

## Equality Impact Assessment Form (Page 1 of 2)

**Title of EIA / DDM: Implementation of Safe Families for Children (SFFC) Approach**

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Director: Helen Blackman  
Strategic Budget EIA /N**

**Department: Children's Social Care**

**Service Area: Children's Social Care**

**Author (assigned to Covalent): Helen Blackman**

### **Brief Description of proposal /policy/ service being addressed:**

The proposal is to implement the Safe Families For Children (SFFC) approach in Nottingham as part of the East Midlands SFFC regional hub.

SFFC is a new and innovative early help and edge of care approach which supports some of most vulnerable children and families – and is aimed at preventing child abuse and neglect, stabilising families at times of crisis and reducing the flow of children into care.

SFFC is based on specially recruited and trained volunteers providing regular support to families. Support can either be in form of: “hosting” – where host families look after a child in their own home for a couple of days; “be-friending” – where volunteers as family friends or mentors to families; and “resource friends” – who provide resources to families in need

### **Information used to analyse the effects on equality:**

SFFC is a new and innovative volunteer-based approach designed to support our most vulnerable families at time of crisis.

Highly successful in America, the approach has been successfully piloted in the North East for the past two years and – funded by the DfE – is now being rolled out in five regional hubs, including the East Midlands. As part of the above, SFFC is due to be implemented in Nottingham (initially in the north locality) in July 2015.

SFFC is an approach which is targeted at helping families with young children (aged 10 and under) who have not been subject to extensive abuse or neglect. It is both:

- an early help intervention – to help stop problems escalating; and
- an edge of care intervention – to prevent the need for children to be taken into care (as an alternative to Section 20)

In Nottingham, we intend to implement SFFC as both as an early help and edge of care intervention.

Children supported by the SFFC approach will need to meet specific eligibility criteria. Key elements of this are: age (10 or under) and care status (cannot be on a child protection plan)

Volunteers who either host children or act as family friends are trained (in a similar way to foster carers) and subject to a “7 stage” safeguarding process including DBS checks, references and interview panel. Volunteers will be local to Nottingham and are recruited by the SFFC regional hub. Recruiting a suitable mix of volunteers which reflect the diversity of Nottingham is a key aspect of our implementation plan.

	Could particularly benefit X	May adversely impact X
People from different ethnic groups.	<input type="checkbox"/>	<input type="checkbox"/>
Men	<input type="checkbox"/>	<input type="checkbox"/>
Women	<input type="checkbox"/>	<input type="checkbox"/>
Trans	<input type="checkbox"/>	<input type="checkbox"/>
Disabled people or carers.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy/ Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People of different faiths/ beliefs and those with none.	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, gay or bisexual people.	<input type="checkbox"/>	<input type="checkbox"/>
Older	<input type="checkbox"/>	<input type="checkbox"/>
Younger	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other (e.g. marriage/ civil partnership, <u>looked after children</u> , cohesion/ good relations, <u>vulnerable children/ adults</u> ).	<input type="checkbox"/>	<input type="checkbox"/>
<b><i>Please underline the group(s) /issue more adversely affected or which benefits.</i></b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

How different groups could be affected (Summary of impacts)	Details of actions to reduce negative or increase positive impact (or why action isn't possible)																																				
<p>SFFC has the potential to have a significant positive impact in relation to supporting our most vulnerable children and families. It has the potential to reduce the flow of children into the care system and ultimately reduce the number of Looked After Children in Nottingham.</p> <p>SFFC is specifically targeted at helping families with young children (10 and under) – both as an early help and edge care intervention.</p> <p>Ethnicity, Gender and Disability details of the cohort are:</p> <table border="0"> <tr> <td>Ethnicity</td> <td>%</td> </tr> <tr> <td>British, Irish other</td> <td></td> </tr> <tr> <td>White background</td> <td>64</td> </tr> <tr> <td>White &amp; Asian</td> <td></td> </tr> <tr> <td>White &amp; Black African</td> <td></td> </tr> <tr> <td>White&amp; Black Caribbean</td> <td>17</td> </tr> <tr> <td>African, Caribbean</td> <td></td> </tr> <tr> <td>Any Other</td> <td></td> </tr> <tr> <td>Black background</td> <td>9</td> </tr> <tr> <td>Indian, Pakistani</td> <td></td> </tr> <tr> <td>Any other</td> <td></td> </tr> <tr> <td>Asian background</td> <td>7</td> </tr> <tr> <td>Other Ethnic groups /</td> <td></td> </tr> <tr> <td>Unknown</td> <td>3</td> </tr> <tr> <td>Gender</td> <td></td> </tr> <tr> <td>Male</td> <td>58</td> </tr> <tr> <td>Female</td> <td>42</td> </tr> <tr> <td>Disabilities</td> <td>8</td> </tr> </table>	Ethnicity	%	British, Irish other		White background	64	White & Asian		White & Black African		White& Black Caribbean	17	African, Caribbean		Any Other		Black background	9	Indian, Pakistani		Any other		Asian background	7	Other Ethnic groups /		Unknown	3	Gender		Male	58	Female	42	Disabilities	8	<p>A range of services are available for those children in groups that do not meet the criteria for SFFC support.</p> <p>Children will have access to the range of services provided by Social Care, including Social Workers and Family Support Workers, some of which are based in schools giving further support on educational needs. Also support will be available through the Vulnerable Children's &amp; Families service, which gives access to Children's Centres and advice and support in parenting issues.</p> <p>The main "equality impact" related action is to ensure that SFFC recruit a suitable mix of volunteers which reflect the diversity of Nottingham. This is a key aspect of our implementation plan.</p>
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**Outcome(s) of equality impact assessment:**

- No major change needed  •Adjust the policy/proposal  •Adverse impact but continue
- Stop and remove the policy/proposal

**Arrangements for future monitoring of equality impact of this proposal / policy / service:**

Referrals to, and action taken by, SFFC will be monitored on an ongoing basis. Volunteer numbers and volunteer mix will be similarly monitored on an ongoing basis.

**Approved by (manager signature):**

Helen Blackman, Director of Children's Social Care.

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Advice only

Kevin Banfield, EI programme manager

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**Date sent to equality team for publishing:**

7<sup>th</sup> July 2015

**Before you send your EIA to the Equality and Community Relations Team for scrutiny, have you:**

1. Read the guidance and good practice EIA's  
<http://www.nottinghamcity.gov.uk/article/25573/Equality-Impact-Assessment>
2. Clearly summarised your proposal/ policy/ service to be assessed.
3. Hyperlinked to the appropriate documents.
4. Written in clear user friendly language, free from all jargon (spelling out acronyms).
5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly when this is going to happen.
7. Clearly cross referenced your impacts with SMART actions.