

Equality Impact Analysis to enable informed decisions

The purpose of this document is to:-

- I. help decision makers fulfil their duties under the Equality Act 2010 and
- II. for you to evidence the positive and adverse impacts of the proposed change on people with protected characteristics and ways to mitigate or eliminate any adverse impacts.

Using this form

This form must be updated and reviewed as your evidence on a proposal for a project/service change/policy/commissioning of a service or decommissioning of a service evolves taking into account any consultation feedback, significant changes to the proposals and data to support impacts of proposed changes. The key findings of the most up to date version of the Equality Impact Analysis must be explained in the report to the decision maker and the Equality Impact Analysis must be attached to the decision making report.

****Please make sure you read the information below so that you understand what is required under the Equality Act 2010****

Equality Act 2010

The Equality Act 2010 applies to both our workforce and our customers. Under the Equality Act 2010, decision makers are under a personal duty, to have due (that is proportionate) regard to the need to protect and promote the interests of persons with protected characteristics.

Protected characteristics

The protected characteristics under the Act are: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

Section 149 of the Equality Act 2010

Section 149 requires a public authority to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by/or under the Act
- Advance equality of opportunity between persons who share relevant protected characteristics and persons who do not share those characteristics
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The purpose of Section 149 is to get decision makers to consider the impact their decisions may or will have on those with protected characteristics and by evidencing the impacts on people with protected characteristics decision makers should be able to demonstrate 'due regard'.

Decision makers duty under the Act

Having had careful regard to the Equality Impact Analysis, and also the consultation responses, decision makers are under a personal duty to have due regard to the need to protect and promote the interests of persons with protected characteristics (see above) and to:-

- (i) consider and analyse how the decision is likely to affect those with protected characteristics, in practical terms,
- (ii) remove any unlawful discrimination, harassment, victimisation and other prohibited conduct,
- (iii) consider whether practical steps should be taken to mitigate or avoid any adverse consequences that the decision is likely to have, for persons with protected characteristics and, indeed, to consider whether the decision should not be taken at all, in the interests of persons with protected characteristics,
- (iv) consider whether steps should be taken to advance equality, foster good relations and generally promote the interests of persons with protected characteristics, either by varying the recommended decision or by taking some other decision.

Conducting an Impact Analysis

The Equality Impact Analysis is a process to identify the impact or likely impact a project, proposed service change, commissioning, decommissioning or policy will have on people with protected characteristics listed above. It should be considered at the beginning of the decision making process.

The Lead Officer responsibility

This is the person writing the report for the decision maker. It is the responsibility of the Lead Officer to make sure that the Equality Impact Analysis is robust and proportionate to the decision being taken.

Summary of findings

You must provide a clear and concise summary of the key findings of this Equality Impact Analysis in the decision making report and attach this Equality Impact Analysis to the report.

Impact – definition

An impact is an intentional or unintentional lasting consequence or significant change to people's lives brought about by an action or series of actions.

How much detail to include?

The Equality Impact Analysis should be proportionate to the impact of proposed change. In deciding this asking simple questions “Who might be affected by this decision?” “Which protected characteristics might be affected?” and “How might they be affected?” will help you consider the extent to which you already have evidence, information and data, and where there are gaps that you will need to explore. Ensure the source and date of any existing data is referenced.

You must consider both obvious and any less obvious impacts. Engaging with people with the protected characteristics will help you to identify less obvious impacts as these groups share their perspectives with you.

A given proposal may have a positive impact on one or more protected characteristics and have an adverse impact on others. You must capture these differences in this form to help decision makers to arrive at a view as to where the balance of advantage or disadvantage lies. If an adverse impact is unavoidable then it must be clearly justified and recorded as such, with an explanation as to why no steps can be taken to avoid the impact. Consequences must be included.

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Proposals for more than one option If more than one option is being proposed you must ensure that the Equality Impact Analysis covers all options. Depending on the circumstances, it may be more appropriate to complete an Equality Impact Analysis for each option.

The information you provide in this form must be sufficient to allow the decision maker to fulfil their role as above. You must include the latest version of the Equality Impact Analysis with the report to the decision maker. Please be aware that the information in this form must be able to stand up to legal challenge.

Background Information

Title of the policy / project / service being considered	Build Back Better Funding – Family Hubs Programme	Person / people completing analysis	Tara Jones/Tracey Robinson
Service Area	Children's Services	Lead Officer	Tara Jones – Transformation Manager Tracey Robinson Programme Manager
Who is the decision maker?	DLT	How was the Equality Impact Analysis undertaken?	Desktop Analysis
Date of meeting when decision will be made	tbc	Version control	0.1
Is this proposed change to an existing policy/service/project or is it new?	New	LCC directly delivered, commissioned, re-commissioned or de-commissioned?	Directly delivered
Describe the proposed change	<p>Programme Overview</p> <p>In July 21, the government announced that a new programme with £24 million of funding had been created with an aim of levelling up outcomes for vulnerable children and building back a fairer, more resilient system. This new fund, as well as looking at projects tackling the issues facing the most vulnerable children in society, would be funding the acceleration and roll out of more Family Hubs, which would be delivered by the nine Regional Improvement and Innovation Alliances.</p> <p>East Midlands RIIA were awarded a total of £473,000 funding for this Build Back Better grant. This included funding for the delivery of feasibility studies on Family Hubs across the regional authorities of £40k per authorities. It also</p>		

provided funding for a full time Regional Family Hubs Co-ordinator, which Lincolnshire were the nominated authority to lead this.

This Family Hub feasibility assessment has been undertaken in line with the Regional Improvement and Innovation Alliance (RIIA) Executive Group approved priorities for the DFE Building Back Better Fund. Family Hubs - Strand 2: Project 1.

This feasibility assessment has confirmed that we have a strong and mature Early Help system and Early Childhood strategy, which is the envy of some local authorities, however it has also highlighted opportunities to strengthen further the services to children and families of Lincolnshire. These opportunities include refining our access points to a welcoming community place based Hub where families are directed to the right support first time. Family Hubs need to be able to effectively serve their whole community, A physical building (Children's centres) and a strong outreach service is therefore recognised as an essential element of their provision. Outreach seeks to engage those families that have typically been less likely to access services and harder to reach. Community ownership and the centrality of volunteers and community services within Hubs also broaden the appeal of the Hub and enable those who may be wary of statutory services to see the Hub as a central aspect of their local community.

Opportunities for delivering advice, support and guidance through wider digital channels, such as online, virtual are also identified as a way of extending Family Hubs' reach beyond a physical building and community resources. A 'blended offer' of digital and physical support is an essential component to ensure that families can access support, and better outcomes are achieved, through a sustainable model of service provision. Lincolnshire can enhance it's existing strong offer and create efficiencies through the role of digital tools, so that the overall offer becomes increasingly recognised and understood. This blended approach can support awareness raising, engagement, self help and the delivery of professional support in a flexible way.

This work fits within the overall Children in Care Transformation Programme, which provides the opportunity to explore and identify the opportunities and benefits across the child's journey from Edge of Care to Leaving Care.

- To reduce the need for statutory intervention in families lives, by providing the right help to the right children at the right time and for the right duration.
- To support families to come to their own solutions by focusing upon building networks which they have in place.

- To improve outcomes for our Looked After Children and Young People, by providing care locally within Lincolnshire rather than care at a distance to keep children and Young People within their own communities where they can be close to their networks

Evidencing the impacts

In this section you will explain the difference that proposed changes are likely to make on people with protected characteristics. To help you do this first consider the impacts the proposed changes may have on people without protected characteristics before then considering the impacts the proposed changes may have on people with protected characteristics.

You must evidence here who will benefit and how they will benefit. If there are no benefits that you can identify please state 'No perceived benefit' under the relevant protected characteristic. You can add sub categories under the protected characteristics to make clear the impacts. For example under Age you may have considered the impact on 0-5 year olds or people aged 65 and over, under Race you may have considered Eastern European migrants, under Sex you may have considered specific impacts on men.

Data to support impacts of proposed changes

When considering the equality impact of a decision it is important to know who the people are that will be affected by any change.

Population data and the Joint Strategic Needs Assessment

The Lincolnshire Research Observatory (LRO) holds a range of population data by the protected characteristics. This can help put a decision into context. Visit the LRO website and its population theme page by following this link: <http://www.research-lincs.org.uk> If you cannot find what you are looking for, or need more information, please contact the LRO team. You will also find information about the Joint Strategic Needs Assessment on the LRO website.

Workforce profiles

You can obtain information by many of the protected characteristics for the Council's workforce and comparisons with the labour market on the [Council's website](#). As of 1st April 2015, managers can obtain workforce profile data by the protected characteristics for their specific areas using Agresso.

Positive impacts

The proposed change may have the following positive impacts on persons with protected characteristics – If no positive impact, please state 'no positive impact'.

<p>Age</p>	<p>Children and young people from 0-19 (25yrs SEND) and their families will be able to access Family Hubs at the earliest point they need support. There will be a specific focus on the first 1,001 critical days of life through the Best Start in Life, identifying those children in need of support to achieve GLD. Strengthening the council’s relationships with wide ranging community partners will enable children, young people and their families to access support in their communities at a universal level. This will reduce numbers of children and young people in statutory services and ensure continued support in communities when closing to services.</p>
<p>Disability</p>	<p>Children with disabilities are statistically likely to have poorer outcomes than their non-disabled peers, for complex reasons which are understood by practitioners. By putting disabled young people and their parents at the heart of Family Hubs development, we will support families to gain support prior to accessing statutory CWD services. In addition this will see a reduction in EHCPs and an increase in TACs at the 0-5yrs ages which will provide holistic family support.</p>
<p>Gender reassignment</p>	<p>Children and young people who are beginning the process of questioning, changing or reaffirming their gender identity are particularly vulnerable to discrimination, disavowal, and dismissal. This can happen in families, school and health settings, and social settings and with peer groups. Through involving children, young people and families in the design and development of Family Hubs the knowledge brought by LGBT groups and communities will be encouraged and will inform development to meet their needs.</p>
<p>Marriage and civil partnership</p>	

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The family unit is at the heart of the Family Hub philosophy, and its role is emphasised in restorative practice, relationship-based practice and a 'signs of safety' practice framework, which builds on families' strengths. 'Family' is not defined in a traditional or narrow sense (traditionally; man, woman and children as a single unit), and embraces the diversity of family forms and structures that have emerged. The approach and ethos makes no definition of 'family' but recognises the significance of a range of relationships to build networks in support of all family members. Family Hubs aim is to build supportive networks within communities.

	<p>The focus of the first 1,001 days of life is key to Family Hub development. Further embedding through a range of services at this point of life is fundamental. Not only offering a strong offer of maternity but going forward into childhood with a range of support services identifying potential issues early in life will enable potential issues to be identified and responded to early through a strong universal approach. Families are able to access this. Maternal mental health will be embedded into the Family Hub approach of digital and face to face services will meet a range of access opportunities.</p>
	<p>Although it is often perceived as a mono-cultural (mainly white, anglo-saxon) society and community, Lincoln has surprising cultural and ethnic diversity, particularly in its larger towns and in Lincoln itself. The Family Hub model will look to work alongside diverse populations responding to their needs and creating services which meet their needs. The philosophy seeks to ensure that race awareness, and anti-racism work, as well as in all other areas of children's services work.</p>
	<p>Family Hub ethos is to develop accessible services alongside voluntary and community sector organisations alongside faith organisations in local communities which in turn will enable members of the community their needs identified and responded to appropriately. The Family Hub Network would see faith organisations at the heart of the network. The aim is to ensure that discrimination does not arise indirectly or through established practices and traditional ways of working as much as from deliberate acts of discrimination.</p>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 77</p>	<p>The gender and sex discrimination danger is monitored by our social work and children's support services. The collation of statistical support for a methodology and practice which ensures that sex/gender equality is considered at all opportunities in the council's work. Family Hubs methodology aims to be inclusive of all genders and targets involvement of fathers and male carers in all aspects of service offers.</p>
	<p>Sexual orientation should be irrelevant in terms of one's experience and opportunities for support in education, work, social interaction, and so on. The reality of discrimination demonstrates that it has a disadvantageous effect on people's lives and prospects. The Family Hubs ethos recognise this and address it through conscious measures countering discrimination against this category of clients</p>

If you have identified positive impacts for other groups not specifically covered by the protected characteristics in the Equality Act 2010 you can include them here if it will help the decision maker to make an informed decision.

Children, young people and families - the Family Hubs programme sets out to deliver the following positive impacts:

- To reduce the need for statutory intervention in families' lives, by providing a programme of early intervention of preventative services at a universal level
- To enable access in a families' own community through one front door providing the right support early
- To support families to come to their own solutions by focusing upon building community networks
- To improve access through a blended digital and face to face offer meeting the needs of the wider population
- To improve universal support for families affected by SEND (Special Educational Needs and Disabilities)
- To develop outreach services to proactively engage harder to reach families

Adverse/negative impacts

You must evidence how people with protected characteristics will be adversely impacted and any proposed mitigation to reduce or eliminate adverse impacts. An adverse impact causes disadvantage or exclusion. If such an impact is identified please state how, as far as possible, it is justified; eliminated; minimised or counter balanced by other measures.

If there are no adverse impacts that you can identify please state 'No perceived adverse impact' under the relevant protected characteristic.

Negative impacts of the proposed change and practical steps to mitigate or avoid any adverse consequences on people with protected characteristics are detailed below. If you have not identified any mitigating action to reduce an adverse impact please state 'No mitigating action identified'.

Age	No perceived adverse impact. We anticipate positive impacts as above
Disability	No perceived adverse impact. We anticipate and expect positive impacts as above
Gender reassignment	No perceived adverse impact. We expect positive impacts.as above
Marriage and civil partnership	No perceived adverse impact. We expect positive impacts as above
Pregnancy and maternity	No perceived adverse impact. We expect positive impacts as above

Race	No perceived adverse impact. We expect positive impacts as above.
Religion or belief	No perceived adverse impact. We expect positive impacts as detailed above.-
Sex	No perceived adverse impact. We expect positive impacts as above
Sexual orientation	No perceived adverse impact. We expect positive impacts as above

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If you have identified negative impacts for other groups not specifically covered by the protected characteristics under the Equality Act 2010 you can include them here if it will help the decision maker to make an informed decision.

Stakeholders

Stake holders are people or groups who may be directly affected (primary stakeholders) and indirectly affected (secondary stakeholders)

You must evidence here who you involved in gathering your evidence about benefits, adverse impacts and practical steps to mitigate or avoid any adverse consequences. You must be confident that any engagement was meaningful. The Community engagement team can help you to do this and you can contact them at consultation@lincolnshire.gov.uk

State clearly what (if any) consultation or engagement activity took place by stating who you involved when compiling this EIA under the protected characteristics. Include organisations you invited and organisations who attended, the date(s) they were involved and method of involvement i.e. Equality Impact Analysis workshop/email/telephone conversation/meeting/consultation. State clearly the objectives of the EIA consultation and findings from the EIA consultation under each of the protected characteristics. If you have not covered any of the protected characteristics please state the reasons why they were not consulted/engaged.

Objective(s) of the EIA consultation/engagement activity

Who was involved in the EIA consultation/engagement activity? Detail any findings identified by the protected characteristic

Age	
Disability	
Gender reassignment	
Marriage and civil partnership	
Pregnancy and maternity	
Race	
Religion or belief	

Sex	
Sexual orientation	
<p>Are you confident that everyone who should have been involved in producing this version of the Equality Impact Analysis has been involved in a meaningful way?</p> <p>The purpose is to make sure you have got the perspective of all the protected characteristics.</p>	<p>Yes, but the EIA is viewed as a 'living document' and the effects or impact on the client groups who have protected characteristics will be monitored, and examples of positive impacts and outcomes will be added to the document to demonstrate the effects.</p> <p>Any negative developments or outcomes will also be monitored and recorded, with the important caveat that action will be taken to nullify or counter any negatives. This too will be recorded and monitored.</p>
<p>Once the changes have been implemented how will you undertake evaluation of the benefits and how effective the actions to reduce adverse impacts have been?</p>	<p>The Family Hubs programme will be evaluated with benefits measured. This will take place regularly, with periodical, annual project input and recording/evaluation.</p>

Further Details

Are you handling personal data?	<p>Yes</p> <p>If yes, please give details.</p> <p>Staff details Children details if appropriate</p>
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Actions required	Action	Lead officer	Timescale
Include any actions identified in this analysis for on-going monitoring of impacts.	Specific examples to be identified noted and recorded on this EIA as a 'living document'. Updated versions of this EIA to be published half-yearly	Tara Jones/Tracey Robinson Tara Jones/Tracey Robinson	Quarterly and half-yearly Half-yearly
Signed off by		Date	Click here to enter a date.