

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

Directorate: Children and Families	Service area: Early Help
Lead person: Emma Ross	Contact number: 07891277359
Date of the equality, diversity, cohesion and integration impact assessment: 21.6.23	

1. Title:
Is this a:
<input type="checkbox"/> Strategy / Policy <input checked="" type="checkbox"/> Service / Function <input type="checkbox"/> Other
If other, please specify

2. Members of the assessment team:

Name	Organisation	Role on assessment team For example, service user, manager of service, specialist
Emma Ross	LCC	Programme Manager
Nikki Stanton	ICB NHS	Commissioning Manager
Vicky Fuggles	LCC	Head of Early Help

3. Summary of strategy, policy, service or function that was assessed:
<p>Futures is a developing and evolving innovation team initially set up to address the issue of high numbers of repeat infant proceedings. It was initially a very small team due to very limited funding and has grown through partnership with the ICB .The team works in intensive and trauma informed ways with young parents under 25yrs who have experienced the loss of an infant through proceedings.</p> <p>Service aims are :</p> <ul style="list-style-type: none"> 1- to reduce number of babies experiencing proceedings and/or entering care 2- to improve health and being in young parents 3- to improve life circumstances eg access to education training and employment, improve housing and financial stability

4. Scope of the equality, diversity, cohesion and integration impact assessment (complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)
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4a. Strategy, policy or plan (please tick the appropriate box below) NA	
The vision and themes, objectives or outcomes	<input checked="" type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>
A specific section within the strategy, policy or plan	<input type="checkbox"/>
<p>Please provide detail: The expansion of this small team means we will all be working in slightly different ways and aiming to achieve some additional outcomes (ie. that young people may be supported to keep their babies)</p>	

4b. Service, function, event please tick the appropriate box below	
The whole service (including service provision and employment)	<input type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of	<input checked="" type="checkbox"/>

the service)	
Procuring of a service (by contract or grant)	<input type="checkbox"/>
<p>Please provide detail: We are increasing the size and the scope of the team by 2 FTE PO3 practitioner posts and 1 FTE SO1 Specialist support worker post to be able to reach young parents prebirth. This means that the whole team will be working in slightly different ways with different partners and managing different risks .</p>	

<p>5. Fact finding – what do we already know Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.</p> <p>(priority should be given to equality, diversity, cohesion and integration related information)</p> <p>This group of service users are among those with the highest and most complex needs in the city. They are recognised as extremely challenging to engage with overall and subsequently routinely really struggle to access the services that they need . We remove more babies from this group of parents than from any other and more over they are highly likely to experience repeat infant removals . Being able to access help at the earliest point possible is acknowledged as effective in preventative intervention. Across the last 7 years we have maintained ongoing service evaluation including seeking feedback and input from: Engagement with a wide range of services including 3rd sector and health</p> <p>Ongoing service evaluation Service user feedback Futures Progress Reports and outcome measures Local data and statistics Outcome Based Accountability reporting</p>
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<p>Are there any gaps in equality and diversity information Please provide detail: We continually struggle to establish up to date data around young fathers at the referral stage – this is down to how this is captured at the initial point of contact .</p>
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<p>Action required: Continuous attention and promotion towards capturing this data</p>

<p>6. Wider involvement – have you involved groups of people who are most likely to be affected or interested</p>
<p> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No </p> <p>Please provide detail: All service users are regularly asked for feedback on both their progress and the nature of the work they are engaged in as well as what they think could be better about Futures and its adjunct partners. We include this information in our annual reports .This service expansion has been informed and partly driven by this feedback</p>
<p>Action required: Continue as above</p>

<p>7. Who may be affected by this activity? please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function</p>												
<p>Equality characteristics</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 33%;"><input checked="" type="checkbox"/> Age</td> <td style="width: 33%;"><input type="checkbox"/> Carers</td> <td style="width: 33%;"><input checked="" type="checkbox"/> Disability</td> </tr> <tr> <td><input checked="" type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Race</td> <td><input type="checkbox"/> Religion or Belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Sex (male or female)</td> <td><input checked="" type="checkbox"/> Sexual orientation</td> <td></td> </tr> <tr> <td><input checked="" type="checkbox"/> Other</td> <td></td> <td></td> </tr> </table> <p>(Other can include – marriage and civil partnership, pregnancy and maternity, and those</p>	<input checked="" type="checkbox"/> Age	<input type="checkbox"/> Carers	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Race	<input type="checkbox"/> Religion or Belief	<input checked="" type="checkbox"/> Sex (male or female)	<input checked="" type="checkbox"/> Sexual orientation		<input checked="" type="checkbox"/> Other		
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<input checked="" type="checkbox"/> Other												

areas that impact on or relate to equality: tackling poverty and improving health and well-being)

Please specify: pregnancy and maternity, tackling poverty and improving mental health

Stakeholders

- | | | |
|--|---|---------------------------------------|
| <input checked="" type="checkbox"/> Services users | <input checked="" type="checkbox"/> Employees | <input type="checkbox"/> Trade Unions |
| <input checked="" type="checkbox"/> Partners | <input type="checkbox"/> Members | <input type="checkbox"/> Suppliers |
| <input type="checkbox"/> Other please specify | | |

Potential barriers

- | | |
|--|---|
| <input type="checkbox"/> Built environment | <input type="checkbox"/> Location of premises and services |
| <input type="checkbox"/> Information and communication | <input type="checkbox"/> Customer care |
| <input type="checkbox"/> Timing | <input checked="" type="checkbox"/> Stereotypes and assumptions |
| <input type="checkbox"/> Cost | <input type="checkbox"/> Consultation and involvement |
| <input type="checkbox"/> Financial exclusion | <input checked="" type="checkbox"/> Employment and training |
| <input type="checkbox"/> specific barriers to the strategy, policy, services or function | |

Please specify

This work requires significant partnership working across different agencies and information sharing can be challenging

8. Positive and negative impact

Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

8a. Positive impact:

This project will directly provide more accessible support to the most needy groups in the city and contribute towards reducing the numbers of babies that are removed so allowing families to stay together.

This project is part of a city wide programme of trauma informed practice that aims to improve relational working across all sectors and with all service users.

Action required: recruitment to new posts

8b. Negative impact:
<p>This development in the team will mean some practice and operational changes which some team members may struggle with</p> <p>The existing team has been consulted at length and will be active collaborators and participants in any changes and developments. The team view this as an extremely positive development</p>
Action required: Continue to involve and collaborate with the staff team . New development plan for team .

9. Will this activity promote strong and positive relationships between the groups/communities identified?
<p> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No </p> <p>Please provide detail:</p> <p>Trauma informed practice is based on improving relationships as the key to better experiences and outcomes .</p> <p>The work is informed by the SAMHSA principles of</p> <p>1- Safety</p>

- 2- Trust and transparency
- 3- Peer support
- 4- Collaboration and mutuality
- 5- Empowerment voice and choice
- 6- Cultural ,historical and gender awareness and sensitivity

Action required:

Continue adhering to these principles in everything we do

10. Does this activity bring groups/communities into increased contact with each other? (for example, in schools, neighbourhood, workplace)

Yes

No

Please provide detail:This project will work within the principles as described but also in localities and aiming to work systemically at all times to builds networks of support

Action required:

As above through steering group

11. Could this activity be perceived as benefiting one group at the expense of another? (for example where your activity or decision is aimed at adults could it have an impact on children and young people)

Yes

No

Please provide detail:As already described this activity will be systemic in nature and so while we will be working with adults predominantly we are doing so to support better parenting and better health and well being and improved life circumstances for whole families .

Action required:

As above though steering group

12. Equality, diversity, cohesion and integration action plan

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

Action	Timescale	Measure	Lead person
Recruitment to new posts	Within next 3 months	New practitioners in team	Emma Ross
Continued adherence to trauma informed principles	Ongoing	Better relationships and effective partnership working	Everyone
Multiagency steering group	8 weekly	Minutes and actions	Emma Ross
New training and development plan for team	Over next 6 months and ongoing	Team feedback	Karen Kirby team manager
Data analysis to include young Fathers	Ongoing	Better knowledge of young fathers and so more fathers using the service	Steering Group

Action	Timescale	Measure	Lead person

13. Governance, ownership and approval

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job title	Date
Vicky Fuggles	Head of Early Help	21.6.23
Date impact assessment completed		21.6.23

14. Monitoring progress for equality, diversity, cohesion and integration actions (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board
Please specify which board Children Trust Board , Future in Mind Board
- Other (please specify)

15. Publishing

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions** or a **Significant Operational Decision**.

A copy of this equality impact assessment should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality impact assessments that are not to be published should be sent to equalityteam@leeds.gov.uk for record.

Complete the appropriate section below with the date the report and attached assessment was sent:

For Executive Board or Full Council – sent to Governance Services	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: