

# Equality Impact Assessment

## Family Hubs and Start For Life Delivery Model

### Stage 1 Details of the proposal

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

### Stage 2 - About the proposal

<b>What is being proposed?</b>	<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?

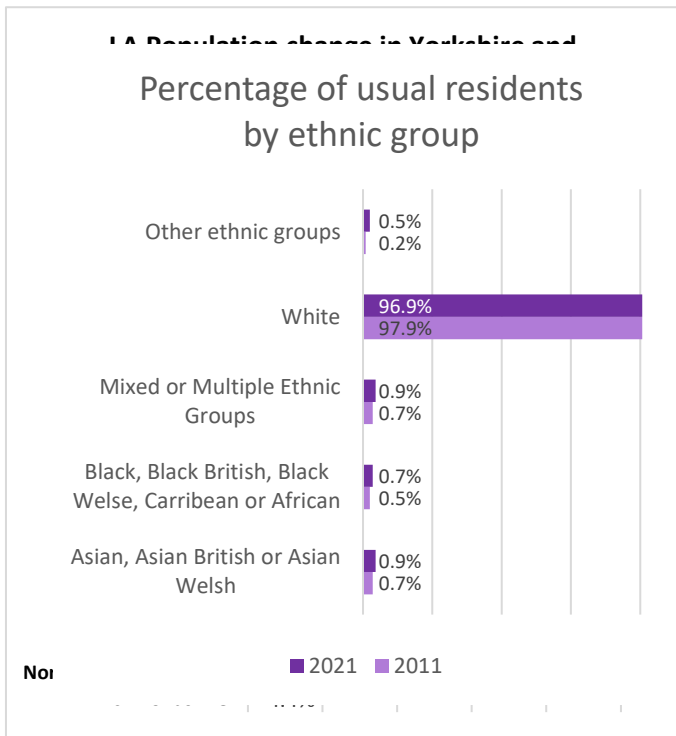
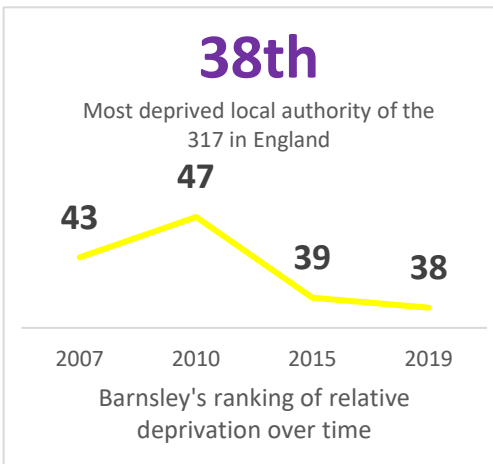
Barnsley Metropolitan Borough Council serves a population of over 240,000 (Census 2021) which, since the 2011 census, has grown by 5.8% - the population has increased by a greater percentage than the overall population of Yorkshire and The Humber (3.7%), but by a smaller percentage than the overall population 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 14<sup>th</sup> August and the 23<sup>rd</sup> 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
<b>Not yet live</b>	

**Stage 8 – Assessment findings**

Please summarise how different protected groups are likely to be affected

<b>Summary of equality impact</b>	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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<b>Summary of next steps</b>	To proceed to cabinet to seek approval to implement to proposed delivery model.
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<b>Signature (officer responsible for EIA) Date</b>	 19 <sup>th</sup> 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?**