

Equality Impact Assessment Toolkit (January 2021)

Section 1: Your details

EIA lead Officer: Elizabeth Hartley, Assistant Director Early Help & Prevention

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Head of Section: Simone White, Director of children's Services

Chief Officer: Simone White, Director of Children's Services

Directorate: Children, Families and Education

Date: 10 May 2021

Section 2: What Council proposal is being assessed?

Prevention Framework- Breaking the Cycle programme

Section 2a: Will this EIA be submitted to a Committee meeting?

Yes

Meeting of the Children, Young People and Education Committee on 15 June 2021

Hyperlink to where your EIA is/will be published on the Council's website

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments>

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

- ✓ **Services**
- The workforce**
- ✓ **Communities**
- ✓ **Other- voluntary and community sector**

If you have ticked one or more of above, please go to section 4.

- None** (please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

Section 4:

Could the proposal have a positive or negative impact on any protected groups (age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
All	It is recognise that this strategy and the associated actions may be needed in other languages and formats.	Negative	Assistant Director Early Help & Prevention	As requested	Procurement of language translation services
Disability	SEND factors would be identified by professionals and signposted as per the SEND Strategy.	Positive impact	Key Worker	As per professional involvement	Partnership working and SEND services
Gender reassignment	Where identified in the context of this strategy, young people are able to receive support through signposting to support networks. Gender neutral language will be used. It is the intention that young people will be supported according to their specific needs as per the principles set out in the Prevention Framework.	Positive	Key Worker	As per professional involvement	Partnership working

Pregnancy	<p>Within the Breaking the Cycle programme there are 2 specific programmes related to Pregnancy. The Family Nurse Partnership is a therapeutic intervention for first-time young parents, providing evidence-based support until the child is 2 years old.</p> <p>The Pause programme works with women who have had multiple children removed from their care. It seeks to help women take a 'pause' from pregnancy to address the issues in their life which are preventing them from parenting. For women who opt out of the Pause programme we have established a Women's Worker post to ensure that all women have a choice and access to support.</p>	Positive	Programme Leads	As per identification of individuals	Partnership working Availability of Pause and Family Nurse Partnership programmes
Race	All participants will be assessed and considered on an individual basis. As per the Prevention Framework, inclusion and equity are inherent in the approach. This would include considerations for lead professionals around language and cultural background. This would include work within a family setting.	Positive	Key Worker	As per professional involvement	Partnership working
Religion or belief	All participants will be assessed and considered on an individual basis. As per the Prevention Framework, inclusion and equity are inherent in the approach. Community organisations including religious and faith groups are partners in the Breaking the Cycle programme.	Positive	Key Worker	As per professional involvement	Partnership working and strong links to community organisations
Sex	In 2 of the 8 catalyst prevention programmes women are the primary intended cohort. Both programme will offer wider support to any person having a direct and significant relationship with those women, regardless of	Positive	Key Worker	As per professional involvement	Partnership working

	<p>sex.</p> <p>The other 6 catalyst prevention programmes do not differentiate between women and men. Some categories of harm are more prevalent within one sex, however the other sex is not precluded from the identification or support set out within the context of the strategy.</p>				
Sexual orientation	<p>The Prevention Framework and Breaking the Cycle programme does not differentiate between sexual orientation. The underlying principles and values promote the understanding of individual who partners are engaging or working with. Services are able to provide approaches that respect confidentiality and privacy in line with an individual's choice.</p>	Positive	Key Worker	As per professional involvement	Partnership working
Socio-economic status	<p>The Breaking the Cycle programme is focused on the 6 wards in Wirral with the highest level of need and demand for services. These wards have been identified from datasets which correlate with the deprivation index.</p>	<p>A Prevention Steering Group has been established, reporting to the Partnership for Children, Young People and Families to ensure that programmes reach those in the most deprived communities. An Officer with expertise in equality has been identified for the steering group.</p>	Chairs of the Prevention Steering Group	Throughout the duration of the programme	Partnership working

Section 4a: Where and how will the above actions be monitored?

A multi-agency, Prevention Steering Group has been established and will report to the Partnership for Children, Young People and Families.

Section 4b: If you think there is no negative impact, what is your reasoning behind this?

The Prevention Framework and Breaking the Cycle programme seek to tackle vulnerability and promote inclusive practice for those facing multiple disadvantage in the most deprived wards.

Section 5: What research / data / information have you used in support of this process?

Desktop research including: literature review of Health Inequalities reports, Joint Strategic Needs Analysis reports for each of the multiple disadvantage categories; This is Wirral report by Wirral Intelligence Service, appraisal of preventative programmes across England and Wales, consideration of key national guidance and reviews such as the Marmot Review: 10 Years On, Making a Difference in Tough Times, Childhood in the Time of Covid.

Data analysis of need and demand taken from Children and Adult Services via Liquid Logic, Power BI and Wirral Intelligence Service. This included demand related to each of the 5 disadvantage categories.

Section 6: Are you intending to carry out any consultation with regard to this Council proposal?

No.

A programme of engagement and coproduction activity has been completed as part of the work to produce the Prevention Framework and Breaking the Cycle programme. This has included workshops, group sessions, 1:1 conversations and use of online surveys and message boards. Groups involved in these activities include: Council departments, Public Health, public services partners, third sector organisations and local young people.

Co-production is part of the Prevention Framework. Lay Members representing young people and adults will be in the membership of the Prevention Steering Group. The co-production approach is detailed within the framework.

This work builds upon learning and findings from previous engagement exercises such as the Youth Offer consultation, Why Community Matters evaluation and the co-produced domestic abuse strategy.

(please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

Section 7: How will consultation take place and by when?

No consultation planned.

Before you complete your consultation, please email your preliminary EIA to engage@wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting it's legal publishing requirements. The EIA will need to be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 4. Then email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing.

Section 8: Have you remembered to:

- a) **Select appropriate directorate hyperlink to where your EIA is/will be published** (section 2a)
- b) **Include any potential positive impacts as well as negative impacts?** (section 4)
- c) **Send this EIA to engage@wirral.gov.uk via your Chief Officer?**
- d) **Review section 4 once consultation has taken place and sent your updated EIA to engage@wirral.gov.uk via your Chief Officer for re-publishing?**