

Equality Impact Assessment (EIA) Tool

Document Control

Control Details:	
Title of EIA/ Decision (DDM):	Family Hubs EIA
Budget booklet code (if applicable):	
If this is a budget EIA please ensure the title and budget booklet code is the same as the title used within the budget booklet	
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V1	Hester Kapur	15/05/23

Contributors/Reviewers (Anyone who has contributed to this document to be named)

Name	Title role	Date
Veronica Fairly	Supporting Families Coordinator	15/05/23
Julia Bramble	Service Manager – Early Help Services	01/06/23
Rosey Donovan	Equality and Employability Consultant	19/05/2023 / 22/06/2023

Glossary of Terms

Term	Description
EIA	Equality Impact Assessment
NCC	Nottingham City Council

Section 1 – Equality Impact (NCC staff/ Service users/ Citizen/ Community impact)

1. a. Brief description of proposal/ policy/ service to be assessed

This EIA is for the transformation of Early Help services and the rebranding of the existing Children’s Centres into four Family Hubs which are being launched in June 2023 in Broxtowe, The Meadows, South glade and Hyson Green within The Mary Potter Centre. These Hubs were formerly Children’s Centres.

The former Children’s Centres are transforming their service offer for families with children aged from 0-5 years to 0-19 years (up to 25 years for those with special educational needs and disabilities) and the Early Help Partnership members have committed to offering services and support for the whole family both at the four physical Family Hubs mentioned and remotely in communities or virtually.

Consultation over the closure of five Children’s Centres was carried out in 2021 and an EIA created for the closure of the Centres in November 2021.

Further consultation with families to gain feedback on the accessibility and suitability of the services on offer within Family Hubs is planned as services are developed. This will be carried out through remote and face to face surveys and through feedback from Parent/carers panels which are already in place. This EIA will then be updated following any feedback from consultation.

There are no negative budget implications directly related to the development of the Family Hubs as we are receiving government funding for the transformation until 31 March 2025. Long term sustainability of the Family Hub offer will be achieved by maximising partnership resources, communication of a whole partnership offer for families, avoiding duplication and accessing additional funding which would otherwise not have been available.

1. b. Information used to analyse the equalities implications

1. c. Who will be affected and how?

Impact type (NCC staff/ Service users/ Citizens/ Community)	Equality group/ individual	Positive	Negative	None	Reasons for your assessment (Including evidence)	Details of mitigation/ actions taken to advance equality	Details of any arrangements for future monitoring of equality impact (Including any action plans)
Citizens	People from different ethnic groups	X	X	X	58,300 non- English readers	Translation of Early Help, Start for Life and Family Hubs offer into other languages identified as the most common languages spoken by families using the Family Hubs,	Feedback from non- English readers on understandability of the Early Help, Start for Life and Family Hubs offer will be gathered. Any equality impacts that arise from this feedback will be addressed through mitigating actions outlined in an updated version of this EIA

	Men			x			
	Women			x			
	Trans			x			
Citizens	Disabled people		x		32,000 people with some degree of dyslexia	Production (in collaboration with people with disabilities) of an Easy Read version of the offer available through Family Hubs	Feedback from people with dyslexia and other disabilities on suitability of easy read version to ensure that all documents online are accessible.
	Pregnancy and maternity			x			
	Marriage/Civil Partnership			x			
	People of different faiths/ beliefs and those with none			x			
	Lesbian/ Gay/ Bisexual people			x			
	Older			x			
Citizens	Younger 5-19 years (up to 25 years for those		x		As the four Family Hubs were former	Reconfiguration of buildings, new furniture, decoration	Collect feedback from children, young people and

	with Special Educational Needs and Disabilities)				Children’s Centres there is a need to redesign the space so it is inclusive for 5-19 year old and families	and IT to create suitable spaces for young people aged 5-19. We will set up a Marketing and Communications Task and Finish group and Communications Plan to ensure that marketing and information reaches this cohort. We will work with the partnership to identify early, families who are experiencing disadvantage.	families regarding the benefits and dis benefits of the services and interventions they have received. Any equality impacts that arise from this feedback will be addressed through mitigating actions outlined in an updated version of this EIA
Citizens	Other (e.g. looked after children, cohesion/ good relations, vulnerable children/ adults), socio-economic background. <i>Please underline the group(s) /issue more adversely affected or which benefits.</i>			x		We will design parenting groups and interventions that provide focussed support to meet the individual needs of Nottingham families, including individual support in the home, father's groups, young parents groups, translation into other languages/BSL/visually	Collect feedback from children, young people and families regarding the benefits and dis benefits of the services and interventions they have received. Any equality impacts that arise from this feedback will be addressed through

						impaired as required, and groups delivered in community / faith settings. Working closely with peer facilitators, we will work to break down barriers and support engagement.	mitigating actions outlined in an updated version of this EIA
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1. d. Summary of any other potential impact (including cumulative impact/ human rights implications):

None that we are aware of

Section 2 – Equality outcome

Please include summary of the actions identified to reduce disproportionate negative impact, advance equality of opportunity and foster good relations. Please pull out all of the mitigations you have identified and summarise them in this action plan

Equality Outcome	Adjustments to proposal and/or mitigating SMART actions	Lead Officer	Date for Review/ Completion	Update/ complete
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Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.	N/A			
Advance equality of opportunity between those who share a protected characteristic and those who don't	Production of Easy Read versions of the Family Hub offer	Julia Bramble – Service Manager Early Help	July 2024	
Foster good relations between those who share a protected characteristic and those who don't	N/A			
(Please add other equality outcomes as required – e.g. mitigate adverse impact identified for people with a disability)	N/A			

Please note: All actions will need to be uploaded onto Pentana

Section 3 – Approval and publishing

<p>The assessment must be approved by the manager responsible for the service /proposal. Approving Manager details (name, role, contact details):</p> <p>Catherine Underwood – Corporate Director for Peoples Services</p>	<p>Date sent for advice:</p>
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Approving Manager Signature:	Date of final approval:
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For further information and guidance, please visit the [Equality Impact Assessment Intranet Pages](#)
Alternatively, you can contact the Equality and Employability Team by telephone on 0115 876 2747

Send document or link for advice and/ or publishing to: edi@nottinghamcity.gov.uk

PLEASE NOTE: FINAL VERSION MUST BE SENT TO EQUALITIES OTHERWISE RECORDS WILL REMAIN INCOMPLETE.