

Equality Impact Assessment (EqIA)

Introduction

This EqIA is for:

Family and Parenting Strategy

Details are set out:

- Children's Trust Board November 19th 2015
- Children and Young People's Committee December 14th 2015

Officers undertaking the assessment:

- **Irene Kakoullis** Group Manager, Early Childhood and Early Help Locality Services
- **Rachel Clark** Child Poverty and Parenting Manager , Early Childhood and Early Help Locality Services

Assessment approved by:

Derek Highton



22/01/16

The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty.

Part A: Impact, consultation and proposed mitigation

1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

The Nottinghamshire Family and Parenting Strategy and action plan (2015-17) recognises that the task of local services is to provide the best support to enable parents to ensure their families welfare. Central to this is providing co-ordinated, consistent support, so that families can be safe, happy and secure.

The Family and Parenting Strategy has been written in a time of reduced resource and aims to ensure that families receive cost-effective, appropriately targeted support. The strategy has also been informed by wide range of partners and drawn on a number of existing consultations with parents and also academic evidence of what works in parenting support.

To this end, the impact of the strategy should be positive for children and families in the following ways;-

- By ensuring that agencies take a co-ordinated multi-agency approach to planning and delivering parenting support, we will reduce duplication and ensure that families get the right support at the right time. We will improve families experience and journey through our services through a more streamlined approach.

- By influencing commissioners to commission evidence based support , we will ensure that we are only offering families services that are proven to work
- By involving families in the planning, design and delivery and evaluation of support, we will be better able to respond to family’s needs, empower parents and carers and provide services that families want to engage with.
- By ensuring that services are available for target vulnerable groups, we will ensure that those in the greatest need receive appropriate, responsive services.

Overall, our approach will ensure that limited resources are spent in a way that benefits families and targets need effectively.

The proposed changes will have no negative effect on service users with protected characteristics and will, if anything have a positive effect as those in the greatest need will be targeted most effectively.

2 Protected Characteristics: Is there a potential positive or negative impact based on:

Age	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Disability	<input checked="" type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Gender reassignment	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Pregnancy & maternity	<input checked="" type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Race <small>including origin, colour or nationality</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Religion	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Sexual orientation <small>including gay, lesbian or bisexual</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
Parenting and Family work targets both fathers and mothers. However women are more likely to access parenting support and parenting programmes.	Parenting Programmes will have higher profile as part of the Family Service offer of interventions. The Family Service will have some authority over the engagement of parents who meet the criteria for the Troubled Families programme.	The Family and Parenting Strategy group is the key consultation group to assess issues re access, attendance and targeting. They will review the impact of parenting programmes including access and engagement of fathers.

Part B: Feedback and further mitigation

4 Summary of consultation feedback and further amendments to proposal / mitigation

Use this section to summarise the findings from the consultation questionnaire.

The Family and Parenting Strategy group will review the action plan four times per year, therefore, if any further adverse effects are identified, these will be addressed and the EIA updated accordingly. There is an expectation within the strategy that services will involve families in on-going evaluation of parenting and family support service, this will also enable any possible negative impacts to be identified and dealt with on a local level.

Completed EqlAs should be sent to equalities@nottscc.gov.uk and will be published on the Council's website.