

Equality Impact Assessment

Stage 1 Details of the proposal

Name of service Directorate	Education, Early Start and Prevention (Early Start Prevention & Sufficiency Children's Services
Name of officer responsible for EIA Name of senior sponsor	Head of Early Start Prevention & Sufficiency
Description / purpose of proposal	Early Help Strategy: Children & Young people (2022-27)
Date EIA started	1.9.22
Assessment Review date	30.8.25

Stage 2 - About the proposal

What is being proposed?	The Borough's latest Early Help Strategy; Children & Young people has been developed for approval and adoption by Cabinet
Why is the proposal required?	This Strategy has been formulated to maintain the development of a coherent and inclusive children and young people's early help system which meets the needs of children young people and families, ensuring that help is provided at the right time in the right place by the right service to prevent needs escalating
What will this proposal mean for customers?	Please see above.

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Stage 3 - Preliminary screening process

Use the Preliminary screening questions to decide whether a full EIA is required

<input checked="" type="checkbox"/> Yes - EIA required (go to next section)
<input type="checkbox"/> No – EIA not required (provide rationale below including name of E&I Officer consulted with)

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Stage 4 - Scoping exercise - What do we know?

Data: Generic demographics

What generic data do you know?

Underlying data used to ensure the system is working will include the number of early help assessments across the system and action plans being instigated, and successful outcomes met.

Data: Service data / feedback

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

We know that there are currently approximately 3543 children who are subject to 1,566 Early help Assessments.

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?
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This is a new strategy which replaces the previous All Age Early Help Strategy, which would have had an EIA

Data: Formal consultation

What information has been gathered from formal consultation?
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Consultation was undertaken through TEG and BSCP on key priorities and challenges for early help delivery. Consultation with children young people and parents has been undertaken via Family Centres and Youth Voice & Participation workers.

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			none		None anticipated
Age			none		None anticipated
Disabled <i>Learning disability, Physical disability, Sensory Impairment, Deaf People ,invisible illness, Mental Health etc</i>			none		Early help is available up until the age of 25 years where a young person has SEND. This is a positive impact as statutory support interventions may cease at age 18.
Race			none		Targeted support and intervention will continue to be provided to children and young people in need of additional help
Religion & Belief			none		As above
Sexual orientation			none		As above
Gender Reassignment			none		As above
Marriage / civil partnership		N/A			
Pregnancy / maternity			none		Universal and Targeted support and intervention will continue to be provided to families who are pregnant or have a new baby

Other groups you may want to consider

	Negative	Positive	No impact	Don't know	Details
Ex services			none		Universal and Targeted support and intervention will be provided to children young people and families in need of

					additional help. Targeted support will continue to be offered as part of the Armed Forces Covenant
Lower socio-economic			none		Universal and Targeted support and intervention will continue to be provided to children and young people in need of additional help
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
Continued engagement with all groups of young people and their families particularly the Youth Council, Care4Us Council and SEND Youth Forum, together with other specific initiatives including the annual <i>Make Your Mark Survey</i> and National ‘Takeover’ Challenge.	Head of Early Start Prevention & Sufficiency	September 2023
Continued engagement with community members, parents and carers through relevant parent groups, Parent Carer Alliance and Early Help Delivery Groups	Head of Early Start Prevention and Sufficiency	September 2023

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
Pulse surveys and further consultation	Head of Early Start Prevention and Sufficiency	September 2023
Identifying, disseminating and introducing best practice	Head of Early Start Prevention and Sufficiency	September 2023
To ensure all partners implement coherent and consistent approaches to early help	Head of Early Start Prevention and Sufficiency	September 2023

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	All children already benefit from access to universal early help services across the system. Children with specific needs are able to access targeted support based on a clear assessment against the continuum of needs/thresholds for intervention and appropriate early help or statutory support offered on a tailored basis
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Summary of next steps	The Strategy will continue our commitment to ensuring that children and young people are able to achieve their aspirations by providing help and
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support at the earliest opportunity, and supporting future resilience within families . For those individual or groups of children who require additional help, targeted intervention will enable them to achieve their potential and enhance their life chances

Signature (officer responsible for EIA) Date

C Gilmore

**** 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?