

Community Impact Assessment

Family Hubs

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The CIA

➤ Equality Assessment

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p>Age - older and younger people</p>	<p>There is likely to be an improvement in the access to early help and support for children, young people and their families.</p> <p>Use of predictive analytics will improve the targeting of those most in need.</p> <p>Improves Best Start for young children</p>	<p>N/A</p>	<p>N/A</p>
<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>	<p>The work plans to build on the existing good practice in the SEND and Inclusion hubs to support earlier and better identification and support for those with Special Educational Needs and Disabilities.</p>	<p>There is a risk that children with disabilities may be less likely to access the right support at the right time in the right place</p>	<p>We will ensure that actions are built into the SEND Delivery Plan to ensure that this is addressed and considered.</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
	Earlier Help could ensure better support for children, young people and families with disabilities.		
Gender reassignment - those people in the process of transitioning from one sex to another	The offer will be available to all children, young people and families.	There is a risk that the scale of the need is not currently well understood and therefore could mean that there are gaps in service provision locally	Local Family Improvement Boards will receive data profiles to consider emergent needs so that they can develop local plans
Marriage & Civil Partnership - people who are married or in a civil partnership should not be treated differently at work	The offer will be available to all children, young people and families.	N/A	N/A
Pregnancy & Maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers	A better more co-ordinated local offer in place as people are pregnant and on maternity leave	N/A	N/A
Race - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins	The offer will be available to all children, young people and families.	There is a risk that some people are underrepresented when accessing support.	This will be monitored as part of the performance data at a local level so that this can be monitored and addressed.

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
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	The offer will be available to all children, young people and families.	There is a risk that some people are underrepresented when accessing support.	This will be monitored as part of the performance data at a local level so that this can be monitored and addressed.
Sex - men or women	The offer will be available to all children, young people and families.	There is a risk that some people are underrepresented when accessing support.	This will be monitored as part of the performance data at a local level so that this can be monitored and addressed.
Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	The offer will be available to all children, young people and families.	There is a risk that some people are underrepresented when accessing support.	This will be monitored as part of the performance data at a local level so that this can be monitored and addressed.

➤ **Workforce Assessment**

Who will be affected – consider the following protected characteristics: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation	Benefits	Risks	Mitigations / Recommendations
Staff impacted is unknown at this stage. Once this is known the CIA will be updated to reflect the impact known	N/A	N/A	N/A

➤ **Health and Care Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
The proposal is aiming to improve residents wellbeing, through improved access which makes it easier to find the right help, at the right time in the right place.	Improved access, relationships and connections.	There is a risk that the needs outweigh the resources.	Continue to monitor the needs assessment locally.

➤ **Communities Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
The proposal is seeking to improve the community offer locally. We will have a better data which will enable us to determine the support provided to areas of need.	Improved local data, improved local offer Improved access, better network	There is a risk that the need for support outweighs the offer available	Continue to monitor the needs assessment locally.

➤ **Economic Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
Economic growth	The proposal is seeking to make families lives easier which could result in more people being supported to work. Volunteering is a key aspect of the support which could increase people's skills Staff team changes are required and could mean different jobs with different skills being available	There is a risk that staff do not want to work in the new model and seek alternative roles elsewhere. We currently have a number of vacancies which we cannot recruit to and this could continue to be the case in future.	Work with People Services to understand the staff changes required and potential impact. Develop a plan to mitigate the risk relating to recruitment.

➤ 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
The proposal will see the development of local Family Hubs and their networks. This is likely to result in better access closer to home	Less travel, Ease of access to support meaning less waste	N/A	N/A

➤ Environment Assessment

Key considerations	Benefits	Risks	Mitigations / Recommendations
Better access to local communities and the environment to improve health and wellbeing	The local network will result in better identification of local amenities and use of local spaces.	N/A	N/A