

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Zoryna O'Donnell, Strengthening Families Programme Lead, IWC
Directorate:	Community Wellbeing and Social Care, IWC
Date of Completion:	6 September 2012

Name of Policy/Strategy/Service/Function Proposal

New initiative – Strengthening Families Programme (Isle of Wight's response to the Government's Troubled Families initiative). Implementation period: 1 June 2012 to 31 March 2015.

The Aims, Objectives and Expected Outcomes:

The aim of the Strengthening Families Programme is to turn around the lives of 315 families with multiple problems and complex needs by 31 March 2015.

The Government defines a 'troubled family' as one that:

“has serious problems - including parents not working, mental health problems, and children not in school - and causes serious problems, such as crime and anti-social behaviour. All of which costs local services a lot of time and money routinely responding to these problems”.

The outcomes expected from the Strengthening Families Programme are threefold:

- 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 ESF 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 ESF provision achieved at least three agreed progress measures (this equates to 248 individuals)
- At least 22% of participants in the ESF provision achieved sustainable employment defined as at least 16 hours per week for 26 weeks out of 30 for all those on JSA and 13 continuous weeks for everyone else (this equates to 71 individuals).

The end goal of the Strengthening Families Programme is not simply to make improvements within the identified 315 families; it is also to harness learning to identify how existing teams could work differently.

Please delete as appropriate:

- This is a new policy/strategy/service/council function proposal

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?

Yes

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

Yes

Does the proposal involve a significant commitment of resources?

Yes

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 pregnancy/maternity status of family members. It is anticipated that participation in the Programme will help families from black and minority ethnic background to overcome barriers to some of the services (for example, mental health and substance misuse services).
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
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If answered Yes, describe what these are and how they may be promoted or enhanced
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:
- no adult in the family working;
- children not in school when they should be;

- young people committing crime;
- 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, and people from BME background will receive extra support and assistance to enable them overcome physical and societal barriers to equality.

Evidence Considered During Screening

Demographic data – IW facts and figures information:

http://www.iwight.com/council/facts_and_figures/Information_Factsheets/ and
http://www.iwight.com/equality_and_diversity/demographic_information.asp

Local Economic Assessment

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 (Full Report)

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

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:

Ali Matthews, Deputy Director (Children's Safeguarding)

Advice sought from Legal Services	Kate Green, Senior Lawyer, IWC
Date	3 October 2012

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)