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Ask for: James Clapson  
Date: 8 September 2023

Dear Member

**CHILDREN'S, YOUNG PEOPLE AND EDUCATION CABINET COMMITTEE - TUESDAY, 12 SEPTEMBER 2023**

I am now able to enclose, for consideration at next Tuesday, 12 September 2023 meeting of the Children's, Young People and Education Cabinet Committee, the following report that was unavailable when the agenda was printed.

**Agenda Item No**

8 **Family Hubs, Parenting Support Expenditure and Home Learning Environment Expenditure (Pages 1 - 46)**

Yours sincerely

A handwritten signature in black ink, appearing to read 'B. Watts', is written over a faint circular stamp.

Benjamin Watts  
General Counsel

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**From: Dan Watkins – Cabinet Member for Adult Social Care and Public Health**

**Sue Chandler - Cabinet Member for Integrated Children's Services**

**Rory Love - Cabinet Member for Education and Skills**

**Dr Anjan Ghosh – Director of Public Health**

**Sarah Hammond, Corporate Director of Children, Young People and Education**

**To: Health Reform & Public Health Cabinet Committee 5 September 2023 and Children, Young People and Education Cabinet Committee – 12 September 2023**

**Subject: Overarching Report – Public Health and CYPE Key Decisions**

**Classification: Unrestricted**

**Past Pathway of report:** Decision 22/00094 – Family Hub Transformation Funding  
Decision 23/00015 – Family Hub Transformation Funding

**Future Pathway of report:** Individual Key Decisions

**Electoral Division: All**

**Summary:** In October 2021, as part of the Autumn budget, the Government announced £301.75m to transform Start for Life and Family Hub services in 75 upper-tier local authorities across England.

Local authorities were ranked based on Income Deprivation Affecting Children Indices (IDACI).

This metric was selected to best align with the programme's focus of bringing investment to areas with the greatest need. IDACI shows the proportion of children in each area that live in families that are income deprived; those that are in receipt of Income Support, income based Jobseeker's Allowance, Universal Credit (where no adult is in 'Working – no requirements' conditionality regime), Pension Credit Guarantee or Child Tax Credit below a given threshold.

The Key Decisions relate to the spend on four mandatory areas of activity as outlined by the Department for Education (DfE), they are Early Language and the Home Learning Environment, Parenting Support, Infant feeding and Perinatal Mental Health. The planned decisions build on the prior authority to progress with Transformation and Design of the Family Hub Model, confirming the specific allocation of the Family Hub Grant funding to approve and enable delivery of the required service developments and improvements, in accordance with the stipulations of the Family Hub agreement with the DfE. The aim of this report is to provide an overarching view of the mandatory areas of activity within the context of

the Family Hub model and to explain the connections between the CYPE and Public Health workstreams.

**Recommendations:**

There are no recommendations attached to this report as this is for information only.

The related Key Decisions are:

- 23/00081 Parenting Support – CYPE (Appendix 1-3)
- 23/00082 Early Language and the Home Learning Environment (HLE) – CYPE (Appendix 4-6)
- Infant Feeding – Public Health
- Perinatal Mental Health – Public Health

## 1. Context

- 1.1 In September 2020, Dame Andrea Leadsom MP undertook a review of outcomes for babies and the first 1,001 days of a child’s life. Following this review, the Department for Education (DfE) and Department for Health and Social Care (DHSC) developed a framework to support successful and ambitious local authorities (councils) to work with health partners to develop a Start for Life concept and the Family Hub model.
- 1.2 We know that reducing health inequalities and improving health and wellbeing requires organisations to work closely together. KCC’s proposal is to integrate youth services, Children’s Centre services, Health Visiting and community-based midwifery care, with other key community services into a 0-19 years of age (and up to 25 years of age for young people with special education needs and disabilities [SEND]) countywide service. This will bring services and organisations together to provide a single point of access for family support services.
- 1.3 The 1,001 critical days from conception to the age of two are crucial for development and impact a child’s health for the rest of their life. The Start for Life offer targets these first 1,001 days and is part of the core offer that the DfE requires us to provide. This includes parent/carer support with Infant Feeding, Perinatal Mental Health (parents’ mental health during pregnancy and the first 12 months after birth) and parent/carer– infant relationships. The DfE Family Hub model fits perfectly into KCC’s ‘Framing Kent’s Future’ strategic vision for children, young people, and families. It also supports the wider national and community challenges following the pandemic.
- 1.4 Our goals for Family Hubs are to:
  - Offer support to all parents and carers through the Start for Life offer: from the early stages of preparing to become a parent, and throughout the child’s first two years
  - Offer support to all children and families from pre birth to adulthood
  - Reduce inequalities in health, wellbeing, and education

- Create a supported, capable informed workforce who work in partnership with children and their families
  - Ensure children and families are listened to
  - Provide targeted, timely and accessible support to those in greatest need
  - Support teenagers and their parents as the young people move into adulthood
  - Provide services based on evidence and need
- 1.5 Our data shows us that there are differences in outcomes for people across Kent depending upon where they live. This means that we need to take a data-driven approach to how and where we focus services and will need to consider different approaches to engage those children, young people, and their families in the different locations.
- 1.6 A health needs assessment of 0–4-year-olds in Kent published in November 2022 summarised:
- Differences and worsening health outcomes for 0–4-year-old children
  - Services should be for the whole family
  - The approach to prevention of poor health outcomes is inconsistent
  - Services need to identify and meet infant and parental needs
  - We need to understand and focus on infant emotional health and wellbeing
  - The provision of universal and targeted support is inconsistent
- 1.7 These Department for Education sets out minimum expectations for the core services within the Family Hub model, these include:
- Parent-infant relationships and Perinatal Mental Health support
  - Infant feeding support
  - Parenting support
  - Support with early language development and the home learning environment
  - Special Educational Needs and Disabilities (SEND)
  - Safeguarding
- 1.8 These core services are not subject to the outcome of the current consultation as they are core services that we have already committed to developing when funding was agreed, therefore we are able to progress with these four areas without any risk of predetermination. As a result, our four Key Decision reports are being considered in order for us to allocate spend, approve the service development activity and begin with implementation when appropriate. How these updated service arrangements will, in future, fit within the final model of Family Hub delivery will be referenced in the future Key Decision to be taken on the Family Hub arrangements, post consultation.
- 1.9 KCC’s proposal is to bring together services currently being run by Children’s Centres, Youth Centres, Health Visiting and community-based midwifery care as a “Family Hub service” alongside a range of other services and partners, (known as the “Family Hub network”) who will support residents to get the help they need.

1.10 The Family Hub network will deliver a full programme of activities in community locations across Kent. This includes universal health provision, specific sessions and groups for children, young people and their families, parenting support and education, and opportunities for early years learning and development. Services will be available in the following three ways:

- Face to face at a Family Hub site
- Elsewhere in the community (e.g., via outreach, a clinical setting, community organisation or a faith setting)
- Digitally - including online information or interactive virtual services

## 2. Financial Implications

2.1 The financial implications are outlined on the table below.

2.2 We have an agreement with the DfE that we are able to rollover funds from year 1 on the understanding that we spend the funds within this year's budget.

2.3 The figures for 2024-25 are provisional at present and will be agreed with DfE at a later date.

2.4 To keep the development of the Family Hub model in KCC on track we need to progress key workstreams and expenditure of carried over monies and planned year two expenditure. An important part of this planned is the expenditure outlined in our four Key Decisions. This is necessary to meet delivery targets and access ongoing funding as part of this programme. The decisions confirm the approval of the spend through the lifetime of the grant period under the family Hub Programme.

2.5 Future spends on non-mandatory areas are subject to the Family Hub services consultation and will be decided by further Key Decisions.

Programme Strand	Year 1 Grant	Year 1 Actuals	Roll forward from yr. 1 into yr. 2	Year 2 Grant	Year 3 Grant	TOTAL Grant
	2022-23	2022-23	2023-24	2023-24	2024-25	
<b>Parent-Infant Relationships and Perinatal Mental Health</b>	<b>£654,563</b>	<b>£110,338</b>	<b>£544,225</b>	<b>£1,283,284</b>	<b>£1,224,300</b>	£3,162,147
<b>Parenting Support</b>	<b>£388,475</b>	<b>£20,319</b>	<b>£368,156</b>	<b>£821,790</b>	<b>£821,800</b>	£2,032,065
<b>Infant Feeding</b>	<b>£310,538</b>	<b>£15,000</b>	<b>£295,538</b>	<b>£461,094</b>	<b>£499,700</b>	£1,271,332
<b>Early Language and Home Learning Environment</b>	<b>£554,442</b>	<b>£73,860</b>	<b>£480,582</b>	<b>£529,793</b>	<b>£241,200</b>	£1,325,435

### **3. Legal implications**

- 3.1 The Council has entered into a Memorandum of Understanding (MoU) in October 2022 with the DfE which creates obligations to meet specific deadlines and timescales set by them or risk losing further funding or funding claw back.
- 3.2 Access to the associated funding of up to £11m, depending on the type and level of transformation activity eventually progressed, is conditional on compliance with the terms of the MoU and demonstration of progress toward an effective Family Hub Model.
- 3.3 Specific contracts and legal agreements will be entered into as necessary across the relevant work areas, under the authority from the decisions. All contracting, procurement or staff changes will be subject to normal KCC governance and regulations.

### **4. Conclusion**

- 4.1 The aim of this report has been to show how the four current Key Decisions, Early Language and the Home Learning Environment, Parenting Support, Perinatal Mental Health and Infant Feeding are key to the Family Hub model and how they sit within the overall vision. KCC has received significantly more funding for the development and transformation of children and family services within the Start for Life and Family Hub model, than any other part of the country. The sheer scale of the transformation and ambition of the authority provide an exciting opportunity to improve the wellbeing of future generations, from birth through to adolescence.

### **5. Background Documents**

- 5.1 Key Decision reports for:
- Early Language and the Home Learning Environment
  - Parenting Support
  - Perinatal Mental Health
  - Infant Feeding

### **6. Contact details**

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**From: Sue Chandler, Cabinet Member for Integrated Children's Services**  
**Sarah Hammond, Corporate Director of Children, Young People and Education**

**To: Children's and Young People's Cabinet Committee – 12 September 2023**

**Subject: Parenting Support – Expenditure**

**Decision Number and Title – 23/00081**

**Key Decision** It affects more than 2 Electoral Divisions  
It involves expenditure or savings of maximum £1m

**Classification: Unrestricted**

**Past Pathway of report:** Decision 22/00094 – Family Hub Transformation Funding  
Decision 23/00015 – Family Hub Transformation Funding

**Future Pathway of report:** Cabinet Member Decision

**Electoral Division: All**

**Summary:** Kent County Council (KCC) has been successful in receiving Family Hub Transformation Authority status. As a result, KCC will receive up to £11m specific, ring-fenced funding over three years to develop and transform Family Hub services.

The activities covered within this report fall within the following Department for Education (DfE) mandated area, Parenting Support.

The Cabinet Member for Integrated Children's Services is required to take a formal decision to enable funding to be allocated to these activity areas and support the development of further proposals to best support children, young people and their families in Kent.

**Recommendations:** The Children's, Young People and Education Cabinet Committee is asked to consider and endorse or make recommendations to the Cabinet Member for Integrated Children's Services on the proposed decision to:

1) Approve the service development and activity increases for Parenting Support as part of ongoing development and improvement work, making use of Family Hub Grant funding where this aligns to KCC's existing Start for Life commitments (details in the Report).

2) APPROVE the required expenditure to deliver this activity via Family Hub Grant Funding up to £2,032,065 for the period ending April 2025.

3) Delegate authority to the Corporate Director of Children, Young People and Education, in consultation with the Cabinet Member for Integrated Children's Services and the Director of Public Health, to take necessary actions, including but not limited to allocating resources, expenditure, entering into contracts and other legal agreements, as required to implement the decision.

## **1. Introduction**

1.1 Following the September 2020 review by Dame Andrea Leadsom MP focussing on improving outcomes for babies and the first 1,001 days of a child's life the Department for Education (DfE) and Department for Health and Social Care (DHSC) developed a framework to support successful and ambitious local authorities to work with health partners to develop a Start for Life concept and Family Hub model.

1.2 The Family Hub model is committed to delivering high quality services for babies, children, young people (0-19 years and 0-25 years for children with a disability) and their families by ensuring an extensive range of partner and community services working collaboratively to deliver the best outcomes in person, virtually or through outreach.

1.3 KCC has met the initial deadlines set by the DfE, through preliminary activity by the Family Hub programme team and wider partners.

1.4 Our new Parenting Support initiative complements our existing model. We intend to introduce a new programme of support that has a proven track record of success. It will allow a consistent evidence-based approach across the county. The new Parenting Support model will include pre and post-natal parents through adolescence to adulthood. Key developments that will be progressed using funding approved by this decision include the expansion of staffing to support the parenting offer to fathers, increased joint working with midwifery and health visiting to deliver an antenatal offer, and a greater balance of evidenced programmes with a strength-based approach to parenting.

1.5 The additional activity will involve increased staff costs and the purchasing of training materials and guidance based on Family Hub model requirements and best practice.

1.6 As part of the ongoing Family Hub programme a consultation to ascertain what support and services our children and families would want in their communities commenced on 19<sup>th</sup> July 2023 and this is due to close on 13<sup>th</sup> September 2023.

1.7 The Department for Education sets out minimum expectations for the core services, these include:

- 1.7.1 Parent-infant relationships and perinatal mental health support
- 1.7.2 Infant feeding support

- 1.7.3 Parenting Support
- 1.7.4 Support with early language development and the home learning environment
- 1.7.5 Special Educational Needs and Disabilities (SEND)
- 1.7.6 Safeguarding

1.8 These core services are not subject to the outcome of the current consultation therefore it is appropriate to progress with this Key Decision to enable the delivery of improvements that both align with the Family Hub requirements set out by DfE and support Kent’s existing service priorities and Strategies.

## 2. Sustainability

- 2.1 The funding allocated for Parenting Support workstreams is for transformational activity. Therefore, it is essential that work undertaken enables investment into services and is sustainable.
- 2.2 At the core of all our Parenting activity is the positive impact that this innovative work will have on the families of Kent. We strive to make the services we offer accessible and consistent across the borough.
- 2.3 KCC were bound by the DfE to use evidence-based interventions. We considered the options and are going to move forward with Triple P baby and Solihull. These new initiatives will increase parents/carers confidence in handling their children’s social, emotional and behavioural challenges. We will recruit and train for these new roles which will be dedicated to improving the Parenting Support that we offer to parents across Kent, from conception to 19 (25 with SEND), with an initial focus from antenatal to 2 years, to support the transition into parenthood and beyond.
- 2.4 The activity, which is planned against these workstreams will ensure sustainability, by providing dedicated expert teams who will then train and develop the existing partnership workforce to ensure consistent and future delivery of best practice to achieve positive outcomes beyond the lifetime of the Family Hub transformation funding.

## 3. Financial Implications

Programme Strand	Year 1 Grant	Year 1 Actuals	Roll forward from yr. 1 into yr. 2	Year 2 Grant	Year 3 Grant	TOTAL Grant
	2022-23	2022-23	2023-24	2023-24	2024-25	
Parenting Support	£388,475	£20,319	£368,156	£821,790	£821,800	<b>£2,032,065</b>

- 3.1 Projected spend for Parenting Support is outlined above.
- 3.2 Funding for the financial year 24/25 is not yet confirmed and will be dependent on successful planning and delivery in the current financial year.

- 3.3 A total of £368,156 for Parenting Support has been agreed to be carried over into financial year 2023/24

#### **4. Legal implications**

- 4.1 The Council has entered into a Memorandum of Understanding (MoU) with the DfE in October 2022 which creates obligations to meet specific deadlines and timescales set by them or risk losing further funding or funding claw back.
- 4.2 Access to the associated funding of up to £11m, depending on the type and level of transformation activity eventually progressed, is conditional on compliance with the terms of the MoU and demonstration of progress toward an effective Family Hub Model.

#### **5. Equalities implications**

- 5.1 Initial assessment and attached Equalities Impact Assessment (EqIA) has identified minimal negative implications. Funding for these workstreams will enable transformation activity to enhance, improve and add to existing provision.
- 5.2 An EqIA in relation to this key decision is attached as Appendix 1 of this report.
- 5.3 Further EqIAs will need to be developed as part of future decision making in relation to individual aspects of Family Hub delivery once developed.

#### **6. Governance**

- 6.1 The Cabinet Member decision provides the required authority to allocate and spend Family Hub Grant funding on specific workstreams within the mandated Family Hub plan set out by DfE. The decision build upon the previous 'in principle agreement' to Family Hub development decision-making and allows for the implementation of service improvement in the relevant area.
- 6.2 Detailed service development and spend activity to progress the Parenting Support work is delegated in accordance with the Executive Scheme of Delegation.
- 6.3 This service specific decision is without prejudice to the wider Family Hubs consultation on the discretionary aspects of the Family Hub programme, which will inform the overall model when the relevant decisions are taken. These Future decisions on the model will influence how this specific service fits within the Family Hub system.

#### **7. Conclusions**

- 7.1 KCC has received significantly more funding for the development and transformation of family services within the Start for Life and Family Hub model, than any other part of the country. The sheer scale of the transformation and ambition of the authority provide an exciting opportunity to improve the wellbeing of future generations, from birth through adolescence to adulthood.

- 7.2 To keep the development of the Family Hub model in KCC on track we need to progress key workstreams and expenditure of carried over monies and planned year two expenditure. An important part of this planned is the expenditure outlined in Parenting Support. This is necessary to meet delivery targets and access ongoing funding as part of this programme.
- 7.3 Agreement of this key decision will enable this to happen and to deliver improved and enhanced services for children, young people and families across the county in line with the outcomes set out in the DfE guidelines.

**8. Recommendations:** The Children’s, Young People and Education Cabinet Committee is asked to consider and endorse or make recommendations to the Cabinet Member for Integrated Children’s Services on the proposed decision to:

- 1) Approve the service development and activity increases for Parenting Support as part of ongoing development and improvement work, making use of Family Hub Grant funding where this aligns to KCC’s existing Start for Life commitments.
- 2) APPROVE the required expenditure to deliver this activity via Family Hub Grant Funding up to £2,032,065 for the period ending April 2025.
- 3) Delegate authority to the Corporate Director of Children, Young People and Education, in consultation with the Cabinet Member for Integrated Children’s Services and the Director of Public Health, to take necessary actions, including but not limited to allocating resources, expenditure, entering into contracts and other legal agreements, as required to implement the decision.

**9. Appendices**  
 9.1 EqIA

**10. Contact details**

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Relevant Director: Carolann James  
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# KENT COUNTY COUNCIL – PROPOSED RECORD OF DECISION

## DECISION TO BE TAKEN BY:

Sue Chandler,

Cabinet Member for Integrated Children’s Services /

## DECISION NO:

23/00081

**For publication** [Do not include information which is exempt from publication under schedule 12a of the Local Government Act 1972]

### Key decision: YES

*Key decision criteria. The decision will:*

- a) result in savings or expenditure which is significant having regard to the budget for the service or function (currently defined by the Council as in excess of £1,000,000); and
- b) be significant in terms of its effects on a significant proportion of the community living or working within two or more electoral divisions – which will include those decisions that involve:
  - the adoption or significant amendment of major strategies or frameworks;
  - significant service developments, significant service reductions, or significant changes in the way that services are delivered, whether County-wide or in a particular locality.

### Subject Matter / Title of Decision Parenting Support – Expenditure

#### Decision:

As Cabinet Member for Integrated Children’s Services, I agree to:

A) Approve the service development and activity increases for Parenting Support as part of ongoing development and improvement work, making use of Family Hub Grant funding where this aligns to KCC’s existing Start for Life commitments (details in the Report).

2) APPROVE the required expenditure to deliver this activity via Family Hub Grant Funding up to £2,032,065 for the period ending April 2025.

3) Delegate authority to the Corporate Director of Children, Young People and Education, in consultation with the Cabinet Member for Integrated Children’s Services and the Director of Public Health, to take necessary actions, including but not limited to allocating resources, expenditure, entering into contracts and other legal agreements, as required to implement the decision.

#### Reason(s) for decision:

##### 1. Introduction

1.1 Following the September 2020 review by Dame Andrea Leadsom MP focussing on improving outcomes for babies and the first 1,001 days of a child’s life the Department for Education (DfE) and Department for Health and Social Care (DHSC) developed a framework to support successful and ambitious local authorities to work with health partners to develop a Start for Life concept and Family Hub model.

- 1.2 The Family Hub model is committed to delivering high quality services for babies, children, young people (0-19 years and 0-25 years for children with a disability) and their families by ensuring an extensive range of partner and community services working collaboratively to deliver the best outcomes in person, virtually or through outreach.
- 1.3 KCC has met the initial deadlines set by the DfE, through preliminary activity by the Family Hub programme team and wider partners.
- 1.4 Our new Parenting Support initiative complements our existing model. We intend to introduce a new programme of support that has a proven track record of success. It will allow a consistent evidence-based approach across the county. The new Parenting Support model will include pre and post-natal parents through adolescence to adulthood. Key developments that will be progressed using funding approved by this decision include the expansion of staffing to support the parenting offer to fathers, increased joint working with midwifery and health visiting to deliver an antenatal offer, and a greater balance of evidenced programmes with a strength-based approach to parenting.
- 1.5 The additional activity will involve increased staff costs and the purchasing of training materials and guidance based on Family Hub model requirements and best practice.
- 1.6 As part of the ongoing Family Hub programme a consultation to ascertain what support and services our children and families would want in their communities commenced on 19th July 2023 and this is due to close on 13th September 2023.
- 1.7 The Department for Education sets out minimum expectations for the core services, these include:
  - I. Parent-infant relationships and perinatal mental health support
  - II. Infant feeding support
  - III. Parenting Support
  - IV. Support with early language development and the home learning environment
  - V. Special Educational Needs and Disabilities (SEND)
  - VI. Safeguarding
- 1.8 These core services are not subject to the outcome of the current consultation therefore it is appropriate to progress with this Key Decision to enable the delivery of improvements that both align with the Family Hub requirements set out by DfE and support Kent's existing service priorities and Strategies.

## **2. Sustainability**

- 2.1 The funding allocated for Parenting Support workstreams is for transformational activity. Therefore, it is essential that work undertaken enables investment into services and is sustainable.
- 2.2 At the core of all our Parenting activity is the positive impact that this innovative work will have on the families of Kent. We strive to make the services we offer accessible and consistent across the borough.
- 2.3 KCC were bound by the DfE to use evidence-based interventions. We considered the options and are going to move forward with Triple P baby and Solihull. These new initiatives will increase parents/carers confidence in handling their children's social, emotional and behavioural challenges. We will recruit and train for these new roles which will be dedicated to improving the Parenting Support that we offer to parents across Kent, from conception to 19



(25 with SEND), with an initial focus from antenatal to 2 years, to support the transition into parenthood and beyond.

2.4 The activity, which is planned against these workstreams will ensure sustainability, by providing dedicated expert teams who will then train and develop the existing partnership workforce to ensure consistent and future delivery of best practice to achieve positive outcomes beyond the lifetime of the Family Hub transformation funding.

### 3. Financial Implications

Programme Strand	Year 1 Grant	Year 1 Actuals	Roll forward from yr. 1 into yr. 2	Year 2 Grant	Year 3 Grant	TOTAL Grant
	2022-23	2022-23	2023-24	2023-24	2024-25	
Parenting Support	£388,475	£20,319	£368,156	£821,790	£821,800	£2,032,065

3.1 Projected spend for Parenting Support is outlined above.

3.2 Funding for the financial year 24/25 is not yet confirmed and will be dependent on successful planning and delivery in the current financial year.

3.3 A total of £368,156 for Parenting Support has been agreed to be carried over into financial year 2023/24

### 4. Legal implications

4.1 The Council has entered into a Memorandum of Understanding (MoU) with the DfE in October 2022 which creates obligations to meet specific deadlines and timescales set by them or risk losing further funding or funding claw back.

4.2 Access to the associated funding of up to £11m, depending on the type and level of transformation activity eventually progressed, is conditional on compliance with the terms of the MoU and demonstration of progress toward an effective Family Hub Model.

### 5. Equalities implications

5.1 Initial assessment and attached Equalities Impact Assessment (EqIA) has identified minimal negative implications. Funding for these workstreams will enable transformation activity to enhance, improve and add to existing provision.

5.2 An EqIA in relation to this key decision is attached as Appendix 1 of this report.

5.3 Further EqIAs will need to be developed as part of future decision making in relation to individual aspects of Family Hub delivery once developed.

### 6. Governance

6.1 The Cabinet Member decision provides the required authority to allocate and spend Family Hub Grant funding on specific workstreams within the mandated Family Hub plan set out by DfE. The decision build upon the previous 'in principle agreement' to Family Hub development decision-making and allows for the implementation of service improvement in the relevant area.

- 6.2 Detailed service development and spend activity to progress the Parenting Support work is delegated in accordance with the Executive Scheme of Delegation.
- 6.3 This service specific decision is without prejudice to the wider Family Hubs consultation on the discretionary aspects of the Family Hub programme, which will inform the overall model when the relevant decisions are taken. These Future decisions on the model will influence how this specific service fits within the Family Hub system.

**Cabinet Committee recommendations and other consultation:**

The Children's and Young People Cabinet Committee consider the decision on 12 September 2023.

**Any alternatives considered and rejected:**

KCC has received significantly more funding for the development and transformation of family services within the Start for Life and Family Hub model, than any other part of the country. The sheer scale of the transformation and ambition of the authority provide an exciting opportunity to improve the wellbeing of future generations, from birth through adolescence to adulthood.

To keep the development of the Family Hub model in KCC on track we need to progress key workstreams and expenditure of carried over monies and planned year two expenditure. An important part of this planned is the expenditure outlined in Parenting Support. This is necessary to meet delivery targets and access ongoing funding as part of this programme.

Agreement of this key decision will enable this to happen and to deliver improved and enhanced services for children, young people and families across the county in line with the outcomes set out in the DfE guidelines.

**Any interest declared when the decision was taken and any dispensation granted by the Proper Officer:** None

.....  
signed

.....  
date

## EQIA Submission Draft Working Template

If required, this template is for use prior to completing your EQIA Submission in the EQIA App.

You can use it to understand what information is needed beforehand to complete an EQIA submission online, and also as a way to collaborate with others who may be involved with the EQIA.

Note: You can upload this into the App when complete if it contains more detailed information than the App asks for and you wish to retain this detail.

### Section A

<b>1. Name of Activity (EQIA Title):</b>	Family Hub, Parenting Key Decision
<b>2. Directorate</b>	Children, Young People and Education
<b>3. Responsible Service/Division</b>	Integrated Children's Services

### Accountability and Responsibility

<b>4. Officer completing EQIA</b> Note: This should be the name of the officer who will be submitting the EQIA onto the App.	Danielle Day Programme Manager – Family Hubs
<b>5. Head of Service</b> Note: This should be the Head of Service who will be approving your submitted EQIA.	Carolann James Director of Operational Integrated Children's Services
<b>6. Director of Service</b> Note: This should be the name of your responsible director.	Carolann James Director of Operational Integrated Children's Services

### The type of Activity you are undertaking

7. What type of activity are you undertaking?	
Tick if Yes	Activity Type
Yes	<b>Service Change</b> – operational changes in the way we deliver the service to people.
Yes	<b>Service Redesign</b> – restructure, new operating model or changes to ways of working
Yes	<b>Project/Programme</b> – includes limited delivery of change activity, including partnership projects, external funding projects and capital projects.
Yes	<b>Commissioning/Procurement</b> – means commissioning activity which requires commercial judgement.
Yes	<b>Strategy /Policy</b> – includes review, refresh or creating a new document
	<b>Other</b> – Please add details of any other activity type here.

**8. Aims and Objectives and Equality Recommendations** – Note: You will be asked to give a brief description of the aims and objectives of your activity in this section of the App, along with the Equality recommendations. You may use this section to also add any context you feel may be required.

Since the inception of Early Help and Preventative Services (EHPS) in 2015, Kent County Council (KCC) has been able to maintain a comprehensive Open Access offer, including both universal and targeted provision, delivered through both KCC staff and settings and commissioned services across the 0-19 years age group.

Open Access services work closely with partners including Public Health services such as Health Visiting provision through co-location. Currently we commission two Children's Centres in Kent (Millmead and Seashells) and 12 district-based youth service contracts.

In his budget announcement in October 2021, the then Chancellor, Rishi Sunak, outlined his plans for the roll out of a national Family Hubs programme launching the programme in November 2021. The programme is led by the Department for Education (DfE) in collaboration with the Department of Health and Social Care (DHSC) to ensure there is policy integration at national level to develop an enhanced multiagency partnership. The framework was developed following the Early Years Healthy Development Review published in 2021 (The Best Start for Life, A Vision for the 1001 Critical Days). The in-depth research and engagement was conducted by a review team including parents, carers, sector professionals, volunteers and academics.

KCC is committed to the implementation of Family Hubs in Kent as part of its ambition to deliver the best outcomes for all children, young people, and their families, delivering services identified through the Family Hub guidance.

The DfE launched the national Family Hub Programme Framework in August 2022 alongside an application for 75 Local Authorities to apply for transformation funding to create multiagency community-based provision. Kent was identified as one of the eligible Local Authorities for funding aligned to the Family Hub and Best Start for Life strategy.

The DfE sets out key funded areas as part of the Family Hub model and transformation within the Start for Life offer. This includes Parenting Support.

Parenting supports builds on our existing model, we intend to introduce a new programme of support that has a proven track record of success and will complement the existing service, it will allow a consistent evidence based approach across the county. The new parenting support model will include pre and post-natal parents through adolescence to adulthood

The analysis from the available evidence suggests that the development and implementation of Family Hubs in Kent and the delivery of Parenting Support may have impacts for all protected characteristic groups due to the mixed client base:

- Age
- Disability
- Sex
- Race
- Religion and Beliefs
- Pregnancy and Maternity
- Carer Responsibilities

## Section B – Evidence

*Note: For questions 9, 10 & 11 at least one of these must be a 'Yes'. You can continue working on the EQIA in the App, but you will not be able to submit it for approval without this information.*

**9. Do you have data related to the protected groups of the people impacted by this activity?** *Answer: Yes/No*

No

**10. Is it possible to get the data in a timely and cost effective way?** *Answer: Yes/No*

No

**11. Is there national evidence/data that you can use?** *Answer: Yes/No*

<https://www.triplep.net/glo-en/the-triple-p-system-at-work/evidence-based/>  
<https://www.kentcht.nhs.uk/kent-baby>

**12. Have you consulted with Stakeholders?** *Answer: Yes/No*  
*Stakeholders are those who have a stake or interest in your project which could be residents, service users, staff, members, statutory and other organisations, VCSE partners etc.*

Yes

**13. Who have you involved, consulted and engaged with?**

*Please give details in the box provided. This may be details of those you have already involved, consulted and engaged with or who you intend to do so with in the future. If the answer to question 12 is 'No', please explain why.*

Initial informal engagement took place with staff, service users and partners to explore the themes and aims of a Family Hub model in Kent to inform the proposals as the programme began to evolve. Colleagues from across Integrated Children's Services have spoken with KCC staff, health visitor and midwifery colleagues and other public health colleagues and commissioners.

Staff engagement has included information sessions, with a guest speaker from the Anna Freud Centre, who had been appointed by the DfE to support the implementation of Family Hubs across England. Further area-based engagement sessions have taken place with Open Access staff and a Let's Talk Kent platform has been set-up to take feedback directly from Open Access staff.

<p>Further consultation and engagement has taken place and will continue with internal and external stakeholders as well as children and young people, parent /carer representatives throughout the duration of this programme of transformation.</p> <p>The Family Hub services consultation launched on 19 July 2023 and will run for a period of 8-weeks, closing on 13 September. The consultation aims to gather the views of the community about the proposed changes to Children’s Centre services, youth provision, health visiting and community-based midwifery care.</p>			
<p><b>14. Has there been a previous equality analysis (EQIA) in the last 3 years? Answer: Yes/No</b></p>		<p>Yes</p>	
<p><b>15. Do you have evidence/data that can help you understand the potential impact of your activity? Answer: Yes/No</b></p>		<p>Yes</p>	
<p><b>Uploading Evidence/Data/related information into the App</b>  <i>Note: At this point, you will be asked to upload the evidence/ data and related information that you feel should sit alongside the EQIA that can help understand the potential impact of your activity. Please ensure that you have this information to upload as the Equality analysis cannot be sent for approval without this.</i></p>		<p>The 2021 Census tells us that there 36,496 3 – 4 year olds in Kent, 9,049 of which access Kent Children’s Centres. These children could be impacted if vacancies within the service are not backfilled, resulting in a reduction of services to over 2’s.</p>	
<p><b>Section C – Impact</b></p>			
<p><b>16. Who may be impacted by the activity? Select all that apply.</b></p>			
<p>Service users/clients  <i>Answer: Yes/No</i></p>	<p>Yes</p>	<p>Residents/Communities/Citizens  <i>Answer: Yes/No</i></p>	<p>Yes</p>
<p>Staff/Volunteers  <i>Answer: Yes/No</i></p>	<p>Yes</p>		
<p><b>17. Are there any positive impacts for all or any of the protected groups as a result of the activity that you are doing? Answer: Yes/No</b></p>			<p>Yes</p>

**18. Please give details of Positive Impacts**

The principles and framework for the Family Hub model, as set out by central government, are built based on improving user experience by:

1. increasing access to a wider range of services in one place or under one shared umbrella;
2. improving the interface and join-up between services; and
3. having services working within practice that builds on strengths and puts children and their families at the centre of services.

The positive impacts that we anticipate:

**Service Users/Clients**

- Enhanced parenting programmes that are more accessible for parents through the digital and virtual opportunities
- More opportunities for Fathers/partners to engage in parenting programmes
- Flexible parenting programmes that are specific to the needs of parents
- Triple P parenting programmes allows more bespoke intervention around family needs
- Enhanced programmes for parents of children with additional needs or disabilities
- Sustainability with enhanced knowledge, skills and joint working providing targeted parenting support once funding has ceased
- Greater balance of evidence-based programmes

**Staff and Volunteers**

- Training opportunities to further develop staff
- Opportunities for parents/carers to become volunteers
- Opportunities for volunteers to be part of parent/carer panels to help co- design family hub service services

**Residents/Communities/Citizens**

- Promoting positive parenting. Families are the basic and essential building blocks of societies and have a crucial role in social development. They bear the primary responsibility for the education and socialisation of children as well as instilling values of citizenship and belonging in society

**Negative Impacts and Mitigating Actions**

The questions in this section help to think through positive and negative impacts for people affected by your activity. Please use the Evidence you have referred to in Section B and explain the data as part of your answer.

**19. Negative Impacts and Mitigating actions for Age**

<b>a) Are there negative impacts for age?</b> <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i>	Yes
<b>b) Details of Negative Impacts for Age</b>	Existing KCC staff will be seconded into parenting roles which will create vacancies within the service. If these posts are not backfilled in an attempt to save money due to the existing budget pressures, this could lead to a reduction of parenting programmes for parents with children over the age of 2.

<b>c) Mitigating Actions for age</b>	Whilst we will be unable to backfill all vacant posts as a result of the new Parenting model, we can backfill some to mitigate the risk of services reduced.
<b>d) Responsible Officer for Mitigating Actions – Age</b>	
<b>20. Negative Impacts and Mitigating actions for Disability</b>	
<b>a) Are there negative impacts for Disability?</b> <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i>	No
<b>b) Details of Negative Impacts for Disability</b>	
<b>c) Mitigating Actions for Disability</b>	
<b>d) Responsible Officer for Mitigating Actions - Disability</b>	
<b>21. Negative Impacts and Mitigating actions for Sex</b>	
<b>a) Are there negative impacts for Sex?</b> <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i>	No
<b>b) Details of Negative Impacts for Sex</b>	
<b>c) Mitigating Actions for Sex</b>	
<b>d) Responsible Officer for Mitigating Actions - Sex</b>	
<b>22. Negative Impacts and Mitigating actions for Gender identity/transgender</b>	
<b>a) Are there negative impacts for Gender identity/transgender?</b> <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i>	No



<b>b) Details of Negative Impacts for Gender identity/transgender</b>	
<b>c) Mitigating actions for Gender identity/transgender</b>	
<b>d) Responsible Officer for Mitigating Actions - Gender identity/transgender</b>	
<b>23. Negative Impacts and Mitigating actions for Race</b>	
<b>a) Are there negative impacts for Race?</b> <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i>	No
<b>b) Details of Negative Impacts for Race</b>	
<b>c) Mitigating Actions for Race</b>	
<b>d) Responsible Officer for Mitigating Actions - Race</b>	
<b>24. Negative Impacts and Mitigating actions for Religion and belief</b>	
<b>a) Are there negative impacts for Religion and Belief?</b> <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i>	No
<b>b) Details of Negative Impacts for Religion and belief</b>	
<b>c) Mitigating Actions for Religion and belief</b>	
<b>d) Responsible Officer for Mitigating Actions - Religion and belief</b>	
<b>25. Negative Impacts and Mitigating actions for Sexual Orientation</b>	
<b>a) Are there negative impacts for sexual orientation.</b>	No

<i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i>	
<b>b) Details of Negative Impacts for Sexual Orientation</b>	
<b>c) Mitigating Actions for Sexual Orientation</b>	
<b>d) Responsible Officer for Mitigating Actions - Sexual Orientation</b>	
<b>26. Negative Impacts and Mitigating actions for Pregnancy and Maternity</b>	
<b>a) Are there negative impacts for Pregnancy and Maternity?</b> <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i>	No
<b>b) Details of Negative Impacts for Pregnancy and Maternity</b>	
<b>c) Mitigating Actions for Pregnancy and Maternity</b>	
<b>d) Responsible Officer for Mitigating Actions - Pregnancy and Maternity</b>	
<b>27. Negative Impacts and Mitigating actions for marriage and civil partnerships</b>	
<b>a) Are there negative impacts for Marriage and Civil Partnerships?</b> <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i>	No
<b>b) Details of Negative Impacts for Marriage and Civil Partnerships</b>	
<b>c) Mitigating Actions for Marriage and Civil Partnerships</b>	
<b>d) Responsible Officer for Mitigating</b>	

<b>Actions - Marriage and Civil Partnerships</b>	
<b>28. Negative Impacts and Mitigating actions for Carer's responsibilities</b>	
<b>a) Are there negative impacts for Carer's responsibilities?</b> <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i>	No
<b>b) Details of Negative Impacts for Carer's Responsibilities</b>	
<b>c) Mitigating Actions for Carer's responsibilities</b>	
<b>d) Responsible Officer for Mitigating Actions - Carer's Responsibilities</b>	

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**From: Sue Chandler, Cabinet Member for Integrated Children's Services**  
**Rory Love, Cabinet Member for Education and Skills**  
**Sarah Hammond, Corporate Director of Children, Young People and Education**

**To: Children's and Young People's Cabinet Committee – 12 September 2023**

**Subject: Family Hub Early Language and Home Learning Environment (HLE) – Expenditure**

**Decision Number – 23/00082**

**Key Decision:** It affects more than 2 Electoral Divisions  
It involves expenditure or savings of maximum £1m

**Classification: Unrestricted**

**Past Pathway of report:** Decision 22/00094 – Family Hub Transformation Funding  
Decision 23/00015 – Family Hub Transformation Funding

**Future Pathway of report:** Cabinet Member Decision

**Electoral Division: All**

**Summary:** Kent County Council (KCC) has been successful in receiving Family Hub Transformation Authority status. As a result, KCC will receive up to £11m specific, ring-fenced funding over three years to develop and transform Family Hub services.

The activities covered within this report fall within the following Department for Education (DfE) mandated area, Early Language and Home Learning Environment.

The Cabinet Member for Integrated Children's Services is required to take a formal decision to enable funding to be allocated to these activity areas and support the development of further proposals to best support children, young people and their families in Kent.

**Recommendations:** The Children's, Young People and Education Cabinet Committee is asked to consider and endorse or make recommendations to the Cabinet Member for Integrated Children's Services on the proposed decision to:

1). Approve the service development and activity increases for Early Language and Home Learning Environment, as part of ongoing development and improvement work, making use of Family Hub Grant funding where this aligns to KCC's existing Start for Life commitments (details in the Report).

2). APPROVE the required expenditure to deliver this activity via Family Hub Grant funding up to £1,325,435 for the period ending April 2025.

3). Delegate authority to the Corporate Director of Children, Young People and Education, in consultation with the Cabinet Member for Integrated Children's Services and the Director of Public Health, to take necessary actions, including but not limited to allocating resources, expenditure, entering into contracts and other legal agreements, as required to implement the decision.

## **1. Introduction**

- 1.1 Following the September 2020 review by Dame Andrea Leadsom MP focussing on improving outcomes for babies and the first 1,001 days of a child's life the Department for Education (DfE) and Department for Health and Social Care (DHSC) developed a framework to support successful and ambitious local authorities to work with health partners to develop a Start for Life concept and Family Hub model.
- 1.2 The Family Hub model is committed to delivering high quality services for babies, children, young people (0-19 years and 0-25 years for children and young people with a disability) and their families by ensuring an extensive range of partner and community services working collaboratively to deliver the best outcomes in person, virtually or through outreach.
- 1.3 KCC has met the initial deadlines set by the DfE, through preliminary activity by the Family Hub programme team and wider partners.
- 1.4 Our new Early Language and Home Learning Environment initiative complements our existing services. The new strategy that will be progressed using funding approved by this decision will ensure effective use of funding to target the needs of families with a focus on 3 - 4year olds, as outlined by the DfE, using evidence-based programmes to offer a uniform effective approach across the service.
- 1.5 The additional activity will involve increased staff costs and the purchasing of training materials and guidance based on Family Hub model requirements and best practice. The costs also include the development of our digital offer, which will utilise iPads in Hubs, Early Years settings and childminders to support and enable parents to access e-learning safely with advice and guidance at home to aid school readiness.
- 1.6 As part of the ongoing Family Hub programme a consultation to ascertain what support and services our children and families would want in their communities commenced on 19 July 2023 and, this is due to close on 13 September 2023.
- 1.7 The Department for Education sets out minimum expectations for the core services within the Family Hubs, these include:
  - 1.7.1 Parent-infant relationships and perinatal mental health support

- 1.7.2 Infant feeding support
- 1.7.3 Parenting Support
- 1.7.4 Support with early language development and the home learning environment
- 1.7.5 Special Educational Needs and Disabilities (SEND)
- 1.7.6 Safeguarding

1.8 These core services are not subject to the outcome of the current consultation therefore it is appropriate to progress with this Key Decision to enable the delivery of improvements that both align with the Family Hub requirements set out by DfE and support Kent’s existing service priorities and Strategies.

## 2. Sustainability

2.1 The funding allocated for Early Language and the Home Learning Environment (HLE) workstreams is for transformational activity. Therefore, it is essential that work undertaken enables investment into services and is sustainable.

2.2 At the core of all our Early Language and HLE activity is the positive impact that this innovative work will have on the families of Kent. We strive to make the services we offer accessible and consistent across the borough.

2.3 We will recruit and train practitioners to support parents with the HLE, which will support educational recovery and improve school readiness, to ensure a collaborative approach with existing Open Access Early Years workers and maintain a pathway of support for babies and children.

2.4 The activity, which is planned against these workstreams will ensure sustainability, by providing dedicated expert teams who will then train and develop the existing partnership workforce to ensure consistent and future delivery of best practice to achieve positive outcomes beyond the lifetime of the Family Hub transformation funding.

## 3. Financial Implications

Programme Strand	Year 1 Grant	Year 1 Actuals	Roll forward from yr. 1 into yr. 2	Year 2 Grant	Year 3 Grant	TOTAL Grant
	2022-23	2022-23	2023-24	2023-24	2024-25	
Early Language and Home Learning Environment	£554,442	£73,860	£480,582	£529,793	£241,200	<b>£1,325,435</b>

3.1 Projected spend for Early Language and Home Learning Environment is outlined above.

3.2 Funding for the financial year 24/25 is not yet confirmed and will be dependent on successful planning and delivery in the current financial year.

- 3.3 A total of £480,582 for Early Language and the Home Learning Environment has been agreed to be carried over into financial year 2023/24

#### **4. Legal implications**

- 4.1 The Council entered into a Memorandum of Understanding (MoU) with the DfE in October 2022 which creates obligations to meet specific deadlines and timescales set by them or risk losing further funding or funding claw back.
- 4.2 Access to the associated funding of up to £11m, depending on the type and level of transformation activity eventually progressed, is conditional on compliance with the terms of the MoU and demonstration of progress toward an effective Family Hub Model.

#### **5. Equalities implications**

- 5.1 Initial assessment and attached Equalities Impact Assessment (EqIA) has identified minimal negative implications. Funding for these workstreams will enable transformation activity to enhance, improve and add to existing provision.
- 5.2 An EqIA in relation to this key decision is attached as Appendix 1 of this report.
- 5.3 Further EqIAs will need to be developed as part of future decision making in relation to individual aspects of Family Hub delivery once developed.

#### **6. Governance**

- 6.1 The Cabinet Member decision provides the required authority to allocate and spend Family Hub Grant funding on specific workstreams within the mandated Family Hub plan set out by DfE. The decision build upon the previous 'in principle agreement' to Family Hub development decision-making and allows for the implementation of service improvement in the relevant area.
- 6.2 Detailed service development and spend activity to progress the Early Language and the Home Learning Environment work is delegated in accordance with the Executive Scheme of Delegation.
- 6.3 This service specific decision is without prejudice to the wider Family Hubs consultation on the discretionary aspects of the Family Hub programme, which will inform the overall model when the relevant decisions are taken. These Future decisions on the model will influence how this specific service fits within the Family Hub system.

#### **7. Conclusions**

- 7.1 KCC has received significantly more funding for the development and transformation of family services within the Start for Life and Family Hub model, than any other part of the country. The sheer scale of the transformation and ambition of the authority provide an exciting opportunity to improve the wellbeing of future generations, from birth through adolescence to adulthood.



- 7.2 To keep the development of the Family Hub model in KCC on track we need to progress key workstreams and expenditure of carried over monies and planned year two expenditure. An important part of this is the expenditure outlined in Early language and the Home Learning Environment. This is necessary to meet delivery targets and access ongoing funding as part of this programme.
- 7.3 Agreement of this Key Decision will enable this to happen and to deliver improved and enhanced services for children, young people and families across the county in line with the outcomes set out in the DfE guidelines.

**8. Recommendations:** The Children’s, Young People and Education Cabinet Committee is asked to consider and endorse or make recommendations to the Cabinet Member for Integrated Children’s Services on the proposed decision to:

- 1). Approve the service development and activity increases for Early Language and Home Learning Environment, as part of ongoing development and improvement work, making use of Family Hub Grant funding where this aligns to KCC’s existing Start for Life commitments (details in the Report).
- 2). APPROVE the required expenditure to deliver this activity via Family Hub Grant funding up to £1,325,435 for the period ending April 2025.
- 3). Delegate authority to the Corporate Director of Children, Young People and Education, in consultation with the Cabinet Member for Integrated Children’s Services and the Director of Public Health, to take necessary actions, including but not limited to allocating resources, expenditure, entering into contracts and other legal agreements, as required to implement the decision.

## 9. Appendices

1. EqIA

## 10. Contact details

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Relevant Director: Carolann James

Family Hub Programme Manager

Director, Operational Integrated Children’s Services

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# KENT COUNTY COUNCIL – PROPOSED RECORD OF DECISION

## DECISION TO BE TAKEN BY:

**Sue Chandler, Cabinet Member for Integrated Children’s Services**

## DECISION NO:

**23/000/82**

**For publication** [Do not include information which is exempt from publication under schedule 12a of the Local Government Act 1972]

## Key decision: YES

*Key decision criteria. The decision will:*

- a) result in savings or expenditure which is significant having regard to the budget for the service or function (currently defined by the Council as in excess of £1,000,000); and
- b) be significant in terms of its effects on a significant proportion of the community living or working within two or more electoral divisions – which will include those decisions that involve:
  - the adoption or significant amendment of major strategies or frameworks;
  - significant service developments, significant service reductions, or significant changes in the way that services are delivered, whether County-wide or in a particular locality.

## Subject Matter / Title of Decision

**Family Hub Early Language and Home Learning Environment (HLE) – Expenditure**

## Decision:

As Cabinet Member for Integrated Children’s Services, I agree to:

A) Approve the service development and activity increases for Early Language and Home Learning Environment, as part of ongoing development and improvement work, making use of Family Hub Grant funding where this aligns to KCC’s existing Start for Life commitments.

2). APPROVE the required expenditure to deliver this activity via Family Hub Grant funding up to £1,325,435 for the period ending April 2025.

3). Delegate authority to the Corporate Director of Children, Young People and Education, in consultation with the Cabinet Member for Integrated Children’s Services and the Director of Public Health, to take necessary actions, including but not limited to allocating resources, expenditure, entering into contracts and other legal agreements, as required to implement the decision.

## Reason(s) for decision:

### Background

1.1 Following the September 2020 review by Dame Andrea Leadsom MP focussing on improving outcomes for babies and the first 1,001 days of a child’s life the Department for Education (DfE) and Department for Health and Social Care (DHSC) developed a framework to support successful and ambitious local authorities to work with health partners to develop a Start for Life concept and Family Hub model.

1.2 The Family Hub model is committed to delivering high quality services for babies, children, young people (0-19 years and 0-25 years for children and young people with a disability) and their families by ensuring an extensive range of partner and community services working

collaboratively to deliver the best outcomes in person, virtually or through outreach.

- 1.3 KCC has met the initial deadlines set by the DfE, through preliminary activity by the Family Hub programme team and wider partners.
- 1.4 Our new Early Language and Home Learning Environment initiative complements our existing services. The new strategy that will be progressed using funding approved by this decision will ensure effective use of funding to target the needs of families with a focus on 3 - 4year olds, as outlined by the DfE, using evidence-based programmes to offer a uniform effective approach across the service.
- 1.5 The additional activity will involve increased staff costs and the purchasing of training materials and guidance based on Family Hub model requirements and best practice. The costs also include the development of our digital offer, which will utilise iPads in Hubs, Early Years settings and childminders to support and enable parents to access e-learning safely with advice and guidance at home to aid school readiness.
- 1.6 As part of the ongoing Family Hub programme a consultation to ascertain what support and services our children and families would want in their communities commenced on 19 July 2023 and, this is due to close on 13 September 2023.
- 1.7 The Department for Education sets out minimum expectations for the core services within the Family Hubs, these include:
  - 1.7.1 Parent-infant relationships and perinatal mental health support
  - 1.7.2 Infant feeding support
  - 1.7.3 Parenting Support
  - 1.7.4 Support with early language development and the home learning environment
  - 1.7.5 Special Educational Needs and Disabilities (SEND)
  - 1.7.6 Safeguarding
- 1.8 These core services are not subject to the outcome of the current consultation therefore it is appropriate to progress with this Key Decision to enable the delivery of improvements that both align with the Family Hub requirements set out by DfE and support Kent's existing service priorities and Strategies.

## **2. Sustainability**

- 2.1 The funding allocated for Early Language and the Home Learning Environment (HLE) workstreams is for transformational activity. Therefore, it is essential that work undertaken enables investment into services and is sustainable.
- 2.2 At the core of all our Early Language and HLE activity is the positive impact that this innovative work will have on the families of Kent. We strive to make the services we offer accessible and consistent across the borough.
- 2.3 We will recruit and train practitioners to support parents with the HLE, which will support educational recovery and improve school readiness, to ensure a collaborative approach with existing Open Access Early Years workers and maintain a pathway of support for babies and children.
- 2.4 The activity, which is planned against these workstreams will ensure sustainability, by providing dedicated expert teams who will then train and develop the existing partnership workforce to ensure consistent and future delivery of best practice to achieve positive outcomes beyond the lifetime of the Family Hub transformation funding.

### 3. Financial Implications

Programme Strand	Year 1 Grant	Year 1 Actuals	Roll forward from yr. 1 into yr. 2	Year 2 Grant	Year 3 Grant	TOTAL Grant
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- 3.1 Projected spend for Early Language and Home Learning Environment is outlined above.
- 3.2 Funding for the financial year 24/25 is not yet confirmed and will be dependent on successful planning and delivery in the current financial year.
- 3.3 A total of £480,582 for Early Language and the Home Learning Environment has been agreed to be carried over into financial year 2023/24

### 4. Legal implications

- 4.1 The Council entered into a Memorandum of Understanding (MoU) with the DfE in October 2022 which creates obligations to meet specific deadlines and timescales set by them or risk losing further funding or funding claw back.
- 4.2 Access to the associated funding of up to £11m, depending on the type and level of transformation activity eventually progressed, is conditional on compliance with the terms of the MoU and demonstration of progress toward an effective Family Hub Model.

### 5. Equalities implications

- 5.1 Initial assessment and attached Equalities Impact Assessment (EqIA) has identified minimal negative implications. Funding for these workstreams will enable transformation activity to enhance, improve and add to existing provision.
- 5.2 An EqIA in relation to this key decision is attached as Appendix 1 of this report.
- 5.3 Further EqIAs will need to be developed as part of future decision making in relation to individual aspects of Family Hub delivery once developed.

### 6. Governance

- 6.1 The Cabinet Member decision provides the required authority to allocate and spend Family Hub Grant funding on specific workstreams within the mandated Family Hub plan set out by DfE. The decision build upon the previous 'in principle agreement' to Family Hub development decision-making and allows for the implementation of service improvement in the relevant area.
- 6.2 Detailed service development and spend activity to progress the Early Language and the Home Learning Environment work is delegated in accordance with the Executive Scheme of Delegation.

6.3 This service specific decision is without prejudice to the wider Family Hubs consultation on the discretionary aspects of the Family Hub programme, which will inform the overall model when the relevant decisions are taken. These Future decisions on the model will influence how this specific service fits within the Family Hub system.

**Cabinet Committee recommendations and other consultation:**

The Children's and Young People Cabinet Committee consider the decision on.

**Any alternatives considered and rejected:**

KCC has received significantly more funding for the development and transformation of family services within the Start for Life and Family Hub model, than any other part of the country. The sheer scale of the transformation and ambition of the authority provide an exciting opportunity to improve the wellbeing of future generations, from birth through adolescence to adulthood.

To keep the development of the Family Hub model in KCC on track we need to progress key workstreams and expenditure of carried over monies and planned year two expenditure. An important part of this is the expenditure outlined in Early language and the Home Learning Environment. This is necessary to meet delivery targets and access ongoing funding as part of this programme.

Agreement of this Key Decision will enable this to happen and to deliver improved and enhanced services for children, young people and families across the county in line with the outcomes set out in the DfE guidelines.

**Any interest declared when the decision was taken and any dispensation granted by the Proper Officer:** None

.....  
signed

.....  
date

## EQIA Submission Draft Working Template

If required, this template is for use prior to completing your EQIA Submission in the EQIA App.

You can use it to understand what information is needed beforehand to complete an EQIA submission online, and also as a way to collaborate with others who may be involved with the EQIA.

Note: You can upload this into the App when complete if it contains more detailed information than the App asks for and you wish to retain this detail.

### Section A

<b>1. Name of Activity (EQIA Title):</b>	Early Language and Home Learning Environment
<b>2. Directorate</b>	Children, Young People and Education
<b>3. Responsible Service/Division</b>	Integrated Children's Services

### Accountability and Responsibility

<b>4. Officer completing EQIA</b> Note: This should be the name of the officer who will be submitting the EQIA onto the App.	Danielle Day Programme Manager – Family Hub
<b>5. Head of Service</b> Note: This should be the Head of Service who will be approving your submitted EQIA.	Carolann James Director of Operational Integrated Children's Services
<b>6. Director of Service</b> Note: This should be the name of your responsible director.	Carolann James Director of Operational Integrated Children's Services

### The type of Activity you are undertaking

7. What type of activity are you undertaking?	
Tick if Yes	Activity Type
Yes	<b>Service Change</b> – operational changes in the way we deliver the service to people.
Yes	<b>Service Redesign</b> – restructure, new operating model or changes to ways of working
Yes	<b>Project/Programme</b> – includes limited delivery of change activity, including partnership projects, external funding projects and capital projects.
Yes	<b>Commissioning/Procurement</b> – means commissioning activity which requires commercial judgement.
Yes	<b>Strategy /Policy</b> – includes review, refresh or creating a new document
	<b>Other</b> – Please add details of any other activity type here.

**8. Aims and Objectives and Equality Recommendations** – Note: You will be asked to give a brief description of the aims and objectives of your activity in this section of the App, along with the Equality recommendations. You may use this section to also add any context you feel may be required.

Since the inception of Early Help and Preventative Services (EHPS) in 2015, Kent County Council (KCC) has been able to maintain a comprehensive Open Access offer, including both universal and targeted provision, delivered through both KCC staff and settings and commissioned services across the 0-19 years age group

Open Access services work closely with partners including Public Health services such as Health Visiting provisions through co-location. Currently we commission two Children's Centres in Kent (Millmead and Seashells) and 12 district-based youth service contracts.

In his budget announcement in October 2021, the then Chancellor, Rishi Sunak, outlined his plans for the roll out of a national Family Hub programme launching the programme in November 2021. The programme is led by the Department for Education (DfE) in collaboration with the Department of Health and Social Care (DHSC) to ensure there is policy integration at national level to develop an enhanced multiagency partnership. The framework was developed following the Early Years Healthy Development Review published in 2021 (The Best Start for Life, A Vision for the 1001 Critical Days). The in-depth research and engagement was conducted by a review team including parents, carers, sector professionals, volunteers and academics.

KCC is committed to the implementation of Family Hubs in Kent as part of its ambition to deliver the best outcomes for all children, young people, and their families, delivering services identified through the Family Hub guidance.

The DfE launched the national Family Hub Programme Framework in August 2022 alongside an application for 75 Local Authorities to apply for transformation funding to create multiagency community-based provision. Kent was identified as one of the eligible Local Authorities for funding aligned to the Family Hub and Best Start for Life strategy.

The DfE sets out key funded areas as part of the Family Hub model and transformation within the Start for Life offer. This includes Early Language and the Home Learning Environment (HLE).

Early Language and Home Learning Environment, builds on existing services offered through the current system. The new strategy will ensure effective use of funding to target the needs of families with a focus on 3 - 4 year olds, as outlined by the DfE, using evidence based programmes to offer a uniform evidence based approach across the service.

The analysis from the available evidence suggests that the development and implementation of Family Hubs in Kent and the delivery of Early Language and HLE may have impacts for all protected characteristic groups due to the mixed client base:

- Age
- Disability
- Sex
- Race
- Religion and Beliefs
- Pregnancy and Maternity
- Carer Responsibilities



## Section B – Evidence

*Note: For questions 9, 10 & 11 at least one of these must be a 'Yes'. You can continue working on the EQIA in the App, but you will not be able to submit it for approval without this information.*

<p><b>9. Do you have data related to the protected groups of the people impacted by this activity?</b> <i>Answer: Yes/No</i></p>	<p>No</p>
<p><b>10. Is it possible to get the data in a timely and cost effective way?</b> <i>Answer: Yes/No</i></p>	<p>No</p>
<p><b>11. Is there national evidence/data that you can use?</b> <i>Answer: Yes/No</i></p>	<p><a href="https://speechandlanguage.org.uk/training-licensing/programmes-for-nurseries-and-schools/early-talk-boost/">https://speechandlanguage.org.uk/training-licensing/programmes-for-nurseries-and-schools/early-talk-boost/</a></p> <p><a href="https://www.ncb.org.uk/what-we-do/improving-practice/focusing-early-years/early-childhood-unit/our-programmes/making-it">https://www.ncb.org.uk/what-we-do/improving-practice/focusing-early-years/early-childhood-unit/our-programmes/making-it</a></p>
<p><b>12. Have you consulted with Stakeholders?</b> <i>Answer: Yes/No</i>  <i>Stakeholders are those who have a stake or interest in your project which could be residents, service users, staff, members, statutory and other organisations, VCSE partners etc.</i></p>	<p>Yes</p>
<p><b>13. Who have you involved, consulted and engaged with?</b>  <i>Please give details in the box provided. This may be details of those you have already involved, consulted and engaged with or who you intend to do so with in the future. If the answer to question 12 is 'No', please explain why.</i></p>	
<p>Initial informal engagement took place with staff, service users and partners to explore the themes and aims of a Family Hub model in Kent to inform the proposals as the programme began to evolve. Colleagues from across Integrated Children Services have spoken with KCC staff, health visitor and midwifery colleagues and other public health colleagues and commissioners.</p> <p>Staff engagement has included information sessions, with a guest speaker from the Anna Freud Centre, who had been appointed by the DfE to support the implementation of Family Hubs across England. Further area-based engagement sessions have taken place</p>	

<p>with Open Access staff and a Let's Talk Kent platform has been set-up to take feedback directly from Open Access staff.</p> <p>Further consultation and engagement has taken place and will continue with internal and external stakeholders as well as children and young people and parent /carer representatives throughout the duration of this programme of transformation.</p> <p>The Family Hub services consultation launched on 19 July 2023 and will run for a period of 8-weeks, closing on 13 September. The consultation aims to gather the views of the community about the proposed changes to Children's Centre services, youth provision, health visiting and community-based midwifery care.</p>			
<p><b>14. Has there been a previous equality analysis (EQIA) in the last 3 years? Answer: Yes/No</b></p>		<p>Yes</p>	
<p><b>15. Do you have evidence/data that can help you understand the potential impact of your activity? Answer: Yes/No</b></p>		<p>Yes</p>	
<p><b>Uploading Evidence/Data/related information into the App</b> <i>Note: At this point, you will be asked to upload the evidence/ data and related information that you feel should sit alongside the EQIA that can help understand the potential impact of your activity. Please ensure that you have this information to upload as the Equality analysis cannot be sent for approval without this.</i></p>		<p>The 2021 Census tells us that there are 50,787 children aged 0-2 in Kent. These children could be impacted if vacancies within the service are not backfilled, resulting in a reduction of services to the 0-2 cohort.</p>	
<p><b>Section C – Impact</b></p>			
<p><b>16. Who may be impacted by the activity? Select all that apply.</b></p>			
<p>Service users/clients <i>Answer: Yes/No</i></p>	<p>Yes</p>	<p>Residents/Communities/Citizens <i>Answer: Yes/No</i></p>	<p>Yes</p>
<p>Staff/Volunteers <i>Answer: Yes/No</i></p>	<p>Yes</p>		
<p><b>17. Are there any positive impacts for all or</b></p>		<p>Yes</p>	

**any of the protected groups as a result of the activity that you are doing? Answer: Yes/No**

**18. Please give details of Positive Impacts**

The principles and framework for the Family Hub model, as set out by central government, are built based on improving user experience and improving outcomes for children young people and their families by:

1. increasing access to a wider range of services in one place or under one shared umbrella;
2. improving the interface and join-up between services; and
3. having services working within practice that builds on strengths and puts families at the centre of services.

The positive impacts that we anticipate:

**Service Users/Clients**

- Enhanced BookStart offer which is currently delivered in KCC's Children's Centres
- Additional support for those children with additional needs, including those who have not yet received a diagnosis
- Support to better bonding and relationships between parents and their children
- HLE will contribute to parents understanding of their children's development
- Intensive support to the contribution of children's developmental checks and meeting their milestones
- Support for families whose first language is not English by introducing children to resources at the earliest opportunity to support their learning
- HLE will contribute to children's school readiness
- More children with additional needs will be identified and diagnosed at a younger age
- Family Hubs will be accessible for children with additional needs and disabilities
- HLE will give further opportunities for fathers, partners and grandparents to understand how they can support their children's development within the home environment
- Raise the quality of HLE delivery to parents and children which is a key predictor of a baby's and child's early language ability and future success

**Staff and Volunteers**

- HLE will develop the relationships between KCC staff, volunteers, Early Years settings, and Health services
- Improved relationships with Speech and Language services to ensure the quality of the provision and resources which we are providing is of a high standard
- HLE will provide training to practitioners from Open Access and Early years settings to support parents with the HLE, with a priority to those Early year's settings in the most disadvantaged areas, which will support educational recovery and improve school readiness.
- HLE will create further opportunities for volunteers to offer support within groups and access to training

**Residents/Communities/Citizens**

- Further development on our work with KCC Libraries
- HLE will develop relationships further within local communities through their community groups delivering Early Years services such as parent and toddler groups
- HLE will have a digital offer which will be accessible to all

## Negative Impacts and Mitigating Actions

The questions in this section help to think through positive and negative impacts for people affected by your activity. Please use the Evidence you have referred to in Section B and explain the data as part of your answer.

### 19. Negative Impacts and Mitigating actions for Age

<p><b>a) Are there negative impacts for age?</b>  <i>Answer: Yes/No</i>  <i>(If yes, please also complete sections b, c, and d).</i></p>	<p>Yes</p>
<p><b>b) Details of Negative Impacts for Age</b></p>	<p>Existing KCC staff will be seconded into HLE roles which will create vacancies within the service. If these posts are not backfilled in an attempt to save money due to the existing budget pressures, this could lead to a reduction of services for the 0-2 cohort.</p>
<p><b>c) Mitigating Actions for age</b></p>	<p>Whilst we will be unable to backfill all vacant posts as a result of the new HLE model, we can backfill some to mitigate the risk of services reduced.</p>
<p><b>d) Responsible Officer for Mitigating Actions – Age</b></p>	

### 20. Negative Impacts and Mitigating actions for Disability

<p><b>a) Are there negative impacts for Disability?</b>  <i>Answer: Yes/No</i>  <i>(If yes, please also complete sections b, c, and d).</i></p>	<p>No</p>
<p><b>b) Details of Negative Impacts for Disability</b></p>	
<p><b>c) Mitigating Actions for Disability</b></p>	
<p><b>d) Responsible Officer for Mitigating Actions - Disability</b></p>	

**a) Are there negative impacts for Sex?**  
*Answer: Yes/No*  
*(If yes, please also complete sections b,*

No

<i>c, and d).</i>	
<b>b) Details of Negative Impacts for Sex</b>	
<b>c) Mitigating Actions for Sex</b>	
<b>d) Responsible Officer for Mitigating Actions - Sex</b>	
<b>22. Negative Impacts and Mitigating actions for Gender identity/transgender</b>	
<b>a) Are there negative impacts for Gender identity/transgender? Answer: Yes/No (If yes, please also complete sections b, c, and d).</b>	No
<b>b) Details of Negative Impacts for Gender identity/transgender</b>	
<b>c) Mitigating actions for Gender identity/transgender</b>	
<b>d) Responsible Officer for Mitigating Actions - Gender identity/transgender</b>	
<b>23. Negative Impacts and Mitigating actions for Race</b>	
<b>a) Are there negative impacts for Race? Answer: Yes/No (If yes, please also complete sections b, c, and d).</b>	No
<b>b) Details of Negative Impacts for Race</b>	
<b>c) Mitigating Actions for Race</b>	
<b>d) Responsible Officer for Mitigating Actions - Race</b>	
<b>24. Negative Impacts and Mitigating actions for Religion and belief</b>	
<b>a) Are there negative impacts for Religion and Belief? Answer: Yes/No (If</b>	No

<i>yes, please also complete sections b, c, and d).</i>	
<b>b) Details of Negative Impacts for Religion and belief</b>	
<b>c) Mitigating Actions for Religion and belief</b>	
<b>d) Responsible Officer for Mitigating Actions - Religion and belief</b>	
<b>25. Negative Impacts and Mitigating actions for Sexual Orientation</b>	
<b>a) Are there negative impacts for sexual orientation.</b> <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i>	No
<b>b) Details of Negative Impacts for Sexual Orientation</b>	
<b>c) Mitigating Actions for Sexual Orientation</b>	
<b>d) Responsible Officer for Mitigating Actions - Sexual Orientation</b>	
<b>26. Negative Impacts and Mitigating actions for Pregnancy and Maternity</b>	
<b>a) Are there negative impacts for Pregnancy and Maternity?</b> <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i>	No
<b>b) Details of Negative Impacts for Pregnancy and Maternity</b>	
<b>c) Mitigating Actions for Pregnancy and Maternity</b>	
<b>d) Responsible Officer for Mitigating Actions - Pregnancy and Maternity</b>	
<b>27. Negative Impacts and Mitigating actions for marriage and civil partnerships</b>	

<p><b>a) Are there negative impacts for Marriage and Civil Partnerships?</b>  <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i></p>	No
<p><b>b) Details of Negative Impacts for Marriage and Civil Partnerships</b></p>	
<p><b>c) Mitigating Actions for Marriage and Civil Partnerships</b></p>	
<p><b>d) Responsible Officer for Mitigating Actions - Marriage and Civil Partnerships</b></p>	
<p><b>28. Negative Impacts and Mitigating actions for Carer's responsibilities</b></p>	
<p><b>a) Are there negative impacts for Carer's responsibilities?</b>  <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i></p>	No
<p><b>b) Details of Negative Impacts for Carer's Responsibilities</b></p>	
<p><b>c) Mitigating Actions for Carer's responsibilities</b></p>	
<p><b>d) Responsible Officer for Mitigating Actions - Carer's Responsibilities</b></p>	

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