

## Appendix 2

Families First  
10 July 2014

Equality Impact Assessment

# Families First

**Contact:** Vicky Allen, Children and Family Services

**Updated:** 14.06.14

**1. What type of proposal / decision is being assessed?**

Other

**2. What is the purpose of this proposal / decision, and what change (to staff or the community) will occur as a result of its implementation?**

To further improve and promote the development by Denbighshire County Council and its partners of effective multi-agency systems and support, with a clear emphasis on prevention and early intervention for families, particularly those living in poverty. Families First together with Flying Start, Communities First and the Integrated Family Support Service will help deliver the Welsh Government’s vision for a citizen model of accessible, seamless services delivered in the community by skilled people working together to ensure better matching of provision to individual needs.

Denbighshire, after two years of programme delivery has revised its model in order to improve delivery, monitoring, and performance so we have a targeted coordinated approach to individual families throughout the whole programme as opposed to those solely supported through the Team Around the Family. In addition the new model enables us to track and monitor the difference made to all families the Programme work with.

**3. Does this proposal / decision require an equality impact assessment? If no, please explain why.**

*Please note: if the proposal will have an impact on people (staff or the community) then an equality impact assessment **must** be undertaken*

Yes

**4. Please provide a summary of the steps taken, and the information used, to carry out this assessment, including any engagement undertaken**

*(Please refer to section 1 in the toolkit for guidance)*

Families First Project Board (multi agency board including Voluntary Service Council, Education, and Health) were the decision making body for approving the new model and identifying the commissioning priorities for 2014/15.

Stakeholder Event on proposed revised model of delivery and workforce development requirements from April 2014 (with Families First providers) - amendments made in accordance with feedback

Evaluation in 2012 of the Families First model and Team Around the Family delivery models included consultation with families and stakeholders and the feedback was used to inform the new delivery model for 2014-15.

- 5. Will this proposal / decision have a positive impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?**  
*(Please refer to section 1 in the toolkit for a description of the protected characteristics)*

Yes - within the programme there is focussed support for:

- disabled children and young people
- children and young people who are Gay, Lesbian, Bisexual, and Transgender
- advocacy support for all children and young people

In addition, all services within the programme are required to evidence to the service commissioners how they actively promote, and deliver their service, through the Welsh Language

- 6. Will this proposal / decision have a disproportionate negative impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?**

No

- 7. Has the proposal / decision been amended to eliminate or reduce any potential disproportionate negative impact? If no, please explain why.**

Yes

**8. Have you identified any further actions to address and / or monitor any potential negative impact(s)?**

Yes	Quarterly Performance Reports to Welsh Government (incorporating quarterly reports from providers) Bi-annual contract monitoring arrangements Stakeholder/Networking Events Annual Report
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Action(s)	Owner	By when?
Contract and Performance Monitoring of Programme to inform the Annual Report	Vicky Allen	01.07.15>
<Please describe>	<Enter Name>	<DD.MM.YY>
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**9. Declaration**

Every reasonable effort has been made to eliminate or reduce any potential disproportionate impact on people sharing protected characteristics. The actual impact of the proposal / decision will be reviewed at the appropriate stage.

Review Date:	01.07.15
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Name of Lead Officer for Equality Impact Assessment	Date
Vicky Allen	24.06.14

**Please note you will be required to publish the outcome of the equality impact assessment if you identify a substantial likely impact.**