

## Equality Impact Analysis Template

Section 01: Overall Information	Details of Full Equality Impact Analysis
<b>Financial Year and Quarter</b>	2021/2022 Q1-4
<b>Name &amp; details of proposed activity</b> (i.e. the policy/ strategy/ process/ function / service/ restructure/ programme etc) to be assessed - hereafter referred to as ' <i>proposed activity</i> '	<p>To undertake a commissioning and procurement of the health visitors services that deliver the healthy child programme on behalf of RBKC and WCC .</p> <p>Central London Community Healthcare (CLCH) NHS Trust currently provide health visitors to deliver the 0-5 healthy child programme. The healthy child programme is to ensure children have the best start in life by conducting health and development reviews, supporting parents and promotion of immunisation, social, emotional and behaviour change interventions. The service provides both universal and targeted interventions. The health visiting is the single largest commissioned local authority service within the pre-birth to five system.</p>
<b>Lead Officers</b> (i.e. those responsible for /managing the proposed activity)	<p>Name: Helen Byrne            Position: Strategic Commissioner            Email: hbyrne@westminster.gov.uk            Telephone No: 07890380507</p>
<b>Single or Bi-Borough</b>	Bi Borough
<b>Date of completion of final Full EqIA</b>	24/03/2021

Section 02	Scoping of Full EqIA		
Plan for completion	Timing: April 2022 Resources:		
Analyse the impact of the proposed activity	<p>Analyse the impact of the proposed activity on the protected characteristic groups (including where people / groups may share more than one protected characteristic). You should use this to determine whether the proposed activity will have a positive, neutral or negative impact on equality, giving due regard to <b>relevance and proportionality</b>.</p> <p>(See guidance for more information on relevance and proportionality)</p>		
	<b>Protected characteristic</b>	<b>Borough Analysis</b>	<b>Impact:</b> Positive, Negative, Neutral
	Age	For both WCC and RBKC, the healthy child programme is to serve families with at least one child under the age of five. There is no eligibility criteria for parents to access the service.	Positive
	Disability	All meetings are delivered virtually, within the clients homes or venues selected by the client so are suitable for people with disabilities; personalised individual plans can take account of any disability needs.	Positive
	Gender reassignment	<b>RBKC – N/A</b> <b>WCC – N/A</b>	
	Marriage and Civil Partnership	Partners whether they be married, unmarried, in civil partnership, divorced or separated views and circumstances are taken into account when a health practitioner is undertaking reviews and assessing the whole family unit.	Positive
	Pregnancy and maternity	Referrals from maternity and GP services for expectant mothers who are classed as universal may be impacted within the first quarter of 2022, a communications plan will help mitigate any potential gaps. Due to the proposed changes on utilising technology for universal families	Neutral
	Race	RBKC and WCC commissioners are confident the healthy child programme service addresses Race and cultural needs of residents. However to date no data has been supplied by CLCH to assure the service is being delivered in line with the needs of race and culture. The new contract will ensure this is a monitoring requirement.	Neutral

Religion/belief (including non-belief)	Gaps in the identification and joint working with women affected by FGM. Further training and specialist intervention are required to support families and women who have or at risk of FGM. In commissioning and contracting the 0-5 services integration will ensure resources are available to specialist targeted services.	Positive
Sex	The service is open to all families who have a child under the age of 5 and not determined by their sex.	Neutral
Sexual Orientation	The service is delivered on an anti-discriminatory basis regardless of sexual orientation.	Neutral

The following groups are not specifically protected by the Equality Act, but RBKC considers them as part of our broader approach to supporting equal outcomes for communities that may be disadvantaged, marginalised or excluded. Please consider whether they may be impacted.

Socio-economic	The new model will be based in areas where there is the greatest need, and will be flexible to utilise resources effectively. The ongoing analysis of ward data will support those from low socio-economic backgrounds.	Positive
Geographical	The service will be based in children centres, community centres and GP services based on the ward data the service will flex to meet the needs of all residents across the bi boroughs.	Positive
Carers	Integrating the service 0-19 this will support carers, and assessment of carers will form part of the tools to ensure access to services is promoted. The service will also be key in early identification of SEND and co-ordinate the support from an early stage in the child's life.	Positive
Other relevant groups: Refugees and asylum seekers currently housed within the Earls Court Area	<b>RBKC</b> Bespoke offer with health and social care us being provided and will be continued if required into the new integrated service.	Positive

	<b>Human Rights &amp; Children's Rights</b>
	<p>Does your proposal impact on Human Rights as defined by the Human Rights Act 1998? (See guidance for more information on this)</p> <p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <hr/> <p>Does your proposal impact on the rights of children as defined by the UN Convention on the Rights of the Child?</p> <p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>
<p>If your decision has the potential to affect Human Rights or Children's Rights, please contact your Borough Lead for advice.</p>	

<b>Section 03</b>	<b>Analysis of relevant data</b> Examples of data include census data; customer satisfaction surveys; customer complaints data workforce demograpinc data. Data should involve specialist data and information and, where possible, should be disaggregated by different protectd characteristics.
<b>Documents and data reviewed</b>	Ward profiles are refreshed, Public Health Outcomes Framework, early years dashboard, childrens commissioning office vulnerability data. Ongoing service users engagement and feedback which form part of the pre-birth to five transformation programme.
<b>New research</b>	If new research is required, please complete this section

<b>Section 04</b>	<b>Consultation</b>
	Complete this section if you have decided to supplement existing data by carrying out additional consultation with a) employees b) local communities
<b>Consultation</b>	The programme has engaged over 300 families on the new pre birth to five model, the outcomes of the engagement include removing duplication as this leads to many appointments and information is not always co-ordinated. The universal offer has been tested during the covid-19 and has shown a blended model of online and face to face appointments suits families.
<b>Analysis of consultation outcomes</b>	A new integrated service model will be commissioned to support the pre-birth to five transformation consultation will families. This includes integrating services, offering services from location that deliver multiple services such as children centres, developing an online offer for families who require limited support and developing a targeted offer for vulnerable families

<b>Section 05</b>	<b>Analysis of impact and outcomes</b>
<b>Analysis</b>	<ol style="list-style-type: none"> <li><b>Development reviews</b> – We are working with the Bi-Borough IT team to develop a digital version of the ASQ. This will enable parents to complete the ASQ in advance and for health visitors/community nursery nurses to triage the review based on identified need. In the shorter term, this will involve developing a prototype digital ASQ and testing it with families on a smaller scale, before rolling out the online form – for which the completed ASQ will be attached to a child’s file as a PDF.</li> <li><b>Targeted offer for vulnerable families</b> – Workshops with service managers and practitioners in Early Help, Midwifery and Health Visiting have explored practice models, structure, content, and intensity/frequency of visits in the 0-5 targeted programme. Discussion centred on having a trauma-informed, flexible framework based on need with key components meeting whole scale of vulnerability – drawing on learning from use of ARC framework in Bi-borough. A number of intervention tools and modules e.g. Motivational Interviewing, Video Interaction Guidance, etc. have been identified to help meet complex needs of vulnerable families. Future workshops will continue to compare and unearth core principles of FNP and MECOSH that enables practitioners to build therapeutic trusting relationships.</li> </ol>

<b>Section 06</b>	<b>Reducing any adverse impacts and recommendations</b>
<b>Outcome of Analysis</b>	In commissioning a new integrated offer, we are able to ensure resources are assigned to targeted families and a joined up approach to working with families will be achieved and therefore reducing the longer term impacts on children and families.

<b>Section 07</b>	<b>Action Plan</b>					
<b>Action Plan</b>	Note: You will only need to use this section if you have identified actions as a result of your analysis					
	Issue identified	Action (s) to be taken	When	Lead officer and borough	Expected outcome	Date added to business/service plan

<b>Section 08</b>	
<b>Director/ Head of Service sign-off</b>	Name: Gaynor Driscoll Position: Head of Commissioning Email: Gaynor.driscoll@rbkc.gov.uk Telephone No:
<b>Key Decision Report (if relevant)</b>	If the EqIA relates to a <b>'Key Decision'</b> , sign off from the relevant lead Member is required.  Name of Lead/ Cabinet Member: Cllr Kemahli  Date of report to Lead/Cabinet Member: XX / XX / XX  Key equalities issues have been included and the EqIA presented alongside the KDR: <b>Yes/No</b>
<b>Lead ED&amp;I Officer (where involved)</b>	Name: Position: Date advice / guidance given: Email: Telephone No:
<b>Review Date/s Recommended at: 3 months; 6 months and 12 months</b>	1st Review: 2 <sup>nd</sup> Review: 3rd Review: