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Your name: Tina Bhundia

Your department: Adult Social Care and Public Health

Your job role: Public Health and Commissioning Manager

Description of what the Equality Impact Assessment is for. (Do not use acronyms or jargon so that the title is easily understood by the general public.): The equality implications of the proposals in relation to the Nottinghamshire Healthy Families Programme (HFP).

Which document, report, Option for Change, Committee report etc. are the details set out in? (Please make sure the relevant report references this EqIA.) : The revised service model is summarised in Appendix 2 in the June 2023 report of the Cabinet Member, Adult Social Care and Public Health, titled, 'Nottinghamshire Healthy Families Programme: 2024 and beyond'. This also includes the Healthy Family Early Intervention offer developed in response to local evidence of health inequalities. The offer aims to strengthen the support from the Healthy Families Programme to vulnerable parents, including teenage parents.

A relevant report to Cabinet on 28th March 2024 can also be accessed via the contact named on this form.

What are the aims of your proposed activity / policy? (Please keep to approximately 100 words.): Aim:

To extend the current Nottinghamshire HFP contract by 12 months to ensure continued service delivery of the HFP in the short-term from 1st October 2024 to 30th September 2024 and to deliver an equitable early intervention offer.

Objectives:

- To ensure the continued delivery of the Healthy Child Programme and the National Child Measurement Programme, which is a statutory responsibility of NCC, and which is delivered locally as the 'Healthy Families Programme'.
- To ensure appropriate capacity is commissioned to support vulnerable parents with complex needs, including teenagers, across the wider early help system.
- To ensure the delivery of an evidenced based offer to support vulnerable parents and their children.
- To ensure the delivery of a high-quality service offer that is underpinned by best practice and ensures value for money.

Is a detailed impact assessment and consultation required?:No further information is required.

Please give reasons why a detailed impact assessment is not required.:The equality implications of the proposals to extend the Nottinghamshire Healthy Families Programme (HFP) by 12 months from 1st October 2024 to 30th September 2025 and introduce an early intervention offer have been fully considered as part of the service design and development activity and no adverse impact has been identified.

The Nottinghamshire HFP will continue to include dedicated support for families during pregnancy,

support for the non-birthing parent, regardless of gender, as well as additional support for families experiencing parental mental ill-health and/or learning disability. In addition, the service will transition to an improved service model.

This Equality Impact Assessment considers two parts (i) the proposal to extend the current contract for a period of 12 months and ii) the proposal to transfer capacity and skills from the Family Nurse Partnership (FNP) element of the Nottinghamshire Healthy Families Programme to utilise in the development of a Healthy Families Early Intervention offer with the aim of reflecting the current health needs of vulnerable families in Nottingham.

(i) Proposal to extend the current contract

On 22nd June 2023 Cabinet agreed to progress the design and development of a new contract for delivery of the Nottinghamshire HFP from 1st October 2024 via a co-operation arrangement between the Council and the Trust. This was subject to the satisfactory outcome of further negotiation and service design activity, and following consideration of any recommendations made by the Overview Committee. A joint scrutiny working group was established by Overview Committee and met twice in November 2023 to examine the design of the new Nottinghamshire HFP and inform a series of recommendations. Those recommendations were welcomed and accepted in full at the March 2024 Cabinet meeting.

On 29th January 2024, the Council was informed that the Secretary of State for Health and Social Care had announced a 'rapid review', under Section 48 of the Health and Social Care Act 2008, into mental health services at the Trust, which would be carried out by the Care Quality Commission (CQC). It was therefore proposed that we pause and reflect on the plan to enter into a new, long-term, contract for the delivery of the HFP through a co-operation arrangement, to enable the CQC investigation to conclude and adequate time for its findings to be considered by the Council. A 12-month extension to the current contract is recommended to enable the Council to fulfil its statutory duty to provide the Healthy Child Programme to its resident population.

(ii) Development of a Healthy Families early intervention offer

We have the opportunity to further strengthen the support from the Healthy Families Programme to vulnerable parents, including teenage parents.

The reduction of teenage pregnancy rates, increase in safeguarding and vulnerability in the wider population, and the reduction in caseloads of the FNP service, has presented an opportunity to review the current offer.

We recognise there is currently an inequity between our offer for younger parents and the support we offer other parents with the same or even increased need. Being an older parent does not always mean you are any less vulnerable and in fact older parents can often be more vulnerable which can adversely impact the wellbeing and longer-term outcomes of children and families.

As of 2021, Nottinghamshire had a population of 12,884 girls aged 15-17 years. In Nottinghamshire in 2021, 194 young women aged under 18 years conceived, which is a rate of 15.1 per 1,000 population: 16% of these were to girls aged under 16 years. The national rate of under 18 conceptions was 13.1. In 2021, 33 girls became pregnant under 16 years, a rate of 2.4 per 1,000 population; the national rate was 2.1. Of under 18 conceptions in Nottinghamshire in 2021, 42.8% led to abortion, compared with the national average of 53.4%.

The reduction in the teenage pregnancy rate has been significant, reducing by more than 50% between 2011 and 2021. We recognise that we have district variations where there are areas with persistently higher rates. Since the commencement of FNP in 2012 Nottinghamshire County Council has not adapted the service offer to reflect the reducing conception rate or target resources where most required. The work being developed can be tailored/adapted to reflect the current need for both the FNP offer and the Healthy Families Early Intervention offer.

Although a high number of teenage parents in a population may mean that more children are vulnerable, at an individual level many teenage parents will parent effectively and raise healthy children, without negative outcomes. As such the current offer needs to be able to identify the actual need and deliver accordingly in a person-centred way.

All FNP nurses and supervisors are trained to use a Trauma Informed approach to practice, noting that some of their clients may have experienced one or more Adverse Childhood Experiences. They are skilled to address the immediate impact and support the recovery process for the most vulnerable clients, making them a specialist service. Family nurses receive training and engage in ongoing learning provided by the FNP National Unit, along with regular supervision within their local teams. The National Unit also recognises and are supportive, nationally, that the direction of travel should be to further utilise the knowledge and skills of FNP nurses to ensure the needs are met for not only the most vulnerable teenage parents, but also the wider population. The knowledge and skills currently present in the FNP workforce will be utilised to deliver the Healthy Families Early Intervention offer.

The Healthy Families Early Intervention offer aims to:

1. Align with the vision set out in the Best Start Strategy (the Strategy) by:
 - a) partner agencies working together to improve the life chances of all children in Nottinghamshire; working as a multi-agency Best Start Partnership to engage and support families prior to conception, in pregnancy, and across the early years.
 - b) partners, families, and communities working collaboratively to ensure every child has a healthy and fulfilling start to life and starts schools with the range of skills they need to succeed.
2. Deliver on the Strategy which sets out our ten ambitions for Nottinghamshire, informed by the evidence base and engagement of the Best Start Partnership (the Partnership). (Key partners from the Partnership have been invited as members of the task and finish group that has developed the proposed Healthy Families Early Intervention offer).
3. Meet some of the key actions as outlined in the Strategy, including:
 - a) Ensure swift referral pathways are in place for expectant parents who are deemed as vulnerable.
 - b) Support expectant teenagers to access antenatal services which are non-judgemental, young people friendly and accessible; with tailored antenatal care provided for those most vulnerable.
 - c) Deliver targeted support to our more vulnerable parents-to-be including pregnant teenagers.
 - d) Identify and engage people and communities that are not represented in services.

The proposed changes to the FNP offer and development of the Healthy Families Early Intervention offer are to:

- Reduce the capacity of the FNP caseload from 300 clients to 160 clients. The capacity released by this action will be used to support the wider population where additional vulnerabilities have been identified during pregnancy.

• Introduce a Healthy Families Early Intervention offer using the skills and expertise of the FNP nurses. The offer will:

- a) Be delivered to families with under 5's – eligibility guided by a vulnerability matrix.
- b) Deliver a schedule of contacts determined by ongoing needs assessment. Minimum offer: antenatal, new birth, 6-to-8 weeks, 3 month, 6 month, 1 year, 2-to-2.5 year and 3 year reviews.
- c) Provide additional focus on mental health, early relationships, parent-infant interaction.
- d) Deliver a package of interventions and support directly delivered by the team and in collaboration with partners.
- e) Provide an enhanced supervision model for clinicians.

Inclusion Criteria:

- Vulnerable parents-to-be and parents of pre-school children, regardless of parental age

Exclusion Criteria:

- Parents of over 5's where there is no child under 5

Protected Characteristics:

The EQIA sets out the actual or potential positive and/or negative outcomes and impacts currently identified for relevant groups and/or individuals and may be updated as appropriate over time.

The Table below considers how the service change and proposed 12 month extension affects people with protected characteristics. The protected characteristics considered are:

Protected Characteristic Impact (Positive/Negative/Neutral) Additional Comments

1) Age Positive The proposed offer, to be implemented within the 12 month extension period, will include mothers/families based on need and not limited to age.

2) Disability (physical, mental and Positive The proposed offer, to be implemented within the 12 month extension period will learning difficulties) support the most vulnerable mothers/families based on need and this includes - including the effect on carers those with a disability including the effect on carers.

3) Gender Reassignment Neutral

4) Pregnancy and maternity Positive The proposed offer, to be implemented within the 12 month extension period will offer additional support to vulnerable mothers/families based on need during pregnancy and postnatally. (including breastfeeding mothers)

5) Race Neutral (includes ethnic or national origins, colour or nationality) Neutral

6) Religion or Belief Neutral (this includes lack of belief)

7) Sex (gender) Positive Based on the offer supporting mothers/families in pregnancy and postnatally, there will be a direct positive impact on mothers/mothers to be. The offer will also offer support to partners/fathers and the family as a whole.

8) Sexual Orientation Neutral

9) Marriage and civil partnership Neutral

Equalities issues have been considered as part of the service design and development activity and this assessment identified no negative outcome or impact for people with protected characteristics. The protected characteristics most impacted by the change service offer are pregnancy and maternity, gender, age and disability (mental and learning disabilities) where there is a positive impact of the change in the general population and a neutral impact on teenagers (based on the reduction in teenage pregnancy rates across the County).

There was not a need to consider mitigating actions if the impact was noted as 'negative' as none of the protected characteristics listed were deemed as having a negative impact. Additional comments were provided where details were required.

The Council has resolved to treat care experience as if it were a Protected Characteristic so that future services and policies made and adopted by the Council should be assessed through Equality Impact Assessments to determine the impact of changes on people with care experience, alongside those who formally share a Protected Characteristic. The decision proposed is not considered likely to have a negative or positive impacts on care experienced people.

Other options considered: Taking no action and allowing the current contract to expire was not a viable option as the Council has a statutory duty to ensure the delivery of the Healthy Child Programme (delivered locally as the 'Healthy Families Programme') to its resident population. The equity implications of not extending the current contract have not been analysed and listed in full, however it is our assessments that they would be wholly negative.

Consultation on the proposed service model has already taken place which ran for four weeks between 20th November 2023 and 17th December 2023. Local residents and other key stakeholders have been consulted on the service offer for the Nottinghamshire HFP to ensure that the proposed service model, which was based on engagement with parents, carers, young people, and other key stakeholders, meets the needs of local families.

Families (parents, carers, young people) and those working with families were consulted widely and fully via an online survey using the Council's consultation system 'Citizen Space'. The consultation was widely promoted across the children and family's landscape and across social media channels. The consultation received 626 responses: 75% from parents-to-be, parents, carers, and young people, and 25% from practitioners working with children, young people, and families in Nottinghamshire.

During the term of the agreement the service offer will be reviewed, and a continuous consultation/co-production approach taken to ensure a regular check point to monitor progress. Taking into consideration the information and evidence presented in this assessment it is concluded that a full impact assessment is not required.

Who will Approve this Equalities Impact Assessment? :

Employee search	Select person
nathalie	Nathalie Birkett - nathalie.birkett@nottsc.gov.uk (nab3)

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