

Part A

Initial Impact Assessment

Proposal name

Annual update of the Building Successful Families programme to committee

Brief aim(s) of the proposal and the outcome(s) you want to achieve

This report is to provide an annual update to the Education, Children and Families Committee on the Building Successful Families (BSF) programme, referred to nationally as the Supporting Families programme.

In addition, there are a number of key areas where the Committee is asked to endorse the progression of strategic level activity to support the transformation of the Early Help System in its aim to help children, young people, and families at the earliest opportunity.

Proposal type

- Budget non-Budget

If Budget, is it Entered on Q Tier?

- Yes No

If yes what is the Q Tier reference

Year of proposal (s)

<input type="radio"/> 21/22	<input checked="" type="radio"/> 22/23	<input type="radio"/> 23/24	<input type="radio"/> 24/25	<input type="radio"/> other
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Decision Type

- Coop Exec
- Committee (e.g. Health Committee)
- Leader
- Individual Coop Exec Member
- Executive Director/Director
- Officer Decisions (Non-Key)
- Council (e.g. Budget and Housing Revenue Account)
- Regulatory Committees (e.g. Licensing Committee)

Lead Committee Member

Cllr Mick Rooney and Cllr Dawn Dale

Lead Director for Proposal

Andrew Jones

Person filling in this EIA form

Emily Ward

Lead Officer – Victoria Gibbs

EIA start date 24-02-2023

Equality Lead Officer

- Adele Robinson
- Bashir Khan**
- Beverley Law
- Ed Sexton
- Louise Nunn
- Richard Bartlett

Lead Equality Objective ([see for detail](#))

- | | | | |
|---|---|---|---|
| <input type="radio"/> Understanding Communities | <input type="radio"/> Workforce Diversity | <input type="radio"/> Leading the city in celebrating & promoting inclusion | <input checked="" type="radio"/> Break the cycle and improve life chances |
|---|---|---|---|

Portfolio, Service and Team

Is this Cross-Portfolio

- Yes No

Portfolio

Children’s Services

Is the EIA joint with another organisation (eg NHS)?

- Yes No Please specify

Consultation

Is consultation required (Read the guidance in relation to this area)

- Yes **No**

If consultation is not required please state why

Due to the Early Help Partnership already having established methods for ways of working, consultations regarding specific areas of the programme are ongoing across the system to ensure we can maximise efficiencies and provide a service that children, young people and families want. However, in regards to this committee update, no consultations are required.

Are Staff who may be affected by these proposals aware of them

- Yes No

Are Customers who may be affected by these proposals aware of them

- Yes No

If you have said no to either please say why

The Early Help system is a way of working that is already established across Sheffield and this report is to support the annual update of the BSF programme to committees. The national Supporting Families programme is in place to continually develop and enhance the maturity of the wider Early Help System, therefore partners are included in ongoing discussions regarding how we continually drive system transformation but there are no proposals being made that would significantly impact on staff or service users.

Initial Impact

Under the [Public Sector Equality Duty](#) we have to pay due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

For a range of people who share protected characteristics, more information is available on the [Council website](#) including the [Community Knowledge Profiles](#).

Identify Impacts

Identify which characteristic the proposal has an impact on tick all that apply

<input checked="" type="radio"/> Health	<input type="radio"/> Transgender
<input checked="" type="radio"/> Age	<input checked="" type="radio"/> Carers
<input checked="" type="radio"/> Disability	<input checked="" type="radio"/> Voluntary/Community & Faith Sectors
<input checked="" type="radio"/> Pregnancy/Maternity	<input checked="" type="radio"/> Partners
<input checked="" type="radio"/> Race	<input checked="" type="radio"/> Cohesion
<input checked="" type="radio"/> Religion/Belief	<input checked="" type="radio"/> Poverty & Financial Inclusion
<input checked="" type="radio"/> Sex	<input type="radio"/> Armed Forces
<input checked="" type="radio"/> Sexual Orientation	<input type="radio"/> Other

Cumulative Impact

Does the Proposal have a cumulative impact

- Yes No

<input checked="" type="radio"/> Year on Year	<input type="radio"/> Across a Community of Identity/Interest
<input type="radio"/> Geographical Area	<input type="radio"/> Other

If yes, details of impact

As part of the BSF programme, alongside continual system transformation, partners across the Early Help system are also expected to work with a number of families who have multiple areas of need who then go on to achieve significant and sustained success following support. The national programme has increased the number of families who are expected to achieve sustained success from 825 in 2022/23 to 1652 in 2024/25. Currently, there is a 65% conversion rate in the number of families who are worked with under the national programme framework and those who achieve success, therefore we will have to evidence over a 100% increase in the number of families worked with, whilst also keeping the conversion rate high.

Proposal has geographical impact across Sheffield

- Yes No

If Yes, details of geographical impact across Sheffield

As part of the wider system transformation, we will be able to engage a wider cohort of families from different demographics that engage with the Early Help support. The Early Help system transformation should be done in cohesion with the Family Hub transformation and as the seven Family Hubs are located in areas of greatest need, with further work being embedded to create wider partnership networks and delivering services in outreach buildings, it is anticipated that this will create a more accessible service that supports earliest engagement and identification of need with support tailored towards the needs of communities.

Local Area Committee Area(s) impacted

- All Specific

If Specific, name of Local Committee Area(s) impacted

Initial Impact Overview

Based on the information about the proposal what will the overall equality impact?

To be eligible for support in the Supporting Families / BSF programme, families must be identified as having barriers in regard to accessing/achieving 3 or more of these areas (as identified in the Supporting Families Outcomes Framework):

- Getting a good education
- Good early years development
- Improved mental and physical health
- Promoting recovery and reducing harm from substance misuse
- Improve family relationships
- Children safe from abuse and exploitation
- Crime prevention and tackling crime
- Safe from domestic abuse
- Secure housing
- Financial stability

The Early Help System is a network of services, processes and interactions that aim to help children, young people and families at the earliest opportunity. If we are successful, we will see vulnerable families thrive, becoming empowered to become resilient over time and build connections to their local community. Our local services will also be joined-up, flexible and responsive to new challenges, becoming sustainable for the long term creating stronger multi-agency partnerships which work together to understand local trends, predict emerging need, and respond to those needing extra help.

The benefits of this approach will be felt across the city as pressure on statutory services should reduce as the system begins to rebalance away from intervening at crisis point or before families have multiple areas of need. This will help services to become more sustainable and allow them to intervene much earlier in the cycle, delivering better outcomes for families.

Supporting Families' outcomes align with the Family Hubs transformation which is ongoing, providing a single access point – a 'front door' – to universal and early help services for families with children of all ages (0-19) or up to 25 with special educational needs and disabilities (SEND). Family Hubs involve co-location of services and professionals to make it easier for families to access the services they need, including Start for Life services, and this can include both physical locations, outreach support and virtual offers.

Many services offered in a Family Hub network will be for families who do not need intensive, whole-family Lead Practitioner support; however, hubs will ensure seamless access to a whole-family Lead Practitioner where needed.

Is a Full impact Assessment required at this stage? Yes No

If the impact is more than minor, in that it will impact on a particular protected characteristic you must complete a full impact assessment below.

Initial Impact Sign Off

EIAs must be agreed and signed off by the Equality lead Officer in your Portfolio or corporately. Has this been signed off?

- Yes No

Date agreed

Name of EIA lead officer

Part B

Full Impact Assessment

Health

Does the Proposal have a significant impact on health and well-being (including effects on the wider determinants of health)?

Yes No *if Yes, complete section below*

Staff

Yes No

Customers

Yes No

Details of impact

The BSF programme identifies a number of areas of family need, one of which is supporting families to have improved mental and / or physical health. Health colleagues represent parts of the Early Help workforce such as universal, targeted or acute services and are crucial in ensuring that collectively we are working towards greater cohesion and earlier identification of need for families. If we are able to identify needs earlier across the wider Early Help partnership, this may support in reducing more serious health needs at a later point for an individual by accessing support services sooner.

Comprehensive Health Impact Assessment being completed

Yes No

Please attach health impact assessment as a supporting document below.

Public Health Leads has signed off the health impact(s) of this EIA

Yes No

Name of Health Lead Officer

Age

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

The Early Help System is a network of services, processes and interactions that aim to help children, young people and families at the earliest opportunity and eligibility for support includes having barriers in regard to accessing/achieving 3 or more of these areas (as identified in the Supporting Families Outcomes Framework):

- Getting a good education
- Good early years development
- Improved mental and physical health
- Promoting recovery and reducing harm from substance misuse
- Improve family relationships
- Children safe from abuse and exploitation
- Crime prevention and tackling crime
- Safe from domestic abuse
- Secure housing
- Financial stability

If we are successful, we will see vulnerable families thrive, becoming empowered to become resilient over time and build connections to their local community. Supporting Families' outcomes align with the Family Hubs transformation which is ongoing, providing a single access point – a 'front door' – to universal and early help services for families with children of all ages (0-19) or up to 25 with special educational needs and disabilities (SEND).

Disability

Impact on Staff **Impact on Customers**

Yes No Yes No

Details of impact

The supporting families outcomes framework identifies that there are a number areas of family need that may require support in relation to disability, for example;

- a child's Special Educational Needs are not being met,
- the child or parent requires support with learning disabilities, neurodiverse conditions and/or physical health needs that affect the family (e.g., long-standing health conditions requiring management, physical disabilities requiring adaptations)

If we are able to identify needs earlier across the wider Early Help partnership, this may support in families accessing support services sooner.

Pregnancy/Maternity

Impact on Staff **Impact on Customers**

Yes No Yes No

Details of impact

The updated Supporting Families Outcomes Framework which came into effect on October 3rd 2023 identified new criteria which stated that support for families may begin before a child is born and expectant or new parents who require additional support may be eligible for the programme. Providing guidance for parents and developmental support for babies and young children is essential for delivering strong health and educational outcomes for children, ensuring they have a positive start in their early years.

Supporting Families' outcomes align with the Best Start for Life vision of achieving good early years outcomes for babies and young children, and practitioners, services and families all benefit from expanded core services in the Family Hub transformation which ensure that children have the best possible start in life.

Race

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

It is notable that when considering Sheffield's areas of greatest ethnic diversity, these are also largely populated in the most deprived areas of the city. We are cognisant that many of the Family Hubs are located within some of these of greatest deprivation and therefore we hope that with an increased age range of support being able to be provided in these building (0-19 or 0-25 for those with SEND), and the wider work with partners, we will be able to increase access, connectivity and relationships among stakeholders, ultimately reducing barriers to engagement and providing a "no wrong door" approach for those who wish to engage.

In 2023, we have also actively sought out a wider selection of smaller Voluntary and Community sector organisations to engage them in the Early Help System Guide self-assessment in the hope that they are able to enhance the reflection of families in some of our more seldom heard communities when considering the uptake of Early Help services.

Religion/Belief

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Sheffield is a religiously diverse city and we need to continually ensure that all services are culturally sensitive. As part of the alignment between the Building Successful Families programme and the Family hub transformation, there is an increased focus on community engagement.

We have recruited four new Community Support Workers (CSW) whose role will include building those community engagement partnerships and promoting and delivering socially inclusive services. Anecdotal evidence suggests that families may have previously refused to engage with a different service as they prefer to continue with a trusted person. The CSW's would not only support the most seldom heard communities/families in increased access to support and community engagement but would also support the developments identified from the Early Help System Guide self-assessment in improving our links with communities and the Family Hub transformation.

Sex

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Early Help Services have traditionally worked predominantly with the mothers in the family. The Building Successful Families programme and the Family hub Transformation are both working towards ensuring professionals are engaging more with fathers and father figures, especially in families with separated parents.

Sexual Orientation

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Just Like Us, the UK's Lesbian, Gay, Bi and Trans (LGBT) young people's charity commissioned a study to explore the experiences and wellbeing of young LGBT+ people aged 11-18 across the UK. 2,934 pupils were surveyed and 1,140 of these identified as LGBT+. 68% of LGBT+ young people say their mental health has 'got worse' since the pandemic, compared to 49% of their non-LGBT+ peers.

It is hoped that with the alignment between the EH system and the Family Hub transformation, children, young people and their parents will be able to navigate and access services easier. This can include access to Mental Health services, peer support groups or wider family support.

Gender Reassignment (Transgender)

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Carers

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Carer's, especially young carers are recognised within the Supporting Families Outcomes Framework, and practitioners utilising this framework specifically considers whether there are any unsupported young carers in the family. We are hoping that with the creation/expansion of a practice framework, increasing amounts of practitioners will be able to recognise children or young people who may be carers or who may need additional support so that we are able to offer the rights support at the right time to not only the child but the whole family.

Voluntary, Community & Faith sectors

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

The VCF sector form a key part of our early help offer, as evidenced by their contribution to our extensive Early Help Partnership Training offer. However, we are keen to continue to develop and engage a wider variety of the VCF sector into our Early Help partnership and Family Hub networks to ensure that we are improving the connectivity between voluntary and community sector activity, family networks and formal Early Help activity across the city.

The seven Local Area Committees (LACs) are now established and intend to influence decision making and allow all partners including residents to make positive changes in their communities through the mantra of "Engage | Empower | Enable". The LACs sit within our Communities directorate, as do our Family Hubs and our governance processes are strategically aligned to enable better local representation and discussion about local issues, in a setting where councillors make decisions at a local level.

Partners

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

We have strong partnership arrangements that enable partners to take collective responsibility, share risks and jointly invest in early help. This ensures that our leaders speak with one voice on the importance of early help, whole family and whole system working and ensure this culture is embedded through senior and middle management and the front line and staff at all levels are effectively involved in shaping and developing improvements.

Strong partnerships are at the heart of an effective and mature Early Help System, as are developing data maturity to provide a more holistic view of a family for those lead practitioners. Sheffield's Information Sharing and Data Governance Board is working towards unblocking those barriers to data sharing to allow more effective whole family working.

Cohesion

Staff

Yes No

Customers

Yes No

Details of impact

We have identified that we want to develop our workforce practice framework and recognise that a strong partnership requires cohesion to operate effectively. The development of a practice framework and continual developments relating to developing our workforce in general will support a group of practitioners that better reflect the diversity of the city, allowing services to be more culturally sensitive, diverse and inclusive.

By identifying a clearer workforce practice framework, and also clearer outcomes for our practitioners, this will create longer term cohesion for families and wider society.

Poverty & Financial Inclusion

Impact on Staff

Yes No

Impact on Customers

Yes No

Please explain the impact

Early Help services provide a huge amount of support to families to minimise the impact of poverty on children and young people including support to access good quality housing advice, benefits advice, and support with steps towards employment. The focus on engagement with positive activities and good school attendance increases life chances for children and young people so that they are more likely to be able to be economically active as adults.

The challenge of COVID-19 and the cost of living crisis which has also emerged makes it even more important to help families early on, identifying support at the earliest opportunity to avoid issues escalating. The programme has an ambition to support recovery of the local economies post pandemic by helping children back to school, helping those who have lost their jobs get back to work, by helping young people avoid crime, protecting mental health and by tackling domestic abuse.

Armed Forces

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Other

Please specify

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

What actions will you take, please include an Action Plan including timescales

Feb 2023 – initial workshops with partners from across the Early Help System to discuss the self-assessment, strengths and areas for next steps.

March 2023 – EH partners to complete and share their self-assessment of the Early Help System Guide following workshop.

May 2023 – collation of and showcase of the first draft of the EHSG with representation of what areas are working well, and areas for developments. We will also identify three areas of priority to develop over 2023/24.

June – Share a final draft of the EHSG with senior leaders, partners and committee.

Supporting Evidence (Please detail all your evidence used to support the EIA)

[Empty text box for Supporting Evidence]

Detail any changes made as a result of the EIA

[Empty text box for Detail any changes made as a result of the EIA]

Following mitigation is there still significant risk of impact on a protected characteristic. Yes No

If yes, the EIA will need corporate escalation? Please explain below

[Empty text box for corporate escalation explanation]

Sign Off

EIAs must be agreed and signed off by the Equality lead Officer in your Portfolio or corporately. Has this been signed off?

Yes No

Date agreed

Name of EIA lead officer

Review Date