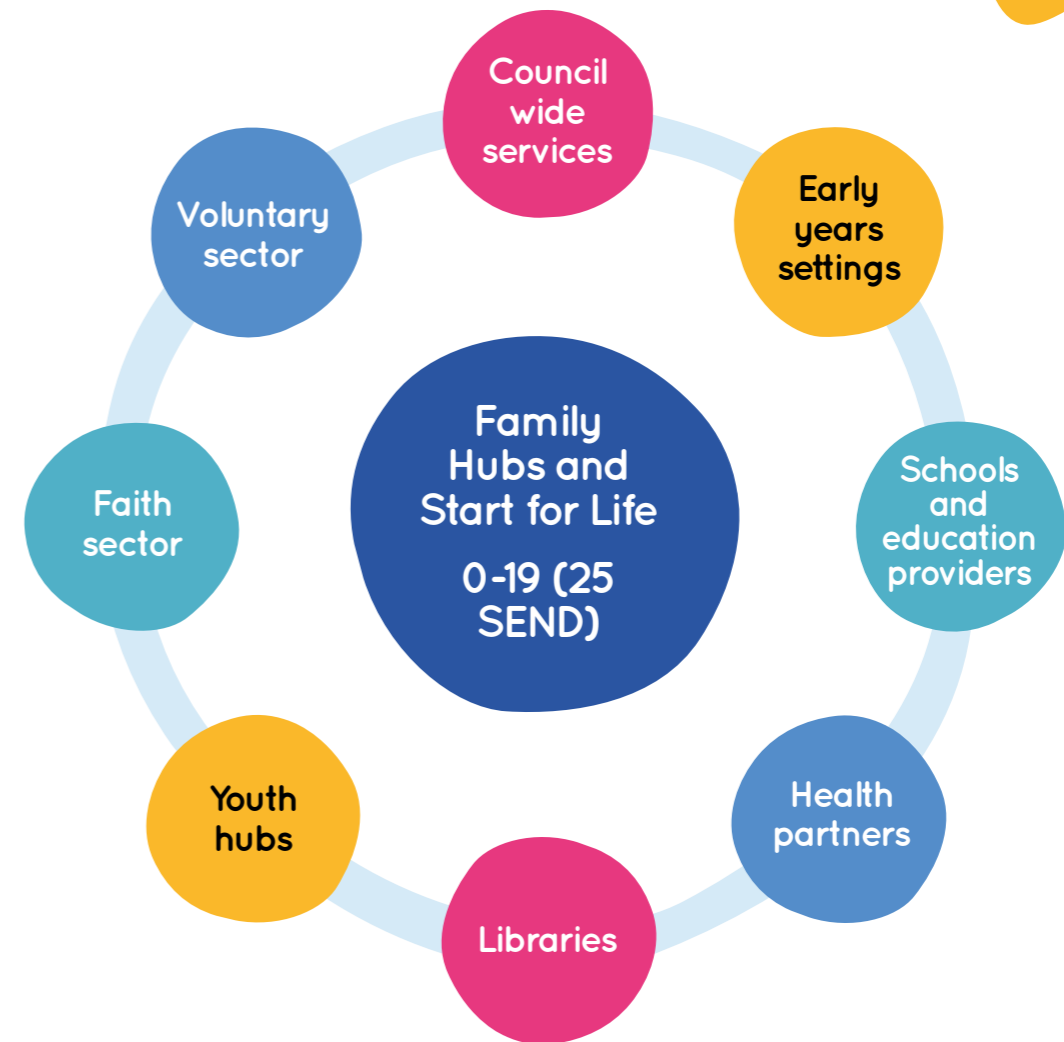
We propose to transform five of our existing Family Centres and a community building into designated Family Hub sites.

As well as the designated Family Hub buildings, the model will use a network of community-based assets such as youth centres, libraries, health centres, schools, early years settings and other community use centres and spaces in Barnsley, all offering access to information, help and support. Staff across a range of different services will work closely together to deliver support for families. It is proposed that there will be one Family Hub in each Area Council area- Central, South, Penistone, North, North East and Dearne.

The Family Hubs will work in partnership with a number of services and voluntary sector organisations to provide access to a wide range of activities and support for children, young people and their families as part of the Family Hubs umbrella of support. Support will be delivered physically in the Hub building and across the Hub area using other community buildings.

The key principles of **access, relationships** and **connection** are at the heart of Family Hub services. This means that services will be responsive to the needs of the whole family as they arise, using resources flexibly and creatively to meet those needs.

This will make it easier for parents and carers with children of different ages to access the support, information and advice they need.



The proposed model of delivery will be flexible to meet the needs of families utilising the Family Hubs and other community assets to deliver services from, meaning that staff can prepare and respond to needs and deliver frontline services with less emphasis on operating buildings. Sites have been determined based on:

- ✓ **suitability, size and readiness to deliver Family Hub services**
- ✓ **location in relation to levels of deprivation and disadvantaged communities**
- ✓ **rural isolation**

Proposed Family Hub sites



Area Council	Family Hub Location
Central	Kendray & Worsbrough Family Centre Overdale Avenue Worsbrough Barnsley S70 4BD
Dearne	Thurnscoe Family Centre Station Road Thurnscoe S63 0JR
North	Athersley Family Centre Lindhurst Road Athersley North Barnsley S71 3NB
North East	Grimethorpe Family Centre Milefield Primary School Grimethorpe Barnsley S72 7BH
South	Wombwell Family Centre Wombwell IKIC Centre Barnsley Road Wombwell Barnsley S73 8HT
Penistone	Penistone Library High Street Penistone Barnsley S36 6BR (Potential temporary location at Penistone I Know I Can Centre (IKIC))



What does this mean for Barnsley families?

All Barnsley families will be able to access services through the Family Hub model wherever they live.

The proposed model will provide more services and support for families across Barnsley. Families will be able to access support face-to-face in a Family Hub, face-to-face in the community and online.

The proposed model will help us to better provide support for families from conception throughout the early, primary and secondary years, and into early adulthood.

We want to make sure every family knows what and where their local Family Hub is, and know that, if they walk through the front door and access any of our Family Hub services, they'll be welcomed by staff who are able to support their needs, and who can connect them with services that will be able to help.

Family Hub services will make sure the support we give is joined up, and that children and families are better able to access the right help, at the right time.

The location of some of the services currently delivered at Family Centre sites will not change, but for some services, they may be held in different locations across the Family Hub area. We will make sure that families who may be affected by these changes are supported through the transition and continue to be supported to access the services they need.

Family **HUBS** and Start for Life



BARNSLEY
Metropolitan Borough Council

Tel: 0800 0345 340

Email: infofis@barnsley.gov.uk

Family Hubs Consultation
Autumn 2023
Data Analysis

Respondent characteristics – (Family Hubs Consultation – Autumn 2023 Power BI report)¹

494 survey responses were received. The vast majority of these 80.6% were completed by a female.

The largest age group to complete the survey is 30–44 making up 48.6% of responses. The smallest age group was 75+ 0.8% and 5.1% of respondents preferred not to answer.

87.9% of responses received, identified as White with 2.4% as BME. The ethnicity make-up closely resembles the ethnicity breakdown at the most recent Barnsley’s ‘Our Borough Profile’, taken from the 2019 Census, the ethnic breakdown at 2019 was 96.1% White and 3.9% BME.

Christian is the prominent religion making up 33.8% of responses, while a larger number of the group 44.7% do not have a religion.

81.8% of the group identified their sexual orientation as heterosexual or straight. 3.9% identified as LGBTQ+ and 10.3% preferred not to answer.

40.1% of respondents indicated they are coping on current income, while 23.3% indicated they are finding it difficult to cope on current income. This gives a gap of 16.8%

39.5% of respondents indicated they are in full time work, while 2% are unemployed and available for work. Out of the 39.5% that are in full time work 18.2% indicated they are coping on current income, a further 10.1% indicated they are living comfortably on their current income.

Question 1 - Are you sharing your views as an individual or on behalf of an organisation?

95.3% of respondents indicated they are sharing their views as an individual. 4.5% are sharing their views on behalf of an organisation.

Question 2 - If you are responding as an organisation, please tell us your organisation, here are some of the organisations that responded

BMBC EARLY HELP
Barnsley Council - Healthier Communities team
BMBC - Sport & Physical Activity Team
Community Midwifery (NHS)
Palliative care (NHS)
Primary school (not specified)
The Renaissance community Centre in Bolton
Compass
Birkwood Primary School
LMC Barnsley
Romero Communities
Family hub

¹ <https://bmbcpowerbitst0/reports/powerbi/DEV/Family%20Hubs%20Consultation%20Autumn%202023> Barnsley
MBC Power BI Report – Family Hubs Consultation – Tab: Respondents 1 and Tab: Respondents 2

Question 3 - What is your postcode? (Family Hubs Consultation – Autumn 2023 Power BI report)²

34.8% of responses are located within the South Barnsley Area Council, with much of this group, 85 responses (17.2%) being from Hoyland Milton.

Dearne Area Council and North East Area Council each have over 15% of the response. 34 (6.9%) of the North East Barnsley Area Council are from Monk Bretton.

Dearne Area Council is made up of two Wards:-

- Dearne North – 15 (3%) survey respondents
- Dearne South – 62 (12.6%) survey respondents

The Ward with the least survey responses is Penistone Area having 4.5% of the total responses.

There is a heat map on the dashboard showing the areas with most respondents.

Question 4- If you are sharing your views as an individual, what is your connection to Barnsley? Please select all that apply (Family Hubs Consultation – Autumn 2023 Power BI report)³

Please note the respondents can select more than one option for this question so the figures are shown as a percentage/number of the survey respondents.

92.1% (443) of respondents indicated that they live in Barnsley, only 1.5% (7) are a visitor to Barnsley.

Question 5 - Which of the following best describes your interest in this consultation? Select all that apply (Family Hubs Consultation – Autumn 2023 Power BI report)⁴

As with Question 4 again the respondents can select more than one option. The figures are shown as a percentage/number of the survey respondents.

The descriptor *“I am a current parent/carer/guardian of a child(ren) under 6, who use family centres”* has the highest number of respondents 156 (32%) of respondents, closely followed by the descriptor *“I am a parent/carer/guardian and I have used family centres when my children were younger”* with 140 (28.7%) this is (3.3%) fewer respondents.

The following descriptors are both at the bottom of the chart with only 1 respondent and 0.2% of respondents each:

“A member of a community early help delivery group”

“I am a young person aged 13 – 19 years of age”

Question 6 - If you have children, would you describe any of your children as having health or development needs that require additional support? (Family Hubs Consultation – Autumn 2023 Power BI report)⁵

61% of respondents answered No to this question while 26% answered Yes.

No, is the answer with the highest response amongst all ward areas except for one. North Barnsley Area Council had a higher proportion of responses to Yes, Yes 50% - 16 respondents and No 44% - 14 respondents.

² Family Hubs Consultation – Autumn 2023 Power BI report -tab: Respondents 3

³ Family Hubs Consultation – Autumn 2023 Power BI report – tab: Q4

⁴ Family Hubs Consultation – Autumn 2023 Power BI report – tab Q5

⁵ Family Hubs Consultation – Autumn 2023 Power BI report – tab Q6

Question 7 - What services do you think need to be provided for children and families in your local area? Please answer for all services - yes, no, don't mind or don't know (Family Hubs Consultation – Autumn 2023 Power BI report)⁶

“Mental health and emotional wellbeing support for children” has the highest need with (92%) 424 respondents selecting this as a need to be provided for children and families in their local area. This is closely followed by *“Family support and advice”* (90.5%) 420 respondents selected this as need.

Two services come in jointly at the bottom of the list with the least need and achieving a need of 84% by respondents, these are: *“Activities for children aged 11-19 (SEND)”* and *“Understanding finances and access to welfare support”*

If you look at the BI report and by clicking on each Area Council you can see how respondents have prioritised them for their local area.

Question 8 - Of the services you said yes to in last question, which do you think are the ones needed most? Please rank their importance 1-5 where 1 is most needed - please leave any others blank please (Family Hubs Consultation – Autumn 2023 Power BI report)⁷

Please note: The results for Question 8 are skewed, the respondents have answered this in different ways. This could be because the respondents are able to rank 1-5 for all services, and not just the services they entered a yes against in question 7. Respondents can and have been able to enter multiple 1s, 2s, 3s, 4s, and 5s for as many of the services as they wish in question 8. Whilst others have done as the question asked and rank ordered their Services of importance to them in 1-5 and left the remaining blank.

Recommendations for improvement - digital form, amend the online form so that only the services respondents identified in Question 7 are available to choose to rank, then cap the answers in Question 8 to 5 answers to enable respondents to rank order the 5 services that are the most important to them.

The services that respondents selected most across the borough are:-

- Rank 1 - *“Activities for children 0-5 including play and stay”* 311 respondents
- Rank 2 - *“Early Learning”* 289 respondents
- Rank 3 - *“Mental health and emotional support for children”* 285 respondents
- Rank 4 - *“Activities for children aged 6-10”* 265 respondents
- Rank 5 - *“Mental health and emotional support for adults”* 262 respondents

If you look at the BI report and by clicking on each Area Council you can see how respondents have prioritised them for their local area.

Question 9 - Please tell us how much you agree or disagree with the idea of creating Family Hubs - one in each area council area? Please select one option (Family Hubs Consultation – Autumn 2023 Power BI report)⁸

47.8% of the respondents either agree or strongly agree with the proposal while 40.2% either disagree or strongly disagree with the idea of creating Family Hubs one in each council area, 12.1% neither agreed or disagreed.

⁶ Family Hubs Consultation – Autumn 2023 Power BI report – tab Q7

⁷ Family Hubs Consultation – Autumn 2023 Power BI report – tab Q8

⁸ Family Hubs Consultation – Autumn 2023 Power BI report – tab Q9

Respondents from the South Barnsley Area Committee 53.6% either disagree or strongly disagree with the proposal, with 36.9% either agree or strongly agree.

Respondents from the Dearne Area Committee 62.6% either disagree or strongly disagree with the proposal, with 26.7% either agree or strongly agree.

The biggest reason stated by those Disagreeing/Strongly Disagreeing was the location of centres, particularly from those in the Jump area and Bolton-upon-Dearne area.

Travel times and options was also a concern for many.

The impact on current centres and the future plans for them was also cited as a reason.

Some respondents felt that there should be more centres in the programme to deal with demand.

Below are a range of comments from those who agree and disagree with the proposals.

Respondent's comments – strongly agree/ agree

- "Provided centres have good IT and connectivity, hand washing and clinical rooms fit for purpose and flexible opening 7 days a week."
- "Ensure they are all easily commutable with public transportation."
- "Having worked in the North Area for many years this opportunity will require 100 % effort to ensure joined up teams from all sectors relevant to this programme are involved. New and existing families need face to face contact initially to introduce them to the programme. Their involvement can be harnessed if introduced by trusted and accessible services. It is vital that the earlier a family can be contacted the better. Prevention is better than treatment. Home Visiting is key to engagement if families are reluctant to visit the hubs."
- "Having a central building is brilliant focus, it would also be good to see how the services can be delivered as a hub and spoke approach to engage people in a range of settings and environments."

Comment – Strongly disagree

- "Bolton upon Dearne have very little facilities and the large community centre in Bolton upon Dearne along with the £1m makeover means that Bolton Upon Dearne is the village with the most available space to accommodate the Dearne valley needs. We as a centre are committed to working with all areas of the community to ensure that as many needs as possible will be met. The centre will house a tea room so there will always be somewhere for the community to meet and facilities available for projects. The original hall can also accommodate workshops and large scale events. We have outdoor space and parking."
- "Transport issues, being able to afford the transport to get there. The emotional and social well being of parents and children if they cannot attend these. I did not drive when I had my child and found the only time of the week I left the house was to walk to the centre to go get my son weighed at a centre. I would speak to other adults etc. And as he grew baby classes. Taking that away will impact so much in parent and children unable to attend other centres"
- "Not happy that Jump Family Centre is no longer going to be a family centre/hub. Use this to collect rose vouchers and vitamins. I don't drive so wombwell will be too far. There is no groups in this area for children during the school holidays."
- "Family may not access centres that are not local too them. With the cost of living crisis and some poor transport links between villages this will prevent families accessing the centres."
- "Dearne family centre is always full of service users, midwife's, council employees and is a hub in the community. Welcoming spaces were extremely popular in this centre which clearly highlights the need for this centre within the community."

- "Bolton on dearne have a very good family centre, which my grandchildren have used for baby clinics, for visits to midwives for mum, early yrs group, baby massage groups, why is it always the ppl in Bolton that have to suffer"

Question 10 - Services could be delivered from a number of sites such as libraries or other community buildings. Which of these places do you currently access services for children and families at? Please choose all that apply. (Family Hubs Consultation – Autumn 2023 Power BI report)⁹

GP Practices are the popular choice among the Barnsley Borough, where the respondents currently access services for children and families. In this consultation 311 respondents chose GP Practices this was followed by Hospitals which received 281 responses, followed by Family Centres 276.

Which would you feel comfortable accessing services for children and families at in the future?

Respondents were comfortable accessing services in a wide range of settings, the highest was 298 respondents indicating family centres. The least popular choice by some way was halls/rooms connected to Faith buildings these had 151 respondents indicating Yes.

Question 11 - Please tell us how much you Agree or disagree with the following statements - please choose one answer per row (Family Hubs Consultation – Autumn 2023 Power BI report)¹⁰

90.2% of respondents agree or strongly agree *"Delivering services for children and families close to my home is essential to me"*

64.5% of respondents agree or strongly agree *"I would be happy to access services somewhere other than family hubs"*

34.9% of respondents agree or strongly agree *"I currently access services/support (such as parent/toddler group or an informal network of friends) which are delivered by a local voluntary or community group"*

35.7% of respondents agree or strongly agree *"I am aware of the opportunities available to volunteer my time to support the delivery of services in my local area"*

65.4% of respondents agree or strongly agree *"I would find it more convenient if services were all in one place"*

51.3% of respondents agree or strongly agree *"I am aware of the range of services that are delivered by voluntary and community organisations in my local area"*

Question 12 - Which of the following services are most important to provide locally at outreach sites? Please tick up to 10 services

The services that had the most responses for this question are – Stay and play with 64%, Early Learning 61%, Family Support and advice 61%, Access to mental health and emotional wellbeing for children 56.7%, Parenting Courses 50%

The service that received the most responses for Area Council are as shown below:-

Central Area Council – Early learning

Dearne Area Council – Family support and advice

North Barnsley Area Council – Family support and advice

North East Barnsley Area Council – Stay and play

Penistone Area Council – Stay and play

South Barnsley Area Council – Stay and play

⁹ Family Hubs Consultation – Autumn 2023 Power BI report – tab Q10

¹⁰ Family Hubs Consultation – Autumn 2023 Power BI report – tab Q11

Question 13 - What else could be done to minimise any negative impacts of this proposal, if adopted? Please write your answer in the box below

Please find below a selection of the responses received:-

“Better public transport”

“Closing some of smaller family centre, Jump and Lundwood could negatively impact if no alternative place to deliver services in locality are offered.”

“Continue to provide the services already provided by the current centres, in the same village, not a neighbouring village which would require transport to get too. Any advice on money matters, in which you must spend money to access, is a waste of time in my opinion.”

“Ensure the buildings are fit for purpose and have adequate facilities for disabled parents and children especially to include parking. Flexibility of times for working parents not just 9 to 5 access.”

“Ensure there is enough notification and advertising most of the time people are unaware of what services are available and where they are located.”

The full list of responses for this question can be found (Family Hubs Consultation – Autumn 2023 Power BI report)¹¹

Question 14 - What could be done to make it successful? Please write your answer in the box below

“Advertise it better and speak to health visitors to pass on information”

“Avoid duplication of offer. Draw in other services to work from the family hubs. Do not try to do everything. Get buy in from the third and voluntary sector.”

“Communication - good communication, partnership working and identifying gaps that are then looked at and challenged.”

“Engage the public as much as possible as they will be the users. Engage with referrers like the school/HV device/0-19 Service/GP etc”

“Ensuring the staff resources are increased to ensure no family goes without the support needed.

without the support needed.

Have professionals in each hub and extended into the community for each area (SEND, 6-11, 0-5, health visitors etc.)”

The full list of responses for this question can be found (Family Hubs Consultation – Autumn 2023 Power BI report)¹²

Question 15 - Do you have any other comments or suggestions in relation to this proposal and how we can continue to provide services for those aged 0-19 (25 SEND) and their families? Please write your answer in the box below

Please find below a selection of the responses received:-

“send out invites to correct people as I wasn’t aware of these and I have a send child”

“All services knowing what's going on and a consistent approach from professionals and services”

“Better training for people and businesses supporting young people with send

Opportunities for social enterprise to give young adults with send the skills for employment (eg see initiatives from Leeds like smile cafe 21)”

“From personal experience I find it really useful when groups and advice are given and delivered by people that have lived experience not from people that have just had it taught to them. Also when delivering training on very specialist subjects to people that are really struggling and experiencing very difficult circumstances to be mindful of their approach and comments and again deliver it from lived experience.”

¹¹ Family Hubs Consultation – Autumn 2023 Power BI report – tab select a question – choose question 13 from the drop down list

¹² Family Hubs Consultation – Autumn 2023 Power BI report – tab select a question – choose question 14 from the drop down list

“I feel the working hours of the centres / hubs hugely restricts working parents accessing groups / courses etc. with their children. During maternity leave I accessed a variety of groups / classes but since going back to work I am unable to attend anything due to them only being run throughout the week during peak working hours.”

“Increase Emotional and Mental Wellbeing support for children with SEND and parents, practical support to help them deal with daily stresses and challenges. Develop Peer support groups for parents of children with SEND needs.”

The full list of responses for this question can be found (Family Hubs Consultation – Autumn 2023 Power BI report)¹³

¹³ Family Hubs Consultation – Autumn 2023 Power BI report – tab select a question – choose question 15 from the drop down list

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Project / Proposal Name or Reference:

Date:

Your Name:

1. SOCIAL IMPACT OF PROJECT				
HOW WILL THIS PROJECT/PROPOSAL AFFECT:	CONSIDERATIONS <i>See guidance below on determining whether negative or positive impacts are High, Medium or Low</i>	IMPACT? <i>Use drop down list</i>	COMMENTS	GUIDANCE IF NEGATIVE RATING HAS BEEN AWARDED
1 LEARNING AND SKILLS - local peoples' ability to increase their skills and education	<ul style="list-style-type: none"> * Local people's access to education will decrease = Negative Impact * No change in local education provision = Nil Impact * This project will increase access to education for local people = Positive Impact 	High positive impact	The new model aims to increase access to services for families. This includes access to adult education and supporting children and young people to be successful in their education. Volunteer and peer support opportunities will provide opportunity for parents and carers to increase their skills and knowledge. A richer offer of workforce development will be on offer to employees, many of who are barnsley residents.	Consider: <ul style="list-style-type: none"> What elements of the project contain shareable skills Is there room to increase education provision (formal or informal) through this project
2 PEACE AND JUSTICE - the level of crime and antisocial behaviour in the local area, as well as inclusivity - ensuring that everyone feels safe in their local area	<ul style="list-style-type: none"> * This project will increase the likelihood of crime or ASB in the borough or create barriers to inclusivity = Negative Impact * No change to likelihood of crime or change to inclusivity = Nil Impact * Crime and ASB levels will be reduced and community cohesion will improve or barriers to inclusivity will be removed = Positive Impact 	High positive impact	This new model aims to provide effective early help support increasing the life chances of children, young people and their families and reducing negative outcomes. There will be an emphasis on supporting community resilience and should positively impact on the wider determinants that increases a person risk of becoming involved in crime or anti social behaviour.	Consider: <ul style="list-style-type: none"> Involving community in the project Is the space used the most appropriate Crime prevention measures Equality impact assessment
3 REDUCING POVERTY - the proportion of residents in poverty. Think about all kinds of poverty here including fuel poverty, child poverty, pensioner poverty, etc.	<ul style="list-style-type: none"> * More residents will be in poverty or severity of poverty will increase = Negative Impact * No change to rates or severity of poverty = Nil Impact * Residents will be lifted out of fuel poverty = Positive Impact 	High positive impact	This new model aims to provide effective early help support increasing the life chances of children, young people and their families and reducing negative outcomes. There will be an emphasis on supporting community resilience and should positively impact on the reducing poverty.	Consider: <ul style="list-style-type: none"> Costs to residents Sustainable food Energy efficiency Lowering bills Lowering prices
4 SUSTAINABLE FOOD - sustainability of the food supply chain and residents' access to healthy, good quality and affordable food	<ul style="list-style-type: none"> * Opportunities & resources for local food production and access to food are reduced = Negative Impact * No change to opportunities & resources for local food production or access to food = Nil Impact * Opportunities & resources for local food production are increased/ enhanced and access to food is improved = Positive Impact 	No impact		Consider: <ul style="list-style-type: none"> Source food locally Increase quality of food available
5 HEALTH AND WELLBEING - the overall health of the population and health inequality	<ul style="list-style-type: none"> * Health inequality in the borough will be increased = Negative Impact * No impact on health inequalities = Nil Impact * Health inequalities will be reduced in Barnsley = Positive Impact 	High positive impact	This new model aims to provide effective early help support increasing the life chances of children, young people and their families and reducing negative outcomes. It aims to improve access to health services through the provision of family hubs and start for life services from conception up to 19 (25 SEND). There will be an emphasis on supporting community resilience and should positively impact on the reducing health inequality.	Consider: <ul style="list-style-type: none"> Impact on healthcare Impact on wider determinants of health
7 WEALTH INEQUALITY - the opportunities available for people in Barnsley to improve their lives and reduce wealth inequality e.g. start business, well paid jobs	<ul style="list-style-type: none"> * Wealth inequalities in the borough will worsen/will make low income households worse off = Negative Impact * No impact on wealth inequality = Nil Impact * Decreased wealth inequality in the borough/financial benefits for low income households = Positive Impact 	High positive impact	This new model aims to provide effective early help support increasing the life chances of children, young people and their families and reducing negative outcomes. It aims to improve access to education and employment services through the provision of family hubs and start for life services from conception up to 19 (25 SEND). There will be an emphasis on supporting families to reduce the impact of the cost of living, and increase their personal wealth by entering employment.	Consider: <ul style="list-style-type: none"> Costs to residents caused by the project Community wealth building Inspiring innovation Supporting new and local businesses
8 LOCAL SPEND - Money that is spent within Barnsley due to this project, including revenue for the council that is put back into local projects	<ul style="list-style-type: none"> * This project will increase the amount of money being spent outside the borough = Negative Impact * No change to local spend = Nil Impact * More money will be kept within the borough as a result of this project = Positive Impact 	No impact		Consider: <ul style="list-style-type: none"> Local supply chains
9 QUALITY NEIGHBOURHOODS - the quality of the physical environment in terms of accessibility, cleanliness, litter, green space, etc. as well as access to local services e.g. healthcare, childcare, playground facilities, etc.	<ul style="list-style-type: none"> * The physical environment where residents live will be degraded = Negative Impact * No change to physical environment = Nil Impact * The quality of the physical environment where residents live will be improved e.g. more trees, less litter = Positive Impact 	No impact		Consider: <ul style="list-style-type: none"> Waste management facilities Nature based solutions Community involvement Access to services
10 HOMES - a safe and quality house for everyone in the borough, with a range of housing options available	<ul style="list-style-type: none"> * Quality of and access to housing in the borough will decrease = Negative Impact * No change to housing access or quality = Nil Impact * Quality of and access to housing in the borough will improve = Positive Impact 	No impact		Consider: <ul style="list-style-type: none"> Energy efficiency measures Renewable technologies Community involvement in planning
11 COMMUNITY COHESION - everyone in the borough knows where they can turn in times of trouble and is well connected. Residents are engaged with decision making processes and fully consulted	<ul style="list-style-type: none"> * People in Barnsley will become less well connected to services and support = Negative Impact * No impact on residents' connectivity = Nil Impact * Barnsley residents will have greater access to services and support = Positive Impact 	High positive impact	This new model aims to provide effective early help support increasing the life chances of children, young people and their families and reducing negative outcomes. There will be an emphasis on supporting community resilience and increasing positive engagement in the community.	Consider: <ul style="list-style-type: none"> Access to support networks Access to services Internet access
12 JOBS AND BUSINESSES - creating or maintaining a range of good quality, well-paid jobs that suit the local community and supporting new and existing businesses	<ul style="list-style-type: none"> * There will be fewer businesses and a smaller range of jobs in Barnsley = Negative Impact * No impact on job creation = Nil Impact * A range of good quality jobs and opportunities will be created = Positive Impact 	Low positive impact	As a direct result of the family hubs and start for life funding some new jobs have been created.	Consider: <ul style="list-style-type: none"> Job creation Business support Volunteering opportunities

Decision Making Wheel Guidance

The Decision Making Wheel is a tool to help you develop your projects in a way that makes their impact as positive as possible across a range of social, economic and environmental factors that align with the Barnsley 2030 ambitious goals. This is about making your project the best it can be across a whole range of different areas that you might not necessarily think of as "your area" but taking into account a whole system of social, economic and environmental factors.

The tool has been developed based on the UN Sustainable Development Goals which are principles around how we can continue to grow and develop in a way that is not detrimental for future generations, looking at both planetary resources and people's lives, jobs, health and wellbeing.

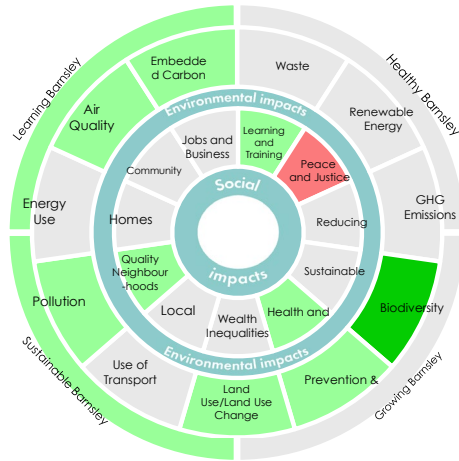
Each segment of the wheel provides a prompt to think about how your project might affect different outcomes, such as health and wellbeing, air quality or jobs and businesses. Few projects will touch on all areas, but it is worth considering each one in case your project may have an inadvertent negative impact on an area you had not considered. Ideally, the prompt may make you think of a way in which your project could be made even better by considering how it might impact on a different outcome.

To complete the tool, simply select from the drop down menus next to each outcome what the impact of your project will be. There are no hard and fast figures for this, you need to make an informed judgement call based on the scale of your project and Sustainability and Climate Change are able to support with this if needed. You will need to be using the desktop app rather than the web version of Excel.

In the comments section, please explain your reasons for choosing the impact that you have and, if a negative impact has been awarded, how you intend to mitigate this. A negative impact doesn't mean that the project shouldn't go ahead, but it should prompt you to think about whether there is a way to improve it. If that is not possible or practical then explain why and proceed in the knowledge of the negative impact.

Once you have filled out both guidance sheets, go to the "Wheel" tab and press "run". This will populate the wheel with your inputs and calculate the impact on the Barnsley 2030 themes. You can then copy this into the relevant reports using the "copy" button. This then needs to be pasted into reports as a picture to allow easy re-sizing and moving.

To the right you can see an example of a completed wheel with an explanation of why it has been filled in in this way.



The Tiny Forests project is the planting of a small, densely packed woodland in Goldthorpe, near the Dearne ALC. The forest will be looked after and monitored by a keeper team from the local community and groups from the school will be able to use the forest as a classroom as it grows. The forest will have positive environmental benefits in terms of biodiversity gain and land use change as well as acting as natural flood prevention. One potential negative of the forest is the potential for anti-social behaviour. However we will mitigate this through careful site selection and ensuring that the local community gets involved and feels ownership of the forest.

ENVIRONMENTAL IMPACT OF PROJECT				
HOW WILL THIS PROJECT/PROPOSAL AFFECT THE BOROUGH TO WITHSTAND:	CONSIDERATIONS <i>See guidance below on determining whether negative or positive impacts are High, Medium or Low</i>	IMPACT? <i>Use drop down list</i>	COMMENTS	GUIDANCE IF NEGATIVE RATING HAS BEEN AWARDED
1 WASTE GENERATION - the amount of waste generated in the borough and wider	* More waste will be generated (by BMBC or others) = Negative Impact * No waste will be generated = Nil Impact * Less waste will be generated OR amount of waste that is reused/ recycled will be increased = Positive Impact	High positive impact	As less sites will be operated via the preferred model there will be less waste generated.	Consider: = Use of recycled goods = Recycling facilities = Reducing/ reusing resources
2 RENEWABLE ENERGY - the renewable energy capacity created by the project	* Less renewable energy will be created OR opportunities for renewable creation not utilised = Negative Impact * No extra renewable energy created = Nil Impact * More renewable energy will be created (by BMBC or others) = Positive Impact	No impact		Consider: = Community owned renewables = Renewable energy and battery storage = Alternative heat sources e.g. minewater
3 GREENHOUSE GAS EMISSIONS - The amount of greenhouse gas emissions (CO2 equivalents) produced due to the project	* More greenhouse gases will be emitted (by BMBC Or others) = Negative Impact * No change to GHG emissions = Nil Impact * Greenhouse gas emissions will be reduced = Positive Impact	High positive impact	As less sites will be operated via the preferred model there will be less greenhouse gas emissions. For example fewer sites operating boiler powered heating systems.	Consider: = Renewable energy sources = Electric vehicles = Natural carbon storage e.g. trees
5 BIODIVERSITY - The potential for increase in biodiversity that your project will bring about	* Destruction of habitats and reduced biodiversity = Negative Impact * No impact on habitats or biodiversity = Nil Impact * Increase in biodiversity and protection of habitats = Positive Impact	No impact		Consider: = Rewilding = Nature conservation zones = Habitat protection and enhancement
6 PREVENTION & ADAPTATION - ensuring that the borough is resilient against the effects of climate change e.g. flooding, extreme weather, food insecurity, etc.	* Increased risk of extreme weather events e.g. flooding, droughts, heatwaves OR no prevention/adaptation measures in place = Negative Impact * No change to resilience = Nil Impact * Provisions made to adapt to climate impacts e.g. flood defences, reserve water supplies, etc. = Positive Impact	No impact		Consider: = Flood defences and natural solutions = Water management = Ventilation and shade
7 LAND USE/LAND USE CHANGE - How the land within the scope of the project is being managed	* The project will mean that the land is being managed in a less sustainable way/negative land conversion = Negative Impact * No change to land management = Nil Impact * The project will encourage sustainable land management techniques (e.g.) reducing nitrogen or phosphorous runoff/positive land use change = Positive Impact	No impact		Consider: = Nitrogen and Phosphorus Runoff = Water Quality = Natural carbon storage e.g. trees
8 USE OF TRANSPORT - how people in the borough get around, whether this is by car, public transport or active travel	* The use of fossil fuel based transport by BMBC or others will increase = Negative Impact * No extra transport will be necessary = Nil Impact * The use of transport and/or of fossil fuel-based transport will be reduced = Positive Impact	Low negative impact	Extra transport may be necessary in some circumstances but this may be balanced and/or reduced as a result of outreach activity in local communities leading to less travel by service users.	Consider: = Active travel = Electric vehicles = Public transport
9 POLLUTION - the amount of pollution created by the project over its lifespan, whether this is plastic, chemical, noise, light or other forms of pollution	* increase in levels of pollution in the borough e.g. plastic pollution, chemical pollution = Negative Impact * No change to pollution = Nil Impact * Levels of pollution in the borough are decreased = Positive Impact	Low positive impact	Less light pollution as a direct result of some sites ceasing to operate as family centres.	Consider: = Materials used = Waste disposal = Recycling
10 ENERGY USE - the amount of energy consumed as a result of the project	* The amount of energy used by BMBC or others increases = Negative Impact * No change to energy use = Nil Impact * The amount of energy used by BMBC decreases OR renewables are used = Positive Impact	Low positive impact	A reduction in the amount of energy used via some sites no longer being used, this is likely to be offset to some degree as some sites will see an increase in use as a result of more people using them.	Consider: = Renewable energy sources = Energy efficiency measures = Reducing energy demand
11 AIR QUALITY - the quality of the air in the borough	* Air quality in the borough worsens = Negative Impact * No change to air quality = Nil Impact * Air quality in the borough is improved = Positive Impact	No impact		Consider: = Traffic reduction = Natural solutions e.g. trees
12 EMBODIED CARBON - the amount of carbon embedded within the materials of the project	* Large quantities of embedded carbon = Negative Impact * Minimal embedded carbon = Nil Impact * Carbon sequestration = Positive Impact	No impact		Consider: = Low carbon building materials = Natural solutions for carbon sequestration

Equality Impact Assessment

Family Hubs and Start For Life Delivery Model

Stage 1 Details of the proposal

Name of service Directorate	Early Start and Families Service, Children's Services
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Name of officer responsible for EIA Name of senior sponsor	Laura Hammerton, Early Start and Families Strategy and Service Manager Claire Gilmore, Head of Service – Early Start, Prevention and Sufficiency
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Description / purpose of proposal	Implementation of a new family hubs and start for life delivery model in the place of the current Family Centre delivery model.
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Date EIA started	19 th October 2023
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Assessment Review date	31 st March 2025
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Stage 2 - About the proposal

What is being proposed?	<p>We propose to transform five of our existing Family Centres and a community building into designated Family Hub sites.</p> <p>As well as the designated Family Hub buildings the model will use a network of community-based assets such as youth centres, libraries, health centres, schools, early years settings and other community use centres and spaces in Barnsley, all offering access to information, help and support. Staff across a range of different services will work closely together to deliver support for families. It is proposed that there will be one Family Hub in each Area Council area – Central,</p>
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South, Penistone, North, North East and Dearne.

The Family Hubs will work in partnership with a number of services and voluntary sector organisations to provide access to a wide range of activities and support for children, young people and their families as part of the Family Hubs umbrella of support. Support will be delivered physically in the Hub building and across the Hub area using other community buildings.

Why is the proposal required?

To enable the council to successfully deliver family hubs and start for life services in line with the DFE family hubs and start for life programme requirements.

What will this proposal mean for customers?

All Barnsley families will be able to access services through the Family Hub model wherever they live.

The proposed model will provide more services and support for families across Barnsley. Families will be able to access support face-to-face in a Family Hub, face-to-face in the community and online.

The proposed model will help us to better provide support for families from conception throughout the early, primary and secondary years, and into early adulthood.

We want to make sure every family knows what and where their local Family Hub is, and know that, if they walk through the front door and access any of our Family Hub services, they'll be welcomed by staff who are able to support their needs, and who can connect them with services that will be able to help.

Family Hub services will make sure the support we give is joined up, and that children and families are better able to access the right help, at the right time.

The location of some of the services currently delivered at Family Centre sites will not change, but for some services, they may be held in different locations across the Family Hub area. We will make sure that families who may be affected by these changes are supported through the transition and continue to be supported to access the services they need.

Use the Preliminary screening questions (found in the guidance) to decide whether a full EIA is required

- Yes - EIA required (go to next section)
- No – EIA not required (provide rationale below including name of E&I Officer consulted with)

Stage 4 - Scoping exercise - What do we know?

Data: Generic demographics

What generic data do you know?

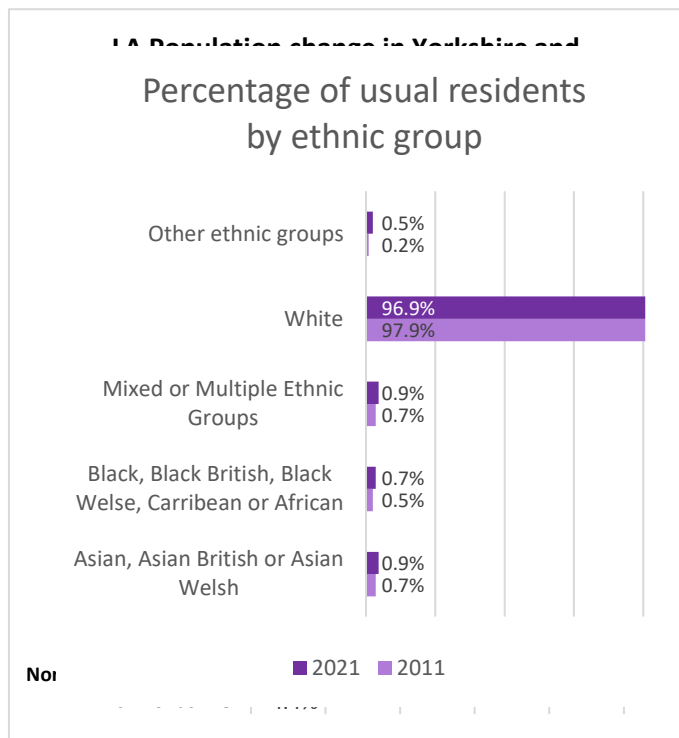
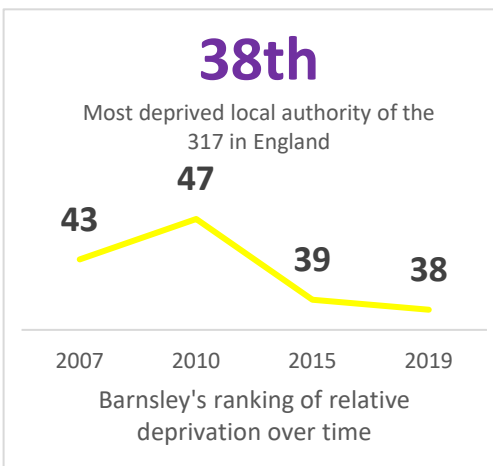
Barnsley Metropolitan Borough Council serves a population of over 240,000 (Census 2021) which, since the 2011 census, has grown by 5.8% - the population has increased by a greater percentage than the overall population of Yorkshire and The Humber (3.7%), but by a smaller percentage than the overall population of England (up 6.6% since the 2011 Census).

The population is predicted to grow to over 257,000 by 2025, and then to 264,000 by 2030. There are currently 51,621 children and young people under the age of 18, which is approximately over one-fifth (21%) of the total population of the borough.

Deprivation continues to affect a significant number of families in Barnsley. The 2019 Index of Multiple Deprivation (IMD) ranks Barnsley as the 38th most deprived local authority in England, out of 317.

DWP (Stat-Xplore) data has reported in 2022 that 21.2% of children in Barnsley live in relative 'low income' households which is higher than the national average, this has slightly decreased from 21.4% in 2019. Nationally in 2022 20.1% of children were living in 'low income' households, this has increased from 18.2% in 2019.

The diversity of our population continues to change. In 2011, around two in every 100 people were from a black and minority ethnic (BME) group, significantly lower than the regional and national demographic picture. As of the Census



2021, this has now increased to around three in every 100 people, which is below the national average of nineteen in every 100 people.

The January 2021 School Census shows that 9.8% of primary school pupils and 8.8% of secondary school pupils are from black and minority ethnic origins, the same percentage for primary schools in January 2020 but an increase for secondary schools which reported 8.5% in 2020, remaining below the regional and national averages.

The January 2021 School Census have reported that 30.1% of all students are eligible for Free School Meals. Specifically, this broken down to 30.4% in Primary Schools, 28.6% in Secondary Schools, 56.5% in Special Schools and 67.9% in Pupil Referral Units.

Data: Service data / feedback

What equalities knowledge do you already know about the service/location/policy/contract?

Family Centre services work across Barnsley with a number of sites located on the most deprived areas of the borough. Whilst there is some good engagement of families across Barnsley we know that there is further work to do to engage some target audiences including Dads, BME parents and Carers and those with English as a second language.

Data: Previous / similar EIA's

Has there already been an EIA on all or part of this before, or something related? If so, what were the main issues and actions it identified?

No

Data: Formal consultation

What information has been gathered from formal consultation?

A consultation was undertaken between the 14th August and the 23rd September 2023.

The findings of the consultation can be found in the following power bi report:

<https://bmbcpowerbitst0/reports/powerbi/DEV/Family%20Hubs%20Consultation%20Autumn%202023>

Stage 5 - Potential impact on different groups

Considering the evidence above, state the likely impact the proposal will have on people with different protected characteristics

(state if negative impact is substantial and highlight with **red text**)

Negative (and potentially positive) impacts identified will need to form part of your action plan.

Protected characteristic	Negative '-'	Positive '+'	No impact	Don't know	Details
Sex		X			It is envisaged that the implementation of the proposed delivery model for family hubs and start for life with have a positive impact on people with protected characteristics. This will see an enhanced of universal and targeted early help support available with a focus on supporting engagement of those with protected characteristics. This model will support children young people and families to access the right support in the right place, at the right time.
Age		X			As above
Disabled <i>Learning disability, Physical disability, Sensory Impairment, Deaf People ,invisible illness, Mental Health etc</i>		X			As above
Race		X			As above
Religion & Belief		X			As above
Sexual orientation		X			As above
Gender Reassignment		X			As above
Marriage / civil partnership		N/A			
Pregnancy / maternity		X			As above

Other groups you may want to consider					
	Negative	Positive	No impact	Don't know	Details
Ex services		X			As above
Lower socio-economic		X			As above
Other ...					

Stage 6 - BMBC Minimum access standards

If the proposal relates to the delivery of a new service, please refer to the Customer minimum access standards self-assessment ([found at](#))

If not, move to Stage 7.

Please use the action plan to be taken to ensure the new service complies with reasonable adjustments for disabled people.

Not yet live

- The proposal will meet the minimum access standards.
 The proposal will not meet the minimum access standards. –provide rationale below.

Stage 7 – Action plan

To improve your knowledge about the equality impact . . .

Actions could include: community engagement with affected groups, analysis of performance data, service equality monitoring, stakeholder focus group etc.

Action we will take:	Lead Officer	Completion date
Analysis of performance data including family hubs registration, engagement in activities from those with protected characteristics	Bish Sharif	March 2025
Gathering of service user feedback in relation to accessibility of services and support.	Bish Sharif	March 2025
Engagement with parent carer panels to assess impact	Bish Sharif	March 2025

To improve or mitigate the equality impact . . .

Actions could include: altering the policy to protect affected group, limiting scope of proposed change, reviewing actual impact in future, phasing-in changes over period of time, monitor service provider performance indicators, etc.

Action we will take:	Lead Officer	Completion date
Analysis of performance data including family hubs registration, engagement in activities from those with protected characteristics	Bish Sharif	March 2025
Engagement with parent carer panels to assess impact	Bish Sharif	March 2025

To meet the minimum access standards . . .(if relevant)

Actions could include: running focus group with disability forum, amend tender specification, amend business plan to request extra 'accessibility' funding, produce separate MAS action plan, etc.


Action we will take:	Completion date
Not yet live	

Stage 8 – Assessment findings

Please summarise how different protected groups are likely to be affected

Summary of equality impact	It is my assessment that the implementation of the proposed new model of delivery for family hubs and start for life services will lead to positive impacts. It will increase the services available for children, young people and families and increase the opportunities for families to engage in services in a way that meets their individual needs.
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Summary of next steps	To proceed to cabinet to seek approval to implement to proposed delivery model.
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Signature (officer responsible for EIA) Date	 19 th October 2023
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**** EIA now complete ****

Stage 9 – Assessment Review

(This is the post implementation review of the EIA based on date in Stage 1 if applicable)

What information did you obtain and what does that tell us about equality of outcomes for different groups?

BARNESLEY METROPOLITAN BOROUGH COUNCIL

REPORT OF: Executive Director of Growth and Sustainability

TITLE: Appointment of the Chair of the Berneslai Homes Board

REPORT TO:	CABINET
Date of Meeting	29 November 2023
Cabinet Member Portfolio	Regeneration and Culture
Key Decision	No
Public or Private	Public

Purpose of report

This report updates Cabinet on the appointment of the new Chair of the Berneslai Homes Board.

Council Plan priority

Healthy, Growing, Sustainable and Learning Barnsley

Recommendations

That Cabinet notes and supports the appointment of a new Chair of the Berneslai Homes Board.

1. INTRODUCTION

- 1.1 It is a requirement of the Berneslai Homes' Memorandum and Articles of Association that there shall be an independent Chair of the Board appointed by a competitive recruitment process and selected by an independent panel. The previous Chair of the Board, Sinead Butters MBE, was appointed to the role of Chair following a recruitment process in August 2020. Cabinet endorsed this appointment in September 2020 (cab.23.9.2020/8).
- 1.2 In line with the Memorandum and Articles of Association, the Chair can serve for a period of up to six years, with a review process after year three. Further to the resignation of Sinead in summer 2023 (following her three-year term), an independent recruitment for a new chair was initiated by Campbell Tickell (an independent consultancy) and concluded in mid-October.
- 1.3 The position was advertised widely across both housing and non-housing networks during summer 2023. The recruitment exercise resulted in 10 applications, with 5 candidates progressed to the longlist and 4 candidates

reaching the final interview stage.

- 1.4 The interview process involved an initial filtering of applicants through interviews with Campbell Tickell, an engagement session with tenants, applicants meeting with the Executive Management team of Berneslai Homes staff and a formal interview process with a panel comprising of the Service Director for Regeneration and Culture (Kathy McArdle), Councillor and Berneslai Homes Board Member, Cllr Kevin Osborne, the Interim Chair of the Berneslai Homes Board, Mark Johnson (who will step back into the Vice-Chair role following this appointment) and the Chief Executive of Berneslai Homes, Amanda Garrard.
- 1.5 Further to this rigorous interview process, which yielded a strong field of candidates, the preferred candidate is Ken Taylor. Ken has previously been the Chair of Wakefield and District Housing Association and former CEO of Groundworks. He has a broad experience in housing, community engagement, mental health, and property development. He will be formally appointed at the Berneslai Homes Remuneration Committee in mid-November and will observe and be appointed at the December Berneslai Homes Board.

2. PROPOSAL

- 2.1 It is proposed that Cabinet notes and endorses the planned appointment of a new Chair of the Berneslai Homes Board.

3. IMPLICATIONS OF THE DECISION

3.1 Financial

Consultation on the financial implications of this report have taken place with representatives of the Director of Finance (Section 151 officer).

There are no direct financial implications relating to the appointment of the new Chair for the Council. The remuneration arrangements for the Chair of the Board and other members are documented in section 27 of the Articles of Association of Berneslai Homes Ltd. Remunerations, including those of the Chair, are delegated to the remuneration committee and funded from the Management Fee paid to Berneslai Homes annually.

The management fee is agreed as part of the annual HRA Business plan in a separate report to cabinet.

3.2 Legal

The Memorandum and Articles of Associations for Berneslai Homes sets out the role, remit, and powers of Berneslai Homes Ltd, the Membership of the organisation and governance arrangements for the Board. The appointment of the Chair has been concluded in line with requirements within the Article of Associations. Berneslai Homes was established as an ALMO in 2002. It is a Company Limited by Guarantee, overseen by a Board of Directors and is

ultimately wholly owned by the Council (i.e., the Council is the only Shareholder).

3.3 Equality

The recruitment process was conducted with due care and consideration to equality and diversity in line with the BH Equality, Diversity, and Inclusion strategy. The recruitment process included the Tenant Voice Panel representatives; ensuring that the tenant voice is at the heart of decision making within the organisation.

3.4 Sustainability

There are no direct sustainability implications linked to the appointment of the Berneslai Homes Board Chair. Zero carbon is one of the objectives of the Berneslai Homes Strategic Plan and includes the actions that Berneslai Homes will take to assist in achieving the zero carbon targets as a company in line with their Sustainability Strategy.

The Strategic Plan and Action Plan are aligned to Barnsley 2030 with a key emphasis on providing quality, affordable homes, neighbourhoods and supporting people to achieve their potential.

3.5 Employee

There are no direct employee implications.

3.6 Communications

There are no direct communications implications arising from this report. There will be a robust communications plan implemented by Berneslai Homes following the formal appointment of the Chair.

4. CONSULTATION

Consultation with staff, the Board (including the Council's shareholder representative) and the Tenants Voice Panel was undertaken as part of the recruitment process.

5. ALTERNATIVE OPTIONS CONSIDERED

There are no alternative options. Recruitment for a new Chair of the Berneslai Homes Board has been progressed in line with the Memorandum and Articles of Associations of Berneslai Homes Ltd.

6. REASONS FOR RECOMMENDATIONS

For Cabinet to note the appointment of a new Chair of the Berneslai Homes Board.

7. LIST OF APPENDICES

n/a

8. BACKGROUND PAPERS

A copy of the Memorandum and Articles of Association for Berneslai Homes Ltd is available upon request.

9. REPORT SIGN OFF

Financial consultation & sign off	Senior Financial Services officer consulted and date. <i>Ashley Gray – Strategic Finance Business Partner 24/10/2023</i>
Legal consultation & sign off	Legal Services officer consulted and date <i>Peter Wilson 24/10/2023</i>

Report Author: Sarah Clyde
Post: Head of Strategic Housing
Date: 23/10/2023