

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

1. Name of Activity (EQIA Title):	Families First for Children
2. Directorate	Children, Young People and Education
3. Responsible Service/Division	Integrated Children's Services

Accountability and Responsibility

4. Officer completing EQIA Note: This should be the name of the officer who will be submitting the EQIA onto the App.	Florah Shiringo Assistant Director – Integrated Children Services
5. Head of Service Note: This should be the Head of Service who will be approving your submitted EQIA.	Carolann James Director of Operational Integrated Children Services
6. Director of Service Note: This should be the name of your responsible director.	Carolann James Director of Operational Integrated Children Services

The type of Activity you are undertaking

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

The Department for Education (DfE) published Stable Homes, Built on Love – an Implementation strategy and consultation on 2 February 2023, the consultation was backed by £200m additional investment. The Stable Homes, Built on Love strategy sets out a vision to re-balance children's social care away from costly crisis intervention to more meaningful and effective early support. It sets out actions that seek to:

- Address urgent issues facing children and families now
- Lay the foundations for whole system reform
- Set national direction for change

The Families First for Children (FFC) Pathfinder is a core commitment made in the strategy. Kent County Council submitted an application to become a FFC Pathfinder through Wave 2 of the programme on 6 November 2023 with support from the Assistant Chief Constable and the Director of Children's Services in the Kent and Medway Integrated Care Board. This is in recognition that becoming a FFC Pathfinder will require greater integration and system level reform of services to transform the multi-agency safeguarding arrangements, Family Help, Child Protection and Family Networks. The key features of this programme include:

- Establishing a system-wide, 'Families First' culture, which addresses structural inequalities, attends to the full spectrum of families' contexts and needs, and facilitates a welcoming and effective system for children and families.
- Clarifying and strengthening multi-agency safeguarding arrangements, ways of working and independent scrutiny. This includes strengthening the role of education in multi-agency safeguarding arrangements at strategic level.
- Streamlining and supporting effective multi-agency information sharing and case management systems.

Services to be offered through the Families First for Children will change from the current services, with co-location of a wider range of services with a focus on improved accessibility to services for children and young people and their parents / carers. This will be an important change for service users which may have equalities impacts.

To support the delivery of these changes and the development of the new service offer, if successful in the bid, KCC will receive from the Department for Education (DfE) a one-off grant of £5m for one year funding in 2024/25. The grant is to support system transformation through workforce development and supporting development of new services.

How will the proposed model affect wider users?

- Teams will be integrated to become multi-disciplinary for Family Help Services and multi-agency for the Child Protection Service with both services having access to Family Group Conferences integrated into the services. The new teams will be operating from the current KCC offices, and these are the offices that children, young people and families are already accessing and therefore there will be minimal disruption. There will be clear communication detailing where families can access services in each of the districts.
- Service users should no longer need to explain their situation repeatedly to different professionals as we will integrate our working practices to better capture families' stories once. The use of the Family Help Assessment means families can access either early help or statutory services following one assessment
- Service users will have access to a greater range of digital and online information to support their role as parents and this will compliment services already offered through the Family Hubs
- Service users will not just be a recipient of service. Families First for Children 'culture' means we will work alongside families to ensure that they receive the service that meets their need
- Parents of young people will be able to access a wider range of information and support for adolescents including Family Group Conferences at an early stage to build on the family networks.

Recommendations

We anticipate that the overall impact of Families First for Children will be positive for children, young people, and families, including those with protected characteristics who access the relevant services. This is likely to include children and young people with SEND, those with children and young people with disabilities, those from ethnically diverse communities as well as those with lower household incomes.

We expect to see positive outcomes for children, young people, and families such as:

- An increase in the use of family group conferencing at the early stages of our intervention which will enhance family networks to support children and young people in the community
- Improved access to other services including substance misuse services, domestic abuse support and children and adult mental health services as these services will be part of the multi-disciplinary and multi-agency teams

Section B – Evidence

<p><i>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.</i></p>	
<p>9. Do you have data related to the protected groups of the people impacted by this activity? <i>Answer: Yes/No</i></p>	<p>Yes Equality and diversity data - Kent County Council.</p>
<p>10. Is it possible to get the data in a timely and cost effective way? <i>Answer: Yes/No</i></p>	<p>Yes</p>
<p>11. Is there national evidence/data that you can use? <i>Answer: Yes/No</i></p>	<p>No</p>
<p>12. Have you consulted with Stakeholders? <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>No – there are plans to consult all stakeholders once the outcome of the bid is known.</p>
<p>13. Who have you involved, consulted and engaged with? <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>A Partnership Board will be put in place with attendance from the partnership to ensure additional strategic governance. Engagement will take place with the Police, Integrated Care Board, Health Visiting partners as well as commissioned services and parent carer representatives, staff, and partner organisations.</p> <p>Staff engagement will include information sessions to ensure staff are aware of and comment on the proposed changes</p> <p>Service users and residents have will be introduced to the Families First for Children through various press releases</p>	
<p>14. Has there been a previous equality analysis (EQIA) in the last 3 years? <i>Answer: Yes/No</i></p>	<p>No</p>
<p>15. Do you have evidence/data that can help you understand the potential impact of your activity? <i>Answer: Yes/No</i></p>	<p>No</p>
<p>Uploading Evidence/Data/related information into the App <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>N/A</p>

Section C – Impact

16. Who may be impacted by the activity? *Select all that apply.*

Service users/clients <i>Answer: Yes/No</i>	Yes	Residents/Communities/Citizens <i>Answer: Yes/No</i>	Yes
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Staff/Volunteers <i>Answer: Yes/No</i>	Yes		
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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*

Yes

18. Please give details of Positive Impacts

Sex

Population data from the 2021 Census shows that there are slightly more female residents than male in Kent (51.3% female vs 48.7% male). However, females only outnumber males from aged 25 years; prior to this, males outnumbered females in children and young people. Services are available for all parents, regardless of gender, however, the majority of parents currently accessing services are women.

There is a Fathers Inclusive Practitioner who has worked with KCC partners both internal and external to develop a Fathers Inclusive Practice Guidance to increase fathers' participation.

Age

There are 369,600 children and young people (ages 0-19) living in Kent (Census 2021).

Working together to build on work from the Family Hubs, Needs Assessments will support targeted interventions for young adults such as: teenage mothers, those who are at risk of homelessness, young carers, sexual or criminal exploitation or grooming and those Not in Education, Employment or Training (NEET), those at risk of going missing and those at risk of drug and alcohol misuse. Families First for Children model requires that practitioners work will children of all ages and this will also apply to parents and carers who will be access the service irrespective of age.

Disability

Kent has a higher proportion of people aged under 16 (5.8%) claiming a disability benefit than both the regional (4.5%) and national average (4.6%). It is unknown how many children with SEN, or a disability, use current services, as this information is not routinely collected. Through the new Family Help Service, there will be a close link with the Strengthening Independence Service as well as SEND to ensure that all children irrespective of their additional needs, receive a service.

Through taking a whole family approach, and the co-location of services, parents, and carers of children with disabilities will not have to tell their story more than once.

Through more integrated working which is key to the Families First for Children model, parents and carers should be better supported to seek and receive help through the practitioners who will be part of the Family Help Services and the Multi-Agency Child Protection Services.

Religion

There is currently no direct data which measures religion of children and young people or parents of children and young people living in Kent. The only data collected is related to the overall population and based on the 2021 Census data. The Council provides services to children, young people, and their families, irrespective of their religion or beliefs.

Race

Ethnicity varies across the districts in Kent. Gravesham and Dartford have the highest proportion of ethnically diverse profiles. Approximately a third of 0–4-year-olds in Gravesham and a quarter of Dartford district are non-white British.

According to the 2021 Census, there are a total of 7,660 people living in Kent from one of the Gypsy, Roma or Traveller communities. There is likely to be under-recording as people may be reluctant to self-identify for fear of discrimination

and mistrust of organisations and authorities. Gypsy, Roma, Traveller communities have higher rates of mortality, morbidity and long-term health conditions, low child immunisation and a higher prevalence of anxiety and depression compared with the general population. This highlights the importance of acknowledging the increased likelihood of inequalities, and likely barriers to accessing services. Work will be done to offer training and support to staff around specific cultural competences to enable staff to effectively engage children from all the different communities.

Sexual orientation/ Gender identity/ Transgender

Our services are open to all individuals, but we recognise that accessing services can be challenging. Our workforce development will support inclusive practice and whole family working with a commitment to equality.

Wider impact

KCC if successful will receive a grant of just under £5m to transform our services. The grant is in place to support system transformation through service integration, workforce development, and co-designed new services as directed by the DfE. Being part of the Wave 2 Pathfinder means KCC can influence future service design for children services.

The co-location of staff in buildings will make services easier to access and reduce the need for service users to tell their story more than once.

The integrated working model would ensure that staff working under the Families First for Children umbrella would all adopt the whole family model and have access to workforce development opportunities. This means that families would receive a more consistent style and quality of service.

The new model also includes partnerships with other agencies and voluntary service. This will enable improved access to a wider range of services for children, young people and parents/carers.

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

20. Negative Impacts and Mitigating actions for Disability

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

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

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