

Stage 2 Full Equality Impact Assessment

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Directorate:	Community Wellbeing and Social Care/Children's Safeguarding and Family Services/Strengthening Families Programme
Date of Completion:	13 December 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

Scope of the Equality Impact Assessment

Scope

Delivery of the Strengthening Families Programme (Isle of Wight's response to the Government's Troubled Families initiative). Implementation period: 1 June 2012 to 31 March 2015. This includes the integrated delivery of the European Social Fund (ESF) provision on the Isle of Wight.

In total, over 315 eligible families will benefit from the Strengthening Families Programme.

Stage 1 Equality Impact Assessment for the Strengthening Families Programme, a list of stakeholders and programme communications plan and monitoring and review arrangements are outlined in the Programme Plan:

<R:\Safer Communities\STRENGTHENING FAMILIES PROGRAMME\Programme Plan - SFP\Final\SFP Plan-2.pdf>

Sources of evidence

Local data

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>

[Strengthening Families Programme \(Isle of Wight's Response to the Government's Troubled Families Initiative\)](#) - Cabinet report, 22 May 2012.

Isle of Wight JSNA data

Census data

Notes from the Stakeholders/Practitioners Workshops (March and October 2012)

Council papers and reports

Annual reports of the Director of Public Health, NHS IoW

Media reports

Outcomes from other consultations

National research

Listening to Troubled Families: A report by Louise Casey CB:

<http://www.communities.gov.uk/publications/communities/listeningtroubledfamilies>

European Social Fund (ESF) and Troubled Families Programme

<http://www.dwp.gov.uk/esf/resources/co-financing-organisations/dwp.shtml>

[Office of the Children's Commissioner report 'Silent voices – supporting children and young people affected by parental alcohol misuse'](#) - published on 11 September 2012.

Family intervention projects: a classic case of policy-based evidence. Report by David Gregg – published on: http://www.crimeandjustice.org.uk/opus1786/Family_intervention_projects.pdf

'Working with Troubled Families' a guide to the evidence and good practice – published in December 2012 on: <https://www.gov.uk/government/publications/working-with-troubled-families-a-guide-to-evidence-and-good-practice>

Data gaps

Lack of information about the views of the target group of the Strengthening Families Programme on the key aspects of programme delivery is identified as a main data gap at the time of the assessment.

This would be addressed through the provision of focus groups and encouragement of customer feedback during the implementation of the Strengthening Families Programme as well as holding multi-agency practitioners workshops.

Data received in this way would be used to adjust the service delivery as appropriate in order to eliminate unlawful discrimination, to advance the equality of opportunity and to foster good relationships between people who share protected characteristics and people who do not.

Analysis and assessment

Given the available information, this assessment concluded that the delivery of the Strengthening Families Programme will have no negative impact on minority, disadvantaged, vulnerable and socially excluded groups.

The implementation of the Strengthening Families Programme will have a positive impact on people with the following protected characteristics:

Age - 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. The SF Programme will provide the council with the opportunity to:

- Raise awareness of equality, equal opportunities and the rights of the child.
- Challenge stereotypes, prejudice, discrimination and victimisation.
- Ensure that children and young people have opportunities to express their views about services delivered by the Strengthening Families Programme

As part of the SF Programme processes the Team will ensure that an Integrated Needs Assessments reflect the needs of family members of all ages.

Race - The SF Programme will provide support to all eligible families regardless of the race 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. A national research shows that people from this background are less likely to access mental health and substance misuse services due to cultural and religious reasons. If it is identified that members of such families need access to mental health and substance misuse services, a dedicated Key Worker will engage with the family to break the barriers and to ensure that family members access the services they need.

The SF Programme will provide the council with the opportunity to:

- Make sure that cultural issues are taken into account when planning and delivering support services for participating families.
- Raise awareness of equality and equal opportunities.
- Challenge stereotypes, prejudice, discrimination and victimisation.
- Help people with this protective characteristic to access additional support services and networks (for example, Friendship Groups) as appropriate

As part of the SF Programme processes the Team will ensure that an Integrated Needs Assessments reflect the cultural needs of family members.

Disability – The SF Programme will support to eligible families regardless of their disability, this includes disabled people and individuals with special needs enabling them to access additional support to help them tackle multiple and complex problems and to improve their lives.

The SF Programme will provide the council with the opportunity to:

- Raise awareness of equality and equal opportunities.
- Challenge stereotypes, prejudice, discrimination and victimisation.
- Help people with this protective characteristic to access additional support services and networks as appropriate along with ensuring that members of participating families who are disabled or have special needs have opportunities to express their views about services delivered by the Strengthening Families Programme. As part of the SF Programme processes the Team will ensure that an

Integrated Needs Assessments reflect the needs of family members with disabilities.

Given the available information, this assessment concluded that overall the delivery of the Strengthening Families Programme will have a neutral impact on people with the following protected characteristics: gender reassignment, marriage and civil partnership, pregnancy and maternity, religion/belief, sex (male/female) and sexual orientation. This is because the SF Programme will provide support to all eligible families regardless of the status of family members in relation to those protected characteristics.

Furthermore, this assessment identified numerous opportunities for the SF Programme to help eliminate unlawful discrimination, harassment and victimisation and advance the equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not. This will be achieved by raising awareness of equality and diversity; identifying and challenging stereotypes and prejudice in relation to all protected characteristics; and by providing people who may be victimised or suffer from unlawful discrimination on the basis of their protected characteristic(s) with support they may need.

Recommendations

The Strengthening Families Programme will utilise all available opportunities to help eliminate unlawful discrimination, harassment and victimisation and advance the equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not.

Action/Improvement Plan

The table below should be completed using the information from your equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Remove or lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Age	Positive	No	Not applicable – no adverse impact	<ol style="list-style-type: none"> 1. Provide members of the families eligible to participate in the Strengthening Families Programme, and children and young people of school age in particular, with access to additional support to help them tackle multiple and complex problems and to improve their lives. 2. Raise awareness of equality, equal opportunities and the rights of the child. 3. Challenge stereotypes, prejudice, discrimination and victimisation. 4. Ensure that children and young people have opportunities to express their views about services delivered by the Strengthening Families Programme. 5. Ensure that Integrated Needs Assessments reflect the needs of family members of all ages.
Disability	Positive	No	Not applicable – no adverse impact	<ol style="list-style-type: none"> 1. Provide members of the families eligible to participate in the SF Programme, including the disabled people and individuals with special needs, will access to additional support to help them tackle multiple and complex problems and to improve their lives. 2. Raise awareness of equality and equal opportunities. 3. Challenge stereotypes, prejudice, discrimination and victimisation. 4. Help people with this protective characteristic to access additional support services and networks as appropriate. 5. Ensure that members of participating families who are disabled or have

Area of impact	Is there evidence of negative or positive impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Gender Reassignment	No impact	No	Not applicable – no adverse impact	special needs have opportunities to express their views about services delivered by the Strengthening Families Programme. 6. Ensure that Integrated Needs Assessments reflect the needs of family members of all ages 1. Challenge stereotypes, prejudice, discrimination and victimisation of people with this protected characteristic. 2. Help people with this protective characteristic to access additional support services and networks as appropriate.
Marriage & Civil Partnership	No impact	No	Not applicable – no adverse impact	1. Help participating families to access marriage/relationship counselling and/or other support services and information as appropriate. 2. Raise awareness of domestic abuse and challenge abusive behaviour within the participating families. 3. Make referrals to targeted services for victims and perpetrators of domestic abuse as appropriate.
Pregnancy & Maternity	No impact	No	Not applicable – no adverse impact	1. Signpost members of participating families to maternity services, children's centres and other support services and sources of information as appropriate. 1. Make sure that cultural issues are taken into account when planning and delivering support services for participating families. 2. Raise awareness of equality and equal opportunities. 3. Challenge stereotypes, prejudice, discrimination and victimisation. 4. Help people with this protective characteristic to access additional support services and networks (for example, Friendship Groups) as appropriate
Race	Positive	No	Not applicable – no adverse impact	1. Consult the Faith Guide when planning services and events. 2. Ensure that Integrated Needs Assessments reflect the needs of family members in relation to their religion/belief.
Religion / Belief	No impact	No	Not applicable – no adverse impact	1. Raise awareness of equality and equal opportunities for men and women. 2. Challenge stereotypes, prejudice, discrimination and victimisation.
Sex (male or female)	No impact	No	Not applicable – no adverse impact	1. Challenge stereotypes, prejudice, discrimination and victimisation of people with this protected characteristic.
Sexual Orientation	No impact	No	Not applicable – no adverse impact	

Area of impact	Is there evidence of negative or positive impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
			impact	2. Help people with this protective characteristic to access additional support services and networks as appropriate.
HR & workforce issues	No impact	No	Not applicable – no adverse impact	1. Ensure that SFP staff have access to the necessary information and training to enable them utilise all available opportunities to help eliminate unlawful discrimination, harassment and victimisation and advance the equality of opportunity and foster good relations between people who share a protected characteristic and people who do not in the course of their duties.
Human Rights implications if relevant	No impact	No	Not applicable – no adverse impact	1. Raise awareness of equality and equal opportunities. 2. Challenge stereotypes, prejudice, discrimination and victimisation.

Summary	
Date of Assessment	13 December 2012
Signed off by	Strengthening Families Programme Board 14 January 2013
Review dates	December 2013 December 2014
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