

Community Impact Assessment

Early Help Strategy 2022-2027

Author: Selina Del Corso, Commissioning Manager for Early Help

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➤ Equality Assessment

The Public Sector Equality Duty is part of the Equality Act 2010 and this Duty requires us as a public body to have 'due regard' to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a 'relevant protected characteristic' and people who don't.

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
Age - older and younger people	<p>The strategy relates to families with children aged 0-19 and up to 25 years for those with SEND.</p> <p>The strategy has been developed recognising that families have children of different ages within them and that support needs to be both tailored to meet the needs of different age ranges, as well as consistent across the different age groups.</p>	<p>Families identifying which service to access based mainly on the age of their child(ren).</p>	<p>The range of Early Help partners working across children's services is vast. Whilst some have a focus on 0-5year olds for example, the multiagency way of working supports appropriate information sharing, working together and consideration of the whole family.</p> <p>There is no age restriction on accessing Early Help services for parents / carers, so teenage parents can access services as well as older parents / carers.</p>
Disability - people who are living with different conditions and disabilities, such as: mental illnesses, long term conditions, Autism and other neurodiverse conditions, learning disabilities, sensory impairment and physical disabilities.	<p>Children and Young People with SEND and their families to be able to access Early Help local to them.</p>	<p>Risk of Early Help services not being designed in an accessible, inclusive way. This may result in children and their</p>	<p>The strategy encourages partners to ensure Early Help offers are accessible and inclusive to children, young people and families, including those with SEND (up to 25 years).</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
		<p>families not feeling supported or not feeling welcome.</p>	<p>The Strategy complements the delivery of the Building Resilient Families & Communities programme (Supporting Families Programme) model of whole family working. This programme includes criteria, indicators and outcomes in relation to children with SEND, including Social, Emotional and Mental health support needs.</p> <p>The Strategy gives a commitment statement which includes 'being inclusive, positive and build trusting relationships with all families', requiring partners to ensure that Early Help offers are accessible and inclusive to all children and families, including those with disabilities and SEN.</p> <p>Partners ensure that facilities or support is available, as needed, to ensure that the services are accessible to people with disabilities.</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
			<p>The Strategy aligns with the SEND Strategy by incorporating similar community accessibility aims and Early Help offers being inclusive of SEND.</p>
<p>Gender reassignment - those people in the process of transitioning from one sex to another</p>	<p>All significant family members or sources of support for the child(ren) and family being recognised and included in Early Help services, will support inclusion of additional factors and opportunities for the child at the heart of the service.</p>	<p>Missing or mis-representing family members.</p>	<p>The range of Early Help partners working across children’s services is vast. The multiagency way of working supports appropriate information sharing, working together and consideration of the whole family, including appropriate needs, such as young people only groups, where appropriate.</p> <p>The Strategy includes a partnership commitment statement which supports ‘being inclusive, positive and build trusting relationships with all families’, requiring partners to ensure that Early Help offers are accessible and inclusive to diverse communities.</p> <p>The Early Help model includes considering the family as a Whole (whole family approach). This</p>

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			<p>includes the strengths and needs of all family members.</p> <p>The Strategy incorporates the place-based approach through 'place'. This recognises the value of localised service offers, where the partner has a clear understanding of the diverse needs of the local community and put in place a service which responds to these.</p> <p>The core Staffordshire County Council Early Help offers are subject to regular audit. This includes consideration of how the practitioner considers and understand family dynamics, such as culture, values and individual needs of children and families. This would include consideration of all family members. Health have a similar audit process and we encourage partners to consider their quality assurance measures through the Early Help and Place-Based Approach Board.</p>

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<p>Marriage & Civil Partnership - people who are married or in a civil partnership should not be treated differently at work</p>	<p>N/A</p>	<p>N/A</p>	<p>Although the Strategy will have no direct impact in terms of marriage and civil partnership, it does take into account families' individual circumstances and will utilise a whole family approach. In families where parents have separated, by the Early Help partners considering the family as a whole, all of the significant adults within the family including those who may no longer live within the family home are included in this model of Early Help.</p>
<p>Pregnancy & Maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers</p>	<p>Earliest support in the child's life and parents experience of parenthood.</p>	<p>Unborn children not being considered as part of Early Help offers.</p>	<p>The range of Early Help partners working across children's services is vast. The multiagency way of working supports appropriate information sharing, working together and consideration of the whole family, including appropriate needs, such as support for expectant parents.</p> <p>The Early Help Strategy is intended to encourage partners to consider the family as a whole. The Early Help partnership includes health visitors, and community, voluntary sector partners, who support expectant / new parents.</p>

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			<p>All partners are required to abide by SSCB Safeguarding Policies & Protocols, which includes the 'Responding to Concerns about Unborn Children' Policy.</p> <p>The Early Help Strategy will also complement the development of the Family Hubs on a placed-based footprint.</p>
<p>Race - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins</p>	<p>Supporting Early Help support to be an accessible and inclusive model for Staffordshire's diverse communities.</p>	<p>The Strategy may not go far enough to be culturally inclusive for BAME communities and does not address diverse needs.</p>	<p>The Strategy includes a partnership commitment statement which supports 'being inclusive, positive and build trusting relationships with all families', requiring partners to ensure that Early Help offers are accessible and inclusive to diverse communities.</p> <p>The Strategy recognises 'place' as important, for local, place-based approach, Early Help offers. This improves the Early Help partners supporting the local community to have a better understanding of the diverse needs of the community and put in place services which respond to these.</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p>Religion or Belief - people with any religious or philosophical belief, including a lack of belief. A belief should affect a person's life choices or the way they live for it to be considered</p>	<p>For Early Help to be accessible and inclusive for Staffordshire's diverse communities.</p>	<p>The strategy or broad Early Help offers may not all be culturally appropriate for some faith communities and may not therefore address diverse needs.</p>	<p>The range of Early Help partners working across children's services is vast. The multiagency way of working supports appropriate information sharing, working together and consideration of the whole family, including appropriate needs, such as women only groups, where appropriate.</p> <p>The Strategy includes a partnership commitment statement which supports 'being inclusive, positive and build trusting relationships with all families', requiring partners to ensure that Early Help offers are accessible and inclusive to diverse communities.</p> <p>The Strategy incorporates the place-based approach through 'place' being important. This recognises the value of localised service offers, having an understanding of the diverse needs of the local community and the need to put in place a service which responds to these.</p> <p>The core Staffordshire County Council Early Help offers are subject</p>

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			<p>to regular audit. This includes consideration of how the practitioner considers and understand family dynamics, such as culture, values and individual needs of children and families. This includes consideration of religion / belief. Health have a similar audit process and we encourage partners to consider their quality assurance measures through the Early Help and Place-Based Approach Board.</p>
<p>Sex - men or women</p>	<p>Fathers and others significant males are part of a child's family and support network. Males feeling recognised and included in Early Help services will support inclusion of additional factors and opportunities for the child at the heart of the service.</p>	<p>Fathers not being included in Early Help service designs and therefore risking not being included in assessing a family's strengths and needs.</p>	<p>In order to ensure that the strategy promotes an accessible and inclusive offer for Staffordshire's diverse communities, the images and language throughout is inclusive and addressed to all parents/carers.</p> <p>The Early Help model is a Whole Family approach, which takes account of and includes all key family members (including significant men). The model recognises the important role that fathers play in the upbringing of their children, responding to evidence</p>

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			<p>(including findings of safeguarding reviews).</p> <p>The core Staffordshire County Council Early Help offers are subject to File Audits. These audits include consideration of how the practitioners ensure that all significant men in the children's life have been identified and fully included in the intervention, where appropriate. Findings from audits will be fed back into service delivery and workforce development, to support continuous improvement. Health has a similar audit process and we encourage partners to consider their quality assurance measures through the Early Help and Place-Based Approach Board.</p>
<p>Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</p>	<p>All significant family members or sources of support for the child(ren) and family being recognised and included in Early Help services, will support inclusion of additional factors and opportunities for the child at the heart of the service.</p>	<p>Missing or mis-representing family members.</p>	<p>The Strategy includes a partnership commitment statement which supports 'being inclusive, positive and build trusting relationships with all families', requiring partners to ensure that Early Help offers are accessible and inclusive to diverse communities.</p> <p>The Early Help model includes considering the family as a Whole</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
			<p>(whole family approach). This includes the strengths and needs of all family members, irrespective of their sexual orientation.</p> <p>The Strategy incorporates the place-based approach through 'place'. This recognises the value of localised service offers, where the partner has a clear understanding of the diverse needs of the local community and put in place a service which responds to these.</p> <p>The core Staffordshire County Council Early Help offers are subject to regular audit. This includes consideration of how the practitioner considers and understand family dynamics, such as culture, values and individual needs of children and families. This would include consideration of all family members. Health have a similar audit process and we encourage partners to consider their quality assurance measures through the Early Help and Place-Based Approach Board.</p>

➤ Health and Care Assessment

A key priority within our Strategic Plan is to ‘Encourage good health and well-being, resilience and independence’. This section should therefore be used to identify the impact of the proposal on delivery of this priority.

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>Health and wellbeing of families with children aged 0-19 (up to 25 years with SEND)</p>	<p>The Strategy and the Early Help model of support it describes and endorses, is to grow families’ ability to manage themselves within their own community and extended support network, so that they feel empowered to manage challenges and take much greater control over their own health and wellbeing.</p>	<p>Some families may struggle with their own emotional health and wellbeing when trying something new and may be reluctant to engage with available local support.</p>	<p>The strategy reflects the partnership Early Help model of working that recognises where trusted relationships have been formed with a professional, families are more likely to trust their advice and recommendations too.</p> <p>The Strategy complements the delivery of the Building Resilient Families & Communities programme (Supporting Families Programme) model of whole family working. This programme includes criteria, indicators and outcomes in relation to, Social, Emotional and Mental health support needs.</p>

➤ Communities Assessment

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p>Access to support locally where possible.</p>	<p>Echoing the place-based approach, which partners have been developing within the partnerships Early Help Strategy, as well as the SEND Strategy shared objectives.</p>	<p>Not all services may be available or delivered in every local community.</p>	<p>The Strategy incorporates the place-based approach through 'place'. This recognises the value of localised service offers, where the partner has a clear understanding of the diverse needs of the local community and put in place a service which responds to these.</p> <p>Our Partnership Commitment underlines that listening to families is at the heart of everything we do. The Strategy defines our approach to Early Help which has been shaped by family feedback which included the following:</p> <ul style="list-style-type: none"> • When they need support families want to be able to receive it at the right time, without delay. They need to know what is available and how they access it. • Families need to have help available in the right place, close to where they live. They need to know about support available, that it is clear, easy to find and use.

Key consideration	Benefits	Risks	Mitigations / Recommendations

➤ Economic Assessment

A key priority within our Strategic Plan is to ‘Support Staffordshire’s economy to grow, generating more and better paid jobs’. This section should therefore be used to identify the impact of the proposal on delivery of this priority.

Key consideration	Benefits	Risks	Mitigations / Recommendations
Meeting associated funding stream requirements	This Strategy complements the achievement of the Building Resilient Families & Communities Programme (Supporting Families Programme), which brings external funding into Staffordshire to support Early Help development.	The strategy not translating into delivery of support for children and families.	<p>A working group with key partners of our Early Help and Placed Based Approach Group worked to design the Early Help Strategy, ensuring that its structure and content was engaging and easy to understand for both partners and Staffordshire families. The working group were keen that the voice of the family was heard and shaped the Strategy and Early Help Approach.</p> <ul style="list-style-type: none"> After this initial shaping work was complete, feedback from the broader Place Based Approach and Early Help Partnership Group refined this Strategy further.

➤ **Climate Change Assessment**

A key priority within our Strategic Plan is to ‘Tackle climate change, enhance our environment, and make Staffordshire more sustainable’. This section should therefore be used to identify the impact of the proposal on delivery of this priority.

Key considerations	Benefits	Risks	Mitigations / Recommendations
Climate change	The Early Help Strategy acknowledges the placed-based approach of Early Help support development locally for children and families. This approach reduces the need for longer travel and therefore working towards a reduction in carbon emissions.	Not all services may be delivered in every local community.	The strategy incorporates the broad range of Early Help support available within the community. Partners working together helps mitigate the risk of any unnecessary travel to access support.

