

## Stage 1 Equality Impact Assessment – Initial Screening

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<b>Directorate:</b>	Community Wellbeing and Social Care, IWC
<b>Date of Completion:</b>	20 February 2013

### Name of Policy/Strategy/Service/Function Proposal

New initiative – introduction of the non-statutory/discretionary Personal Budget/Direct Payments pilot for the Strengthening Families Programme. The Strengthening Families Programme is the Isle of Wight's response to the Government's Troubled Families initiative. Implementation period: 1 April 2013 to 31 March 2015.

### The Aims, Objectives and Expected Outcomes:

The Strengthening Families Programme is the Isle of Wight's response to the Government's Troubled Families Initiative. Its objective is to turn around the lives of 315 families with complex needs as defined by DCLG by 31 March 2015 (children back into school; reduce their criminal and anti-social behaviour; parents on the road back to work; and reduce the costs to the taxpayer and local authority).

The Strengthening Families Programme report approved by the Cabinet on 22 May 2012 stated that on the Island we would opt to mirror the Personal Budget/Direct Payments approach that is embedded within Adults Social Care, i.e. set aside an element of the budget that can be used creatively via an agreement between the family and their Key Worker in ways that will reflect their individual circumstances and achieve the goals identified. This approach embraces the philosophy that families are the experts in their own lives and that with the skilled (and not naïve) support of their Key Worker they can be helped to identify what additional support can be purchased that is uniquely geared to the family's needs. The Personal Budget/Direct Payments pilot will provide families participating in the Strengthening Families Programme with access (via their Key Worker) to some additional discretionary funding (up to £300 per family) which can be used to support families' action plans to enable them achieve the outcomes required under the Strengthening Families Programme.

It is expected that the implementation of the Personal Budget/Direct Payments pilot will help to achieve the following three-fold outcomes of the Strengthening Families Programme:

- To halt the cycle of disadvantage the participating families are trapped in;
- To stop the negative impact that some of the participating families are having on communities; and
- To reduce the cost of those families to the taxpayer.

This means achieving the following results, where relevant, within the period of family attachment (12 months):

- Each child in the target family has had fewer than 3 fixed exclusions and less than 15% of unauthorised absences in the last 3 school terms;
- A 60% reduction in anti-social behaviour across the family in the last 6 months;
- Offending rate by minors in the family reduced by at least a 33% in the last 6 months;
- At least one adult in the target family achieved progress to work (i.e volunteered for the Work Programme or attached to the European Social Fund provision in the last 6 months); or at least one adult in the family has moved off out-of-work benefits into continuous employment in the last 6 months.
- At least 77% of participants in the European Social Fund provision achieved at least three agreed progress measures (this equates to 248 individuals)
- At least 22% of participants in the European Social Fund provision achieved sustainable employment defined as at least 16 hours per week for 26 weeks out of 30 for all those on Jobseeker's Allowance (JSA) and 13 continuous weeks for everyone else (this equates to 71 individuals).

Due to the discretionary nature and limited availability of funding for the pilot, families participating in the Strengthening Families Programme do not have automatic entitlement to personal budgets administered by the Strengthening Families Key Workers. To be eligible to apply for this funding, families should meet the following criteria:

- Integrated Needs Assessments and Family Support and Action Plans are to be completed;
- Suggested spend is linked to achieving outcomes identified through the Needs Assessment as part of the whole Family Support and Action Plan for unmet needs which cannot be met by local or existing services;
- The identified unmet needs cannot be met through existing services or resources;
- The family Key Worker supports the family's bid for funding.

The Personal Budget/Direct Payments pilot will commence on 1 April 2013. The results of the consultation will be considered by the Strengthening Families Programme Board in finalising the Personal Budget/Direct Payments Framework for the pilot.

Consultation on the draft Personal Budget/Direct Payments Framework with the relevant external organisations and services within the Isle of Wight Council commenced on 7 February 2013. It will be completed on 25 March 2013. Consultations (focus groups) with the People Matters (User Lead Organisation) and the families eligible to participate in the Strengthening Families Programme will be undertaken during the implementation of the Personal Budget/Direct Payments pilot to help identify and utilise further opportunities to promote equality and eliminate discrimination.

Please delete as appropriate:

- This is a new service

### Key Questions to Consider in Assessing Potential Impact

Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?

No

Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a “legitimate expectation” for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations.

No

Do different groups of people within the local community have different needs or experiences in the area this issue relates to?

Yes

Could the aims of these proposals be in conflict with the council's general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?

No

Will the proposal have a significant effect on how services or a council function/s is/are delivered?

No

Will the proposal have a significant effect on how other organisations operate?

No

Does the proposal involve a significant commitment of resources?

No

Does the proposal relate to an area where there are known inequalities?

Yes

If you answer **Yes** to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.

If you answer **No** to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service.

Protected Characteristics	Positive	Negative	No impact	Reasons
Age	X			Members of the families eligible to participate in the SF Programme, and children and young people of school age in particular, will have an access to additional support to help them tackle multiple and complex problems and to improve their lives.
Disability	X			Members of the families eligible to participate in the SF Programme, including the disabled people and individuals with special needs, will have an access to additional support to help them tackle multiple and complex problems and to improve their lives.
Gender Reassignment			X	The SF Programme will provide support to all eligible families regardless of the gender reassignment status of family members.
Marriage & Civil Partnership			X	The SF Programme will provide support to all eligible families regardless of the marital/civil partnership status of family members.
Pregnancy & Maternity			X	The SF Programme will provide support to all eligible families regardless of the pregnancy/maternity status of family members.
Race			X	The SF Programme will provide support to all eligible families regardless of the race of family members.
Religion / Belief			X	The SF Programme will provide support to all eligible families regardless of the religion/belief of family members.
Sex (male / female)			X	The SF Programme will provide support to all eligible families regardless of the sex (male/female) of family members.
Sexual Orientation			X	The SF Programme will provide support to all eligible families regardless of the sexual orientation of family members.

Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes
<p><i>If answered Yes, describe what these are and how they may be promoted or enhanced</i></p> <p>The Strengthening Families Programme focuses on families who are currently experiencing complex difficulties (as shown by the range of services involved with them) and who meet the following criteria:</p> <ul style="list-style-type: none"> <li>- no adult in the family working;</li> <li>- children not in school when they should be;</li> <li>- young people committing crime;</li> </ul>	

- family members involved in anti-social behaviour.

Other problems such as domestic violence, relationship breakdown, child protection concerns, mental and physical health problems, housing issues, debt, poverty and isolation make it incredibly hard for families to start sorting out their problems.

Families eligible to participate in the Strengthening Families Programme will have access to additional support in order to resolve their multiple and complex problems and improve their lives. It is anticipated that within this cohort, children and young people of school age, people with disabilities and long term conditions will receive extra support and assistance to enable them overcome physical and societal barriers to equality.

Due to the limited funding available for the Strengthening Families Programme's Personal Budget/Direct Payments pilot, there is a requirement to consider awards on a case by case basis according to their merit and criteria .

A consultation with professionals from various services and organisations involved in the delivery of the Strengthening Families Programme was completed in February 2013. It is anticipated that consultation (focus groups) with the People Matters (User Lead Organisation) and the families eligible to participate in the Strengthening Families Programme during the implementation of the Personal Budget/Direct Payments pilot will help to identify and utilise further opportunities to promote equality and eliminate discrimination.

## Evidence Considered During Screening

Demographic data – IW facts and figures information:

[http://www.iwight.com/council/facts\\_and\\_figures/Information\\_Factsheets/](http://www.iwight.com/council/facts_and_figures/Information_Factsheets/) and  
[http://www.iwight.com/equality\\_and\\_diversity/demographic\\_information.asp](http://www.iwight.com/equality_and_diversity/demographic_information.asp)

Local Economic Assessment

[http://www.iwight.com/council/documents/docFiles/Executive\\_Summary\\_LEA.pdf](http://www.iwight.com/council/documents/docFiles/Executive_Summary_LEA.pdf)

(Executive Summary)

[http://www.iwight.com/council/documents/docFiles/Isle\\_of\\_Wight\\_LEA\\_Report.pdf](http://www.iwight.com/council/documents/docFiles/Isle_of_Wight_LEA_Report.pdf) (Full Report)

[http://www.iwight.com/council/documents/docFiles/Statistical\\_Summary\\_LEA.pdf](http://www.iwight.com/council/documents/docFiles/Statistical_Summary_LEA.pdf) (Statistical Summary)

NEET Action Plan: <http://www.iwight.com/council/committees/cabinet/27-7-10/PAPER%20D%20-%20APPENDIX%20A.pdf>

Assessment of community safety (including youth offending):

[https://secureservices.iow.gov.uk/cmj2/cmj\\_safer/documents/Strategic%20Assessment%20Executive%20Summary%202009.pdf](https://secureservices.iow.gov.uk/cmj2/cmj_safer/documents/Strategic%20Assessment%20Executive%20Summary%202009.pdf)

Crime statistics: <http://www.upmystreet.com/local/crime-in-po30-3na.html>

Isle of Wight JSNA data

Census data Meeting notes Council papers and reports Annual reports of the Director of Public Health, NHS IoW Media reports Outcomes from other consultations	
Sign off:	Ian Anderson, Strategic Director (Community Wellbeing and Social Care)
Advice sought from Legal Services	Janet Paine, Principal Lawyer Social Care Team, IWC
Date	24 <sup>th</sup> April 2013

A signed version is to be kept by your team and also an electronic version should be published on the council's website (follow the link from the EIA page on the intranet)