

Diversity impact assessment

TITLE:
Parenting Support Strategy
DATE:
31.03.2021
LEAD OFFICER:
Michael Griffiths, Partnership Commissioning Programme Lead

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 a parenting support strategy in Medway to ensure that services work in partnership with parents and carers as part of a joined-up system of support to continue to improve experiences and outcomes.

At present, there are a range of services offered to support parents, but these are relatively uncoordinated, and some service gaps have been identified

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 with a range of parents and stakeholders, and takes into account the lived experience of parents and carers within Medway.

A member task group, which held discussions via focus groups with parents, service providers, internal Medway Council officers, and officers from other local authority areas has fed into the development of the strategy and it's recommendations.

A survey with education establishments forms part of the evidence base for the strategy, which also draws on national research papers relating to the importance of parenting support.

In addition, specific evidence collated relating to the impact of COVID and the accessibility of services is also contained within the strategy.

Diversity impact assessment

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)

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 draft Medway parenting support strategy aims to develop the system-wide offer of support to parents and carers in Medway, from a universal level through to more targeted support for those who need it.

As such, it is anticipated that the introduction of the strategy, and its associated delivery plan, will benefit all residents of Medway including those with protected characteristics.

There may be some groups, for whom support services are underdeveloped, that may see a more direct positive impact. Examples would be parents of children with neurodevelopmental conditions (or suspected to have

Diversity impact assessment

neurodevelopmental conditions), or parents with additional needs themselves, such as disabilities.

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 the Council.

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

It is possible that there may be groups of parents and carers within Medway who do not feel although the strategy addresses their needs. It is anticipated that the associated delivery plan will contain the more detailed actions to ensure that those parents and carers within Medway who require additional support are able to access it.

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
Development of strategy delivery plan to ensure that needs of all groups of parents are recognised and taken into account	MG	Delivery plan in development

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 parenting support strategy is developed and implemented in Medway, and that an associated delivery plan is developed in partnership with parents and stakeholders.

Diversity impact assessment

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