



Report to Policy Committee

Author/Lead Officer of Report:

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and

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Report of: Joe Horobin, Director of Integrated Commissioning

Report to: Education, Children and Families Policy Committee

Date of Decision: 19th March 2024

Subject: Annual update of the Building Successful Families programme

Has an Equality Impact Assessment (EIA) been undertaken?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
If YES, what EIA reference number has it been given? 2421				
Has appropriate consultation taken place?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
Has a Climate Impact Assessment (CIA) been undertaken?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
Does the report contain confidential or exempt information?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
If YES, give details as to whether the exemption applies to the full report / part of the report and/or appendices and complete below:				

Purpose of Report: *(Outline the decision being sought or proposal being recommended for approval.)*

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

Recommendations:

It is recommended that the Education, Children and Families Policy Committee

- continues to endorse the strategic developments across the Early Help system in ensuring that Sheffield retains Earned Autonomy and continues to prioritise Early Help for children, young people, and their families.
- notes the developments and achievements within the Building Successful Families Programme over the 23/24 financial year.
- Approves the proposed financial plan for the 2024-2025 budget of the programme

Appendix:

Appendix 1 – the workforce table

Lead Officer to complete: -	
1	I have consulted the relevant departments in respect of any relevant implications indicated on the Statutory and Council Policy Checklist, and comments have been incorporated / additional forms completed / EIA completed, where required.
	Finance: Kayleigh Inman
	Legal: Louise Bate
	Equalities & Consultation: Bashir Khan
	Climate: Victoria Penman
	<i>Legal, financial/commercial and equalities implications must be included within the report and the name of the officer consulted must be included above.</i>
2	SLB member who approved submission: <i>Meredith Dixon-Teasdale</i>
3	Committee Chair consulted: Briefings with the Chair, Vice Chair and Spokesperson of the Education, Children and Families Committee will be undertaken in January 2024.
4	I confirm that all necessary approval has been obtained in respect of the implications indicated on the Statutory and Council Policy Checklist and that the report has been approved for submission to the Committee by the SLB member indicated at 2. In addition, any additional forms have been completed and signed off as required at 1.
	Lead Officer Name: <i>Marie McGreavy</i>
	Job Title: <i>Strategic Commissioning Manager</i>
	Date: 1 st February 2024

1. PROPOSAL / UPDATE

- 1.1 This report is to provide an annual update to the Education, Children and Families Committee on the Building Successful Families programme, which is referred to nationally as Supporting Families.
- 1.2 The national programme launched in 2012 and has continued to date with various lengths of commission. The latest commission from the Department for Levelling Up Housing and Communities (DLUHC) is for three years between 2022 and 2025 with two key ambitions:

1. To see vulnerable families thrive

2. To drive system change locally and nationally.

- 1.3 In May 2023, the Prime Minister announced via a [Written Ministerial Statement](#) that the responsibility for the Supporting Families programme will transfer from the DLUHC to the Department for Education (DfE) as of 1st April 2024. This move is intended to ensure that the alignment of the Supporting Families programme and the Family Hubs and Start for Life programme is strengthened.
- 1.4 Sheffield was awarded Earned Autonomy (EA) status in 2018 and this builds on the previous payment by results (PbR) model. EA requires a Local Authority to have met a minimum level of maturity over a number of Early Help system and data markers in return for reduced audit processes and upfront funding which is designed to accelerate system transformation.
- 1.5 In January 2023, Sheffield received notification of successfully retaining Earned Autonomy for 2022-25. This is a significant achievement. However, to maintain this status and the upfront funding we must continue to make measurable progress and continue as a city to prioritise the programme and its aims.
- 1.6 As part of the programme requirements, each Local Authority is expected to meet a minimum number of successful family outcomes, which they evidence through providing families with formal Early Help activity as outlined in the [Supporting Families Outcomes Framework](#).
- 1.7 Sheffield's expected outcomes have increased by 100.2% between the 2022 and 2025 financial year. However, due to being awarded Earned Autonomy status, we are expected to achieve at least 105% of our claims target annually. This means that Sheffield's expected claims targets for the commissioned years of the programme are as follows:

	2022-23	2023-24	2024-25
Successful family outcomes expected	825	1335	1652
105% of successful family outcomes:	866 (achieved)	1402	1734

- 1.8 Historically, the Family Intervention Service (FIS, previously known as the Multi Agency Support Teams - MAST), have provided the majority of Sheffield's successful outcomes (claims) for the programme. However, the significant rise in claims over the recommissioned programme has meant that we have explored how we can evidence significant and sustained success from other sources. These include both internal and external services from across the Early Help System and innovative approaches continue to be explored to ensure we maintain momentum and our claims targets and transformation expectations are met.
- 1.9 Over the past year, we have been working with colleagues to evidence additional successful outcomes from internal services including:
- 1.9.1 **Community Support Workers within Family Hubs**
Expect 48 – 115 additional claims per year (implemented late spring 2023)
 - 1.9.2 **Pre-Birth Social Care Team**
(Implemented November 2023)*
 - 1.9.3 **Attendance and Inclusion Team**
(Implemented March 2024)*
- *Further analysis will need to be undertaken in regard to the successful outcomes achieved by the Pre-Birth Social Care Team and the Attendance and Inclusion Team due to the time period required for regression checks and validity of claims. It is expected that we will be able to provide a verbal update to this during the March committee.
- 1.10 We are also working with our Children's Social Care Senior Leadership Team to explore claims as the national framework allows Local Authorities to submit cases from their Child Protection/Child In Need cases. As a snapshot of what this could look like in regard to evidencing successful outcome, in Sheffield, there are on average 195 families, or 343 children closed to social care each month that could be potential successful families to evidence as part of our totals.
- 1.11 As part of the developments of the BSF and Family Hub Networks, in November 2023 we co-designed a contract specification with colleagues from across the partnership which aims for Voluntary, Community and Faith organisations to deliver formal Early Help to families within Sheffield.
- 1.12 This specification went live on the SCC YORTender portal in January 2024, and successful partners were notified in February 2024. The contract will begin on April 1st, 2024, and run for two financial years.
- 1.13 Through partners delivering formal Early Help and the principles of BSF, this will ultimately support in:

- increasing the number of partners who work whole family and use the Signs of Safety approach in Sheffield
 - measuring/understanding the impact of whole family working across the wider Early Help system
 - providing financial incentives to support Sheffield's Early Help maturity goals
 - developing data maturity across partners
 - improving the connectivity between voluntary, community and faith sector activity, family networks and formal Early Help activity
- 1.14 DLUHC release an annual Early Help System Guide (EHSG) which outlines a national vision and descriptors for a mature Early Help System that is shared by them and the Department for Education (DfE). The guide aims to provide a framework for local workshops, partnership conversations, strategic planning and to support prioritisation within the Early Help System. It is structured as five sections focusing on family voice and experience, workforce, communities, leaders, and data.
- 1.15 We liaise with colleagues from across the Early Help partnership to provide this joint self-assessment. It supports discussion around the effectiveness of Early Help and focuses on common goals across partners within the city.
- 1.16 Following Sheffield's annual submission of the Early Help System Guide (EHSG) self-assessment in July 2023, we received notification from DLUHC the following month to state that there was "very strong practice" across a number of the descriptors. They also noted that in relation to the workforce sector, "it was great to see the extent of the training available" via the Early Help Partnership Training offer, and also how well the Family Hub and BSF transformation ambitions and activity are integrated. As a result of the success in these areas, we have been asked to support other areas to showcase the good practice which occurs in Sheffield (examples of this can be found within sections 1.24 onwards).
- 1.17 In terms of next steps and future developments, the DLUHC have a strong focus on understanding the formal Early Help activity which is ongoing and further developing with external partners including the voluntary sector.
- 1.18 Formal Early Help activity consists of a family having a recognised lead practitioner who undertakes whole family assessments and supports them in significant and sustained long term success. The national team envisage that to do this successfully, they would like partners to act as lead practitioners, undertaking assessments and leading cases whilst accessing a shared case management system.
- 1.19 DLUHC's vision also recognises that a mature Early Help system within an area harnesses the talent and contribution of work that is already ongoing within communities. It is a large part of the transformation agenda to ensure that we have colleagues across the system who are well connected with, and

understand the local areas they serve, including the differences within communities at a granular neighbourhood or street level.

- 1.20 To support connectivity and awareness around these areas, the Family Hub Network Membership was implemented and continues to grow. It ensures that partners are able to access training around the funded elements of the programme, working to increase awareness of these more specialised areas. This offer has augmented that of the Early Help Partnership Training offer.
- 1.21 We have also co-designed an Early Help Badge with families to improve identification of Early Help provision provided across the city, with branding guidance also created and shared with partners.
- 1.22 The national team have also advised that an ongoing focus on increasing wider family voice and lived experience across the partnership as a whole could support in both service delivery and design.
- 1.23 As part of the contract to deliver formal Early Help by partners external to SCC, we developed a Family Voice and Feedback form that mirrors that of the one utilised by colleagues in the Family Intervention Service. It is envisaged that the greater alignment and cohesion between colleagues delivering formal Early Help and that of the Local Authority, as well as engaging experts by experience and peer support leaders in the Early Help System Guide workshops, will ensure that feedback is used as learning to support changes in how the whole system works together effectively.
- 1.24 The national team had not commented on the priorities we set out in the 2023 EHS self-assessment, however, we are confident that the commission of partners delivering formal Early Help activity aligns with these ambitions and will support in the continued maturity of Sheffield's Early Help and data systems. Our chosen descriptors are:
 - 1.24.1 **Workforce (sub-descriptor 1)**: "The workforce in our area operates effectively to deliver whole family working and is aligned with the workforce table" ([appendix 1](#)).
 - 1.24.2 **Workforce (sub-descriptor 5)** – "We know the quality of Early Help practice across professionals listed in the workforce table. We directly support professionals in our partnership to improve their practice, including around whole family working, through a quality assurance framework, e.g., through audit, supervision and guidance".
 - 1.24.3 **Communities (sub-descriptor 4)** – "We are improving the connectivity between voluntary and community sector activity, family networks and formal Early Help activity".
- 1.25 We have continued to support the regional and national work of the Supporting Families programme and as a result of this, Sheffield accepted the opportunity to present at a national webinar relating to attendance. The service manager for Attendance and Inclusion presented information on

Sheffield's Inclusion Model which was greatly received by delegates nationally.

- 1.26 Our Early Help Partnership Training (EHPT) offer has also continued to receive interest from across the country, and as such, colleagues have been asked to present at other Local Authority meetings to discuss the offer and how it was established.
- 1.27 The EHPT offer ensures that whole family working is embedded in practice across the partnership. This free offer of training to support and upskill the workforce (including those at universal level) is available, and engagement continues to grow from all partners, including the VCF sector.
- 1.28 In July 2023 – December 2023 a total of 108 Early Help Partnership Training sessions were delivered with a total of 895 attendees. We organise the topics into 4 broad sections:

Sections:	Sessions delivered:	Attendees:
Parenting and Whole Family Working	45	368
Public Health and Early Years	33	271
Inclusion	5	94
Employment, Financial Exclusion and Housing	25	162
Total	108	895

1.28.1 In comparison with the 6 months prior, the EHPT offer saw an increase in the number of sessions delivered but a decrease in the number of overall attendees: Jan – June 2023 = 961 attendees at 89 sessions. This number of expected participants is expected due to partners taking annual leave over the August/December months.

1.28.2 However, if we compare the July – December figures between 2022 and 2023, there has been a significant increase in the number of sessions provided and delegates attending:

July – December			
	2022	2023	% increase
Sessions Delivered	51	108	112%
Attendees	443	895	102%

- 1.29 The success of the EHPT offer has evolved to establish other Early Help Partnership offerings. Following the February 2023 Early Help System Guide (EHSG) workshop with colleagues from across the system, we received feedback stating that some of the most common barriers to cross-partnership working include a lack of understanding of what other services are available, where they are based and what the criteria for working with a family can be. Therefore, as of April 2023, we have established further Early Help Partnership activity:

- 1.29.1 Support Mornings; a drop in session for any member of the Early Help workforce, providing advice and guidance from a variety of service providers. Partners from over 20 different services have attended regularly at the monthly sessions.
 - 1.29.2 Newsletter; providing quarterly updates to over 400 members of the EHP distribution list.
 - 1.29.3 Lunch and Learn sessions; 30-60 minutes training sessions which can be facilitated throughout lunch times and has covered topics such as cost of living support, details on the new projects/programmes launching in the city, an introduction to people seeking safety in Sheffield, brief advice from Sheffield Smoke Free Services and infant feeding services.
- 1.30 We have also increased the partnership SEND offer within training and further developed our Information Café's. As an example of this, Family Action Sheffield's ADHD Drop-in Café celebrated its first birthday with a special event on 28th November 2023, to mark its work supporting hundreds of families looking for advice and guidance around their child's behaviour.
- 1.30.1 This work has developed from the BSF Team Manager for Partnerships undertaking face to face conversations with parents and carers from communities across the city, regarding the neurodiversity needs of their children and what would really help them.
 - 1.30.2 Following consultation, the Partnership Manager implemented citywide ADHD Information Cafes for all families to access and connectivity was developed with both Family Action and Ryegate (Sheffield Children's Hospital NHS Foundation Trust) to start the offer from October 2022.
 - 1.30.3 Continued development has resulted in parents and carers having the opportunity to come together and share their experiences with other families in a warm and welcoming environment. Part of the essential peer support which the café provides is access to an ADHD WhatsApp group, which the families set up, that now has over one hundred members who regularly access this essential lifeline to other families experiencing similar struggles.
- 1.31 Partnership working with South Yorkshire Police (SYP) has also grown in strength over the past 12 months with district wide ambitions to develop data sharing receiving the backing of the Police and Crime Commissioner, Assistant Chief Constables and senior leaders within each Local Authority (LA). In May 2023, SYP hosted an Information Sharing Summit with colleagues attending from across the sub-region to explore the benefits of improved automated information sharing between key partner agencies and identifying the next steps of how we achieve this.
- 1.32 Since this event a core group of colleagues have met monthly to ensure the project retains momentum. The next stages of the project include identifying

the scoping requirements and costs fully and then identifying funding streams which support the development of this work at a city wide level.

- 1.33 We are also working with colleagues from health to develop information sharing agreements that support earliest identification of need.
- 1.34 The activities and opportunities highlighted above evidence the positive work which underpins the success of Sheffield's Early Help partnership/system and has allowed greater opportunities for networking with other Local Authorities and continually developing good practice as well as increasing confidence in Sheffield's practices by the national team.

2. HOW DOES THIS DECISION CONTRIBUTE?

- 2.1 The need to continuously develop the maturity of our Early Help system and partnership, alongside the transformation of Family Hubs, support the "Our Sheffield Corporate Delivery Plan", namely;
 - **Fair, inclusive, and empowered communities** – the partnership networks we are expanding as part of the Family Hub Transformation and the governance routes will support in ensuring Sheffielders are able to contribute to and shape the issues that matter to them in their communities.
 - **Strong and connected neighbourhoods** – we are improving the connectivity between voluntary and community sector activity, family networks and formal Early Help activity through building capacity in communities and harnessing the talent of parents, carers, and young people with lived experience to help one another.
 - **Healthy lives and wellbeing for all** – we strive to ensure that families say they know how to navigate local services and that the help they have received addressed their problems and they are better connected to their own support network and local community.
 - **Happy young people who have the start they need for the future they want** – If we can continue to identify needs at earlier opportunities across the partnership, we will be able to offer preventative support ensuring that families' needs do not escalate requiring statutory intervention and we meet need at the point of presentation.
- 2.2 At the heart of the Supporting Families programme and the transformation of the Family Hubs is the Early Help vision; "Sheffield will be an inclusive city where we work together to ensure that all children receive the right support at the right time so that they live a happy and fulfilled life."

3. HAS THERE BEEN ANY CONSULTATION?

3.1 Co-production:

- 3.1.1 As Early Help is a system and not a single service, there is continuous co-production ongoing across different organisations in the city. This work is vital in establishing new ways of working and ensuring that children, young people, their families and professionals co-produce services that they are able and willing to engage with.
- 3.1.2 The work in expanding the Family Hub networks to align with formal Early Help being delivered by voluntary, community and faith organisations has been co-produced with services across the system to ensure that there is a contract which is co-designed.
- 3.1.3 Sheffield's 2024 Early Help System Guide Self-Assessment is expected to be submitted back to the national team by 1st July 2024. To support the co-production of this, a workshop took place on 27th February 2024 to review the progress over the last year and develop our future plans with senior leaders from across the system.
- 3.1.3.1 An overview of the organisations who attended that workshop will be provided as an appendix to this document prior to the March 2024 Education, Children and Families committee meeting.

3.2 Consultation:

- 3.2.1 Due to the Early Help partnership already having established methods for ways of working, consultations are ongoing across the system to ensure we can maximise efficiencies and provide a service that meets the needs of children, young people, and families. In all Early Help services, we want children and young people with additional needs to be identified and receive appropriate support in a timely manner.

4. RISK ANALYSIS AND IMPLICATIONS OF THE DECISION

4.1 Equality Implications:

- 4.1.1 Decisions need to consider the requirements of the Public Sector Equality Duty contained in Section 149 of the Equality Act 2010. This is the duty to have due regard to the need to:
- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
 - Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

4.1.2 The Equality Act 2010 identifies the following groups as having protected characteristic: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation. Also identified and considered is care experience which is now treated as a protected characteristic in Sheffield.

4.1.3 An Equality Impact Assessment has been completed, it highlighted that the work of the BSF programme has an impact on the following characteristics and therefore a full impact assessment has taken place:

- Health
- Age
- Carers
- Disability
- Voluntary/Community & Faith Sectors
- Pregnancy/Maternity
- Partners
- Race
- Cohesion
- Religion/Belief
- Poverty & Financial Inclusion
- Sex
- Sexual Orientation

4.1.4 It has been agreed that no changes to the ways of working for the programme are required following the EIA.

4.2 Anecdotal discussions with some other Local Authorities have identified difficulties in securing successful outcomes that will be sufficient in meeting the annual totals for this financial year and next. Reasons for lower successful outcomes were cited as increased complexity of issues within a family, ultimately causing slower throughput in services and increased regression checks under the new framework which came into effect on October 3rd, 2022.

4.2.1 However, within Sheffield we also recognise the risks associated with the increase in claims for the next financial year. As identified in section 1.8 of this document, the solution to this relies heavily on creating systems that allow the automated recognition of social care cases as part of our BSF cohorts. The work which is underway in increasing partnership working and consider where improvements can be made to data or early help system maturity will also compliment this.

4.2.2 The implementation of the new outcomes framework has also made it more difficult for Local Authorities to accurately predict potential quarterly figures given the change to the areas of needs (previously referred to as Headline Problems) and also the time in which a case needs to have been closed for before it can be identified as successful.

4.2.3 To address this, SCC's Performance and Analysis Service are monitoring for unsuccessful outcomes following case closure more accurately and are working to scope this fully and identify areas of concern.

4.3 Financial and Commercial Implications:

4.3.1 Earned Autonomy Status means that the Council is paid upfront for the Successful Families programme funding. In October 2022, the outcomes required from the programme changed, and there is a significant increase in the target number of successful family outcomes for 23/24 and 24/25.

4.3.2 If we do not achieve our targets, there is a risk that DfE could withdraw the Earned Autonomy status, which would mean funding is then received retrospectively on submission of quarterly claims.

4.3.3 This in turn, would have funding/cashflow implications for the programme as it is possible that we will return to Payment by Results (PBR) if we are unable to meet the quota of successful families supported by the programme. Successful Families by design has inherent risks, retaining Earned Autonomy Status is dependent on meeting 105% of the target claims and data and system maturity.

4.3.4 The indicative funding and outcomes expected over the three years of the current programme can be found below:

Indicative funding	2022-23	2023-24	2024-25
Successful family outcomes expected	825	1335	1652
Advanced transformation funding	£660,000	£1,068,000	£1,321,600
Annual funding	£2,329,667	£2,737,667	£2,991,266
Total funding available 2022-25: £8,058,560			

4.3.5 As of Q3 in the 2023-2024 financial year, we had achieved and submitted 1184 successful outcomes to the national team. This means of our:

- basic target (1335), we have achieved 89%
- extended 105% target (1402), we achieved 85%

4.3.6 We anticipate achieving at least 105% of our target for this year and potentially up to 115%. Any claims above 100% can be rolled over into the 2024/25 claims windows.

4.3.7 A large proportion of Sheffield's claims this financial year have come from Child in Need Social Care cases under the old Supporting Families

framework (prior to October 2022). These claims were able to be identified by the data team as part of the submission towards this year's targets.

4.3.8 The funding attached to the programme directly relates to the successful outcomes which are achieved as a city and provides direct support to families through funding a proportion of workers within the Family Intervention Service, Attendance and Inclusion, Parenting and Family Hub teams, whilst also providing resources for Adult Mental Health Workers, Citizen Advice Sheffield, and Shelter staff to deliver the wider specialised elements of support. The programme also funds workers within SCC's Performance and Analysis Service to ensure we continue our data maturity, colleagues within our commissioning teams to drive the programme strategically, as well as contributing to a South Yorkshire Police Analyst time as per the requirements of the programme.

4.3.9 An overview of the spending summary for 2024/25 can be found below:

	2024/25	£000
Area of spend	2024/25 funding provided	2991
Direct support to families	FIS (previously MAST)	1401
	Parenting	217
	Attendance & Inclusion	216
	Adult Mental Health	32
	Community Support Workers	164
	Citizens Advice Sheffield	100.4
Resource to support data maturity	SCC Performance and Analysis Service	153
	South Yorkshire Police	20.5
	Information Governance provision	17
Resource to deliver the programme strategically	Partnership Team Manager	52
	Early Help Partnership Officer	43
	Commissioning Officers	124
	Assistant Commissioning Officer	43
	Temporary Additional Responsibility Allowance	7
Miscellaneous	Delivering partner workshops	4
	VCF contracts	300
Total Costs		2893.9
NET POSITION – BSF		97.1

4.3.10 As identified within section 1.29, it is worth noting that any underspend from the 2024/2025 financial year maybe dedicated towards achieving the data transformation ambitions of the Local Authority with colleagues such as South Yorkshire Police and Health partners e.g., Sheffield Children's Hospital and Sheffield Teaching Hospitals.

4.3.11 Officers will hold delegation of the programme grant funding and make decisions on funding in line with Sheffield City Council processes. This

includes ensuring that we comply with the general principle of open and transparent decision making and the Openness of Local Government Bodies Regulations 2014.

4.3.12 We expect that due to the national commission of the programme ending in March 2025, we will receive correspondence from the Department for Education within the next 6 months as to the future of the programme.

4.3.13 If the programme is recommissioned, we will follow external grant funding protocol in line with the committee process. This means that as we would expect the programme grant to be in line with current funding arrangements, we would seek approval by the committee for Education, Children and Families.

4.3.14 In the event that the national team do not recommission the programme post March 2025, we have created a risk register that is reviewed monthly by the Integrated Commissioning Senior Leadership Team.

4.4 Legal Implications

4.4.1 Programme development will support the Council to meet its duties under Section 10 of the Children Act 2004, which requires each local authority to make arrangements to promote co-operation between the authority, each of the authority's relevant partners and such other persons or bodies working with children in the local authority's area as the authority considers appropriate. The arrangements are to be made with a view to improving the well-being of children in the authority's area.

4.5 Climate Implications

4.5.1 There are no significant changes which are arising from the programme, a Climate Impact Assessment (CIA) is therefore not required,

4.5.2 Where services will be delivered by external partners and providers, we will aim to work with providers who align with our ambition to be a Net Zero city by 2030, through the procurement process. We will encourage partners to think about the climate impacts of delivering the service, such as use of office space, staff and client travel, energy and resource use, and opportunities to increase awareness of positive climate action, and take appropriate steps to reduce their impacts in the delivery of the service.

5. RISK ANALYSIS AND IMPLICATIONS OF THE DECISION

5.1 Equality Implications:

5.1.1 Decisions need to consider the requirements of the Public Sector Equality Duty contained in Section 149 of the Equality Act 2010.

5.1.2 This is the duty to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

5.1.3 The Equality Act 2010 identifies the following groups as a protected characteristic: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation. Also identified and considered is care experience which is now treated as a protected characteristic in Sheffield.

5.1.4 An Equality Impact Assessment (EIA) has been completed, it highlighted that the work of the BSF programme has an impact on the following characteristics and therefore a full impact assessment has taken place:

- Health
- Age
- Carers
- Disability
- Voluntary/Community & Faith Sectors
- Pregnancy/Maternity
- Partners
- Race
- Cohesion
- Religion/Belief
- Poverty & Financial Inclusion
- Sex
- Sexual Orientation

5.1.5 It has been agreed that no changes to the ways of working for the programme are required following the EIA.

5.2 Successful outcomes required for the 2024/2025 financial year

5.2.1 Anecdotal discussions with some other Local Authorities have identified difficulties in securing successful outcomes that will be sufficient in meeting the annual totals for this financial year and next. Reasons for lower successful outcomes were cited as increased complexity of issues within a family, ultimately causing slower throughput in services and increased regression checks under the new framework which came into effect on October 3rd, 2022.

5.2.2 However, within Sheffield we also recognise the risks associated with the increase in claims for the next financial year. As identified in section 1.8 of this document, the solution to this relies heavily on creating systems that

allow the automated recognition of social care cases as part of our BSF cohorts. The work which is underway in increasing partnership working and consider where improvements can be made to data or early help system maturity will also compliment this.

5.2.3 The implementation of the new outcomes framework has also made it more difficult for Local Authorities to accurately predict potential quarterly figures given the change to the areas of needs (previously referred to as Headline Problems) and also the time in which a case needs to have been closed for before it can be identified as successful.

5.2.4 To address this, SCC's Performance and Analysis Service are monitoring for unsuccessful outcomes following case closure more accurately and are working to scope this fully and identify areas of concern.

5.3 Data Sharing Ambitions

5.3.1 Similar to other large projects, the ambitions which we hold with SYP as a district pose a number of risks associated with the implementation. However, we would work to ensure that these are fully investigated during the scoping exercise to identify the potential resource (financial, human and physical) required, and also the possible mitigations which could be implemented prior to any full commitment taking place.

6. ALTERNATIVE OPTIONS CONSIDERED

6.1 Not applicable as this report is an annual report of the development of the Building Successful Families programme.

7. REASONS FOR RECOMMENDATIONS

7.1 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 continue to develop our system, 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 additional help. It is therefore essential that we continue the ambitions in further developing our data and system maturity with the full approval of the committee.

APPENDIX 1: THE WORKFORCE TABLE

Frequent and Modelling	Regular and Promoting	Sometimes and Active	Occasional and Connected
Children’s social workers	Schools and colleges	Housing tenancy/ homelessness advisors	Adult mental health workers
Family Workers	Early years settings	Substance misuse workers	Adult social workers
Early Help Worker	Family Hub workers	Mental health workers	Domestic abuse worker
Targeted Youth Worker		Midwives	VCF sector workers and volunteers (unless commissioned differently)
Specialist Public Health or Community Nurse		Career advisors	GPs and practice nurses
Family nurses		Youth Justice / prevention	Library staff
		PCSOs/neighbourhood policing	Youth Justice Officers
		EWO	Reactive police officers
		SEN support staff	

APPENDIX 2: EARLY HELP SYSTEM GUIDE WORKSHOP ENGAGEMENT

(to be added as an update following the February 27th, 2024, workshop)

Partners in attendance:			
Best Start, MCDT	Kenwood Academy	SCC - Education & Skills	Sheffield Wednesday Community Programme
Causeway	Malin Bridge Primary School	SCC - Family Hubs & Start for Life	Shelter
City of Sanctuary	Meadows Nursery	SCC - Family Intervention Services	SHU Nurseries
Community Midwifery	Meynell Primary School	SCC - Inclusion and Learning	Smoke free Sheffield
DfE	Outwood City Academy	SCC – Youth Justice	The Family Works
DWP	SCC - Communities	SCC – PAS	Reed in Partnership
EPEC	SCC - Community Youth Services	Sheffield Parent Carer Forum	Zest
Heeley Trust			

Total number of attendees:

99+ (99 partners signed in but we know additional partners attended for the partnership stalls and mini presentations during the morning session)

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