

PART A - Initial Impact Assessment

Proposal Name: 2024 annual update of the Building Successful Families programme to committe

EIA ID: 2421

EIA Author: Emily Ward

Proposal Outline: This report is to provide an annual update to the Education, Children and Families Committee on the Building Successful Families (BSF) programme, referred to nationally as the Supporting Families programme. In addition, there are a number of key areas where the Committee is asked to endorse the progression of strategic level activity to support the transformation of the Early Help System in its aim to help children, young people, and families at the earliest opportunity.

Proposal Type: Non-Budget

Year Of Proposal: 23/24

Lead Director for proposal: Joe Horobin (NCC)

Service Area: Integrated Commissioning

EIA Start Date: 25/10/2023

Lead Equality Objective: Break the cycle and improve life chances

Equality Lead Officer: Bashir Khan

Committees:

Policy Committees

- Education, Children & Families

Portfolio

Primary Portfolio:

Integrated Commissioning

EIA is cross portfolio:

Yes

Children and Families

EIA is joint with another organisation:

No

Overview of Impact

Overview Summery:

To be eligible for support in the Supporting Families / BSF programme, families must be identified as having barriers in regard to accessing/achieving 3 or more of these areas (as identified in the national Supporting Families Outcomes Framework):

- Getting a good education
- Good early years development
- Improved mental and physical health
- Promoting recovery and reducing harm from substance misuse
- Improve family relationships
- Children safe from abuse and exploitation
- Crime prevention and tackling crime
- Safe from domestic abuse
- Secure housing
- Financial stability

The Early Help System is a network of services, processes and interactions that aim to help children, young people and families at the earliest opportunity. If we are successful, we will see vulnerable families thrive, becoming empowered to become resilient over time and build connections to their local community. Our local services will also be joined-up, flexible and responsive to new challenges, becoming sustainable for the long term creating stronger multi-agency partnerships which work together to understand local trends, predict emerging need, and respond to those needing extra help. The benefits of this approach will be felt across the city as pressure on statutory services should reduce as the system begins to rebalance away from intervening at crisis point or before families have multiple areas of need. This will help services to become more sustainable and allow them to intervene

much earlier in the cycle, delivering better outcomes for families. Supporting Families' outcomes align with the Family Hubs transformation which is ongoing, providing a single access point – a 'front door' – to universal and early help services for families with children of all ages (0-19) or up to 25 with special educational needs and disabilities (SEND). Family Hubs involve co-location of services and professionals to make it easier for families to access the services they need, including Start for Life services, and this can include both physical locations, outreach support and virtual offers. Many services offered in a Family Hub network will be for families who do not need intensive, whole-family Lead Practitioner support; however, hubs will ensure seamless access to a whole-family Lead Practitioner where needed.

Impacted characteristics:

- Age
- Carers
- Cohesion
- Disability
- Health
- Partners
- Poverty & Financial Inclusion
- Pregnancy/Maternity
- Race
- Religion/Belief
- Sex
- Sexual Orientation
- Voluntary/Community & Faith Sectors

Impacted local area(s):

All

Consultation and other engagement

Cumulative Impact

Does the proposal have a cumulative impact:

Yes

Initial Sign-Off

Full impact assessment required: Yes

Review Date: 02/12/2024

PART B - Full Impact Assessment**Health**

Staff Impacted: No

Customers Impacted: Yes

Description of Impact: The BSF programme identifies a number of areas of family need, one of which is supporting families to have improved mental and / or physical health. Health colleagues represent parts of the Early Help workforce such as universal, targeted or acute services and are crucial in ensuring that collectively we are working towards greater cohesion and earlier identification of need for families. If we are able to identify needs earlier across the wider Early Help partnership, this may support in reducing more serious health needs at a later point for an individual by accessing support services sooner.

Name of Lead Health Officer:

Comprehensive Assessment Being Completed: No

Public Health Lead signed off health impact(s):

Age

Staff Impacted: No

Customers Impacted: Yes

Description of Impact: The Early Help System is a network of services, processes and interactions that aim to help children, young people and families at the earliest opportunity and eligibility for support includes having barriers in regard to accessing/achieving 3 or more of these areas (as identified in the Supporting Families Outcomes Framework): • Getting a good education • Good early years development • Improved mental and physical health • Promoting recovery and reducing harm from substance misuse • Improve family relationships • Children safe from abuse and exploitation • Crime prevention and tackling crime • Safe from domestic abuse • Secure housing • Financial stability If we are successful, we will see vulnerable families thrive, becoming empowered to become resilient over time and build connections to their local community. Supporting Families' outcomes align with the Family Hubs transformation which is ongoing, providing a single access point – a 'front door' – to universal and early help services for families with children of all ages (0-19) or up to 25 with special educational needs and disabilities (SEND). There is much overlap between the Supporting Families programme, the Family Hubs and Start for Life programme and the World Health Organisation's framework of becoming an age friendly inclusive city. The eight interconnected domains which include elements such as community and health care, affordable and appropriate housing, social inclusion and employment, all work to embed principles of people being able to participate and engage with activities within their communities.

Carers

Staff Impacted: No

Customers Impacted: Yes

Description of Impact: Carers, especially young carers are recognised within the Supporting Families Outcomes Framework, and

practitioners utilising this framework specifically considers whether there are any unsupported young carers in the family. We are hoping that through the practice framework, increasing amounts of practitioners will be able to recognise children or young people who may be carers or who may need additional support so that we are able to offer the rights support at the right time to not only the child but the whole family.

Care Experienced

Staff Impacted:

Customers Impacted:

Description of Impact:

Cohesion

Staff Impacted: Yes

Customers Impacted: Yes

Description of Impact: We have developed our workforce practice framework as we recognise that a strong partnership requires cohesion to operate effectively. The development of the practice framework and continual developments relating to developing our workforce in general will continue to support a group of practitioners that better reflect the diversity of the city, allowing services to be more culturally sensitive, diverse and inclusive. By identifying a clearer workforce practice framework, and also clearer outcomes for our practitioners, this will create longer term cohesion for families and wider society.

Disability

Staff Impacted:

Customers Impacted:

Yes

Description of Impact:

The supporting families outcomes framework identifies that there are a number areas of family need that may require support in relation to disability, for example; - a child's Special Educational Needs are not being met, - the child or parent requires support with learning disabilities, neurodiverse conditions and/or physical health needs that affect the family (e.g., long-standing health conditions requiring management, physical disabilities requiring adaptations) If we are able to identify needs earlier across the wider Early Help partnership, this may support in families accessing support services sooner. Supporting Families drives high standards of continual improvements to local partnership working and data use, while funding intensive keywork support for those families facing multiple complex problems. Family Hubs are one way of delivering the Supporting Families vision of an effective early help system. Family Hubs provide a single access point – a 'front door' – to universal and early help services for families with children of all ages (0-19) or up to 25 with special educational needs and disabilities (SEND), with a great Start for Life offer at their core. Family Hubs involve co-location of services and professionals to make it easier for families to access the services they need, including Start for Life services, and this can include both physical locations, outreach support and virtual offers.

Partners

Staff Impacted:

Yes

Customers Impacted:

Yes

Description of Impact:

We have strong partnership arrangements that enable partners to take collective responsibility, share risks and jointly invest in early help. This ensures that our leaders speak with one voice on the importance of early help, whole family and whole system working and ensure this culture is embedded through senior and middle management and the front line and staff at all levels are effectively involved in shaping and developing improvements. Strong partnerships are at the heart of an effective and mature Early Help System, as are developing data maturity to provide a more holistic view of a family for those lead practitioners. Sheffield's Information Sharing and Data Governance

Board is working towards unblocking those barriers to data sharing to allow more effective whole family working. We expect to further strengthen and widen our partnerships across the city through the ambition to commission formal early help activity.

Poverty & Financial Inclusion

Staff Impacted: No

Customers Impacted: Yes

Description of Impact: Early Help services provide a huge amount of support to families to minimise the impact of poverty on children and young people including support to access good quality housing advice, benefits advice, and support with steps towards employment. The focus on engagement with positive activities and good school attendance increases life chances for children and young people so that they are more likely to be able to be economically active as adults. The challenge of COVID-19 and the cost of living crisis which has also emerged makes it even more important to help families early on, identifying support at the earliest opportunity to avoid issues escalating. The programme has an ambition to support recovery of the local economies post pandemic by helping children back to school, helping those who have lost their jobs get back to work, by helping young people avoid crime, protecting mental health and by tackling domestic abuse.

Pregnancy / Maternity

Staff Impacted: No

Customers Impacted: Yes

Description of Impact: The updated Supporting Families Outcomes Framework which came into effect on October 3rd 2022 identified new criteria which stated that support for families may begin before a child is born and expectant or new parents who require additional support may be eligible for the programme. Providing guidance for parents and developmental support for

babies and young children is essential for delivering strong health and educational outcomes for children, ensuring they have a positive start in their early years. Supporting Families' outcomes align with the Best Start for Life vision of achieving good early years outcomes for babies and young children, and practitioners, services and families all benefit from expanded core services in the Family Hub transformation which ensure that children have the best possible start in life.

Race

Staff Impacted: No

Customers Impacted: Yes

Description of Impact: It is notable that when considering Sheffield's areas of greatest ethnic diversity, these are also largely populated in the most deprived areas of the city. We are cognisant that many of the Family Hubs are located within some of these of greatest deprivation and therefore we hope that with an increased age range of support being able to be provided in these building (0-19 or 0-25 for those with SEND), and the wider work with partners, we will be able to increase access, connectivity and relationships among stakeholders, ultimately reducing barriers to engagement and providing a "no wrong door" approach for those who wish to engage. In 2023, we have also actively sought out a wider selection of smaller Voluntary and Community sector organisations to engage them in the Early Help System Guide self-assessment in the hope that they are able to enhance the reflection of families in some of our more seldom heard communities when considering the uptake of Early Help services. We hope that the ambitions to commission formal early help activity by the VCF sector will support in working with grass root and community organisations to deliver early help in and alongside communities. Leaders from these organisations will form part of the Early Help Partnership Board which is the senior strategic group accountable for Sheffield's Early Help System and we hope that this may also diversify the membership.

Religion / Belief

Staff Impacted:

Customers Impacted:

Yes

Description of Impact:

Sheffield is a religiously diverse city and we need to continually ensure that all services are culturally sensitive. As part of the alignment between the Building Successful Families programme and the Family hub transformation, there is an increased focus on community engagement. We have recruited four new Community Support Workers (CSW) whose role will include building those community engagement partnerships and promoting and delivering socially inclusive services. Anecdotal evidence suggests that families may have previously refused to engage with a different service as they prefer to continue with a trusted person. The CSW's would not only support the most seldom heard communities/families in increased access to support and community engagement but would also support the developments identified from the Early Help System Guide self-assessment in improving our links with communities and the Family Hub transformation. We hope that the ambitions to commission formal early help activity by the VCF sector will support in working with grass root and community organisations to deliver early help in and alongside communities. Leaders from these organisations will form part of the Early Help Partnership Board which is the senior strategic group accountable for Sheffield's Early Help System and we hope that this may also diversify the membership.

Sexual Orientation

Staff Impacted:

No

Customers Impacted:

Yes

Description of Impact:

Just Like Us, the UK's Lesbian, Gay, Bi and Trans (LGBT) young people's charity commissioned a study to explore the experiences and wellbeing of young LGBT+ people aged 11-18 across the UK. 2,934 pupils were surveyed and 1,140 of these identified as LGBT+. 68% of LGBT+ young people say their mental health has 'got worse' since the pandemic, compared to 49% of their non-LGBT+ peers. It is hoped that with the alignment between the EH system and the Family Hub transformation, children, young people and their parents will be able to navigate and access services

easier. This can include access to Mental Health services, peer support groups or wider family support.

Voluntary / Community & Faith Sectors

Staff Impacted: Yes

Customers Impacted: Yes

Description of Impact: The VCF sector form a key part of our early help offer, as evidenced by their contribution to our extensive Early Help Partnership Training offer. However, we are keen to continue to develop and engage a wider variety of the VCF sector into our Early Help partnership and Family Hub networks to ensure that we are improving the connectivity between voluntary and community sector activity, family networks and formal Early Help activity across the city. We will strengthen partnerships with the VCF sector across the city by launching a tiered approach to partnership networks. This will enable the involvement of all organisations across the city and engage them in delivery of the BSF and Family Hub services where possible. Offering VCF partners the opportunity to apply via a commissioning process to deliver through their organisations and settings will ensure the requirements are linked to the programme outcomes (such as providing claims for the BSF programme which increase significantly through to 2025), ultimately: - providing partners with financial incentives to support the city's Supporting Families maturity goals - increasing the number of partners who work whole family and use the Signs of Safety approach - Developing data maturity across the Early Help sector

Action Plan & Supporting Evidence

Outline of action plan: Feb 2024 – workshops with partners from across the Early Help System to discuss the Early Help System Guide self-assessment, strengths and areas for next steps. March 2024 – EH partners will complete and share their own self-assessment of the Early Help System Guide following workshop. May 2024 – collation of and showcase of the first draft of the EHSG with representation of what areas are working well, and areas for developments. We will also identify three areas of priority to develop over 2024/25. June 2024 –

Share a final draft of the EHSR with senior leaders, partners and committee members for sign off.

Action plan evidence:

Sheffield's 2023 Early Help System Guide Self-Assessment Just Like Us - LGBT+ report on bullying, schools and mental health
<https://www.justlikeus.org/blog/2021/11/25/research-report-growing-up-lgbt-bullying/>

Changes made as a result of action plan:

Mitigation

Significant risk after mitigation measures: No

Outline of impact and risks:

Review Date

Review Date: 02/12/2024