Tameside Metropolitan Borough

APPENDIX 1

Tameside Council
Equality Impact Assessment (EIA) Form

Subject / Title		Family Hubs and Start for Life Programme
Team	**Department**	**Directorate**
Early Years, Early Help and Partnerships	Early Help and Partnerships	Children's Services
Start Date	**Completion Date**	
17/01/2023	01/03/2023	
Project Lead Officer	Lorraine Hopkins, Head of Service - Early Help, Neighbourhoods and Early Years	
Contract / Commissioning Manager	Lorraine Hopkins, Head of Service - Early Help, Neighbourhoods and Early Years	
Assistant Director/ Director	Paula Sumner, Assistant Director of Early Help and Partnerships	

EIA Group (lead contact first)	**Job title**	**Service**
Lorraine Hopkins	Head of Service - Early Help, Neighbourhoods and Early Years	Children's Services
Paula Sumner	Assistant Director of Early Help and Partnerships	Children's Services
Roseanna Wain-Basaran	Policy Officer	Policy, Performance and Intelligence
Charlotte Lee	Population Health Programme Manager	Population Health

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PART 1 – INITIAL SCREENING

An Equality Impact Assessment (EIA) is required for all formal decisions that involve changes to service delivery and/or provision. Note: all other changes – whether a formal decision or not – require consideration for an EIA.

The Initial screening is a quick and easy process which aims to identify:

- *those projects, proposals and service or contract changes which require a full EIA by looking at the potential impact on, or relevance to, any of the equality groups*
- *prioritise if and when a full EIA should be completed*
- *explain and record the reasons why it is deemed a full EIA is not required*

A full EIA should always be undertaken if the project, proposal and service / contract change is likely to have an impact upon, or relevance to, people with a protected characteristic. This should be undertaken irrespective of whether the impact or relevancy is major or minor, or on a large or small group of people. If the initial screening concludes a full EIA is not required, please fully explain the reasons for this at 1e and ensure this form is signed off by the relevant Contract / Commissioning Manager and the Assistant Director / Director.

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1a.	**What is the project, proposal or service / contract change?**	Family Hubs Programme and Start for Life Offer

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1b.

What are the main aims of the project, proposal or service / contract change?

Tameside MBC has been awarded £3,295,000 of funding from the Family Hubs and Best Start for Life Fund (a joint venture by the Department for Education and Department for Health and Social Care) for delivery over three years (2022-25) to work with partners to establish Family Hubs across Tameside. A breakdown of spending allocations is shown below.

	Department for Education Funding Allocation					
		2022-23	**2023-24**		**2024-25**	
Strand	%		**Lower**	**Upper**	**Lower**	**Upper**
Family Hubs Programme	19.4%	161,408	263,064	274,062	221,160	231,442
Family Hubs Capital	4.9%	40,768	66,444	69,727	55,860	58,475
Parenting	16%	127,840	207,468	217,719	174,420	182,529
Home-Learning Environment	8%	71,552	116,616	113,840	98,040	102,598
Parent-Infant Relationship and Perinatal Mental Health	31%	259,584	423,072	443,976	355,680	372,216
Infant Feeding	17%	139,776	227,808	239,064	191,520	200,424
Publishing Start for Life Offer and Parent Carer Panels	3.7%	30,784	50,172	52,651	42,180	44,141
Totals	**100%**	**831,712**	**1,354,644**	**1,411,039**	**1,138,860**	**1,191,826**

The range of services delivered through the Family Hubs includes as examples but not exclusive:

- **Antenatal and Postnatal Support** – Midwifery Clinics, Healthy Child Clinics, Baby Social Groups, First Foods Session, Antenatal and Postnatal Parenting Support – Solihull Parenting Courses, Baby Incredible Years. Targeted Antenatal/Postnatal Support. Strengthening Families project. Health Promotion – Safe Sleep, ICON. Infant Feeding Support – UNICEF Gold Accredited, HomeStart.
- **Early Help Locality Teams**– Part of the multi-agency safeguarding hub (Bridge). Early Help Practitioners allocated as lead professionals. Family Partnership Model Helping Process. Early Help Assessments, Team Around Family, Family Group Conference, Healthy Young Minds.
- **Team Around School** – Neighbourhood Co-ordinators, Multi Agency Safeguarding Hub.
- **Youth Services** – 1:1 support. Targeted project work, youth crime, risky behaviours. Universal youth provision,

Page 56		youth clubs, YJS, Active Tameside, Parenting Co-ordinators, Groundwork, Tameside Arts. • **Relationship Support** – Parental Conflict GM Toolkit Intervention, Bridges, Tameside Women's Centre. • **Parenting Support** – Solihull online parenting courses, Incredible Years and Triple P for Teenagers, Riding the Rapids, CABS, The Leap Centre, Infinity Initiatives, Action Together. • **SEND provision** - Early Support and Portage, Neurodevelopment Pathway, ISCAN, OKE. • **Adult and Child Mental Health Support –** PIMH Pathway, Thrive, TOG Minds. • **Strengthening Families** – recurrent care proceedings and vulnerable parents. • **Welfare Rights Service** – debt and welfare advice services Family Hubs will take a hub and spoke model, with hubs being present in each of the four neighbourhoods. Family Hubs will operate over the same footprint as children's centres, providing joined up support to families with children and young people aged 0-19 (up to 25 with special educational needs and disabilities). The North Family Hub will be located at St Peters Children Centre, serving Ashton Hurst, Ashton Waterloo, Ashton St Michael's and Ashton St Peter's wards. There will be spokes at Oxford Park and Tameside One and Ashton Library. The East Family Hub will be located at Ridge Hill Children Centre, serving Mossley, Stalybridge North, Stalybridge South, Dukinfield Stalybridge and Dukinfield. There will be spokes at Staylbridge Civic Hall, Dukinfield Library and Mossley Children Centre. The South Family Hub will be located at Hyde Flowery Children Centre, serving Hyde Newton, Hyde Godley, Hyde Werneth and Longendale. There will be spokes at Hattersley Hub & Library and Hyde Town Hall. The West Family Hub will be located at Greenside Children Centre, serving Droylsden West, Droylsden East, Audenshaw, Denton West, Denton North East and Denton South. There will be spokes at Wellness Centre and Denton Town Hall.

1c. Will the project, proposal or service / contract change have either a direct or indirect impact on, or relevance to, any groups of people with protected equality characteristics?
Where there is a direct or indirect impact on, or relevance to, a group of people with protected equality characteristics as a result of the project, proposal or service / contract change please explain why and how that group of people will be affected.

Protected Characteristic	Direct Impact / Relevance	Indirect Impact / Relevance	Little / No Impact/Relevance	Explanation

Tameside Council
Equality Impact Assessment (EIA) Form

<table>
<tr>
<td>Age</td>
<td>x</td>
<td></td>
<td></td>
<td>In Tameside, there are 231,063 people in total. The total breakdown based on age is shown below.
<table>
<tr><th colspan="3">Census 2021</th></tr>
<tr><th>Age Group</th><th>% Tameside</th><th>% England and Wales</th></tr>
<tr><td>0-9</td><td>12.3</td><td>11.3</td></tr>
<tr><td>10-19</td><td>11.8</td><td>11.6</td></tr>
<tr><td>20-29</td><td>11.6</td><td>12.7</td></tr>
<tr><td>30-39</td><td>14.0</td><td>13.7</td></tr>
<tr><td>40-49</td><td>12.6</td><td>12.7</td></tr>
<tr><td>50-59</td><td>14.2</td><td>13.8</td></tr>
<tr><td>60-69</td><td>10.8</td><td>10.7</td></tr>
<tr><td>70-79</td><td>8.5</td><td>8.6</td></tr>
<tr><td>80-89</td><td>3.6</td><td>4.0</td></tr>
<tr><td>90+</td><td>0.6</td><td>0.8</td></tr>
</table>

0-19 year olds make up 24.1% of residents in Tameside. Within Tameside, since 2011 there has been an increase of 8.5% in children aged under 15 years.
The age demographics differ by neighbourhood, with the North neighbourhood having the highest proportion of residents aged 0-19 (26%), followed by the South (24.9%), East (23.5%), West (22.6%).
The North and the South Neighbourhoods have the highest percentage of households with children (42.4% and 41.4%, respectively), followed by the East (40.3%) and the West (39.5%). Therefore, there may be an increased demand for services from Family Hubs in the North and South.

The Family Hubs and Start for Life programme is a place based project which offers support to families with children from age 0-19 or up to 25 for those with special educational needs. Therefore, there is a direct impact on those aged 0-25.There will also be a direct impact upon family members who may be any age given that whole family support will be provided as part of the programme.
Data for the ages of carers attending children’s centres is recorded therefore this can provide an indication of other age groups which may be accessing</td>
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</table>

<table>
<tr>
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<td>services at children's centres most frequently. This can be used as a proxy indicator for the visitor numbers and demographics we could expect to see at Family Hubs. The largest proportion of carers attending St Peters and Greenside are aged between 16-35 (43.2% and 38.4%). However, at Hyde and Ridgehill, the largest proportion of carers are aged between 36-45 (41.2% and 42.2%), with the smallest proportion of carers being aged 46+ for all sites.
<table>
<tr><th colspan="4">Children's Centres Visitor Ages (2022)</th></tr>
<tr><th colspan="4">Greenside (West)</th></tr>
<tr><th>Carer Age 16-35</th><th>Carer Age 36-45</th><th>Carer Age 46+</th><th>Blank</th></tr>
<tr><td>1649</td><td>1639</td><td>449</td><td>557</td></tr>
</table>
<table>
<tr><th colspan="4">Children's Centres Visitor Ages (2022)</th></tr>
<tr><th colspan="4">Ridgehill (East)</th></tr>
<tr><th>Carer Age 16-35</th><th>Carer Age 36-45</th><th>Carer Age 46+</th><th>Blank</th></tr>
<tr><td>1176</td><td>1293</td><td>254</td><td>344</td></tr>
</table>
<table>
<tr><th colspan="4">Children's Centres Visitor Ages (2022)</th></tr>
<tr><th colspan="4">Hyde (South)</th></tr>
<tr><th>Carer Age 16-35</th><th>Carer Age 36-45</th><th>Carer Age 46+</th><th>Blank</th></tr>
<tr><td>2236</td><td>2336</td><td>574</td><td>523</td></tr>
</table>
<table>
<tr><th colspan="4">Children's Centres Visitor Ages (2022)</th></tr>
<tr><th colspan="4">St Peters (North)</th></tr>
<tr><th>Carer Age 16-35</th><th>Carer Age 36-45</th><th>Carer Age 46+</th><th>Blank</th></tr>
<tr><td>2165</td><td>1915</td><td>468</td><td>461</td></tr>
</table>
</td>
</tr>
<tr>
<td>Disability</td>
<td>x</td>
<td></td>
<td></td>
<td>Based on the latest census (2021), the East has the highest proportion of residents with a disability (20.44%), followed by the North (20.26%), South (20.04%), West (19.53%). Data from the 2021 Census shows that 20% of Tameside residents are considered to be disabled under the Equality Act. Of those, 10.8% find their day-to-day activities "limited a little" while 9.1%</td>
</tr>
</table>

				find their day-to-day activities “limited a lot”. 14.2% of children in Tameside are identified as having a Special Educational Need or Disability compared to 12.3% of children in England (2021/2022). 2.1% of children have and Education, Health and Care Plan (EHCP) compared to 3.9% of Children in England. Although lower than the national average this figure is rising. 13% of Tameside children have an Education, Health Care Plan due to difficulties arising from their Social, Emotional and Mental Health (2021/2022). As access to family hubs is extended up to age 25 for children with special educational needs and disabilities, the family hubs and start for life programme will be accessible to families with disabled children until the child reaches 25. Buildings used as Family Hubs and Spokes will be investigated to identify whether they are accessible for disabled residents. Head of Service for Early Help, Neighbourhood and Early Years Service has provided assurances as to the accessibility of Family Hub and spoke locations.
Ethnicity		**x**		Family Hubs and the Start for Life Programme are aimed at everyone, regardless of ethnicity. However, there are inequalities of outcome for children from minority ethnic groups, therefore it is vital that family hubs are designed to help all families deal with challenges.[1] In terms of neighbourhood demographics at Family Hub locations, the North Neighbourhood has the most ethnic diversity, followed by the South, West and East. Research also suggests that areas with the highest BAME populations in Greater Manchester are often those with the highest child poverty rates.[2] In the North Neighbourhood, 71.95% of people identify as White, 21.20% of people identify as Asian, Asian British, or Asian Welsh, 3.26% identify as Black, Black British, Black Welsh, Caribbean or African, 2.15% identify as Mixed or Multiple ethnic groups, 1.44% identify as another ethnic group. The North also had the highest proportion of people identifying as ‘White: Other White’ (3.96%).

[1] Improving the way family support services work for minority ethnic families | Early Intervention Foundation (eif.org.uk)

[2] Poverty-monitor-child-poverty-and-ethnicity-table.pdf (gmpovertyaction.org)

Page 60				The North Neighbourhood also has both the highest proportion of resident's who's main language is not English and cannot speak English well (2.97%) and who'd main language is English and cannot speak English (0.63%) in Tameside. In the South Neighbourhood, 85.89% of people identified as White, 10.05% of residents identified as Asian, Asian British or Asian Welsh, 1.51% identified as Black British, Black Welsh, Caribbean or African, 1.88% as Mixed or Multiple Ethnic Groups, 0.87% identified as another ethnic groups. In the South, 1.28% of people do not have English as their first language and cannot speak English well and 0.27% of residents cannot speak English. In the West Neighbourhood, 89.25% of people identify as White, 4.49% identify as Asian, Asian British, or Asian Welsh, 2.81% identify as Black, Black British, Black Welsh, Caribbean or African, 2.64% identify as mixed or multiple ethnic groups, 0.82% identify as another ethnic group. 0.57% of people within this area cannot speak English well and 0.27% cannot speak English. In the East Neighbourhood, 92.65% of people identify as White, 3.53% of people identify as Asian, Asian British, or Asian Welsh, 1.51% of people identify as Black British, Black Welsh, Caribbean or African, 1.78% of people identify as mixed or multiple ethnic groups, 0.53% of people identify as another ethnic group. 0.57% cannot speak English well, 0.10% of people cannot speak English at all. In the North 12.69% of those identifying as Asian identify as Pakistani and 2.52% identify as Bangladeshi, in the South 7.87% identified as Bangladeshi. Nationally, poverty rates for Bangladeshi and Pakistani ethnic groups are higher than for all other ethnicities. Poverty rates were also significantly higher for Black ethnic groups and people from Other Asian backgrounds than white groups.[3] Therefore, the family hub and Start for Life Offer in each locality will need to ensure that it meets the needs of their demographics, recognising multiple disadvantages faced by particular groups. Recognising that areas with higher levels of ethnic diversity in Tameside tend to have a slightly higher percentage of residents whose main language is not English

[3] uk_poverty_2023_-_the_essential_guide_to_understanding_poverty_in_the_uk_0_0.pdf (jrf.org.uk)

and cannot speak English well, family hubs in such neighbourhoods will have to take steps to remove barriers to understanding and access e.g. through translation services.

Ethnicity	Greenside	Ridgehill	Hyde	St Peters
African	80	7	43	131
Bangladeshi	9	7	238	85
Caribbean	6	4	4	7
Chinese	80	660	22	29
Gypsy Roma	0	0	0	1
Indian	18	7	28	132
Mixed white/Black African	12	4	4	13
Mixed white/Black Caribbean	25	10	8	5
Mixed white/Asian	6	8	13	18
Pakistani	55	660	57	628
white British	3438	2688	4452	3021
white Irish	13	11	7	7
white other	57	42	70	225
Any	9	1	2	4
Any other Asian background	57	16	50	96
Any other Black background	25	10	23	19
Any other Ethnic Group	53	27	85	25
Any other Mixed background	25	12	25	39
Any other White background	16	4	11	5
Information not available	94	45	281	240
Information not declared	265	123	374	218
Left Blank	163	105	156	150

Latest available data (2022) for the ethnicity of Children's Centre users is available below:

Sex	**X**			Family Hubs and the Start for life programme are available to people regardless of sex or gender. However, data from Children's Centres shows service users are predominantly women. For instance, at St Peter's Children's Centre 3604 women and 1424 men used the centre in 2022.Therefore, women may be disproportionately affected by the transformation of Children's Centres into Family Hubs and the expansion of services within. Some of the programmes will have a direct impact on women, such as the investment in infant feeding support services, which are intended by the Department for Education to "deliver a blended offer of advice and support that will help all mothers to understand the benefits of breastfeeding and meet their infant goals."[4] The Family Hubs and Start for Life programme: local authority guide produced by the Department for Education also recognises the benefits of expanding interventions to include fathers and co-parents. For instance, the guidance suggests the expansion of peer support groups to men , investment in perinatal health services for fathers, staff training on father and co-parent inclusive practice in the perinatal period as 'go further' options for areas already meeting the minimum expectations for the programme. Tameside (13.8%) has a higher percentage of lone parent families than the national average (11.1%). The highest proportion of lone parent families is in the North Neighbourhood (15%) followed by the South (13.8%), West (13.6%) and East (13.2%). National data suggests that lone parent mothers account for 86% of this family type.[5] Lone parent families often face disadvantage, for instance, lone parent families are the most likely of any family type to experience poverty.[6] Therefore, this group may benefit directly by some of the increased support on offer through the Family Hubs and Start for Life Programme e.g. welfare and debt advice. Children's Centres service user data is available below:

[4] Family Hubs and Start for Life Programme Guide (publishing.service.gov.uk), 15.

[5] Families and households in the UK - Office for National Statistics (ons.gov.uk)

[6] uk_poverty_2023_-_the_essential_guide_to_understanding_poverty_in_the_uk_0_0.pdf (jrf.org.uk)

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Equality Impact Assessment (EIA) Form

<table>
<tr><td></td><td></td><td></td><td></td><td>
<table>
<tr><td></td><td>Greenside</td><td>Ridgehill</td><td>Hyde</td><td>St Peters</td></tr>
<tr><td>Total Users</td><td>4433</td><td>3168</td><td>5953</td><td>5071</td></tr>
<tr><td>Female</td><td>3275</td><td>2486</td><td>4348</td><td>3604</td></tr>
<tr><td>Male</td><td>1108</td><td>660</td><td>1534</td><td>1424</td></tr>
<tr><td>Unknown</td><td>50</td><td>22</td><td>71</td><td>43</td></tr>
</table>
</td></tr>
<tr><td>Religion or Belief</td><td></td><td>X</td><td></td><td>Family Hubs and the services connected to the family hub are available to everyone. The implementation of the programme must be culturally sensitive and take into account cultural or religious influences on family dynamics. Data on religion of children’s centre service users was not available.
The 2021 census data for each neighbourhood is available below:
<table>
<tr><th>Religion/Belief</th><th>Tameside</th><th>North</th><th>East</th><th>South</th><th>West</th></tr>
<tr><td>No religion</td><td>40.0%</td><td>31.5%</td><td>49.2%</td><td>40.7%</td><td>52.4%</td></tr>
<tr><td>Christian</td><td>50.3%</td><td>42.0%</td><td>58.7%</td><td>43.3%</td><td>74.4%</td></tr>
<tr><td>Buddhist</td><td>0.3%</td><td>0.2%</td><td>0.3%</td><td>0.3%</td><td>0.4%</td></tr>
<tr><td>Hindu</td><td>1.4%</td><td>4.0%</td><td>0.9%</td><td>0.5%</td><td>0.8%</td></tr>
<tr><td>Jewish</td><td>0.0%</td><td>0.0%</td><td>0.0%</td><td>0.0%</td><td>0.1%</td></tr>
<tr><td>Muslim</td><td>7.7%</td><td>17.0%</td><td>2.9%</td><td>9.2%</td><td>4.5%</td></tr>
<tr><td>Sikh</td><td>0.1%</td><td>0.2%</td><td>0.1%</td><td>0.0%</td><td>0.1%</td></tr>
<tr><td>Other Religion</td><td>0.4%</td><td>0.4%</td><td>0.5%</td><td>0.4%</td><td>0.4%</td></tr>
<tr><td>Not Answered</td><td>4.9%</td><td>4.7%</td><td>5.9%</td><td>5.0%</td><td>5.9%</td></tr>
</table>
</td></tr>
<tr><td>Sexual Orientation</td><td></td><td></td><td>x</td><td>Family Hubs and the services connected to the family hub are available to everyone, regardless of sexual orientation. The implementation of the programme must take into account the needs of all families and family types. It is not anticipated that the Family Hubs and Start for Life Programme will have a disproportionate impact on residents on the basis of sexual orientation.
As per the ‘go-further’ options within the Department for Education Local Authority Guidance, particular projects such as the Peer Support Groups should offer support to a diverse range of parents and carers (e.g., fathers, families with SEND, LGBTQI+ families and those from culturally diverse backgrounds). Therefore, it is intended that Family Hubs should be a welcoming space for all residents.
Data on the sexual orientation of service users of children’s centres was not</td></tr>
</table>

<table>
<tr><td></td><td></td><td></td><td></td><td>available.
<table>
<tr><th colspan="3">Census 2021 (Tameside)</th></tr>
<tr><th>Sexual Orientation</th><th>Number of Residents</th><th>% of Residents</th></tr>
<tr><td>Straight or Heterosexual</td><td>168,142</td><td>90.8</td></tr>
<tr><td>Gay or Lesbian</td><td>3,315</td><td>1.8</td></tr>
<tr><td>Bisexual</td><td>2,081</td><td>1.1</td></tr>
<tr><td>Pansexual</td><td>407</td><td>0.2</td></tr>
<tr><td>Asexual</td><td>140</td><td>0.1</td></tr>
<tr><td>Queer</td><td>27</td><td>0.0</td></tr>
<tr><td>All other sexual orientations</td><td>38</td><td>0.0</td></tr>
<tr><td>Not answered</td><td>10,985</td><td>5.9</td></tr>
</table></td></tr>
<tr><td>Gender reassignmen</td><td></td><td></td><td>x</td><td>Family Hubs and the services connected to the family hub are available to everyone, regardless of gender identity or gender reassignment. The implementation of the programme must take into account the needs of all families and family types. It is not anticipated that the Family Hubs and Start for Life Programme will have a disproportionate impact on residents on this basis.
As per the ‘go-further’ options within the Department for Education Local Authority Guidance, particular projects such as the Peer Support Groups should offer support to a diverse range of parents and carers (e.g., fathers, families with SEND, LGBTQI+ families and those from culturally diverse backgrounds). Therefore, it is intended that Family Hubs should be a welcoming space for all residents
<table>
<tr><th colspan="3">Census 2021 (Tameside)</th></tr>
<tr><th>Gender Identity</th><th>Number</th><th>%</th></tr>
<tr><td>Total: All usual residents aged 16 years and over</td><td>185,136</td><td>100.0</td></tr>
<tr><td>Gender identity the same as sex registered at birth</td><td>175,401</td><td>94.7</td></tr>
</table></td></tr>
</table>

<table>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>
<table>
<tr><td>Gender identity different from sex registered at birth but no specific identity given</td><td>450</td><td>0.2</td></tr>
<tr><td>Trans woman</td><td>180</td><td>0.1</td></tr>
<tr><td>Trans man</td><td>157</td><td>0.1</td></tr>
<tr><td>All other gender identities</td><td>167</td><td>0.1</td></tr>
<tr><td>Not answered</td><td>8,781</td><td>4.7</td></tr>
</table>

In Tameside, a slightly higher percentage of residents identified as the same gender they were assigned at birth (94.7%), than the national average (93%).
Children's Centres service user data is available below:
<table>
<tr><td></td><td>Greenside</td><td>Ridgehill</td><td>Hyde</td><td>St Peters</td></tr>
<tr><td>Total Users</td><td>4433</td><td>3168</td><td>5953</td><td>5071</td></tr>
<tr><td>Female</td><td>3275</td><td>2486</td><td>4348</td><td>3604</td></tr>
<tr><td>Male</td><td>1108</td><td>660</td><td>1534</td><td>1424</td></tr>
<tr><td>Unknown</td><td>50</td><td>22</td><td>71</td><td>43</td></tr>
</table>
</td>
</tr>
<tr>
<td>Pregnancy & Maternity</td>
<td>X</td>
<td></td>
<td></td>
<td>Family Hubs will provide services for pregnant people. The Start for life offer will include services including maternity; health visiting; breastfeeding; parent-infant relationships and perinatal mental health; SEND and safeguarding, directly. Therefore, there will be a direct impact on this group. The number of live births in Tameside in 2021 was 2,525.[7] The crude birth rate for Tameside (10.9) was higher than the rate for England (10.5), indicating that Tameside has a slightly higher number of births per 1,000 people than the national average. Nationally, perinatal mental illness affects up to 27% of new and expectant mums and covers a wide range of</td>
</tr>
</table>

[7] Live births in England and Wales : birth rates down to local authority areas - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)

				conditions.[8] Additionally, as a minimum expectation through the Parent and Carer Panels, it is expected that pregnant women (or the partner of a pregnant woman) should be members of the panel. Therefore, the delivery of the Family Hubs and Start for Life programme will have a direct impact on this group. Furthermore, there will be a funded perinatal mental health strand, accessible to parent and carers from pregnancy till the first 2 years of the baby's life, directly impacting residents on the grounds of pregnancy and maternity.
Marriage & Civil Partnership			**x**	27.1% of households in Tameside are married or civil partnered.[9] It is not anticipated that the Family Hub and Start for Life Programme or its implementation will have a disproportionate or direct impact on the basis of a resident's marital status. The services within Family Hubs will be accessible to residents with children aged 0-19 (or 25 with SEND).
Other protected groups determined locally by Tameside and Glossop Strategic Commission?				
Group (*please state*)	**Direct Impact/Relevance**	**Indirect Impact/Relevance**	**Little / No Impact/Relevance**	**Explanation**
Mental Health	**x**			The Family Hubs programme has a funded perinatal mental health programme delivery strand and therefore there will be a direct benefit to people experiencing mental health issues from pregnancy and during the babies first two years. 6.8% of children in Tameside are known to have a mental health problem (2018) It is estimated that 19.5% of the population aged over 16 years have a common mental disorder, higher than the national average (16.9%) (2017). 11% of children in Tameside are known to have an Eating Disorder (2020) Hospital admissions due to self-harm are higher in Tameside than the England average. (2020/2021)

[8] NHS England » Perinatal mental health

[9] Nomis - Official Census and Labour Market Statistics - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)

				Hospital admissions due to mental health conditions are higher in Tameside than the England average (2020/2021) Across the Pennine Care Foundation Trust footprint there was an 80% increase in referrals for support/treatment for Eating Disorders in 2021/2022. This reflects the national picture where there was an 81% increase Given than the Family Hubs programme is intended to provide holistic support to families, including through close working with adult and children's mental health services, residents experiencing mental health problems will be directly impacted by the implementation of this programme.
Carers	**x**			The Family Hubs and Start for Life Offer is directed towards parents and carers, with the primary objective being that services are joined up and enhanced within local authority areas to ensure parents and carers can access support when needed. Data from the 2021 census shows that 9.5% of residents in Tameside provide some level of unpaid care, with 3.1% providing 50hours or more unpaid care.[10] Given that the programmes and services to be delivered under the Family Hubs and Start For Life Offer are targeted towards those with caring responsibilities for a child aged 0-19(up to 25 with SEND), carers will be directly impacted by the change.
Military Veterans			**x**	3.6% people in Tameside aged 16 or over previously served in the armed forces, which is slightly lower than the national average (3.8%) for England and Wales. It is not anticipated that the Family Hub and Start for Life Programme or its implementation will have a disproportionate or direct impact on the basis of military veteran status. The services within Family Hubs will be accessible to military veterans with children aged 0-19 (or 25 with SEND) who are residents in Tameside.
Breast Feeding	**x**			In Tameside, breast-feeding rates are significantly lower than the national average. In Tameside, 53.3% of babies are breastfed as their first feed, significantly lower than the North West and England averages, 62.4% and 67.4% respectively. Additionally, only 36.6% of babies in Tameside were breastfeeding at 6-

[10] Nomis - Official Census and Labour Market Statistics - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)

				8weeks, compared to the England average of 49.3%.[11] The Family Hubs and Start for Life Programme Guidance set by the Department of Education, states the funding for infant feeding support should be used to promote breastfeeding and support parents to meet their infant feeding goals. Therefore, support and information around breast feeding will be delivered through Family Hubs and the Start for Life Offer Since December 2022, as part of the programme, there has been an increase in the number of breast pumps available (by 30) through the community loan scheme, the launch of the #breastfeedvictories campaign and increased capacity within the Breastfeeding Peer Support Service. The increase in equipment, expansion of support and delivery of campaigns to promote breastfeeding through the Family Hubs and Start for Life Programme will positively impact breast-feeding mothers and parents in Tameside.
Are there any other groups who you feel may be impacted by the project, proposal or service/contract change or which it may have relevance to? ***(e.g. vulnerable residents, isolated residents, those who are homeless)***				
Group ***(please state)***	**Direct Impact/Relevance**	**Indirect Impact/Relevance**	**Little / No Impact/Relevance**	**Explanation**
Low or no income groups	**x**			To meet minimum expectations under the programme, the local authority is required to support disadvantaged families, therefore the implementation of the programme will directly impact low income groups. Tameside is the 37th most income deprived local authority in England, 17.5% of the population was income deprived in 2019. [12] As of July 2022, 4.8% of people in Tameside were in receipt of benefits, compared to just 3.7% of people in Great Britain.[13] 17 out of 19 wards in Tameside have income deprivation in excess of the

[11] Public health profiles - OHID (phe.org.uk)

[12] Exploring local income deprivation (ons.gov.uk)

[13] NOMIS, Official Census and Labour Market Statistics "Labour Market Profile –Tameside, Claimant Count by age", July 2022, https://www.nomisweb.co.uk/reports/lmp/la/1946157088/report.aspx?town=tameside

Page 69				national average (12.9%).[14]Based on LSOA scores from the Index for Multiple Deprivation (2019) St Peter's is the most deprived ward in Tameside followed by Ashton St Michael's and Hyde Godley. Around 1/3rd LSOAs within the North Neighbourhood (32%) are within 10% most deprived in England. A commonly used indicator for low income is the relative child poverty measure which tells us how many children were living in a household with an income below 60% of the median. In Tameside, 22.3% of children are living in relative poverty, significantly higher than the England average (17.1%).[15] The rate of child poverty differs by ward. According to analysis by Greater Manchester Poverty Action, the rank of relative child poverty by ward in Tameside is as follows: 1. St Peter's (43.3%) 2. Hyde Werneth (30.1%) 3. Longendale (27.7%) 4. Ashton Waterloo (26.6%) 5. Ashton St Michael's (26.4%) 6. Hyde Godley (25.7%) 7. Ashton Hurst (22.6%) 8. Hyde Newton (20.6%) 9. Droylsden West (20.3%) 10.Dukinfield (19.8%) 11. Stalybridge North (19.6%) 12. Denton South (19%) 13.Denton North East (18.7%) 14. Audenshaw (17.2%) 15. Droylsden East (16.9%) 16. Dukinfield Stalybridge (16.6%) 17. Staylbridge South (14.9%) 18. Mossley (13.5%) 19. Denton West (12.4%).

14 Office for Health Improvement and Disparities, 2019 [Link Removed

15 Public health profiles - OHID (phe.org.uk)

Page 70				Poverty is detrimental to children's life chances and research indicates that children growing up in poorer families are more likely to have worse health outcomes[16] and have substantially lower levels of educational attainment than their peers.[17] Based on the above census data, the North Family Hub and the South Family Hub will be serving the areas with the highest rates of child poverty and therefore may be accessed disproportionately by low income families. As per the Department for Education's Family Hubs and Start for Life programme: local authority guide, a joint strategic needs assessment will have to be undertaken within the first year of the programme to inform the delivery and resource allocation of the Family Hubs and Start for Life Programme. A focus on poverty and deprivation is a requirement under the guidance as part of the needs assessment. For instance, the Home Learning Environment programme is required to be targeted at disadvantaged families and as such the guidance states that the needs assessment must "consider data on the location of disadvantaged eligible children". The number of babies born to mothers living in poverty is explicitly mentioned as an example of relevant data for the needs assessment which indicates a risk factor. In Tameside, the latest data available for the Spring 2023 term suggests 82% of eligible 2 year olds were registered for the 15-hour free childcare entitlement, significantly surpassing the national uptake (72%).[18] The delivery of the Family Hubs programme and Start for Life Offer will compliment and strengthen our approach towards securing a high rate of take up.

"Low or no income groups" should be included as a key consideration when assessing the impact of your project, proposal, policy or service/contract change. Wherever a direct or indirect impact or relevance has been identified you should consider undertaking a full EIA or be able to adequately explain your reasoning for not doing so. Where little / no impact or relevance is anticipated, this can be explored in more detail when undertaking a full EIA.

[16] Health Equity in England: The Marmot Review 10 Years On - The Health Foundation

[17] Poorer children's educational attainment: How important are attitudes and behaviour? (jrf.org.uk)

[18] Education provision: children under 5 years of age, Reporting Year 2022 – Explore education statistics – GOV.UK (explore-education-statistics.service.gov.uk)

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1d.	**Does the project, proposal or service / contract change require a full EIA?**	**Yes**	**No**
		X	
1e.	**What are your reasons for the decision made at 1d?**	Direct impacts of the delivery of the Family Hubs and Start for Life Programme have been identified on the basis of age, disability, sex, pregnancy /maternity, mental health, carers, breastfeeding and low income status. Indirect impacts of the delivery of the Family Hubs and Start for Life Programme have been identified on the basis of ethnicity and religion. As it has been identified that there will be disproportionate impacts upon the above grounds, we have carried out a full equality impact assessment.	

If a full EIA is required please progress to Part 2.

PART 2 – FULL EQUALITY IMPACT ASSESSMENT

2a. Summary
The equality impact assessment was undertaken to assess the effects of implementing the Family Hubs and Start for Life Programme 2022-2025. The programme has expectations which have to be reached within each year of funding, starting from the first half of 2023 within which the family hub locations are expected to be open and be delivering visible change, requiring changes to be carried out at pace. It is intended that the authority will meet all minimum expectations for delivery in line with Annex E and F: Family Hub Service Expectations, Family Hubs and Start for Life Programme guide.[19] The Family Hubs and Start for Life Programme Guidance set by the Department of Education, states the funding for Family Hubs and Capital is to develop localised services that are: • More accessible – through clearly branded and communicated hub buildings, virtual offers and outreach. • Better connected – family hubs drive progress on joining up professionals, services and providers (state, private, voluntary) – through co-location, data

[19] Annex E - Family Hub Model Framework (publishing.service.gov.uk); Family Hub Service Expectations (publishing.service.gov.uk)

sharing, shared outcomes and governance. Moving from services organised for under-fives, to families with children of all ages, reduces fragmentation (even though an emphasis on early years and the 'Start for Life' offer will remain).

- Relationship-centred – practice in a family hub builds on family strengths and looks to improve family relationships to address underlying issues.

There are expectations for the physical family hub and virtual family hub offer relating to:

- Activities for children aged 0-5;
- Birth registration;
- Debt and Welfare advice;
- Domestic abuse support;
- Early Childhood Education and Care (ECEC) and financial support (Tax-Free Childcare, Universal Credit Childcare);
- Health visiting 0-5;
- Housing;
- Intensive targeted family support services, including those funded by the Supporting Families Programme;
- Local authority 0-19 public health services, based on local needs assessments;
- Mental health services (beyond Start for Life parent-infant mental health);
- Midwifery/maternity;
- Nutrition and weight management;
- Oral health improvement;
- Reducing Parental Conflict;
- SEND support and services (inclusive of the Start for Life period);
- Stop smoking support;
- Substance (alcohol/drug) misuse support;
- Support for separating and separated parents;
- Youth Justice Service
- Youth Services – universal and targeted.

Minimum expectations will also need to be met when delivering the funded services and activities under the programme, namely:

- Parenting support,
- Parent Infant relationships and perinatal mental health support,
- Early language and the Home Learning Environment,
- infant feeding,
- Parent and Carer Panels,
- Publishing the Start for Life offer.

The agreed model for the Tameside Family Hubs will see the rebranding of the four Children Centres to Family Hub in each neighbourhood. Each Family Hub will have spokes to support delivery in each neighbourhood. This will support accessibility across the Borough for families and utilise key building where

families access currently. These will be launched in each area by 1 April 2023. The Family Hub model will build upon the well-established offer within Children's Centres. There are currently four main Children's Centres in Tameside: St Peter's Children's Centre; Hyde Children's Centre; Ridgehill Children's Centre (Stalybridge), Greenside Children's Centre (Droylsden). Children's Centres currently offer a range of services including:

- Universal access Early Years Sessions for Parents and Children ranging from Birth-3years
- Baby Group B-9
- Mini Explorers 9-15mths
- Little Explorers 15mths-2years
- Targeted sessions for children who require support with Speech and Language development and Physical Development
- Baby Babble B-9
- Small Talk 9-18mths
- Toddler Talk 18-30mth
- Move and Play B-9
- Move and Play 9-18
- Move and Play 18-30
- Portage
- Baby Weigh Clinic
- Development Checks
- Enjoy your baby
- Freedom
- Midwife Drop in
- Parenting clinic
- Riding the rapids
- Solihull parenting
- Solihull teens
- Weaning parties
- Family Time / Contact

As part of the Family Hubs and Start for Life Programme, it is required that participating local authorities move beyond 0-5 services, towards a 0-19 (25 with SEND) model, begin co-locating with a wider range of services aligned to the expectations under the programme, agree new partnerships with VCSFE sector, involve partners within the delivery of services to families. This will transform the current offer available at children's centres, moving towards a model with greater involvement from VCSFE sector and a broader shift in focus away from early years specific activities and services towards a better offer spanning 0-19 (25 with SEND).

Direct impacts of the delivery of the Family Hubs and Start for Life Programme have been identified on the basis of age, disability, sex, pregnancy /maternity, mental health, carers, breastfeeding and low income status.
Indirect impacts of the delivery of the Family Hubs and Start for Life Programme have been identified on the basis of ethnicity and religion.

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No effect was identified on the basis of sexual orientation, gender reassignment or military veteran status.
The following issues and mitigations were identified:
Ethnicity – Limited English Language Skills, concentrated in some geographical locations may cause a barrier for accessing services. Translation services will be accessible to staff within Family Hubs. Literature relating to Family Hubs and Start for Life Offer can be translated into commonly spoken languages at each Family Hub location, reflecting the demographic at that location. Sessions in particular commonly spoken languages, reflecting the demographic within each family hubs location could be looked into.
Disability – Access to Family Hubs in localities. Buildings identified as Family Hub or Spoke Sites will be investigated to ensure they are accessible for people with disabilities. Materials and resources in accessible formats e.g. large print, braille, easy-read. Data relating to disability and service users at Children's Centres was not available at time of writing.
Sexual Orientation/Religion – Data on these characteristics for children's centre users not recorded. Data relating to these characteristics for Family Hub and Spoke users where there is a lawful basis to do so in accordance with UK GDPR and Data Protection Act 2018 could be recorded.
Low Income – Particular areas within neighbourhoods may require tailored offers to meet needs e.g. additional welfare related support. An in-depth needs assessment will be carried out in 2022-23 to identify these areas and their needs more specifically. The 'Family Hubs and Start for Life programme: Local Authority Guidance' identifies that as a minimum expectation Staff in the family hubs are able to provide guidance about available financial support and are connected to appropriate support within the network including VCS organisations such as Money Helper, Acas, Step Change, Citizens Advice, Christians Against Poverty. Go further options also suggest having co-located services and a Supporting Families Employment Advisor within the Hub.

Mental Health – Lack of local data relating to perinatal mental health. Improve access to information locally around perinatal mental health through improved information sharing during the course of the programme.

2b. Issues to Consider

The proposed changes under the Family Hubs and Start for Life Programme's implementation and delivery are in accordance with the requirements of the programme as set out by the Family Hubs and Start for Life programme: local authority guide.

Tameside Family Hub model branding was consulted on via Survey Monkey which was open from 1/12/2022 – 31/01/23. The feedback from the consultation was used to inform the final family hubs branding design. The development of the family hubs model will include engagement, co-production, adaptions and signage so that they are visible in communities, and the Family Hubs Model will be further developed over the funding period.

A multi-agency approach has been taken to the oversight of the delivery of the Family Hubs and Start for Life Programme, through the Family Hubs Steering group, engaging colleagues from health (NHS, ICB), VCSFE Sector, Police, Education, Active Tameside, Children's services, Department for Work and Pensions and Council services. As part of the programme, a Parent Carer Panels will be established to enable parents and carers to work together with local service commissioners to co-design and evaluate services, ensuring that families are at the

heart of service design and delivery.

Furthermore, within the first year of the programme (2022-23) a local population needs assessment will be carried out, considering the needs of parents and families (accounting for factors such as age, deprivation, ethnicity, substance misuse, domestic violence, and other protected characteristics) to inform the family hubs transformation and the funded services delivery.[20]

Consideration of protected characteristics:

Age – The number of residents aged 0-19 years old (24.1%) in Tameside and within each neighbourhood was taken into account during our assessment of impact as this age group is intended to directly benefit from the Family Hub and Start for Life Programme. Additionally, this was supported by consideration of the number of households with children in each neighbourhood to ensure this can be reflected in monitoring of capacity and demand at each Family Hub and spoke.
Ethnicity – Census data (2021) around the ethnicity of residents living in each of the four localities was reviewed to acknowledge culturally sensitive delivery of the Programme will be required and to highlight additional barriers faced by particular groups relating to their ethnicity. In addition, census data (2021) relating to language was reviewed for each neighbourhood to acknowledge that all residents must be able to access the services on offer through the Family Hub and Start for Life Programme and that for residents whose main language is not English and who may not be able to speak English well or cannot speak English at all this could pose a barrier. It was identified that out of the four neighbourhoods, the neighbourhoods with the highest proportion of residents whose main language is not English and who may not be able to speak English well or cannot speak English at all were the North and South. Therefore, a mitigation to ensure accessibility and to ensure the multiple disadvantaged effecting families at particular locations are responded to is required.

Disability – As the Family Hub and Start for Life Programme is accessible to families with children aged 0-25 with special educational needs and disabilities, this group is likely to directly benefit from the programme. Census data was reviewed to identify any trends relating to disability within Tameside as a whole and within each neighbourhood. This identified that a higher proportion of residents in Tameside are disabled than the national average (20%, national average is 17.7%) and that the East neighbourhood has the highest proportion of disabled residents, followed by the North, South and West. Furthermore, data accessed through population health identified that a higher proportion of children in Tameside have a Special Educational Need or Disability than the national average (14.2%, compared with 12.3%) (2021/22). Therefore consideration of measures to ensure disabled residents can access the offer through the Family Hubs and Start for Life Programme both physically and virtually is required. Data relating to disabilities regarding Children's Centres service users was not currently available.

Sex – The Family Hubs and the Start for life programme is available to people regardless of sex or gender. However, some of the services under the programme will have a direct impact on women, such as the infant feeding support services which are intended to "help mothers to understand the benefits of breastfeeding and meet their infant goals". Additionally, service user data from children's centres indicates that

[20] Family Hubs and Start for Life Programme Guide (publishing.service.gov.uk),74.

mothers are more likely to use their services, indicating that women may be disproportionately directly affected by the transformation of Children's Centres into Family Hubs and the expansion of services available. As lone parents are predominantly women and are the family group identified as most at risk of poverty, it was identified that this group may also directly benefit from the expansion of services on offer. To acknowledge that men are less likely to use children's centres and therefore may also be less likely to use family hubs, targeted communications may be required.

Religion / Belief - Family Hubs and the services connected to the family hub are available to everyone. The implementation of the programme must be culturally sensitive and take into account cultural or religious influences on family dynamics. There are no anticipated disproportionate impacts on the basis of religion or belief.

Sexual Orientation - Family Hubs and the services connected to the family hub are available to everyone, regardless of sexual orientation. The implementation of the programme must take into account the needs of all families and family types. It is not anticipated that the Family Hubs and Start for Life Programme will have a disproportionate impact on residents on the basis of sexual orientation. However, it is acknowledged within the programme that an advanced model would include peer support groups for a diverse range of parents and carers including LGBTQI+.

Gender Reassignment - Family Hubs and the services connected to the family hub are available to everyone, regardless of gender identity or gender reassignment. The implementation of the programme must take into account the needs of all families and family types. It is not anticipated that the Family Hubs and Start for Life Programme will have a disproportionate impact on residents on this basis.

Pregnancy and Maternity - Family Hubs will provide services for pregnant people. The Start for life offer will include services including maternity; health visiting; breastfeeding; parent-infant relationships and perinatal mental health; SEND and safeguarding. Additionally, local authorities will be required to have pregnant women (or their partners) as members of Parent and Carer Panels, directly impacting this group. Furthermore, there through the programme there is a funded perinatal mental health programme which will enhance the offer currently available to people experiencing pregnancy or maternity.

Marriage & Civil Partnership - It is not anticipated that the Family Hub and Start for Life Programme or its implementation will have a disproportionate or direct impact on the basis of a resident's marital status.

Mental health - Given than the Family Hubs programme is intended to provide holistic support to families, including through close working with adult and children's mental health services, residents experiencing mental health problems will be directly impacted by the implementation of this programme. Furthermore, there through the programme there is a funded perinatal mental health programme which will enhance the offer currently available to people experiencing pregnancy or maternity.

Carers - Given that the programmes and services to be delivered under the Family Hubs and Start For Life Offer are targeted towards those with caring responsibilities for a child aged 0-19(up to 25 with SEND), carers will be directly impacted by the delivery of the programme. As there will be a greater range of services that can be accessed by carers and their families and it is intended that services will be better connected this should positively impact carers. Additionally, as parents and carers will be engaged through Parent and Carer Panels, they will help to co-design the form of the Family Hubs and Start for Life offer in Tameside.

Breastfeeding - In Tameside, breastfeeding rates are significantly lower than the national average. In Tameside, 53.3% of babies are breastfed as their first feed, significantly lower than the North West and England averages, 62.4% and 67.4% respectively. Additionally, only

36.6% of babies in Tameside were breastfeeding at 6-8weeks, compared to the England average of 49.3%.[21] The Family Hubs and Start for Life Programme Guidance set by the Department of Education, states the funding for infant feeding support should be used to promote breastfeeding and support parents to meet their infant feeding goals. Therefore, support and information around breast feeding will be delivered through Family Hubs and the Start for Life Offer, meaning that people who breastfeed will likely disproportionately benefit from the additional breast-feeding information and support under the programme, however, non-breastfeeding parents and carers will also benefit from the additional support relating to infant nutrition.

Low income – To meet minimum expectations under the programme, the local authority is required to support disadvantaged families, therefore the implementation of the programme will directly impact low income groups. Tameside is the 37th most income deprived local authority in England, 17.5% of the population was income deprived in 2019. [22] In Tameside, 22.3% of children are living in relative poverty, significantly higher than the England average (17.1%).[23] Child poverty is concentrated in particular wards and neighbourhoods and based on this data the North and South Family Hubs will be serving the areas with the highest rates of child poverty. Therefore, the offer within these localities will need to be tailored to meet the needs of disadvantaged families e.g. by improved connection to advice and welfare support as required under the programme guidance. As the Family Hubs have physical locations within each neighbourhood this should reduce the distance families will have to travel to get in-person support, reducing the associated travel costs for families. Low income families are less likely to have access to cars and therefore may be more dependent on public transport such as buses. Census data indicates that 33.40% of households in the North neighbourhood do not have access to a car or van, 24% in the East, 24.2% in the South and 24.19% in the West, overall 26.1% of Tameside households do not have access to cars or vans.[24]

2c. Impact/Relevance

As highlighted in Section A, the delivery of the Family Hubs and Start for Life Programme will have a direct impact on the basis of age, disability, sex, pregnancy /maternity, mental health, carers, breastfeeding and low income status. Indirect impacts of the delivery of the Family Hubs and Start for Life Programme have been identified on the basis of ethnicity and religion. No effect was identified on the basis of sexual orientation, gender reassignment, military veteran status.

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[21] Public health profiles - OHID (phe.org.uk)

[22] Exploring local income deprivation (ons.gov.uk)

[23] Public health profiles - OHID (phe.org.uk)

[24] Number of cars or vans - Census Maps, ONS

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The disproportionate direct effects are in line with the aims under the Programme. This is because, the groups who will be affected will be intended to benefit from the enhanced offer for parents and carers through the Family Hubs and Start for Life Programme.

Age – Residents aged 0-19(up to 25 with SEND) will be disproportionately affected by the services offered under the Family Hub and Start for Life Offer. This is because there will be a broader offer to support children and families.

Disability - As the Family Hub and Start for Life Programme is accessible to families with children aged 0-25 with special educational needs and disabilities, extending eligibility to services for this cohort, this group is likely to directly benefit from the programme. However, consideration of measures to ensure disabled residents can access the offer through the Family Hubs and Start for Life Programme both physically and virtually is required.

Sex – The Family Hubs and the Start for life programme is available to people regardless of sex or gender. However, some of the services under the programme will have a direct impact on women, such as the infant feeding support services which are intended to "help mothers to understand the benefits of breastfeeding and meet their infant goals". It was also identified that women access the already available services at children's centre's more than men. Therefore, women may benefit from the expansion of services through the Family Hubs and the Start for life programme disproportionately.

Pregnancy and Maternity - Family Hubs will provide services for pregnant people. The Start for life offer will include services including maternity; health visiting; breastfeeding; parent-infant relationships and perinatal mental health; SEND and safeguarding. Additionally, local authorities will be required to have pregnant women (or their partners) as members of Parent and Carer Panels, directly impacting this group. Furthermore, there through the programme there is a funded perinatal mental health programme which will enhance the offer currently available to people experiencing pregnancy or maternity.

Mental health - Given than the Family Hubs programme is intended to provide holistic support to families, including through close working with adult and children's mental health services, residents experiencing mental health problems will be directly impacted by the implementation of this programme. Furthermore, there through the programme there is a funded perinatal mental health programme which will enhance the offer currently available to people experiencing pregnancy or maternity.

Carers - Given that the programmes and services to be delivered under the Family Hubs and Start For Life Offer are targeted towards those with caring responsibilities for a child aged 0-19(up to 25 with SEND), carers will be directly impacted by the delivery of the programme. As there will be a greater range of services that can be accessed by carers and their families and it is intended that services will be better connected this should positively impact carers. Additionally, as parents and carers will be engaged through Parent and Carer Panels, they will help to co-design the form of the Family Hubs and Start for Life offer in Tameside.

Breastfeeding - In Tameside, breastfeeding rates are significantly lower than the national average. In Tameside, 53.3% of babies are breastfed as their first feed, significantly lower than the North West and England averages, 62.4% and 67.4% respectively. Additionally, only

36.6% of babies in Tameside were breastfeeding at 6-8weeks, compared to the England average of 49.3%.[25] The Family Hubs and Start for Life Programme Guidance set by the Department of Education, states the funding for infant feeding support should be used to promote breastfeeding and support parents to meet their infant feeding goals. Therefore, support and information around breast feeding will be delivered through Family Hubs and the Start for Life Offer, meaning that people who breastfeed will likely disproportionately benefit from the additional breast-feeding information and support under the programme, however, non-breastfeeding parents and carers will also benefit from the additional support relating to infant nutrition. **Low income groups –** To meet minimum expectations under the programme, the local authority is required to support disadvantaged families, therefore the implementation of the programme will directly impact low income groups. For instance, the Home Learning Environment programme is required to be targeted at disadvantaged families and as such the guidance states that the needs assessment must "consider data on the location of disadvantaged eligible children", ensuring low income groups will benefit from the increased support under the programme.

2d. Mitigations *(Where you have identified an impact/relevance, what can be done to reduce or mitigate it?)*	
Ethnicity – Limited English Language Skills, concentrated in some geographical locations may cause a barrier for accessing services	- Translation services will be accessible to staff within Family Hubs - Literature translated into commonly spoken languages at each Family Hub location, reflecting the demographic at that location to be considered. - Sessions in particular commonly spoken languages, reflecting the demographic within each family hubs location could be considered.
Disability – Access to Family Hubs in localities	- Buildings identified as Family Hub or Spoke Sites will be investigated to ensure they are accessible for people with disabilities. - Materials and resources in accessible formats e.g. large print, braille, easy-read.
Sexual Orientation/Religion/ Disability – Data on these characteristics for children's centre users not recorded	- Record these characteristics for Family Hub and Spoke users where there is a lawful basis to do so in accordance with UK GDPR and Data Protection Act 2018. - Ensuring that Family Hubs are welcoming spaces for all parents, children and families.
Low Income – Particular areas within neighbourhoods may require additional welfare related support	- An in-depth needs assessment will be carried out in 2022-23 to identify these areas and their needs more specifically - The 'Family Hubs and Start for Life programme: Local Authority Guidance' identifies that as a minimum expectation Staff in the family hubs are able to provide guidance about available financial support and are connected to appropriate support within the network including VCS organisations such as Money Helper, Acas, Step Change, Citizens Advice, Christians Against Poverty. Go further options also suggest having

[25] Public health profiles - OHID (phe.org.uk)

	co-located services and a Supporting Families Employment Advisor within the Hub.
Mental Health – lack of local data relating to perinatal mental heath	- Better access to information locally around perinatal mental health through improved information sharing
Sex / Gender Reassignment– Ensuring all residents, regardless of gender are able to access Family Hubs and Start for Life Offer	- Men may be less likely to use Family Hubs so there may be a need to have targeted communications towards this group to promote use of Family Hubs. - Ensuring that Family Hubs are welcoming spaces for transgender and non-binary parents, children and families.

2e. Evidence Sources

Tameside population change, Census 2021 – ONS
Improving the way family support services work for minority ethnic families | Early Intervention Foundation (eif.org.uk)
Poverty-monitor-child-poverty-and-ethnicity-table.pdf (gmpovertyaction.org)
uk_poverty_2023_-_the_essential_guide_to_understanding_poverty_in_the_uk_0_0.pdf (jrf.org.uk)
Family Hubs and Start for Life Programme Guide (publishing.service.gov.uk), 15.
Families and households in the UK - Office for National Statistics (ons.gov.uk)
uk_poverty_2023_-_the_essential_guide_to_understanding_poverty_in_the_uk_0_0.pdf (jrf.org.uk)
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Health Equity in England: The Marmot Review 10 Years On - The Health Foundation
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CYP-JSNA-final-report.pdf (tameside.gov.uk)

Tameside Metropolitan Borough

APPENDIX 1

Tameside Council
Equality Impact Assessment (EIA) Form

2022 Children's Centre Data

2f. Monitoring progress		
Issue / Action	**Lead officer**	**Timescale**
Monitoring will be carried out through the Family Hubs Steering Group, meeting every 6 weeks.	Paula Sumner/Lorraine Hopkins	Every six weeks
Project highlight reports produced for each funded project streams will feed into the steering group, every 6 weeks.	Lorraine Hopkins	Every six weeks
There are monthly Keeping In Touch Meetings with the Department for Education to monitor our progress against our delivery plan.	Paula Sumner/Lorraine Hopkins	Monthly
Early Intervention Foundation meetings to support the delivery of our workforce development plan this will continue until July 2023.	Lorraine Hopkins	Monthly
We are updating cabinet 6 monthly to update on delivery of the programme.	Paula Sumner /Lorraine Hopkins	Every six weeks

Signature of Contract / Commissioning Manager	**Date**
C Hopkins	**7/03/2023**
Signature of Assistant Director / Director	**Date**
AM Sumner	**02.03.23**

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