



Tackle inequality so people have a fair chance

INTEGRATED IMPACT ASSESSMENT TEMPLATE

Title of proposal: Early Help Strategy 2023-26 <i>Referred to as EHS in the document</i>	Age	Race	Sex	Gender reassignment	Disability	Religion or Belief	Pregnancy and Maternity	Sexual Orientation	Marriage and Civil Partnership	Description of potential mitigation
Equality impact: (✓ all that apply. The assessment should also consider impact on council employees and carers where applicable) Description of impact: The impact of the EHS on the wellbeing and life-chances of Gateshead residents, with a focus on families with dependent children, would be positive because the EHS sets-out: <ul style="list-style-type: none"> the vision and expectations which apply to providing help to vulnerable families from across the Gateshead early help system, and; 	✓	✓	✓		✓		✓			Positive impact – all progress subject to review.

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<ul style="list-style-type: none"> a clear plan to improve family stability, reduce parental conflict, reduce youth crime and to increase access to locality-based support. <p>Central to the EHS is the implementation of a Family Hubs and Start for Life model which will provide an all-age menu of support but with funded strands of support for new and expectant parents, including a focus on parenting, perinatal mental health and the parent-infant relationship, infant feeding and the home learning environment.</p> <p>Family Hubs will align closely with VCS organisations in our communities of highest need.</p> <p>The EHS also adopts the Supporting Families Programme Outcomes Framework as the performance dashboard to measure progress achieved with families across a range of indicators.</p> <p>The impact on employees will be positive because the EHS relies upon an</p>										<p>Positive impact – all progress subject to review.</p> <p>Positive impact – all progress subject to review.</p>
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<p>agile/mobile working model for those in a frontline, key-working role and increased opportunities for integrated training and working across the early help system for the full early help workforce.</p>											
<p>Health impact: (eg physical, mental health, wellbeing, substance misuse)</p> <p>The EHS will impact positively on health outcomes because it:</p> <ul style="list-style-type: none"> - provides a strategic focus on early intervention - sets expectations around integration and co-location of a joint Health/LA offer in Family Hubs - reinforces the value of a whole-family approach to providing intensive family support <p>Examples of the above include Family Hubs hosting adult mental health support sessions, co-location of maternity services, bereavement support, infant feeding sessions, leisure and exercise opportunities and support with food and home safety advice.</p> <p>The EHS also contributes a range of evidence-based interventions with families, using ‘what works’ to improve family relationships between parents, children and young people.</p>										<p>See left – the EHS will provide a combination of intensive, whole-family support (using the Team Around the Family model), walk-in support based in localities (Family Hub model) and a wide range of direct partnership interventions focused on improving wellbeing.</p>	
<p>Socio Economic impact: (eg neighbourhood, ward, area of deprivation, household group, income, wealth)</p> <p>Family Hubs implementation will be based on existing Sure Start sites in our communities of highest deprivation. There will also be funding of/alignment with VCS organisations in communities where deprivation is highest. We will build further on existing locality models to improve access to food,</p>										<p>See left – LA services are provided without charge. Family Hubs will be based in our communities of highest need and aligned</p>	



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<p>clothing, hygiene products and ensure that walk-in support is universal, free or (where fees apply due to provider arrangements) as low cost as possible.</p> <p>Core elements of the EHS offer are provided without charge.</p>	<p>with VCS assets in areas where deprivation is highest.</p>
<p>Environmental impact: (does the proposal impact on climate change and the Council's commitment to be carbon neutral by 2030? Is the proposal in line with the Council's Environmental Policy? Does the proposal increase natural resource use? Does the proposal increase waste? Does the proposal increase pollution? Does the proposal impact on wildlife? Does the proposal increase car use? Does the proposal increase energy use?)</p> <p>There is no known impact to the environment, including pollution levels and local eco-systems.</p> <p>Implementation of Family Hubs will utilise existing buildings (ie) there are no new capital builds or increased demands on utilities. Further deployment of LA staff to locality bases will likely reduce vehicle usage due to staff operating within smaller geographical areas.</p> <p>This will also impact of journey times for families looking to access support in their communities (ie) reduce the need to travel to access maternity services, for example.</p>	<p>See left – no known impact; the EHS is likely to reduce vehicle use due to providing more support in communities.</p>
<p>Cumulative impact: (consider impact based on successive budgetary decisions relating to the proposal or is the proposal part of wider budgetary considerations that may collectively have an impact on service users, and is potentially at odds with the Thrive agenda)</p> <p>The EHS directly contributes to the Thrive agenda and aims to deploy greater resource to our most vulnerable residents at times, places and in ways where help is accessible. The case for early intervention and prevention to off-set the demand for higher-cost, specialist and statutory services is compelling. Where implemented effectively, the EHS will reduce the costs to the LA and wider partnerships of meet needs at crisis or pre-crisis level.</p>	<p>See left – increased focus on early intervention and prevention will off-set medium to long-term costs.</p>



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<p>Much of the funding for the key priorities is external (DLUHC, DWP, DFE, DHSC) and dependent on fulfilment of grant conditions, while partnership contributions to family support represent a significant element of the early help offer.</p> <p>The EHS contributes directly to the:</p> <ul style="list-style-type: none"> • Gateshead Health & Wellbeing Strategy • Gateshead SEND Strategy • Gateshead Youth Justice Plan • Gateshead Children and Young People's Strategy 	<p>See left – national (external) funding makes a significant contribution to the system-wide offer (ie) the EHS can be delivered without 100% cost to the LA.</p>
<p>Summary of consultation/data/research undertaken to inform the assessment: (eg feedback and engagement with service users, trade unions, employees, partners, public, benchmarking, case studies)</p> <p>The EHS has been developed through use of the following self-assessment exercises:</p> <ul style="list-style-type: none"> • Early Help Systems Guide (DLUHC) • Data Maturity Survey (DLUHC) • Reducing Parental Conflict Planning Tool (DWP) • Health Needs Assessment (Public Health – to meet Family Hub and Start for Life milestone expectations) <p>Consultation has also been undertaken with:</p> <ul style="list-style-type: none"> • Partners from across the early help system, including Public Health, Youth Justice Service, Growing Healthy Gateshead • Children's Social Care & Early Help Senior Management Team • Strategic Director, Children's Social Care & Lifelong Learning • Designated Safeguarding Nurse 	
<p>Signed: Gavin Bradshaw – completing officer</p>	



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Date: 11 April 2023

Service Director: (approved)

Date: