



# Community Impact Assessment

**Name of Proposal: Children's and Families System Transformation** – to improve the way we work to reflect the wider children and families system and to design a locally responsive system with our partners that is both sustainable and fit for the future.

**Project Sponsor (if applicable):** Councillor Mark Sutton (Cabinet Member for Children and Young People)

**Project Manager (if applicable) or Lead:** Helen Riley (Deputy Chief Executive and Director for Families and Communities)

**Date:** 18<sup>th</sup> May 2017

*Please note; this Community Impact Assessment will be updated as appropriate during the life of the transformation programme. It is also recommended that separate Community Impact Assessments are undertaken as and when necessary for specific projects within the programme.*

## **Completing a CIA**

- A CIA will help you to identify the potential **impacts, risks and benefits** of your proposed policy, service or project. Doing this at an early stage enables engagement and research to be undertaken to identify actions that will either **lessen the risk** or **maximise the benefits**. The assessment will also help you to identify mitigating factors whereby risks may be balanced out to an extent by the benefits.
- This template should be used to support the development of a proposal during the **planning stage**, therefore supporting the council's approach of [Achieving Commissioning Excellence](#).
- A good CIA will involve input from more than one person. A **Project Team** should be identified with different, but relevant expertise to ensure that a full range of views are considered.
- **Engagement and/or consultation** should take place with appropriate and representative groups of people that are most likely to be affected. This must then be used to help shape the design/outcomes of the project. Please note that due to the publication of CIAs, it is advisable not to record personal details of members of the public, such as names or addresses.
- **Once completed**, the main findings from your CIA should be transferred to the '**Checklist and Executive Summary**' template. Then both documents need to be approved/signed off by the appropriate people. Depending on the size of your project, this could be your manager, project lead, sponsor or SLT.
- For CIAs that are going to **Cabinet**, only the '**Checklist and Executive Summary**' should be submitted as part of the Cabinet Papers. The full CIA document should be submitted as a **Background Paper**.

## Completing the CIA template

This table describes what is required when completing the key sections of your assessment.

Which groups will be affected	Benefits	Risks	Mitigations / Recommendations
<p>Which groups of people will be impacted by the proposed policy, service or project? This could be people in a particular area, a street, or a group of people with similar characteristics e.g. older people, young people or people with care needs.</p> <p>Also consider staff, residents and other external stakeholders.</p>	<p>Think about the impact the proposal may have on each of the different category areas, and identify the benefits of each decision.</p>	<p>Think about the impact the proposal may have on each of the different category areas, and identify the risks associated with the proposal.</p>	<p>Set out any recommendations as to how the benefits will be maximised and the risks minimised.</p> <p>Also highlight any trade offs that may occur.</p>
<p><b>Please note:</b></p> <ul style="list-style-type: none"> <li>• Potential impacts should <b>not</b> be included if it is considered highly unlikely that they would occur.</li> <li>• Where <b>no major impacts</b> have been identified, please state N/A.</li> <li>• Due to the publication of CIAs, it is <b>advisable not to record personal details of members of the public</b>, such as names or addresses.</li> </ul>			
<p><b>Evidence Base: (Evidence used/ likelihood/ size of impact)</b></p> <p>How certain are you about the assessment of each potential impact, and what evidence have you used to arrive at the decision?            E.g. Data – population trends data, census data, service data. Research – national, regional, local research. Engagement/ Consultation – with partners, the public, the voluntary sector.</p>			

Use the following template to highlight the impacts of your proposal on each of the following categories: the Public Sector Equality Duty (PSED), Health and Care, the Economy, the Environment, and Localities/ Communities.

## Community Impact Assessment Template

**Public Sector Equality Duty (PSED)** – Use this section to identify if the proposal will impact on our legal obligations under the Equality Act 2010 for both residents and staff. In summary, those subject to the general equality duty must have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity between different groups and foster good relations between different groups.

Please consider:

- Who is currently using the service, across the protected characteristics?
- What do we know about their experiences and outcomes?
- What relevant information is available from the Census and population trends data?
- What were the findings of the engagement/consultation?
- Is there any relevant national, regional and/or local sources of research/evidence available?
- Is there any relevant information from partners or voluntary, community, social enterprise organisations?
- What is the analysis of the impact on those with relevant protected characteristics?

Protected Characteristics:	Which groups will be affected	Benefits	Risks	Mitigations / Recommendations
<ul style="list-style-type: none"> <li>• <b>Race</b></li> </ul>	Children, young people and family members (CYP&F) whose first language is not English or do not speak English; CYP&F from diverse cultural backgrounds; Asylum Seekers and Refugees; Gypsies and	<ul style="list-style-type: none"> <li>• District access points as part of the partnership-led PBA could be adapted to meet local needs for CYP&amp;F from diverse cultural backgrounds;</li> <li>• Locally based commissioning, through effective use of intelligence, could promote prevention and earliest help provision which is</li> </ul>	<ul style="list-style-type: none"> <li>• If district access points and digital solutions do not adapt to meet the local needs of families accessibility may be limited for some CYP&amp;F;</li> <li>• Available engagement (though recognised as limited) indicates different preferences in the first point of contact for information, advice and guidance (IAG) and communication methods</li> </ul>	<ul style="list-style-type: none"> <li>• Through developments of the partnership-led Place Based Approaches (PBA) considerations are given to the local population demographics and their needs, with appropriate actions taken accordingly to enable IAG and access to support as necessary;</li> <li>• Consideration to be given to those whose first language is not English or who do not speak English when accessing a local</li> </ul>

	<p>Travellers; (please note this is not an exhaustive list)</p> <p>Groups and organisations that represent, support and/or work with CYP&amp;F from different race, colour, nationality, ethnic or national origins.</p>	<p>more sensitive to and effectively meets the needs relevant to CYP&amp;F from culturally diverse backgrounds;</p> <ul style="list-style-type: none"> <li>• Key working at Early Help (EH) and Children in Need (CiN) interventions may support families to meet their specific needs which could relate for example to access to English for Speakers of Other Languages (ESOL) courses, local groups and supporting Asylum Seekers and Refugees to engage with resident communities;</li> <li>• Community capacity building and through the partnership-led PBA, the sustainability of local groups and organisations that work with and support CYP&amp;F from culturally diverse backgrounds' could be supported;</li> <li>• The partnership-led PBA may help to foster good relations between CYP&amp;F from different cultural</li> </ul>	<p>(e.g. first preference within their family rather than with other parents/carers or the internet), therefore if this is not taken into account accessibility to IAG and effective communication may be limited for CYP&amp;F from some culturally diverse backgrounds;</p> <ul style="list-style-type: none"> <li>• Limited engagement with groups and organisations that work with and support CYP&amp;F from culturally diverse backgrounds may limit the success of the partnership-led PBA to meet the needs of local populations;</li> <li>• There is a risk that all volunteers and staff members do not have the necessary skills to identify and take appropriate action in relation to meeting the needs of CYP&amp;F from diverse cultural backgrounds to prevent needs escalating, deliver earliest help and EH.</li> <li>• The successful implementation of the proposal is closely linked</li> </ul>	<p>district access front door or the central front door to promote accessibility and designing digital solutions;</p> <ul style="list-style-type: none"> <li>• Promote community capacity and workforce development to meet the needs of those from culturally diverse backgrounds (including for local commissioning, delivery and partnership-led PBA);</li> <li>• Engagement with CYP&amp;F and relevant groups that work with or represent CYP&amp;F from culturally diverse backgrounds and whose first language is not English / do not speak English to promote accessibility of the digital solutions;</li> <li>• As part of local asset mapping, gather an understanding and strengthen links with and between relevant community groups and organisations;</li> <li>• Engagement with local groups to promote effective prevention and early help for CYP&amp;F from culturally diverse backgrounds and to understand potential additional capacity building needs;</li> <li>• An intelligence function includes insight (including trends) relevant to inform the partnership-led PBA, commissioning and delivery</li> </ul>
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		<p>backgrounds through the promotion of community capacity and resilience.</p> <ul style="list-style-type: none"> <li>The voice of CYP&amp;F from culturally diverse backgrounds could be promoted throughout the partnership-led PBA, local and county-wide commissioning and local system delivery.</li> </ul>	<p>to the success of the partnership-led PBA, therefore issues in relation to PBA may reduce the positive impact of the proposals.</p>	<p>which is understanding of, sensitive to and adapts to meet local culturally diverse populations;</p> <ul style="list-style-type: none"> <li>Monitor impact of the proposals on the access and outcomes of those from culturally different backgrounds and adapt plans as necessary based on findings, to address any identified disadvantage or under / over-representation (as relevant).</li> <li>Identification of any training and development needs to enable volunteers and staff members to meet the needs of CYP&amp;F from diverse cultural backgrounds.</li> <li>Further analysis is required on the current use of service users of EH by this protected characteristic (included at a local level) to further understand potential impact.</li> <li>Continued commitment, communication and support by SCC to working with partners locally to support the partnership-led PBA, to promote effective prevention and earliest help together.</li> </ul>
<ul style="list-style-type: none"> <li><b>Disability</b></li> </ul>	<p>CYP and family members with a physical and/or mental</p>	<ul style="list-style-type: none"> <li>District access points as part of the partnership-led PBA could be adapted to</li> </ul>	<ul style="list-style-type: none"> <li>Barriers to physical access to local buildings and community resources as part of the partnership-</li> </ul>	<ul style="list-style-type: none"> <li>As part of the partnership-led PBA, consideration is given to accessibility to physical community resources and</li> </ul>

	<p>impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. For example, CYP&amp;F with learning disabilities, mental health conditions such as anxiety and sensory impairments (please note this is not an exhaustive list).</p> <p>Groups and organisations that represent, support and/or work with CYP&amp;F with a physical and/or mental impairment.</p>	<p>meet local population needs in relation to disabilities;</p> <ul style="list-style-type: none"> <li>• Locally based commissioning, through effective use of intelligence, could promote prevention and earliest help provision which is more sensitive to and effectively meets the needs relevant to CYP&amp;F with additional needs and/or disabilities;</li> <li>• Taking a whole family, key worker approach to EH and CiN interventions could provide IAG and support to CYP and/or their family members with an additional need and/or disability thereby improving outcomes and reducing the escalation of needs;</li> <li>• Community capacity building and through the partnership-led PBA, the sustainability of local groups and organisations that work with and support</li> </ul>	<p>led PBA may limit access to people with physical disability needs;</p> <ul style="list-style-type: none"> <li>• If district access points do not adapt to meet the local needs of families accessibility may be limited for some CYP&amp;F with additional needs and/or disabilities;</li> <li>• Digital solutions to share IAG and communication may not meet the needs of some CYP&amp;F with a disability therefore limiting access to IAG, communication and potentially not reducing the likelihood of escalation of needs;</li> <li>• Limited engagement with groups and organisations that work with and support CYP&amp;F with additional needs and/or disabilities may limit the success of the partnership-led PBA to meet the needs of local populations;</li> <li>• There is a risk that all volunteers and staff members do not have the necessary skills to identify and take appropriate action in</li> </ul>	<p>appropriate action taken as necessary to promote access;</p> <ul style="list-style-type: none"> <li>• Engagement with CYP&amp;F and relevant groups that work with, represent and/or support CYP&amp;F with additional needs and/or disabilities on the design and implementation of digital solutions;</li> <li>• Engagement with young carers and those groups that represent and/or work with young carers on the further development and implementation of proposals to promote access and positive outcomes;</li> <li>• As part of local asset mapping, gather an understanding and strengthen links with and between relevant community groups and organisations;</li> <li>• Engagement with local groups to promote effective prevention and early help for CYP&amp;F with additional needs and/or disabilities to understand potential additional capacity building needs;</li> <li>• An intelligence function includes insight (including trends) relevant to disabilities of local populations to enable effective partnership-led PBA, commissioning and delivery;</li> <li>• Monitor the impact of the proposals on the access and</li> </ul>
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		<p>CYP&amp;F with additional needs and/or disabilities could be promoted.</p> <ul style="list-style-type: none"> <li>• The voice of CYP&amp;F with additional needs and/or disabilities could be promoted throughout the partnership-led PBA, local and county-wide commissioning and local system delivery;</li> <li>• The partnership-led PBA, commissioning and delivery within the proposals could also benefit young carers of those with a disability to promote positive outcomes.</li> </ul>	<p>relation to meeting the needs of CYP&amp;F with additional needs and/or disabilities to prevent needs escalating, deliver earliest help and EH.</p> <ul style="list-style-type: none"> <li>• The successful implementation of the proposal is closely linked to the success of the partnership-led PBA, therefore issues in relation to PBA may reduce the positive impact of the proposals.</li> </ul>	<p>outcomes for CYP&amp;F with additional needs and/or disabilities and adapt plans as necessary based on findings, to address any identified disadvantage or under / over-representation (as relevant).</p> <ul style="list-style-type: none"> <li>• Appropriate learning, development and resources available for volunteers and staff members to identify the needs of CYP&amp;F with additional needs and/or disabilities and take appropriate action (e.g. signpost to relevant services or provide EH);</li> <li>• Further analysis is required on the current use of service users of EH by this protected characteristic (included at a local level) to further understand potential impact.</li> <li>• Continued commitment, communication and support by SCC to working with partners locally to support the partnership-led PBA, to promote effective prevention and earliest help together.</li> </ul>
<ul style="list-style-type: none"> <li>• <b>Sex</b></li> </ul>	<p>Male and female CYP&amp;F</p> <p>Groups and organisations that represent, support and/or</p>	<ul style="list-style-type: none"> <li>• Effective locally based commissioning and county-wide commissioning, through effective use of intelligence, could promote prevention,</li> </ul>	<ul style="list-style-type: none"> <li>• If preferences for IAG, communication and support mechanisms vary between males and females and this is not taken into account there may be limited</li> </ul>	<ul style="list-style-type: none"> <li>• As part of the partnership-led PBA and development of local and central front-doors, preferences for IAG, communication and support mechanisms for males and females to be considered and</li> </ul>



	<p>work with CYP&amp;F with men or women (for example dads or mums groups)</p>	<p>earliest help and EH provision which is sensitive to and effectively meets the local needs (for example, a service targeted specifically at males or females)</p> <ul style="list-style-type: none"> <li>• Through community capacity building and the partnership-led PBA, the sustainability of groups that work with and support males or females to prevent or identify / respond to needs early could be promoted.</li> </ul>	<p>engagement with some CYP&amp;F;</p> <ul style="list-style-type: none"> <li>• Lack of understanding of particular needs and existing support mechanisms for males or females that could prevent issues occurring or escalating;</li> <li>• Barriers to physical access to some local buildings, community resources, groups or commissioned provision depending on sex may limit access to prevention and earliest help;</li> <li>• The successful implementation of the proposal is closely linked to the success of the partnership-led PBA, therefore issues in relation to PBA may reduce the positive impact of the proposals.</li> </ul>	<p>adaptations made as necessary;</p> <ul style="list-style-type: none"> <li>• Engagement with any relevant groups that work with, represent and/or support males or females in the development of the partnership-led PBA, digital solutions and proposals.</li> <li>• As part of local asset mapping, gather an understanding and strengthen links with and between any relevant community groups and organisations;</li> <li>• An intelligence function includes insight (including trends) relevant to the needs of males or females in the local populations to enable effective partnership-led PBA, commissioning and delivery;</li> <li>• Monitor the impact of the proposals on the access and outcomes for males and females to identify potential barriers or issues and adapt plans as necessary based on findings, to address any identified disadvantage or under / over-representation (as relevant).</li> <li>• Further analysis is required on the current use of service users of EH by this protected characteristic (included at a local level) to further</li> </ul>
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				<p>understand potential impact.</p> <ul style="list-style-type: none"> <li>Continued commitment, communication and support by SCC to working with partners locally to support the partnership-led PBA, to promote effective prevention and earliest help together.</li> </ul>
<ul style="list-style-type: none"> <li><b>Age</b></li> </ul>	<p>All ages – including CYP aged up to 25 years, adults and older people (whole family)</p> <p>Groups and organisations that represent, support and/or work with CYP&amp;F of different age groups (e.g. Early Years)</p>	<ul style="list-style-type: none"> <li>The proposals are intended to improve the outcomes of CYP and also their family members of all ages by promoting prevention, earliest help and family based early help and effective commissioning;</li> <li>District access points as part of the partnership-led PBA could be adapted to meet local population needs and preferences depending on age (for example under 11s, teenagers, grandparents);</li> <li>Locally based commissioning, through effective use of intelligence, could promote prevention and earliest help provision which is</li> </ul>	<ul style="list-style-type: none"> <li>If district access points (including digital solutions) do not adapt to meet the local needs of CYP&amp;F of different ages, accessibility may be limited for some CYP&amp;F (for example older people that are carers for CYP in their family);</li> <li>Limited engagement with groups and organisations that work with and support CYP&amp;F from different ages may limit the success of the partnership-led PBA to meet the needs of local populations;</li> <li>There is a risk that all volunteers and staff members do not have the necessary skills to identify and take appropriate action in relation to meeting the needs of CYP&amp;F from different ages (for</li> </ul>	<ul style="list-style-type: none"> <li>Engagement with CYP&amp;F and relevant groups that work with, represent and/or support CYP&amp;F from all ages on the design and implementation of digital solutions;</li> <li>As part of local asset mapping, gather an understanding and strengthen links with relevant community groups and organisations;</li> <li>Engagement with local groups to promote effective prevention and early help for CYP&amp;F from all to understand potential additional capacity building needs;</li> <li>An intelligence function includes insight (including trends) relevant to age ranges of local populations to enable effective partnership-led PBA, commissioning and delivery;</li> <li>Monitor the impact of the proposals on the access and outcomes for CYP&amp;F from different age ranges and adapt</li> </ul>

		<p>more sensitive to and effectively meets the needs relevant to CYP&amp;F from different age ranges;</p> <ul style="list-style-type: none"> <li>• Taking a whole family, key worker approach to EH and CiN interventions could provide IAG and support to CYP and/or their family members of all ages thereby improving outcomes and reducing the escalation of needs for families;</li> <li>• Community capacity building and through the partnership-led PBA, the sustainability of local groups and organisations that work with and support CYP&amp;F of specific ages could be promoted (for example teenage parents, early years)</li> <li>• The voice of CYP of all ages to be promoted and enabled through the partnership-led PBA, commissioning and delivery.</li> </ul>	<p>example if they predominantly work with early years age group, teenagers or adults) to prevent needs escalating, deliver earliest help and EH;</p> <ul style="list-style-type: none"> <li>• Agreement and alignment for the Integrated Child and Family Hub is not obtained from relevant Adult provision therefore limiting the potential for the Hub to be fully family focused;</li> <li>• Systems and processes in place are not all fully family focussed and therefore may not facilitate an Integrated Child and Family Hub (for example if there are separate processes to be followed for adult services).</li> <li>• The successful implementation of the proposal is closely linked to the success of the partnership-led PBA, therefore issues in relation to PBA may reduce the positive impact of the proposals.</li> </ul>	<p>plans as necessary based on findings, to address any identified disadvantage or under / over-representation (as relevant).</p> <ul style="list-style-type: none"> <li>• Appropriate learning, development and resources available for volunteers and staff members as required, to identify the needs of CYP&amp;F from different ages and to work holistically with the whole family regardless of age;</li> <li>• Promote the voice of CYP&amp;F of all ages in future developments, delivery and commissioning;</li> <li>• Engagement with leaders and representatives from relevant adult services on the proposals, co-development of Integrated Child and Family Hubs;</li> <li>• Explore and co-design appropriate streamlined processes and systems to enable family key working in an Integrated Child and Family Hub to support family members of all ages.</li> <li>• Further analysis is required on the current use of service users of EH by this protected characteristic (included at a local level) to further understand potential impact.</li> <li>• Continued commitment, communication and support by</li> </ul>
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				<p>SCC to working with partners locally to support the partnership-led PBA, to promote effective prevention and earliest help together.</p>
<ul style="list-style-type: none"> <li><b>Religion or Belief</b></li> </ul>	<p>CYP&amp;F of all religious and philosophical beliefs (including lack of belief)</p> <p>Groups and organisations that represent, support and/or work with CYP&amp;F of different religious or belief groups (e.g. Mosques, churches)</p>	<ul style="list-style-type: none"> <li>The proposals are intended to improve the outcomes of CYP and their family members regardless of their religious or philosophical beliefs (including lack of belief);</li> <li>Locally based commissioning, through effective use of intelligence, could promote prevention and earliest help provision which is more sensitive to and effectively meets the needs relevant to CYP&amp;F from religious and philosophical beliefs in the relevant population(s);</li> <li>The partnership-led PBA may help to foster good relations between CYP&amp;F from different religious and philosophical beliefs through the promotion of community capacity</li> </ul>	<ul style="list-style-type: none"> <li>If district access points are not sensitive to the religious and philosophical beliefs of the local population(s) they may limit accessibility for some CYP&amp;F to access Earliest Help or EH;</li> <li>Limited engagement with groups and organisations that work with and support CYP&amp;F of all religious beliefs in the local population(s) may limit the success of the partnership-led PBA to meet the needs of local populations;</li> <li>There is a risk that all volunteers and staff members do not have the necessary skills and awareness to identify, work with and commission for CYP&amp;F of all religious beliefs in the local population(s) therefore potentially reducing the positive benefits;</li> </ul>	<ul style="list-style-type: none"> <li>Engagement with CYP&amp;F and relevant groups that work with, represent and/or support CYP&amp;F of religious beliefs in the local population(s) on the design and implementation of access points;</li> <li>As part of local asset mapping, gather an understanding and strengthen links with and between relevant religious and community groups and organisations;</li> <li>Engagement with local groups to promote effective prevention and early help for CYP&amp;F from all religious beliefs to understand potential additional capacity building needs;</li> <li>An intelligence function includes insight (including trends) relevant to religious beliefs of local populations to enable effective partnership-led PBA, commissioning and delivery;</li> <li>Monitor the impact of the proposals on the access and outcomes for CYP&amp;F of religious and adapt plans as necessary based on findings, to address any identified</li> </ul>

		<p>and resilience.</p> <ul style="list-style-type: none"> <li>Community capacity building and through the partnership-led PBA, the sustainability of local groups and organisations that work with and support CYP&amp;F from all religious and philosophical beliefs could be promoted.</li> <li>The voice of CYP&amp;F from all religious and philosophical beliefs could be promoted throughout the partnership-led PBA, local and county-wide commissioning and local system delivery.</li> </ul>	<ul style="list-style-type: none"> <li>The successful implementation of the proposal is closely linked to the success of the partnership-led PBA, therefore issues in relation to PBA may reduce the positive impact of the proposals.</li> </ul>	<p>disadvantage or under / over-representation (as relevant).</p> <ul style="list-style-type: none"> <li>Appropriate learning, development and resources available for volunteers and staff members to identify the needs of CYP&amp;F of religious beliefs and take appropriate action;</li> <li>Further analysis is required on the current use of service users of EH by this protected characteristic (included at a local level) to further understand potential impact.</li> <li>Continued commitment, communication and support by SCC to working with partners locally to support the partnership-led PBA, to promote effective prevention and earliest help together.</li> </ul>
<ul style="list-style-type: none"> <li><b>Gender Reassignment</b></li> </ul>	<p>All CYP&amp;F undergoing the process of transitioning from one gender to another; CYP&amp;F whose gender identity does not correspond with the sex assigned at birth (whether or not they are transitioning); CYP&amp;F who</p>	<ul style="list-style-type: none"> <li>The proposals are intended to improve the outcomes of all CYP and their family members in Staffordshire, including transgender people</li> <li>Locally based commissioning, through effective use of intelligence, could promote prevention and earliest help provision which is</li> </ul>	<ul style="list-style-type: none"> <li>Front doors and support may not be sensitive and adaptable to the needs of CYP&amp;F undergoing the process of gender reassignment, therefore risking barriers to access and effective support.</li> <li>Limited engagement with groups and organisations that work with and support CYP&amp;F that are undergoing the process of gender reassignment</li> </ul>	<ul style="list-style-type: none"> <li>As part of the development of local front doors, a central front door and support consideration to be given locally and centrally to any adaptations required to promote access and effective support for transgender CYP&amp;F Engagement with CYP&amp;F and relevant groups that work with, represent and/or support transgender CYP&amp;F on the design and implementation of digital solutions, access and support, as appropriate;</li> </ul>

	<p>identify as 'trans' or 'transgender'</p> <p>Groups and organisations that represent, support and/or work with CYP&amp;F undergoing the process of transitioning from one gender to another and / or identify as 'trans' or 'transgender' and / or whose gender identify does not correspond with the sex assigned at birth.</p>	<p>more sensitive to and effectively meets the needs relevant to transgender CYP&amp;F</p> <ul style="list-style-type: none"> <li>• Taking a whole family, key worker approach to EH and CiN interventions could provide IAG and support to transgender CYP&amp;F , thereby improving outcomes and reducing the escalation of needs;</li> <li>• Community capacity building and through the partnership-led PBA, the sustainability of local groups and organisations that work with and support transgender CYP&amp;F could be promoted.</li> <li>• The voice of transgender CYP&amp;F could be promoted throughout the partnership-led PBA, local and county-wide commissioning and local system delivery.</li> </ul>	<p>may limit the success of the partnership-led PBA to meet the needs of local populations;</p> <ul style="list-style-type: none"> <li>• There is a risk that all volunteers and staff members do not have necessary skills and awareness to identify and take appropriate action in relation to meeting the needs of CYP&amp;F undergoing the process of gender reassignment to prevent needs escalating, deliver earliest help and EH.</li> <li>• The successful implementation of the proposal is closely linked to the success of the partnership-led PBA, therefore issues in relation to PBA may reduce the positive impact of the proposals.</li> </ul>	<ul style="list-style-type: none"> <li>• As part of local asset mapping, gather an understanding and strengthen links with and between any relevant community groups and organisations;</li> <li>• Engagement with any local groups to promote effective prevention and early help for transgender CYP&amp;F to understand potential additional capacity building needs;</li> <li>• An intelligence function includes insight (including trends) relevant to gender reassignment to enable effective partnership-led PBA, commissioning and delivery;</li> <li>• Monitor the impact of the proposals on the access and outcomes for transgender CYP&amp;F and adapt plans as necessary based on findings, to address any identified disadvantage or under / over-representation (as relevant).</li> <li>• Appropriate learning, development and resources available for volunteers and staff members to identify the needs of transgender CYP&amp;F and take appropriate action (e.g. signpost to relevant services or provide EH);</li> <li>• Further analysis is required on the current use of service users</li> </ul>
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				<p>of EH by this protected characteristic (included at a local level) to further understand potential impact.</p> <ul style="list-style-type: none"> <li>Continued commitment, communication and support by SCC to working with partners locally to support the partnership-led PBA, to promote effective prevention and earliest help together.</li> </ul>
<ul style="list-style-type: none"> <li><b>Sexual Orientation</b></li> </ul>	<p>Lesbian, gay and bisexual people and those questioning / exploring their sexual orientation.</p> <p>Groups and organisations that represent, support and/or work with LGBQ people.</p>	<ul style="list-style-type: none"> <li>The proposals are intended to improve the outcomes of CYP and their family members regardless of their sexual orientation;</li> <li>Local front doors and the central front door could be adapted and sensitive to meet the needs of LGBQ CYP&amp;F ;</li> <li>Locally based commissioning, through effective use of intelligence, could promote prevention and earliest help provision which is more sensitive to and effectively meets the needs relevant to LGBQ CYP&amp;F;</li> <li>Taking a whole family,</li> </ul>	<ul style="list-style-type: none"> <li>Front doors and support may not be sensitive and adaptable to the needs of LGBQ CYP&amp;F , therefore risking barriers to access and effective support.</li> <li>Limited engagement with groups and organisations that work with and support LGBQCYP&amp;F may limit the success of the partnership-led PBA to meet the needs of local populations;</li> <li>There is a risk that all volunteers and staff members do not have necessary skills and awareness to identify and take appropriate action in relation to meeting the needs of LGBQ CYP&amp;F to prevent needs escalating, deliver earliest help and EH.</li> </ul>	<ul style="list-style-type: none"> <li>As part of the development of local front doors, a central front door and support consideration to be given locally and centrally to any adaptations required to promote access and effective support for LGBQCYP&amp;F.</li> <li>Engagement with CYP&amp;F and relevant groups that work with, represent and/or support LGBQ CYP&amp;F on the design and implementation of digital solutions, access and support, as appropriate;</li> <li>As part of local asset mapping, gather an understanding and strengthen links with and between any relevant community groups and organisations;</li> <li>Engagement with any local groups to promote effective prevention and early help for LGBQ CYP&amp;F to understand potential additional capacity</li> </ul>



		<p>key worker approach to EH and CiN interventions could provide holistic IAG and support to LGBQ CYP and/or their family members thereby improving outcomes and reducing the escalation of needs;</p> <ul style="list-style-type: none"> <li>• Community capacity building and through the partnership-led PBA, the sustainability of local groups and organisations that work with and support LGBQ CYP&amp;F could be promoted.</li> <li>• The voice of LGBQ CYP&amp;F could be promoted throughout the partnership-led PBA, local and county-wide commissioning and local system delivery.</li> </ul>	<ul style="list-style-type: none"> <li>• The successful implementation of the proposal is closely linked to the success of the partnership-led PBA, therefore issues in relation to PBA may reduce the positive impact of the proposals.</li> </ul>	<p>building needs;</p> <ul style="list-style-type: none"> <li>• An intelligence function includes insight (including trends) relevant to sexual orientation to enable effective partnership-led PBA, commissioning and delivery;</li> <li>• Monitor the impact of the proposals on the access and outcomes for LGBQ CYP&amp;F and adapt plans as necessary based on findings, to address any identified disadvantage or under / over-representation (as relevant).</li> <li>• Appropriate learning, development and resources available for volunteers and staff members to identify the needs of LGBQ CYP&amp;F and take appropriate action (e.g. signpost to relevant services or provide EH);</li> <li>• Further analysis is required on the current use of service users of EH by this protected characteristic (included at a local level) to further understand potential impact.</li> <li>• Continued commitment, communication and support by SCC to working with partners locally to support the partnership-led PBA, to promote effective prevention and earliest help together.</li> </ul>
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<ul style="list-style-type: none"> <li><b>Pregnancy and Maternity</b></li> </ul>	<p>YP and adults that are pregnant, expecting a baby and during the period following birth</p> <p>Groups and organisations that represent, support and/or work with YP and adults that are pregnant, expecting a baby and following birth (e.g. groups working with teenage parents)</p>	<ul style="list-style-type: none"> <li>The proposals are intended to improve the outcomes of CYP and their family members, including babies, people that are pregnant, expecting a baby and following birth, such as teenage parents, pregnant women that have previously had a child taken into care, women at risk of domestic abuse whilst pregnant or following the birth of their baby.</li> <li>Locally based commissioning, through effective use of intelligence, could promote prevention and earliest help provision which is more sensitive to and effectively meets the needs of people that are pregnant, expecting a baby and following birth;</li> <li>Taking a whole family, key worker approach to EH and CiN interventions could provide IAG and support people that</li> </ul>	<ul style="list-style-type: none"> <li>Front doors and support may not be sensitive and adaptable to the needs of people that are pregnant, expecting a baby or following birth, therefore risking barriers to access and effective support.</li> <li>Limited engagement with groups and organisations that work with and support people that are pregnant, expecting a baby or following birth may limit the success of the partnership-led PBA to meet the needs of local populations;</li> <li>There is a risk that all volunteers and staff members do not have the necessary skills and awareness to identify and take appropriate action in relation to meeting the needs of people who are pregnant, expecting a baby or following birth to prevent needs escalating, deliver earliest help and EH.</li> <li>The successful implementation of the proposal is closely linked to the success of the partnership-led PBA,</li> </ul>	<ul style="list-style-type: none"> <li>As part of the development of local front doors, a central front door and support consideration to be given locally and centrally to any adaptations required to promote access and effective support for people who are pregnant, expecting a baby or following birth.</li> <li>Engagement with people who are pregnant, expecting a baby or following birth and relevant groups that work with, represent and/or support them on the design and implementation of digital solutions, access and support, as appropriate;</li> <li>As part of local asset mapping, gather an understanding and strengthen links with and between any relevant community groups and organisations;</li> <li>Engagement with any local groups to promote effective prevention and early help for people who are pregnant, expecting a baby or following birth to understand potential additional capacity building needs;</li> <li>An intelligence function includes insight (including trends) relevant to those who are pregnant, expecting a baby or following birth to enable</li> </ul>
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		<p>are pregnant, expecting a baby or following birth that are also in the household, thereby improving outcomes and reducing the escalation of needs;</p> <ul style="list-style-type: none"> <li>• Community capacity building and through the partnership-led PBA, the sustainability of local groups and organisations that work with and support people that are pregnant, expecting a baby and following birth could be promoted.</li> <li>• The voice of people that are pregnant, expecting a baby and following birth of their child could be promoted throughout the partnership-led PBA, local and county-wide commissioning and local system delivery.</li> </ul>	<p>therefore issues in relation to PBA may reduce the positive impact of the proposals.</p>	<p>effective partnership-led PBA, commissioning and delivery;</p> <ul style="list-style-type: none"> <li>• Monitor the impact of the proposals on the access and outcomes for people who are pregnant, expecting a baby or following birth and adapt plans as necessary based on findings, to address any identified disadvantage or under / over-representation (as relevant).</li> <li>• Appropriate learning, development and resources available for volunteers and staff members to identify the needs of people who are pregnant, expecting a baby or following birth and take appropriate action (e.g. signpost to relevant services or provide EH);</li> <li>• Further analysis is required on the current use of service users of EH by this protected characteristic (included at a local level) to further understand potential impact.</li> <li>• Continued commitment, communication and support by SCC to working with partners locally to support the partnership-led PBA, to promote effective prevention and earliest help together.</li> </ul>

<ul style="list-style-type: none"> <li> <b>Marriage and Civil Partnership</b>                      The duty to have due regard to the need to eliminate discrimination also covers marriage and civil partnerships in relation to employment issues.                 </li> </ul>	<p>YP and parents/carers that are married or in a civil partnership.</p>	<ul style="list-style-type: none"> <li>The proposals are intended to improve the outcomes of all CYP and their family members, including young people and parents/carers that are married, in a civil partnership, single, cohabitating or other arrangements.</li> <li>Locally based commissioning, through effective use of intelligence, could promote prevention and earliest help provision which is more sensitive to and effectively meets the needs of those that are married, in a civil partnership or other arrangement;</li> <li>Taking a whole family, key worker approach to EH and CiN interventions could provide IAG and support people that are married, in a civil partnership or other arrangement in the household, thereby improving outcomes and reducing the</li> </ul>	<ul style="list-style-type: none"> <li>Front doors and support may not be sensitive and adaptable to the needs of young people and parents/carers that are married, in a civil partnership or another arrangement, therefore risking barriers to access and effective support.</li> <li>Limited engagement with groups and organisations that work with young people and parents/carers that are married, in a civil partnership or other arrangement may limit the success of the partnership-led PBA to meet the needs of local populations;</li> <li>There is a risk that all volunteers and staff members do not have the necessary skills and awareness to identify and take appropriate action in relation to meeting the needs of young people and parents/carers that are married, in a civil relationship or other arrangement prevent needs escalating, deliver earliest help and EH.</li> </ul>	<ul style="list-style-type: none"> <li>As part of the development of local front doors, a central front door and support consideration to be given locally and centrally to any adaptations required to promote access and effective support for young people and parents/carers who are married, in a civil arrangement or other arrangement.</li> <li>Engagement with young people and parents/carers from differing relationship status including married, civil partnership and others on the design and implementation of digital solutions, access and support, as appropriate;</li> <li>As part of local asset mapping, gather an understanding and strengthen links with and between any relevant community groups and organisations;</li> <li>Engagement with any local groups to promote effective prevention and early help for young people and parents/carers that are married, in a civil partnership or other arrangement to understand potential additional capacity building needs;</li> <li>An intelligence function includes insight (including trends) relevant to those who are</li> </ul>
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		<p>escalation of needs;</p> <ul style="list-style-type: none"> <li>• Community capacity building and through the partnership-led PBA, the sustainability of local groups and organisations that work with young people and parents/carers that are married, in a civil partnership or other arrangement could be promoted.</li> <li>• The voice of young people and parents/carers that are married, in a civil partnership or another arrangement could be promoted throughout the partnership-led PBA, local and county-wide commissioning and local system delivery.</li> </ul>	<ul style="list-style-type: none"> <li>• The successful implementation of the proposal is closely linked to the success of the partnership-led PBA, therefore issues in relation to PBA may reduce the positive impact of the proposals.</li> </ul>	<p>married, in a civil partnership or other arrangement to enable effective partnership-led PBA, commissioning and delivery;</p> <ul style="list-style-type: none"> <li>• Monitor the impact of the proposals on the access and outcomes for young people and parents/carers who are married, in a civil partnership or other arrangement and adapt plans as necessary based on findings, to address any identified disadvantage or under / over-representation (as relevant).</li> <li>• Appropriate learning, development and resources available for volunteers and staff members to be sensitive to different marital and civil partnership arrangements and to signpost / take action as necessary to promote prevention, earliest help and Early Help.</li> <li>• Further analysis is required on the current use of service users of EH by this protected characteristic (included at a local level) to further understand potential impact.</li> <li>• Continued commitment, communication and support by SCC to working with partners locally to support the partnership-led PBA, to</li> </ul>

<p><b>Impact on SCC Staff</b> If the proposal affects SCC staff, consider the workforce profile compared against the protected characteristics pre and post change, the impact of job losses, available support for staff, and HR protocols.</p>	<p>It is likely that groups of SCC employees with protected characteristics may be affected by the proposals, including the numbers and levels of posts within the organisation.</p>	<ul style="list-style-type: none"> <li>• Fit for the Future</li> <li>• Cost efficient</li> <li>• Staffing levels match Workload confirmed</li> </ul>	<ul style="list-style-type: none"> <li>• Workload increasek</li> </ul>	<p>promote effective prevention and earliest help together.</p> <ul style="list-style-type: none"> <li>• Consultation will take place with the Trade Unions and employees, at which time anticipated benefits, risks and mitigations for groups of SCC that may be impacted will be detailed (including details for the protected characteristics).</li> </ul>
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**Evidence Base: (Evidence used/ likelihood/ size of impact)**

Key evidence used to support the above impact assessment (including demographic information) is available online via:

- Children's Story: Joint Strategic Needs Assessment, Staffordshire and Stoke-on-Trent, April 2017  
<https://www.staffordshireobservatory.org.uk/documents/Health/JSNA/2017/Childrens-Joint-Strategic-Needs-Assessment-April-2017.pdf>
- Staffordshire's All Age Disability Strategy 2013 - 2018  
[https://consultation.staffordshire.gov.uk/social-care-and-health/allage\\_disabilitystrategy-2013-18/](https://consultation.staffordshire.gov.uk/social-care-and-health/allage_disabilitystrategy-2013-18/)
- Commissioning for Children: A Summary of Insight, December 2015  
<https://www.staffordshireobservatory.org.uk/documents/Updates/Commissioning-for-Children-A-Summary-of-Insight-FINAL-05.02.16.pdf>
- District Locality Profiles and the Staffordshire Profile, 2016  
<https://www.staffordshireobservatory.org.uk/publications/thestaffordshirestory/LocalityProfiles.aspx#.WRxIN2wzX5p>
- Early Intervention Foundation, Spending on Late Intervention, February 2015  
<http://www.eif.org.uk/wp-content/uploads/2015/08/SPENDING-ON-LATE-INTERVENTION.pdf>
- Feeling the Difference (Survey Wave 22), March 2017  
<https://www.staffordshireobservatory.org.uk/PublicVoice/What-local-people-think.aspx#.WRxJE2wzX5o>
- Health and wellbeing outcomes and performance report for Staffordshire, February 2017  
<https://www.staffordshireobservatory.org.uk/documents/Health/JSNA/2017/Health-and-Wellbeing-Outcomes-Report-February-2017.pdf>
- HM Government, Early Intervention: The Next Steps, January 2011  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/284086/early-intervention-next-steps2.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/284086/early-intervention-next-steps2.pdf)
- Improving Lives: Helping Workless Families

- <https://www.gov.uk/government/publications/improving-lives-helping-workless-families>
- Improving mental health and wellbeing outcomes in Staffordshire: an evidence base, June 2016  
<https://www.staffordshireobservatory.org.uk/documents/Health/JSNA/Improving-mental-health-and-wellbeing-outcomes-in-Staffordshire-FINAL.pdf>
- Staffordshire and Stoke-on-Trent: Community Safety Strategic Assessment, March 2016  
<https://www.staffordshireobservatory.org.uk/documents/Families-and-Communities/Communities/Staffordshire-Stoke-on-Trent-Community-Safety-Assessment-2016-FINAL.pdf>
- Staffordshire Census (Short Stories – including ‘ethnicity’, ‘employment’ and ‘health and wellbeing’), 2011  
<https://www.staffordshireobservatory.org.uk/publications/thestaffordshirestory/ourpopulation/census/reports.aspx#.WRxKsGwzX5o>
- Staffordshire County Council, Best Start Consultation 2014 (Analysis of Results) (See Appendix B for Best Start)  
<http://moderngov.staffordshire.gov.uk/ieListDocuments.aspx?CId=123&MId=5083&Ver=4>
- Staffordshire County Council, Children and Young People: A Profile of Risk and Harm in Staffordshire, 2014  
[https://extranet.staffordshire.gov.uk/projects/cfc/Shared%20Documents/Insight/Insight%20-%20surveys/CYPAProfileofRiskandHarminStaffordshire2014%20\(3\).pdf](https://extranet.staffordshire.gov.uk/projects/cfc/Shared%20Documents/Insight/Insight%20-%20surveys/CYPAProfileofRiskandHarminStaffordshire2014%20(3).pdf)
- Staffordshire County Council, Early Years Performance Report, November 2016  
<https://www.staffordshire.gov.uk/education/childcare/families/ccentres/data-and-information/EY-Performance-Report-2016.pdf>
- Staffordshire County Council, Leading for a Connected Staffordshire: Our Vision for 2014-2018  
<https://www.staffordshire.gov.uk/yourcouncil/strategicplan/Strategic-Plan-2014-18.pdf>
- Staffordshire County Council, ‘What do you think...?’ Children & Young People’s Survey Results (Wave 1), 2013  
<https://extranet.staffordshire.gov.uk/projects/cfc/Shared%20Documents/Insight/Insight%20-%20surveys/Results%20of%20CYP%20Survey%20Wave%201%202013.pdf>
- Staffordshire Health and Wellbeing Board, Living Well in Staffordshire, Keeping you well, Making life better – Our Five Year Plan 2013-2018  
<https://www.staffordshirepartnership.org.uk/Health-and-Wellbeing-Board/Health-and-Wellbeing-Strategy-for-Staffordshire-Executive-Summary.pdf>
- Staffordshire Safeguarding Children Board (SSCB) Children, Young People and Families Early Help Strategy, 2015 to 2018  
<https://www.staffsscb.org.uk/Professionals/Staffordshire-Early-Help-Strategy/FINAL-SSCB-Early-Help-Strategy-2015-2018.pdf>
- Staffordshire’s Children, Young People and Families Strategy, 2016-2026  
<https://www.staffordshire.gov.uk/health/childrenandfamilycare/SCYPFS-FAMILY-STRATEGY-a4-LANDSCAPE-April-17.pdf>
- Support for Carers Phase 3 Report, December 2016  
<http://healthwatchstaffordshire.co.uk/download/support-for-carers-phase-3/>
- Teenage Pregnancy: Briefing Note, April 2016  
<https://www.staffordshireobservatory.org.uk/documents/Updates/Teenage-Pregnancy-in-Staffordshire-Briefing-Note-April-2016.pdf>
- The Story of Health & Care: Population Insights, February 2016  
<https://www.staffordshireobservatory.org.uk/documents/Health/JSNA/2016/The-Story-of-Health-and-Care-in-Staffordshire-February-2016.pdf>



- The Story of Staffordshire, 2016  
<https://www.staffordshireobservatory.org.uk/documents/StaffordshireStory/Story-of-Staffordshire-2016-Full-report-VERYFINAL.pdf>
- Additional engagement evidence is available in the Appendix.

The overall likelihood of the benefits being achieved is high, subject to the necessary mitigations being undertaken in partnership with all relevant stakeholders, monitored and actions adapted as necessary to minimise or resolve potential risks.

The overall potential size of the impact is positive across all CYP&F in Staffordshire, as the transformation aims to promote positive outcomes for CYP&F and maximise the use of available resources, thereby encompassing CYP&F with all protected characteristics. This again is subject to the necessary mitigations being undertaken in partnership with all relevant stakeholders, monitored and actions adapted as necessary to minimise or resolve potential risks.

Please note, additional CIAs may be required for detailed analysis of the above potential impacts for specific projects which form part of the wider transformation programme, as deemed necessary at a local and/or county footprint. The mitigations and recommendations to be turned into SMART actions forming part of future delivery plans, as appropriate.

**Health and Care** – Use this section to determine how the proposal will impact on resident’s health and wellbeing, and whether the proposal will impact on the demands for, or access to health and care services. Please consider the Care Act 2014 and the Health and Social Care Act 2012.

<b>Category Area</b> (Areas highlighted are suggestions only and there may be other impacts in these categories)	<b>Which groups will be affected</b>	<b>Benefits</b>	<b>Risks</b>	<b>Mitigations / Recommendations</b>
<b>Mental Health and Wellbeing</b> Will the proposal impact on the mental health and wellbeing of residents or services that support those with Mental Health	All CYP&F including CYP&F with mental health issues	<ul style="list-style-type: none"> <li>• The proposals are intended to improve the outcomes of all CYP and their family members such as by addressing root causes at the earliest point</li> </ul>	<ul style="list-style-type: none"> <li>• Local and a central front door and digital solutions may not be sensitive and adaptable to the needs of CYP&amp;F with a mental health issue, therefore risking barriers to access</li> </ul>	<ul style="list-style-type: none"> <li>• Engagement with leaders and representatives from relevant adult services on the proposals, co-development of Integrated Child and Family Hubs in order for mental health issues to be addressed;</li> </ul>

<p>issues?</p>		<p>which could include mental health needs, operating a family key worker Early Help approach to identify and support potential mental health needs within the family and effective commissioning.</p> <ul style="list-style-type: none"> <li>• Locally based commissioning, through effective use of intelligence, could promote prevention and earliest help provision which is more sensitive to and effectively meets the needs of those with mental health needs and which also promotes the mental health of all CYP&amp;F.</li> <li>• Community capacity building and through the partnership-led PBA, the sustainability of local groups and organisations that work with CYP&amp;F to promote positive mental health and to support those with mental health issues could be promoted.</li> <li>• The voice of CYPY&amp;F with mental health</li> </ul>	<p>and effective support.</p> <ul style="list-style-type: none"> <li>• Limited engagement with groups and organisations that work with CYP&amp;F with mental health issues may limit the success of the partnership-led PBA to meet the needs of local populations;</li> <li>• There is a risk that all volunteers and staff members do not have the necessary skills and awareness to identify and take appropriate action in relation to meeting the needs of CYP&amp;F with mental health issues to prevent needs escalating, deliver earliest help and EH.</li> <li>• There is a risk that specialist adult provision to address mental health issues is not available or has limited capacity within the Children and Families Hub if sufficient capacity is not secured.</li> <li>• Levels of mental health prevalence can vary slightly in different localities, therefore adding additional pressures to local provision;</li> </ul>	<ul style="list-style-type: none"> <li>• As part of the development of local front doors, a central front door and support, consideration to be given locally and centrally to any adaptations required to promote access and effective support for CYP&amp;F with mental health issues and to promote positive mental health.</li> <li>• Engagement with CYP&amp;F with mental health issues on the design and implementation of digital solutions, access and support, as appropriate;</li> <li>• As part of local asset mapping, gather an understanding and strengthen links with and between any relevant community groups and organisations;</li> <li>• Engagement with any local groups to promote effective prevention and early help for CYP&amp;F with mental health issues to understand potential additional capacity building needs;</li> <li>• An intelligence function includes insight (including trends) relevant to CYP&amp;F with mental health issues and the mental health of the local population to enable effective partnership-led PBA, commissioning and delivery;</li> <li>• Monitor the impact of the</li> </ul>
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		<p>issues could be promoted throughout the partnership-led PBA, local and county-wide commissioning and local system delivery.</p> <ul style="list-style-type: none"> <li>• Access to specialist support including mental health within the Children and Families Hub.</li> <li>• A holistic, integrated approach could promote effective support for those families where the 'toxic trio' is present (i.e. mental health, domestic abuse and substance misuse)</li> </ul>	<ul style="list-style-type: none"> <li>• CYP&amp;F with mental health issues may not wish to engage with Earliest Help or Early Help, e.g. disclosing information or engaging with provision , which may result in issues escalating and requiring specialist input.</li> <li>• The successful implementation of the proposal is closely linked to the success of the partnership-led PBA, therefore issues in relation to PBA may reduce the positive impact of the proposals.</li> </ul>	<p>proposals on the access and outcomes for CYP&amp;F with mental health issues and adapt plans as necessary based on findings, to address any identified disadvantage or under / over-representation (as relevant).</p> <ul style="list-style-type: none"> <li>• Recognition and promotion of positive prevention and earliest help cases in relation to mental health, in order to share learning across communities and localities to promote maximum impact.</li> <li>• Appropriate learning, development and resources available for volunteers and staff members to be sensitive to the needs of CYP&amp;F with mental health issues and to signpost / take action as necessary to promote prevention, earliest help and Early Help.</li> <li>• Further analysis is required on the current use of service users of EH with mental health issues (including at a local level) to further understand potential impact.</li> <li>• Continued commitment, communication and support by SCC to working with partners locally to support the partnership-led PBA, to</li> </ul>
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<p><b>Healthy Lifestyles</b> Will the proposal promote independence and personal responsibility, helping people to make positive choices around physical activity, healthy food and nutrition, smoking, problematic alcohol and substance use, and sexual health?</p>	<p>All CYP&amp;F (including CYP&amp;F with needs or issues relating to their lifestyle (such as substance misuse, sexual health issues and obesity)</p>	<ul style="list-style-type: none"> <li>• The proposals are intended to improve the outcomes of all CYP and their family members such as promotion of personal responsibility, resilience and healthy lifestyles and addressing root causes at the earliest point which could include for example substance misuse. Also by operating a family key worker Early Help approach to identify and support potential issues relating to lifestyles (such as healthy food and nutrition) the needs within the family can be addressed holistically.</li> <li>• Locally based commissioning, through effective use of intelligence, could promote prevention and earliest help provision which effectively promotes healthy lifestyles.</li> <li>• Community capacity building and through the partnership-led PBA, the</li> </ul>	<ul style="list-style-type: none"> <li>• Limited engagement with groups and organisations that work with CYP&amp;F to support them with healthy lifestyle choices (for example in relation to physical activity) may limit the success of the partnership-led PBA to meet the needs of local populations;</li> <li>• There is a risk that all volunteers and staff members do not have the necessary skills and awareness to identify and take appropriate action in relation to meeting the needs of CYP&amp;F with issues relating to healthy lifestyles in order to prevent needs escalating, deliver earliest help and EH.</li> <li>• There is a risk that specialist adult provision to address substance misuse or other lifestyle related issues is not available or has limited capacity within the Children and Families Hub, if sufficient capacity is not secured.</li> </ul>	<p>promote effective prevention and earliest help together.</p> <ul style="list-style-type: none"> <li>• Engagement with leaders and representatives from relevant adult services on the proposals, co-development of Integrated Child and Family Hubs in order for healthy lifestyle issues to be addressed;</li> <li>• Engagement with CYP&amp;F with healthy lifestyle issues (such as substance misuse) on the design and implementation of digital solutions, access and support, as appropriate;</li> <li>• As part of local asset mapping, gather an understanding and strengthen links with and between any relevant community groups and organisations;</li> <li>• Engagement with any local groups to promote effective prevention and early help for CYP&amp;F with issues relating to healthy lifestyles (such as in relation to sexual health) to understand potential additional capacity building needs;</li> <li>• An intelligence function includes insight (including trends) relevant to healthy lifestyles of CYP&amp;F of the local population to enable effective partnership-led PBA, commissioning and delivery;</li> </ul>
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		<p>sustainability of local groups and organisations that work with CYP&amp;F to promote healthy lifestyles, personal responsibility and independence could be promoted.</p> <ul style="list-style-type: none"> <li>• Access to specialist support within the Children and Families Hub (such as in relation to substance misuse) would promote integrated working and positive outcomes.</li> <li>• A holistic, integrated approach could promote effective support for those families where the 'toxic trio' is present (i.e. mental health, domestic abuse and substance misuse)</li> <li>• Digital solutions and front door access points (locally and centrally) aim to promote effective IAG and pathways which enable personal responsibility and resilience;</li> <li>• Clear referral pathways to accessing social care as necessary.</li> </ul>	<ul style="list-style-type: none"> <li>• Issues in relation to healthy lifestyles may be more prevalent in different localities (for example Insight highlights ...) therefore adding additional pressures to local provision;</li> <li>• CYP&amp;F with issues relating to healthy lifestyles may not wish to engage with Earliest Help or Early Help, e.g. disclosing information or engaging with provision, which may result in issues escalating and requiring specialist input.</li> <li>• The successful implementation of the proposal is closely linked to the success of the partnership-led PBA, therefore issues in relation to PBA may reduce the positive impact of the proposals.</li> </ul>	<ul style="list-style-type: none"> <li>• Monitor the impact of the proposals on the access and outcomes for CYP&amp;F with issues relating to healthy lifestyles and adapt plans as necessary based on findings, to address any identified disadvantage or under / over-representation (as relevant).</li> <li>• Recognition and promotion of positive prevention and earliest help cases in relation to promotion of choice, resilience, responsibility and healthy lifestyles in order to share learning across communities and localities to promote maximum impact.</li> <li>• Appropriate learning, development and resources available for volunteers and staff members to be sensitive to the needs of CYP&amp;F with issues relating to healthy lifestyles and to signpost / take action as necessary to promote prevention, earliest help and EH, including supporting culture change towards greater focus on personal responsibility, independence and resilience.</li> <li>• Further analysis is required on the current use of service users of EH with issues in relation to healthy lifestyles (including at a local level) to further</li> </ul>
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				<p>understand potential impact.</p> <ul style="list-style-type: none"> <li>Continued commitment, communication and support by SCC to working with partners locally to support the partnership-led PBA, to promote effective prevention and earliest help together.</li> </ul>
<p><b>Accidents and Falls Prevention</b> Does the proposal reduce or increase the risk of: falls in older people, childhood accidents, road accidents, or workplace accidents?</p>	N/A	N/A	N/A	N/A
<p><b>Access to Social Care</b> Will the proposal enable people to access appropriate interventions at the right time?</p>	All CYP&F (including those with earliest help, early help and specialist support needs)	<ul style="list-style-type: none"> <li>Community capacity building and through the partnership-led PBA, the sustainability of local groups and organisations that work with CYP&amp;F to promote prevention and earliest help could be promoted.</li> <li>A key intended benefit of the Children’s and Families Transformation proposals are to promote access to appropriate interventions at the right time for all CYP&amp;F, where needs are met within their families and communities where safe</li> </ul>	<ul style="list-style-type: none"> <li>Access to Tier 3 and Tier 4 specialist support would be via a single central front door, therefore issues in accessibility to this front door (for example due to protected criteria above such as a CYP&amp;F with a sensory impairment or for CYP&amp;F whose first language is not English) may result in some access to Early Help and Social Care being negatively impacted;</li> <li>There is a risk that all volunteers and staff members do not have the necessary skills and</li> </ul>	<ul style="list-style-type: none"> <li>Engage with CYP&amp;F and groups that represent CYP&amp;F to understand any potential barriers to access of the central front door and monitor accessibility in order address any identified disadvantage or under / over-representation (as relevant).</li> <li>Promote access to the central front door to Tier 3 and Tier 4 across partners and with CYP&amp;F to ensure accessibility.</li> <li>Engagement with CYP&amp;F on the design and implementation of digital solutions, access and support, as appropriate;</li> <li>As part of local asset mapping, gather an understanding and</li> </ul>

		<p>to do so, reducing the need for higher cost interventions.</p> <ul style="list-style-type: none"> <li>• The proposals are intended to improve the outcomes of all CYP and their family members such as by addressing root causes at the earliest point and early identification.</li> <li>• Locality and countywide commissioning (including in partnership with others as appropriate) will use intelligence to understand population's need, the wider environment and evidence base to enable appropriate interventions and prevent issues presenting in the future;</li> <li>• CYP&amp;F who would benefit from long term restorative intervention (limited level of support to sustain themselves in the community) would be identified and supported appropriately, aiming to promote positive outcomes and reduce repeated</li> </ul>	<p>awareness to identify and take appropriate action in relation to variety of needs and root causes across CYP&amp;F to prevent needs escalating, deliver earliest help and EH.</p> <ul style="list-style-type: none"> <li>• There is a risk that specialist adult provision to address support families through the Child and Family Hub may not be in place or be insufficient capacity to meet potential demand if capacity not secured.</li> <li>• The successful implementation of the proposal is closely linked to the success of the partnership-led PBA, therefore issues in relation to PBA may reduce the positive impact of the proposals.</li> </ul>	<p>strengthen links with and between any relevant community groups and organisations;</p> <ul style="list-style-type: none"> <li>• Engagement with leaders and representatives from relevant adult services on the proposals, co-development of Integrated Child and Family Hubs in order for an effective integrated hub model to be implemented and capacity secured.</li> <li>• An intelligence function includes insight (including trends) relevant to CYP&amp;F at the cusp of care, repeated referrals to statutory services and further insight to support proactive support which reduces the need for statutory services and understands the needs and outcomes of CYP&amp;F.</li> <li>• Monitor the impact of the proposals on the access and outcomes for CYP&amp;F (including those that have accessed the statutory services), to address any identified disadvantage or under / over-representation (as relevant).</li> <li>• Appropriate learning, development and resources available for volunteers and staff members across the partnership-led PBA, Integrated Child and Family Hub,</li> </ul>
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		<p>statutory interventions.</p> <ul style="list-style-type: none"> <li>The proposals aim to support those CYP&amp;F at the cusp of statutory services in order to reduce the number of CYP entering the statutory system;</li> </ul>		<p>commissioning and front doors.</p> <ul style="list-style-type: none"> <li>Continued commitment, communication and support by SCC to working with partners locally to support the partnership-led PBA, to promote effective prevention and earliest help together.</li> </ul>
<p><b>Independent Living</b> Will the proposal impact on people’s ability to live independently in their own home, with care and support from family, friends, and the community?</p>	<p>All CYP&amp;F</p>	<ul style="list-style-type: none"> <li>The proposals are intended to improve the outcomes of all CYP and their family members such as promotion of personal responsibility, resilience and healthy lifestyles and addressing root causes at the earliest point, with CYP&amp;F being supported within their families and communities first where safe to do so.</li> <li>Locally based commissioning, through effective use of intelligence, could promote prevention and earliest help provision that promotes independent living, such as through support by the local community.</li> <li>Community capacity building and through the partnership-led PBA, the</li> </ul>	<ul style="list-style-type: none"> <li>Limited engagement with groups and organisations that work with CYP&amp;F in communities may limit the success of the partnership-led PBA to meet the needs of local populations;</li> <li>There is a risk that all volunteers and staff members do not have the necessary skills and awareness to promote independent living (for example awareness of local assets to meet needs) in order to prevent needs escalating, deliver earliest help and EH.</li> <li>There is a risk that specialist adult provision to support independent living with care and support is not available or has limited capacity within the Children and Families Hub, if sufficient capacity is not secured.</li> </ul>	<ul style="list-style-type: none"> <li>Engagement with leaders and representatives from relevant adult services on the proposals, co-development of Integrated Child and Family Hubs to promote independent living.</li> <li>As part of local asset mapping, gather an understanding and strengthen links with and between any relevant community groups and organisations that could enable care and support within the family and community;</li> <li>Recognition and promotion of positive prevention and earliest help cases in relation to promoting people’s ability to live independently, with care and support from their family and community in order to share learning across communities and localities to promote maximum impact.</li> <li>Appropriate learning, development and resources available for volunteers and staff members on promoting</li> </ul>

		<p>sustainability of local groups and organisations that work with CYP&amp;F to promote independent living and support within the family and community could be promoted.</p> <ul style="list-style-type: none"> <li>• Community Capacity Workers and Community Network volunteers could promote increased prevention and earliest help support within the community for CYP&amp;F, thereby improving independent living and outcomes.</li> <li>• Digital solutions for IAG and local front doors could promote support for CYP&amp;F within their communities.</li> <li>• CYP&amp;F who would benefit from long term restorative intervention (limited level of support to sustain themselves in the community) would be identified and supported appropriately, thereby promoting CYP to be supported within their family and community.</li> </ul>	<ul style="list-style-type: none"> <li>• The successful implementation of the proposal is closely linked to the success of the partnership-led PBA, therefore issues in relation to PBA may reduce the positive impact of the proposals.</li> </ul>	<p>independent living.</p> <ul style="list-style-type: none"> <li>• Continued commitment, communication and support by SCC to working with partners locally to support the partnership-led PBA, to promote effective prevention and earliest help together.</li> <li>• Engagement with CYP&amp;F on the design and implementation of digital solutions, access and support, as appropriate;</li> </ul>
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		<ul style="list-style-type: none"> <li>• The proposals aim to support those CYP&amp;F at the cusp of statutory services in order to reduce the number of CYP entering the statutory system therefore promoting care and support within the family and community.</li> </ul>		
<p><b>Safeguarding</b> Will the proposal ensure effective safeguarding for the most vulnerable in our communities?</p>	<p>Vulnerable CYP</p>	<ul style="list-style-type: none"> <li>• The proposals are intended to improve the outcomes of CYP&amp;F thereby reducing the need for access to statutory services, including safeguarding concerns or issues.</li> <li>• CYP&amp;F who would benefit from long term restorative intervention (limited level of support to sustain themselves in the community) would be identified and supported appropriately, to promote effective safeguarding of CYP.</li> <li>• The proposals aim to support those CYP&amp;F at the cusp of statutory services in order to reduce the number of CYP entering the statutory system</li> </ul>	<ul style="list-style-type: none"> <li>• Limited engagement with groups and organisations that work with CYP&amp;F in communities may limit the success of the partnership-led PBA to meet the needs of local populations.</li> <li>• There is a risk that all volunteers and staff members do not have the necessary skills and awareness to promote effective safeguarding of CYP.</li> <li>• There is a risk that specialist adult provision to support independent living with care and support is not available or has limited capacity within the Children and Families Hub, if sufficient capacity is not secured.</li> <li>• The successful</li> </ul>	<ul style="list-style-type: none"> <li>• Engagement with leaders and representatives from relevant adult services on the proposals, co-development of Integrated Child and Family Hubs to promote independent living.</li> <li>• Appropriate learning, development and resources available for volunteers and staff members on promoting safeguarding of CYP building on existing learning and development if/as necessary (for example linking with the SSCB on relevant safeguarding training if additional learning and development needs identified as the proposals develop).</li> <li>• Continued commitment, communication and support by SCC to working with partners locally to support the partnership-led PBA, to promote effective prevention</li> </ul>

		<p>therefore promoting the safety and wellbeing of CYP.</p> <ul style="list-style-type: none"> <li>• The Child and Family Hub (with a continuum between EH-CiN-CP) aims to promote safeguarding of CYP by enabling effective 'slide' down and 'slide' up between EH and CiN/CP.</li> <li>• Locally based and strategic commissioning can support the through effective use of intelligence to commission provision as necessary to prevent CYP&amp;F entering the statutory services safely and safeguarding of the most vulnerable CYP.</li> <li>• Community capacity building and through the partnership-led PBA, the sustainability of local groups and organisations that work with CYP&amp;F to promote safeguarding of CYP.</li> <li>• Access to specialist support within the Children and Families Hub (such as in relation to the toxic trio) would</li> </ul>	<p>implementation of the proposal is closely linked to the success of the partnership-led PBA, therefore issues in relation to PBA may reduce the positive impact of the proposals.</p>	<p>and earliest help together.</p> <ul style="list-style-type: none"> <li>• Engagement with CYP&amp;F on the design and implementation of digital solutions, access and support, as appropriate;</li> <li>• An intelligence function includes insight (including trends) relevant to CYP&amp;F at the cusp of care, repeated referrals to statutory services and further insight to support safeguarding of CYP.</li> <li>• Monitor the impact of the proposals on the access and outcomes for CYP&amp;F in relation to safeguarding, to address any identified disadvantage or under / over-representation (as relevant).</li> </ul>
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		promote support the effective safeguarding of CYP in the family and positive outcomes.		
<b>Evidence Base: (Evidence used/ likelihood/ size of impact)</b>				
Key evidence to support the above impact assessment (in addition to evidence previously cited in the PSED section) is available online via:				
<ul style="list-style-type: none"> <li>Childhood Obesity: Briefing Note, February 2015 <a href="https://www.staffordshireobservatory.org.uk/documents/Updates/Childhood-Obesity-briefing-February-2015.pdf">https://www.staffordshireobservatory.org.uk/documents/Updates/Childhood-Obesity-briefing-February-2015.pdf</a></li> <li>Healthy Life Expectancy: Briefing Note, March 2016 <a href="https://www.staffordshireobservatory.org.uk/documents/Updates/Healthy-Life-Expectancy-HLE-March-2016.pdf">https://www.staffordshireobservatory.org.uk/documents/Updates/Healthy-Life-Expectancy-HLE-March-2016.pdf</a></li> <li>Infant and Perinatal Mortality: Briefing Note, June 2016 <a href="https://www.staffordshireobservatory.org.uk/documents/Updates/Infant-Mortality-Briefing-Note-June-2016.pdf">https://www.staffordshireobservatory.org.uk/documents/Updates/Infant-Mortality-Briefing-Note-June-2016.pdf</a></li> <li>Sexual Health and Wellbeing, April 2014 <a href="https://www.staffordshireobservatory.org.uk/documents/Health/Sexual-Health-NA/Staffordshire-Sexual-Health-and-Wellbeing-Needs-Assessment-April-2014.pdf">https://www.staffordshireobservatory.org.uk/documents/Health/Sexual-Health-NA/Staffordshire-Sexual-Health-and-Wellbeing-Needs-Assessment-April-2014.pdf</a></li> <li>Staffordshire and Stoke-on-Trent: Focus on Healthy Lifestyles – Diabetes Prevention, November 2015 <a href="https://www.staffordshireobservatory.org.uk/documents/Health/JSNA/2016/Focus-on-Healthy-Lifestyles-Diabetes-Prevention-November-2015.pdf">https://www.staffordshireobservatory.org.uk/documents/Health/JSNA/2016/Focus-on-Healthy-Lifestyles-Diabetes-Prevention-November-2015.pdf</a></li> <li>Young People and Risk: Understanding Attitudes, Perceptions and Behaviours (Survey Report), February 2016 <a href="https://www.staffordshireobservatory.org.uk/documents/Public-Voice/Young-People-and-Risk-Understanding-Attitudes-Perceptions-and-Behaviours-FINAL-MAY16.pdf">https://www.staffordshireobservatory.org.uk/documents/Public-Voice/Young-People-and-Risk-Understanding-Attitudes-Perceptions-and-Behaviours-FINAL-MAY16.pdf</a></li> </ul>				
The overall likelihood of the benefits being achieved is high, subject to the necessary mitigations being undertaken in partnership with all relevant stakeholders, monitored and actions adapted as necessary to minimise or resolve potential risks.				
The overall potential size of the impact is positive across all CYP&F in Staffordshire, though again is subject to the necessary mitigations being undertaken in partnership with all relevant stakeholders, monitored and actions adapted as necessary to minimise or resolve potential risks.				
Please note, additional CIAs may be required for detailed analysis of the above potential impacts for specific projects which form part of the wider transformation programme, as deemed necessary at a local and/or county footprint. The mitigations and recommendations to be turned				

into SMART actions forming part of future delivery plans, as appropriate.

## Economy – Use this section to determine how the proposal will impact on the economy of Staffordshire and the income of residents.

Category Area (Areas highlighted are suggestions only and there may be other impacts in these categories)	Which groups will be affected	Benefits	Risks	Mitigations / Recommendations
<b>Economic Growth</b> Will the proposal promote the county as a “go to” location for business, and make it easy for businesses to start up, innovate and expand?	N/A	N/A	N/A	N/A
<b>Poverty and Income</b> Will the proposal have an impact on income? Will it reduce the gap between high and low earners?	CYP&F	<ul style="list-style-type: none"> <li>• Taking a whole family, key worker approach to EH and CiN interventions could provide IAG and support to CYP and/or their family members in relation to income and addressing poverty as a root cause of parental issues and impacts on CYP;</li> <li>• Community capacity and the partnership-led</li> </ul>	<ul style="list-style-type: none"> <li>• Limited engagement with groups and organisations that work with CYP&amp;F living in poverty or with issues in relation to income may limit the success of the partnership-led PBA to meet the needs of local populations;</li> <li>• There is a risk that all volunteers and staff members do not have the necessary skills and</li> </ul>	<ul style="list-style-type: none"> <li>• Further engagement and evidence gathering is required to understand and consider this potential impact further.</li> <li>• Engagement with leaders and representatives from relevant adult services on the proposals, co-development of Integrated Child and Family Hubs in order for issues in relation to poverty and income to be addressed;</li> <li>• Engagement with CYP&amp;F in areas of deprivation on the</li> </ul>

		<p>PBA may support local initiatives to support CYP&amp;F living in poverty, thereby promoting positive outcomes for CYP&amp;F in local communities.</p> <ul style="list-style-type: none"> <li>• Community capacity building and through the partnership-led PBA, the sustainability of local groups and organisations that work with CYP&amp;F to promote positive outcomes in relation to poverty and income, could be promoted.</li> <li>• Access to specialist support within the Child and Family Hub could promote integrated working and positive outcomes in relation to poverty and income.</li> </ul>	<p>awareness to identify and take appropriate action in relation to meeting the needs of CYP&amp;F living in poverty or with income issues to prevent needs escalating, deliver earliest help and EH.</p> <ul style="list-style-type: none"> <li>• There is a risk that specialist support in relation to poverty and income is not available, subject to capacity.</li> <li>• Some localities have higher levels of deprivation and therefore there may be additional pressures to local provision to support these needs.</li> <li>• CYP&amp;F with issues in relation to poverty or income may not wish to engage with Earliest Help or Early Help, e.g. disclosing information or engaging with provision, which may result in issues escalating and requiring specialist input.</li> <li>• The successful implementation of the proposal is closely linked to the success of</li> </ul>	<p>design and implementation of digital solutions, access and support, as appropriate;</p> <ul style="list-style-type: none"> <li>• As part of local asset mapping, gather an understanding and strengthen links with and between any relevant community groups and organisations;</li> <li>• Engagement with any local groups to promote effective prevention and early help for CYP&amp;F with issues in relation to poverty or income to understand potential additional capacity building needs;</li> <li>• An intelligence function includes insight (including trends) relevant to CYP&amp;F living in poverty or with issues in relation to income to enable effective partnership-led PBA, commissioning and delivery;</li> <li>• Monitor the impact of the proposals on the access and outcomes for CYP&amp;F living in poverty or with issues in relation to income and adapt plans as necessary based on findings, to address any identified disadvantage or under / over-representation (as relevant).</li> <li>• Recognition and promotion of positive prevention and earliest help cases in relation to</li> </ul>
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			<p>the partnership-led PBA, therefore issues in relation to PBA may reduce the positive impact of the proposals.</p>	<p>poverty and income, in order to share learning across communities and localities to promote maximum impact.</p> <ul style="list-style-type: none"> <li>• Appropriate learning, development and resources available for volunteers and staff members to be sensitive to the needs of CYP&amp;F with issues in relation to poverty and income and to signpost / take action as necessary to promote prevention, earliest help and Early Help.</li> <li>• Continued commitment, communication and support by SCC to working with partners locally to support the partnership-led PBA, to promote effective prevention and earliest help together.</li> </ul>
<p><b>Workplace Health and Environments</b> Will the proposal impact on working conditions and the health of Staffordshire’s workforce?</p>	<p>People, groups and organisations that work with CYP&amp;F (volunteers and employees)</p>	<ul style="list-style-type: none"> <li>• The proposals aim to build stronger partnerships across the Children’s workforce (public, private and voluntary), which will also promote positive outcomes for CYP&amp;F and can support a positive, collaborative working environment.</li> <li>• Recognition of the role of community leaders, volunteers and the valuable contribution</li> </ul>	<ul style="list-style-type: none"> <li>• Risk that community capacity building and collaboration between partners is not sufficient to not have a positive impact on workplace health and environment.</li> <li>• Risk that there may not be an appetite or other challenges that may prevent the potential benefits for workplace health and environments in the children and families</li> </ul>	<ul style="list-style-type: none"> <li>• Further engagement and evidence gathering is required to understand and consider this potential impact further.</li> <li>• Consideration could be recommended to local partnership groups leading the PBA in localities on the potential impact of the PBA on this category and local action plans adapted accordingly.</li> <li>• Continued commitment, communication and support by SCC to working with partners locally to support the</li> </ul>

		<p>they make to the children and families system may also improve morale across the wider workforce.</p>	<p>system.</p> <ul style="list-style-type: none"> <li>The successful implementation of the proposal is closely linked to the success of the partnership-led PBA, therefore issues in relation to PBA may reduce the positive impact of the proposals.</li> </ul>	<p>partnership-led PBA and community capacity building, to promote collaboration.</p> <ul style="list-style-type: none"> <li>As part of local asset mapping, gather an understanding and strengthen links with and between any relevant community groups and organisations.</li> </ul>
<p><b>Access to jobs/ Good quality jobs</b> Will the proposal create the right conditions for increased employment in more and better jobs?</p>	<p>Adult Family Members</p>	<ul style="list-style-type: none"> <li>Taking a whole family, key worker approach to EH and CiN interventions could provide IAG and support to family members in relation to accessing employment and training, addressing root causes of poverty and financial stress which can impact on CYP;;;</li> <li>Community capacity and the partnership-led PBA may support local initiatives to adult family members in accessing employment and training, thereby promoting positive outcomes for CYP&amp;F in local communities.</li> <li>Community capacity building and through the partnership-led PBA, the sustainability of local</li> </ul>	<ul style="list-style-type: none"> <li>Limited engagement with groups and organisations that work with adult family members on access to employment and training may limit the success of the partnership-led PBA to meet the needs of local populations;</li> <li>There is a risk that all volunteers and staff members do not have the necessary skills and awareness to identify and take appropriate action in relation to meeting the needs of family members with issues in relation to employment or skills to prevent needs escalating, deliver earliest help and EH.</li> <li>There is a risk that</li> </ul>	<ul style="list-style-type: none"> <li>Further engagement and evidence gathering is required to understand and consider this potential impact further.</li> <li>Engagement with leaders and representatives from relevant adult services on the proposals, co-development of Integrated Child and Family Hubs in order for issues in relation to employment and skills to be addressed;</li> <li>Engagement with families with issues in relation to employment and skills on the design and implementation of digital solutions, access and support, as appropriate;</li> <li>As part of local asset mapping, gather an understanding and strengthen links with and between any relevant community groups and organisations;</li> <li>Engagement with any local</li> </ul>

		<p>groups and organisations that work with adult family members on access to employment and training, could be promoted.</p> <ul style="list-style-type: none"> <li>• Access to specialist support within the Child and Family Hub could promote integrated working and positive outcomes in relation to employment and training.</li> </ul>	<p>specialist support in relation to employment and skills is not available, subject to capacity.</p> <ul style="list-style-type: none"> <li>• Some localities have higher levels of issues in relation to unemployment and skills therefore there may be additional pressures to local provision to support these needs.</li> <li>• Family members with issues in relation to employment or skills may not wish to engage with Earliest Help or Early Help, e.g. disclosing information or engaging with provision, which may result in issues escalating and requiring specialist input.</li> <li>• The successful implementation of the proposal is closely linked to the success of the partnership-led PBA, therefore issues in relation to PBA may reduce the positive impact of the proposals.</li> </ul>	<p>groups to promote effective prevention and early help for CYP&amp;F with issues in relation to employment and skills to understand potential additional capacity building needs;</p> <ul style="list-style-type: none"> <li>• An intelligence function includes insight (including trends) relevant to employment and skills to enable effective partnership-led PBA, commissioning and delivery;</li> <li>• Monitor the impact of the proposals on the access and outcomes for families with issues in relation to employment or skills and adapt plans as necessary based on findings, to address any identified disadvantage or under / over-representation (as relevant).</li> <li>• Recognition and promotion of positive prevention and earliest help cases in relation to employment and skills, in order to share learning across communities and localities to promote maximum impact.</li> <li>• Appropriate learning, development and resources available for volunteers and staff members to be sensitive to the needs of families with issues in relation to employment and skills and to</li> </ul>
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				<p>signpost / take action as necessary to promote prevention, earliest help and Early Help.</p> <ul style="list-style-type: none"> <li>Continued commitment, communication and support by SCC to working with partners locally to support the partnership-led PBA, to promote effective prevention and earliest help together.</li> </ul>
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**Evidence Base: (Evidence used/ likelihood/ size of impact)**

Key evidence to support the above impact assessment (in addition to evidence previously cited in the PSED section) is available online via:

- Staffordshire Rural Economy Evidence Base, July 2015  
<https://www.staffordshire.gov.uk/environment/eLand/rural-development-team/Staffordshire-Rural-Economy-Evidence-Base.pdf>
- Summary of Child Poverty in Staffordshire, 2015  
<https://www.staffordshireobservatory.org.uk/documents/ChildrenandYoungPeople/ChildPoverty/summaryofchildpovertyinstaffordshire2015v2.pdf>
- Unemployment Briefing, March 2017  
<https://www.staffordshireobservatory.org.uk/documents/Economy/Unemployment/Unemployment-Briefing-Note---March-2017.pdf>

The overall likelihood of the benefits being achieved is high, subject to the necessary mitigations being undertaken in partnership with all relevant stakeholders, monitored and actions adapted as necessary to minimise or resolve potential risks.

The overall potential size of the impact is positive for CYP&F in Staffordshire, again is subject to the necessary mitigations being undertaken in partnership with all relevant stakeholders, monitored and actions adapted as necessary to minimise or resolve potential risks.

Please note, additional CIAs may be required for detailed analysis of the above potential impacts for specific projects which form part of the wider transformation programme, as deemed necessary at a local and/or county footprint. The mitigations and recommendations to be turned into SMART actions forming part of future delivery plans, as appropriate.



**Environment** – Use this section to identify the impact of the proposal on the physical environment. How does the proposal support the utilisation and maintenance of Staffordshire’s built and natural environments, thereby improving health and wellbeing and strengthening community assets?

<b>Category Area</b> (Areas highlighted are suggestions only and there may be other impacts in these categories)	<b>Which groups will be affected</b>	<b>Benefits</b>	<b>Risks</b>	<b>Mitigations / Recommendations</b>
<b>Built Environment/ Land Use</b> Will the proposal impact on the built environment and land use?	All CYP&F  Voluntary, community and social enterprise organisations and other partners working with CYP&F	<ul style="list-style-type: none"> <li>Potentially through community capacity building and the partnership-led PBA there may be greater use and sharing of local built environment assets, such as community centres by CYP&amp;F, groups and communities and other partners.</li> </ul>	<ul style="list-style-type: none"> <li>Risk that community capacity building and collaboration between partners is not sufficient to not have a positive impact on the use of built environment.</li> </ul>	<ul style="list-style-type: none"> <li>Further engagement and evidence gathering is required to understand and consider this potential impact further.</li> <li>As part of local asset mapping, gather an understanding and strengthen links with and between any relevant community groups and organisations.</li> </ul>
<b>Rural Environment</b> Will the proposal impact on the rural natural environment or on access to open spaces?	All CYP&F  Voluntary, community and social enterprise organisations and other partners working with CYP&F	<ul style="list-style-type: none"> <li>Potentially through community capacity building and the partnership-led PBA there may be greater use of local assets such as parks, play areas, conservation areas and other rural environments by CYP&amp;F, groups and communities.</li> </ul>	<ul style="list-style-type: none"> <li>Risk that community capacity building and collaboration between partners is not sufficient to not have a positive impact on the use of the rural environment.</li> </ul>	<ul style="list-style-type: none"> <li>Further engagement and evidence gathering is required to understand and consider this potential impact further.</li> <li>As part of local asset mapping, gather an understanding and strengthen links with and between any relevant community groups and organisations.</li> </ul>
<b>Air, Water and Land</b>	N/A	N/A	N/A	N/A

Appendix C

<p><b>Quality</b> Will the proposal affect air quality (e.g. vehicle, industrial or domestic emissions), drinking water quality or land quality (e.g. contamination)?</p>				
<p><b>Waste and Recycling</b> Will the proposal affect waste (e.g. disposal) and recycling?</p>	<p>Voluntary, community and social enterprise organisations and other partners working with CYP&amp;F</p>	<ul style="list-style-type: none"> <li>• Potentially through community capacity building, the partnership-led PBA and promoting the best use of total shared resources, there may be increased recycling and reuse of items for CYP&amp;F and community use between partners.</li> </ul>	<ul style="list-style-type: none"> <li>• Risk that community capacity building and collaboration between partners is not sufficient to not have a positive impact on recycling and/or reusing resources, as appropriate.</li> </ul>	<ul style="list-style-type: none"> <li>• Further engagement and evidence gathering is required to understand and consider this potential positive impact further.</li> </ul>
<p><b>Agriculture and Food Production</b> Will the proposal affect the production of healthy, affordable and culturally acceptable food?</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>
<p><b>Transport</b> Will the proposal affect the ability of people/ communities/ business to travel? Will the proposal impact on walking/ cycling opportunities?</p>	<p>All CYP&amp;F  Voluntary, community and social enterprise organisations and other partners working with</p>	<ul style="list-style-type: none"> <li>• Potentially through community capacity building and the partnership-led PBA and promoting greater access to support within local communities there may be a reduced requirement to travel further distances to access support.</li> </ul>	<ul style="list-style-type: none"> <li>• Risk that community capacity building and collaboration between partners is not sufficient to not have a positive impact on the need to travel further to access support outside of the local community.</li> <li>• Risk that CYP&amp;F in rural</li> </ul>	<ul style="list-style-type: none"> <li>• Further engagement and evidence gathering is required to understand and consider this potential impact further.</li> <li>• Consideration could be recommended to local partnership groups leading the PBA in localities on the potential impact of the PBA on this category and local action</li> </ul>



Appendix C

	CYP&F		communities may not benefit on potential reduced travel to access support within their local communities as others.	<p>plans are adapted accordingly.</p> <ul style="list-style-type: none"> <li>• Link with the SCC Rural Development Team on potential opportunities to support the community capacity building and partnership-led PBA within rural communities.</li> <li>• Consideration given to CYP&amp;F and groups in rural settings when developing community capacity (such as by the Community Capacity Workers) and share learning between areas.</li> <li>• Continued commitment, communication and support by SCC to working with partners locally to support the partnership-led PBA and community capacity building, to promote collaboration.</li> <li>• As part of local asset mapping, gather an understanding and strengthen links with and between any relevant community groups and organisations.</li> </ul>
<p><b>Noise</b> Will the proposal cause disruptive noise?</p>	N/A	N/A	N/A	N/A

**Evidence Base: (Evidence used/ likelihood/ size of impact)**

Key evidence to support the above impact assessment (in addition to evidence previously cited in the PSED section) is available online via:

- Variety of online resources highlighting local community assets that can include assets within the built or rural environment (such as parks and play areas) are available from District and Borough Council websites (such as: <http://www.staffordbc.gov.uk/leisure>)
- Staffordshire Waste Partnership, 2013 Refresh of the Joint Municipal Waste Management Strategy (highlighting importance of reuse) <https://www.staffordshire.gov.uk/environment/rubbishwasteandrecycling/wastestrategy/2013-Refresh-Headline-Strategy.pdf>

The overall likelihood of the benefits being achieved is medium as further evidence is required to understand the potential impact further and the potential benefits rely on effective community capacity building and partnership-led PBA. Benefits are subject to the necessary mitigations being undertaken in partnership with all relevant stakeholders, monitored and actions adapted as necessary to minimise or resolve potential risks.

The overall potential size of the impact is medium again as further evidence is required to understand the potential impact further. This again is subject to the necessary mitigations being undertaken in partnership with all relevant stakeholders, monitored and actions adapted as necessary to minimise or resolve potential risks.

Please note, additional CIAs may be required for detailed analysis of the above potential impacts for specific projects which form part of the wider transformation programme, as deemed necessary at a local and/or county footprint. The mitigations and recommendations to be turned into SMART actions forming part of future delivery plans, as appropriate.

The overall likelihood of the benefits being achieved is medium as further evidence is required to understand the potential impact further and the potential benefits rely on effective community capacity building and partnership-led PBA. Benefits are subject to the necessary mitigations being undertaken in partnership with all relevant stakeholders, monitored and actions adapted as necessary to minimise or resolve potential risks.

The overall potential size of the impact is medium again as further evidence is required to understand the potential impact further. This again is subject to the necessary mitigations being undertaken in partnership with all relevant stakeholders, monitored and actions adapted as necessary to minimise or resolve potential risks.

Please note, additional CIAs may be required for detailed analysis of the above potential impacts for specific projects which form part of the wider transformation programme, as deemed necessary at a local and/or county footprint. The mitigations and recommendations to be turned into SMART actions forming part of future delivery plans, as appropriate.

**Localities / Communities** – Use this section to identify the impact of the proposal on communities. How will the proposal strengthen community capacity to create safer and stronger communities? It is important to recognise the different localities and communities your proposal may impact upon, and identify any communities that could be more adversely impacted than others. District Commissioning Leads (DCL's) have a great deal of knowledge about their relevant locality and they must be engaged with as part of your Project Team at an early stage of the process.

<b>Category Area</b> (Areas highlighted are suggestions only and there may be other impacts in these categories)	<b>Which groups will be affected</b>	<b>Benefits</b>	<b>Risks</b>	<b>Mitigations / Recommendations</b>
<b>Community Development/ Capacity</b> Will the proposal affect opportunities to work with communities and strengthen or reduce community capacity?	All Staffordshire communities	<ul style="list-style-type: none"> <li>The proposals are intended to improve the outcomes of all CYP and their family members including through effective community capacity, partnership-led PBA, Community Capacity Workers and Community Network volunteers.</li> <li>Locally based commissioning, through effective use of intelligence, could</li> </ul>	<ul style="list-style-type: none"> <li>Limited engagement with groups and organisations that work with CYP&amp;F in communities may limit the success of the partnership-led PBA to meet the needs of local populations;</li> <li>There is a risk that all volunteers and staff members do not have the necessary skills and awareness to promote the use of local assets within the community</li> </ul>	<ul style="list-style-type: none"> <li>As part of local asset mapping, gather an understanding and strengthen links with and between any relevant community groups and organisations that support CYP&amp;F.</li> <li>Recognition and promotion of positive prevention and earliest help cases in relation to strengthening community capacity in order to share learning across communities and localities to promote maximum impact.</li> </ul>

		<p>strengthen communities' capacity.</p> <ul style="list-style-type: none"> <li>• Community capacity building and through the partnership-led PBA, the sustainability of local groups and organisations that work with CYP&amp;F could be promoted.</li> <li>• Community Capacity Workers and Community Network volunteers could promote increased prevention and earliest help support within the community for CYP&amp;F, thereby improving outcomes.</li> <li>• Digital solutions for IAG and local front doors could promote support for CYP&amp;F within their communities.</li> </ul>	<p>(such as signposting to other groups or provision), in order to prevent needs escalating, deliver earliest help and EH.</p> <ul style="list-style-type: none"> <li>• The successful implementation of the proposal is closely linked to the success of the partnership-led PBA, therefore issues in relation to PBA may reduce the positive impact of the proposals.</li> <li>• The needs of communities to support capacity building and the partnership-led PBA may vary, therefore there is a risk that not adapting to the needs of communities may not strengthen the capacity to the full potential.</li> </ul>	<ul style="list-style-type: none"> <li>• Appropriate learning, development and resources available for volunteers and staff members on available local assets.</li> <li>• Continued commitment, communication and support by SCC to working with partners locally to support the partnership-led PBA, to promote effective prevention and earliest help together.</li> <li>• Engagement with representatives from communities in order to understand potential specific needs alongside the use of relevant intelligence (such as local profiles).</li> </ul>
<p><b>Crime/ Community Safety</b> Will the proposal support a joint approach to responding to crime and addressing the causes of crime?</p>	<p>CYP&amp;F in Staffordshire (including those at risk of crime, ex-offenders, victims of crime)</p> <p>Groups that work with</p>	<ul style="list-style-type: none"> <li>• The proposals are intended to improve the outcomes of all CYP&amp;F and communities, including prevention of issues and earliest help (which could include risk factors related to safety and crime).</li> <li>• Locally based commissioning and</li> </ul>	<ul style="list-style-type: none"> <li>• Limited engagement with groups and organisations that work with CYP&amp;F in communities may limit the success of the partnership-led PBA to meet the needs of local populations and prevent and respond to crime and community safety.</li> <li>• There is a risk that all</li> </ul>	<ul style="list-style-type: none"> <li>• As part of local asset mapping, gather an understanding and strengthen links with and between any relevant community groups and organisations that support CYP&amp;F.</li> <li>• Recognition and promotion of positive prevention and earliest help cases in relation to preventing, responding to and</li> </ul>

	<p>CYP&amp;F and communities to prevent crime and/or promote community safety, work with victims and/or perpetrators of crime and communities in relation to prevention</p>	<p>strategic commissioning, through effective use of intelligence, could strengthen the joint approach to prevent, respond and address the causes of crime.</p> <ul style="list-style-type: none"> <li>• Community capacity building and through the partnership-led PBA, the sustainability of local groups and organisations that work with CYP&amp;F and communities in relation to crime prevention, response and community safety may be promoted.</li> <li>• Digital solutions for IAG and local front doors could support prevention and earliest help in relation to crime and community safety.</li> <li>• CYP&amp;F who would benefit from long term restorative intervention (limited level of support to sustain themselves in the community) would be identified and supported appropriately, to promote effective safeguarding of CYP and thereby promoting safety and wellbeing.</li> </ul>	<p>volunteers and staff members do not have the necessary skills and awareness to promote the use of local assets within the community (such as signposting to other groups or provision), in order to prevent crime, respond and address the causes of crime and promote community safety.</p> <ul style="list-style-type: none"> <li>• The successful implementation of the proposal is closely linked to the success of the partnership-led PBA, therefore issues in relation to PBA may reduce the positive impact of the proposals.</li> <li>• The needs of communities to support capacity building and the partnership-led PBA may vary, therefore there is a risk that not adapting to the needs of communities may not strengthen the capacity to the full potential and therefore may not prevent and respond to crime and community safety to the potential.</li> </ul>	<p>addressing crime and community safety in order to share learning across communities and localities to promote maximum impact.</p> <ul style="list-style-type: none"> <li>• Appropriate learning, development and resources available for volunteers and staff members on crime and community safety to promote prevention, earliest help and EH.</li> <li>• Continued commitment, communication and support by SCC to working with partners locally to support the partnership-led PBA, to promote effective prevention and earliest help together.</li> <li>• Engagement with representatives from communities in order to understand potential specific needs alongside the use of relevant intelligence (such as local profiles).</li> </ul>
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		<ul style="list-style-type: none"> <li>• The proposals aim to support those CYP&amp;F at the cusp of statutory services in order to reduce the number of CYP entering the statutory system therefore promoting the safety and wellbeing of CYP.</li> <li>• The Child and Family Hub (with a continuum between EH-CiN-CP) aims to promote safeguarding of CYP by enabling effective 'slide' down and 'slide' up between EH and CiN/CP.</li> <li>• A holistic, integrated approach could promote effective support for those families where the 'toxic trio' is present (i.e. mental health, domestic abuse and substance misuse)</li> </ul>		
<p><b>Educational Attainment and Training</b>                  Will the proposal support school improvement and help to provide access to a good education?                  Will the proposal support the improved supply of skills to employers and the employability of</p>	<p>CYP&amp;F in Staffordshire                  People, groups and organisations that work with CYP&amp;F (volunteers and employees)</p>	<ul style="list-style-type: none"> <li>• The proposals aim to promote positive outcomes for all CYP&amp;F in Staffordshire by addressing root causes of issues, including in relation to education (such as absence) through community capacity building, the partnership-led PBA,</li> </ul>	<ul style="list-style-type: none"> <li>• Limited engagement with groups and organisations that work with CYP&amp;F on access to learning and training opportunities may limit the success of the partnership-led PBA to meet the needs of local populations;</li> <li>• There is a risk that all volunteers and staff</li> </ul>	<ul style="list-style-type: none"> <li>• Further engagement and evidence gathering is required to understand and consider this potential impact further.</li> <li>• Engagement with leaders and representatives from relevant adult services on the proposals, co-development of Integrated Child and Family Hubs in order for issues in relation to education and skills to be</li> </ul>

<p>residents?</p>	<p>and potential volunteers and employees</p>	<p>effective local and county commissioning and service delivery.</p> <ul style="list-style-type: none"> <li>Improving community capacity and the partnership PBA could awareness of, capacity and sustainability of groups and organisations that could support CYP&amp;F in the family and community, which may be beneficial to schools and educational establishments.</li> <li>Taking a whole family, key worker approach to EH and CiN interventions could provide IAG and support to YP and family members in relation to accessing learning and training, thereby improving outcomes and reducing the escalation of needs;</li> <li>Community capacity and the partnership-led PBA may support local initiatives to YP and adult family members in accessing learning and training, thereby promoting positive outcomes for CYP&amp;F in local communities.</li> </ul>	<p>members do not have the necessary skills and awareness to identify and take appropriate action in relation to meeting the needs of CYP&amp;F in relation to education, learning and training needs, to prevent needs escalating, deliver earliest help and EH.</p> <ul style="list-style-type: none"> <li>There is a risk that specialist support in relation to education, training and skills is not available, subject to capacity.</li> <li>Some localities have higher levels of issues in relation to education and training (for example school attendance) therefore there may be additional pressures to local provision to support these needs.</li> <li>Family members with issues in relation to learning or skills may not wish to engage with Earliest Help or Early Help, e.g. disclosing information or engaging with provision, which may result in issues escalating and requiring specialist</li> </ul>	<p>addressed;</p> <ul style="list-style-type: none"> <li>Engagement with families with issues in relation to education, training and skills on the design and implementation of digital solutions, access and support, as appropriate;</li> <li>As part of local asset mapping, gather an understanding and strengthen links with and between any relevant community groups and organisations;</li> <li>Engagement with any local groups and organisations (e.g. schools) to promote effective prevention and early help for CYP&amp;F with issues in relation to education, training and skills to understand potential additional capacity building needs;</li> <li>An intelligence function includes insight (including trends) relevant to education, training and skills to enable effective partnership-led PBA, commissioning and delivery;</li> <li>Monitor the impact of the proposals on the access and outcomes for families with issues in relation education and/or training and adapt plans as necessary based on findings, to address any identified disadvantage or under / over-representation (as</li> </ul>
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		<ul style="list-style-type: none"> <li>• Community capacity building and through the partnership-led PBA, the sustainability of local groups and organisations that work with YP and adult family members on access to learning and training, could be promoted.</li> <li>• Access to specialist support within the Child and Family Hub could promote integrated working and positive outcomes in relation to training and skills.</li> </ul>	<p>input.</p> <ul style="list-style-type: none"> <li>• The successful implementation of the proposal is closely linked to the success of the partnership-led PBA, therefore issues in relation to PBA may reduce the positive impact of the proposals.</li> </ul>	<p>relevant).</p> <ul style="list-style-type: none"> <li>• Recognition and promotion of positive prevention and earliest help cases in relation to education, training and skills, in order to share learning across communities and localities to promote maximum impact.</li> <li>• Appropriate learning, development and resources available for volunteers and staff members to be sensitive to the needs of families with issues in relation to education, training and skills and to signpost / take action as necessary to promote prevention, earliest help and Early Help.</li> <li>• Continued commitment, communication and support by SCC to working with partners locally to support the partnership-led PBA, to promote effective prevention and earliest help together.</li> </ul>
<p><b>Leisure and Culture</b> Will the proposal encourage people to participate in social and leisure activities that they enjoy?</p>	<p>All CYP&amp;F  Voluntary, community and social enterprise organisations and other partners working with</p>	<ul style="list-style-type: none"> <li>• Potentially through community capacity building and the partnership-led PBA there may be greater use of local assets in relation to social and leisure activities (such as community centres and sports clubs) by CYP&amp;F,</li> </ul>	<ul style="list-style-type: none"> <li>• Risk that community capacity building and collaboration between partners is not sufficient to not have a positive impact on the use of leisure, social and cultural activities.</li> <li>• Risk that there may not be an appetite or other</li> </ul>	<ul style="list-style-type: none"> <li>• Further engagement and evidence gathering is required to understand and consider this potential impact further.</li> <li>• Consideration could be recommended to local partnership groups leading the PBA in localities on the potential impact of the PBA on this category and local action</li> </ul>

	<p>CYP&amp;F in relation to social and leisure activities</p>	<p>groups and communities.</p> <ul style="list-style-type: none"> <li>• Potentially through community capacity building and the partnership-led PBA and promoting the best use of total shared resources, there may be increased collaboration between partners in relation to social and leisure activities (for example to maximise use of available total resources).</li> <li>• Greater access to social and leisure activities, for example through prevention and earliest help may support the health and wellbeing of CYP&amp;F (such as in relation to obesity and mental health)</li> </ul>	<p>challenges that may prevent an increased sharing of available resources between partners.</p>	<p>plans are adapted accordingly.</p> <ul style="list-style-type: none"> <li>• Continued commitment, communication and support by SCC to working with partners locally to support the partnership-led PBA and community capacity building, to promote collaboration.</li> <li>• As part of local asset mapping, gather an understanding and strengthen links with and between any relevant groups and organisations (including those that support leisure, culture and social activities).</li> </ul>
<p><b>Volunteering</b> Will the proposal impact on opportunities for volunteering?</p>	<p>CYP&amp;F in Staffordshire (including potential and current volunteers in the CYP&amp;F system)</p> <p>Individuals in communities who may want to</p>	<ul style="list-style-type: none"> <li>• Building community capacity and the partnership-led PBA could lead to further opportunities for volunteering in Staffordshire to support CYP&amp;F;</li> <li>• Promoting community capacity and the partnership-led PBA could also support existing volunteers that</li> </ul>	<ul style="list-style-type: none"> <li>• Limited engagement with groups and organisations that have or support volunteers may limit the success of the partnership-led PBA to meet the needs of local populations;</li> <li>• There is a risk that all volunteers do not have the necessary skills to provide support for CYP&amp;F with a variety of</li> </ul>	<ul style="list-style-type: none"> <li>• Further engagement and evidence gathering is required to understand and consider this potential impact further.</li> <li>• Engagement with volunteers and also leaders and representatives from groups and organisations that have or support volunteers on the proposals and developments.</li> <li>• As part of local asset mapping, gather an understanding and strengthen links with and</li> </ul>

	<p>volunteer</p> <p>Groups and organisations that work with CYP&amp;F and communities that may currently or in the future have volunteers.</p>	<p>work with CYP&amp;F, thereby promoting the sustainability of the volunteering opportunity and the group / organisation.</p> <ul style="list-style-type: none"> <li>• Taking a whole family, key worker approach to EH and CiN interventions could provide IAG and support to family members in relation to accessing volunteering opportunities, thereby improving outcomes and reducing the escalation of needs and similarly building further community capacity;</li> <li>• Community capacity and the partnership-led PBA may support local initiatives to YP and adult family members in accessing volunteering opportunities, thereby promoting positive outcomes for CYP&amp;F in local communities.</li> <li>• Locally based commissioning and strategic commissioning, through effective use of intelligence and investment in evidence based provision which is</li> </ul>	<p>earliest help needs in order to prevent needs escalating, deliver earliest help and EH.</p> <ul style="list-style-type: none"> <li>• There may not be a sufficient appetite for community members to volunteer as part of the CYP&amp;F system and/or there may be gaps in specific areas of the system (for example in relation to particular needs or issues).</li> <li>• There may also not be the appetite for groups and organisations working with CYP&amp;F to widen their volunteer base (for example if there were concerns on volunteer management or training) to support effective community capacity building and the partnership-led PBA.</li> <li>• The successful implementation of the proposal is closely linked to the success of the partnership-led PBA, therefore issues in relation to PBA may reduce the positive impact of the proposals.</li> </ul>	<p>between any relevant community groups and organisations that have or would like to have volunteers to promote community capacity and volunteering opportunities.</p> <ul style="list-style-type: none"> <li>• An intelligence function includes insight (including trends) relevant to volunteering within the CYP&amp;F system to enable effective partnership-led PBA, commissioning and delivery;</li> <li>• Monitor the impact of the proposals on volunteering in Staffordshire and adapt plans as necessary based on findings, to address any identified disadvantage or under / over-representation (as relevant).</li> <li>• Recognition and promotion of volunteering delivering positive outcomes for CYP&amp;F, in order to share learning across communities and localities to promote maximum impact.</li> <li>• Appropriate learning, development and resources available for volunteers to signpost / take action as necessary to promote prevention, earliest help and Early Help.</li> <li>• Continued commitment, communication and support by SCC to working with partners</li> </ul>
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		<p>tailored to localities needs could promote positive outcomes for CYP&amp;F.</p> <ul style="list-style-type: none"> <li>• Access to specialist support within the Child and Family Hub could promote integrated working and positive outcomes in relation to volunteering opportunities.</li> <li>• Potential for volunteers to support families in the longer term through slide down support from the Child and Family Hub.</li> </ul>		<p>locally to support the partnership-led PBA, to promote effective prevention and earliest help together.</p>
<p><b>Best Start</b> Will the proposal impact on parental support (pre or postnatally), which helps to ensure that children are school-ready and have high aspirations, utilising a positive parenting approach?</p>	<p>YP and adults expecting a baby, pregnant and following birth during the early years (0-5 years)</p> <p>Children aged 0-5</p> <p>Groups and organisations that represent, support or work with the</p>	<ul style="list-style-type: none"> <li>• The proposals are intended to improve the outcomes of CYP and their family members, including children during the early years, people that are pregnant, expecting a baby and following birth, such as teenage parents, pregnant women that have previously had a child taken into care, women at risk of domestic abuse whilst pregnant or following the birth of their child.</li> <li>• Locally based commissioning, through effective use of</li> </ul>	<ul style="list-style-type: none"> <li>• Front doors and support may not be sensitive and adaptable to the needs of people that are pregnant, expecting a baby or following birth during early years, therefore risking barriers to access and effective support.</li> <li>• Limited engagement with groups and organisations that work with and support people that are pregnant, expecting a baby or following birth during the early years may limit the success of the partnership-led PBA to meet the needs of local populations;</li> </ul>	<ul style="list-style-type: none"> <li>• As part of the development of local front doors, a central front door and support consideration to be given locally and centrally to any adaptations required to promote access and effective support for people who are pregnant, expecting a baby or following birth during the early years.</li> <li>• Engagement with people who are pregnant, expecting a baby or following birth during early years and relevant groups that work with, represent and/or support them on the design and implementation of digital solutions, access and support, as appropriate;</li> <li>• As part of local asset mapping,</li> </ul>

	<p>above groups.</p>	<p>intelligence, could promote prevention and earliest help provision which is more sensitive to and effectively meets the needs of people that are pregnant, expecting a baby and during early years;</p> <ul style="list-style-type: none"> <li>• Taking a whole family, key worker approach to EH and CiN interventions could provide IAG and support people that are pregnant, expecting a baby or following birth during the early years that are also in the household, thereby improving outcomes and reducing the escalation of needs;</li> <li>• Community capacity building and through the partnership-led PBA, the sustainability of local groups and organisations that work with and support people that are pregnant, expecting a baby and following birth during the early years could be promoted, for example parenting support, peer to peer support and supporting</li> </ul>	<ul style="list-style-type: none"> <li>• There is a risk that all volunteers and staff members do not have the necessary skills and awareness to identify and take appropriate action in relation to meeting the needs of people who are pregnant, expecting a baby or following birth during the early years to prevent needs escalating, deliver earliest help and EH.</li> <li>• The successful implementation of the proposal is closely linked to the success of the partnership-led PBA, therefore issues in relation to PBA may reduce the positive impact of the proposals.</li> </ul>	<p>gather an understanding and strengthen links with and between any relevant community groups and organisations (such as in relation to children’s centres and parent groups);</p> <ul style="list-style-type: none"> <li>• Engagement with any local groups to promote effective prevention and early help for people who are pregnant, expecting a baby or following birth during early years to understand potential additional capacity building needs;</li> <li>• An intelligence function includes insight (including trends) relevant to those who are pregnant, expecting a baby or following birth during early years to enable effective partnership-led PBA, commissioning and delivery;</li> <li>• Monitor the impact of the proposals on the access and outcomes for people who are pregnant, expecting a baby or following birth during early years and adapt plans as necessary based on findings, to address any identified disadvantage or under / over-representation (as relevant).</li> <li>• Appropriate learning, development and resources available for volunteers and</li> </ul>
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		<p>children to be ready for school.</p> <ul style="list-style-type: none"> <li>• The voice of people that are pregnant, expecting a baby and following birth of their child could be promoted throughout the partnership-led PBA, local and county-wide commissioning and local system delivery.</li> <li>• Positive parenting could be promoted through the restorative intervention and cusp of statutory services in order to prevent issues escalating to statutory services.</li> </ul>		<p>staff members to identify the needs of people who are pregnant, expecting a baby or following birth during early years and take appropriate action (e.g. signpost to relevant services or provide EH);</p> <ul style="list-style-type: none"> <li>• Continued commitment, communication and support by SCC to working with partners locally to support the partnership-led PBA, to promote effective prevention and earliest help together.</li> </ul>
<p><b>Rural Communities</b> Will the proposal specifically impact on rural communities?</p>	<p>All CYP&amp;F within rural communities</p> <p>Voluntary, community and social enterprise organisations and other partners working with CYP&amp;F in rural communities</p>	<ul style="list-style-type: none"> <li>• Potentially through community capacity building, the partnership-led PBA and promoting greater access to support within local communities there may be a reduced requirement to travel further distances to access support.</li> </ul>	<ul style="list-style-type: none"> <li>• Risk that community capacity is not sufficient in rural communities to have a positive impact on CYP&amp;F in the locality, therefore not reducing the risk of needs escalating, for example due to transport issues..</li> </ul>	<ul style="list-style-type: none"> <li>• Further engagement and evidence gathering is required to understand and consider this potential impact further.</li> <li>• Consideration could be recommended to local partnership groups leading the PBA in localities on the potential impact of the PBA on this category and local action plans are adapted accordingly.</li> <li>• Link with the SCC Rural Development Team on potential opportunities to support the community capacity building and partnership-led PBA within rural communities.</li> </ul>

				<ul style="list-style-type: none"> <li>• Consideration given to CYP&amp;F and groups in rural settings when developing community capacity (such as by the Community Capacity Workers) and share learning between areas.</li> <li>• Continued commitment, communication and support by SCC to working with partners locally to support the partnership-led PBA and community capacity building, to promote collaboration.</li> <li>• As part of local asset mapping, gather an understanding and strengthen links with and between any relevant community groups and organisations.</li> </ul>
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**Evidence Base: (Evidence used/ likelihood/ size of impact)**

Key evidence to support the above impact assessment (in addition to evidence previously cited in the PSED section) is available online via:

- Motivations and Barriers to Volunteering, UK Civil Society Almanac  
<https://data.ncvo.org.uk/a/almanac17/motivations-and-barriers-to-volunteering-3/>
- Staffordshire County Council Education Annual Report, 2016 (Draft)  
<http://moderngov.staffordshire.gov.uk/documents/s90358/Appendix%20A%20for%20School%20Attainment.pdf>
- Staffordshire County Council, Perceptions of Domestic Abuse Amongst Young People in Staffordshire: Consultation Report, January 2014  
<https://extranet.staffordshire.gov.uk/projects/cfc/Shared%20Documents/Insight/Insight%20-%20surveys/Young%20People%20s%20Domestic%20Abuse%20Consultation%20Findings%20Final%20report.pdf>
- Staffordshire Rural Economy Evidence Base, July 2015  
<https://www.staffordshire.gov.uk/environment/eLand/rural-development-team/Staffordshire-Rural-Economy-Evidence-Base.pdf>
- Strategic Community Safety Assessments by District, 2015  
<https://www.staffordshireobservatory.org.uk/publications/families-and-communities/Communities/Communities.aspx#.WRxNDWwzX5o>



## Appendix C

- Variety of online resources highlighting local community assets are available, such as from District and Borough Council websites (such as: <http://www.staffordbc.gov.uk/leisure>) and other online resources (such as: <http://southstaffordshire.thegoodlife.uk.net/>)
- Evidence continues to be gathered for ongoing district multi-agency pilot projects which explore and test different aspects of the CYP&F transformation approach, which informs the above impact assessment. Further details on local district pilot projects can be requested via the Staffordshire County Council District Commissioning Leads ([districtcl@staffordshire.gov.uk](mailto:districtcl@staffordshire.gov.uk)). For example, a Staffordshire Moorlands early intervention pilot has found very encouraging feedback to date, in terms of families engaging at an early stage and not being referred elsewhere. A social action project is under development in the East Staffordshire district, with a particular focus on strengthening community capacity to self-help and utilising an asset based approach. An early intervention service has been developed in Cannock, which has helped to develop stronger partnerships and casework with families is ongoing.

The overall likelihood of the benefits being achieved is high, subject to the necessary mitigations being undertaken in partnership with all relevant stakeholders, monitored and actions adapted as necessary to minimise or resolve potential risks.

The overall potential size of the impact is positive for CYP&F in Staffordshire, this again is subject to the necessary mitigations being undertaken in partnership with all relevant stakeholders, monitored and actions adapted as necessary to minimise or resolve potential risks.

Please note, additional CIAs may be required for detailed analysis of the above potential impacts for specific projects which form part of the wider transformation programme, as deemed necessary at a local and/or county footprint. The mitigations and recommendations to be turned into SMART actions forming part of future delivery plans, as appropriate.