

Diversity impact assessment

TITLE:
Early Help Strategy
DATE:
24 May 2021
LEAD OFFICER:
Kelly Cogger, Head of Early Help and First Response

1 Summary description of the proposed change

What is the change to policy / service / new project that is being proposed?

How does it compare with the current situation?

The development of an Early Help strategy in Medway to ensure a multi-agency, joined up approach that strengthens the early help offer for children and their families.

In November 2020, the Early Help Partnership Board was established to drive forward a multi-agency approach that would strengthen our offer to families across Medway and ensure that children and families receive early support.

2 Summary of evidence used to support this assessment

Eg: Feedback from consultation, performance information, service user.

Eg: Comparison of service user profile with Medway Community Profile

The draft strategy has been coproduced across the multi-agency partnership.

A multi-agency workshop was held in December 2020 to support the development of the Early Help Strategy, over eighty partners attended. It was at this event that the partnership developed the vision and the common set of principles included within the strategy.

Further consultation across the partnership took place in the spring, to ensure all views were considered and incorporated where relevant.

3 What is the likely impact of the proposed change?

Is it likely to:

Adversely impact on one or more of the protected characteristic groups

Advance equality of opportunity for one or more of the protected characteristic groups

Foster good relations between people who share a protected characteristic and those who don't

(insert Yes when there is an impact or No when there isn't)

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Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age		✓	
Disability		✓	
Gender reassignment		✓	
Marriage/civil partnership		✓	
Pregnancy/maternity		✓	
Race		✓	
Religion/belief		✓	
Sex		✓	
Sexual orientation		✓	
Other (eg low income groups)		✓	

4 Summary of the likely impacts

Who will be affected?

How will they be affected?

The strategy sets out the Medway early help offer across the partnership and the Early Help Partnership Board will drive the approach to strengthen the offer to families across Medway.

It is anticipated that this strategy will benefit all residents of Medway including those with protected characteristics.

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5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

What alternative ways can the Council provide the service?

Are there alternative providers?

Can demand for services be managed differently?

It is important to note that the strategy does not relate only to the services that are provided by Medway Council – this is a strategy for all of Medway, rather than just the Council.

Adverse impacts are unlikely as a result of the development and implementation of this strategy.

The Early Help Partnership Board will be responsible for evidencing the quality, effectiveness, and impact of the strategy.

6 Action plan

Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

Action	Lead	Deadline or review date
The Early Help Partnership Board to meet bi-monthly for evidencing the quality, effectiveness, and impact of the strategy for all families within Medway.	AD	Bi-monthly
A multi-agency review workshop of the Early Help strategy to be held 6 months following its launch workshop to review the impact of the strategy and to identify if the priorities are being driven by the partnership.	HOS	Dec 2021

7 Recommendation

The recommendation by the lead officer should be stated below. This may be: to proceed with the change, implementing the Action Plan if appropriate, consider alternatives, gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

It is recommended that a multi-agency Early Help strategy is developed and implemented in Medway.

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8 Authorisation

The authorising officer is consenting that the recommendation can be implemented, sufficient evidence has been obtained and appropriate mitigation is planned, the Action Plan will be incorporated into the relevant Service Plan and monitored

Assistant Director

Date of authorisation