**Name of person completing EQIA:**

Jill Smith

**Title of person completing EQIA:**

Public Health and Commissioning manager

**Equalities Impact Assessment (EqIA) is split into four sections:**

Part A**: Impact** - where you identify the effect that the activity or policy will have on individuals.

Part B: **Dealing with impact** - where you decide if there are any impacts of this proposed activity or policy and how you will deal with negative effects.

Part C: **Monitoring and Consultation** - complete this section to help decide if you need to review this form and if others need to be consulted or have already been consulted.

Part D: **Decision** - this section documents the outcome of the impact assessment.

**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) – version 2

**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 of the following report:Report to Cabinet – Nottinghamshire Healthy families Programme – 2024 and beyond dated 22 June 2023 ([published](https://www.nottinghamshire.gov.uk/DMS/Document.ashx?czJKcaeAi5tUFL1DTL2UE4zNRBcoShgo=5pAhQR8lMVcxUUrxIqxjVoZrOmFgSE6YDmDdO0mr3aemPY7QsLK3mw%3d%3d&rUzwRPf%2bZ3zd4E7Ikn8Lyw%3d%3d=pwRE6AGJFLDNlh225F5QMaQWCtPHwdhUfCZ%2fLUQzgA2uL5jNRG4jdQ%3d%3d&mCTIbCubSFfXsDGW9IXnlg%3d%3d=hFflUdN3100%3d&kCx1AnS9%2fpWZQ40DXFvdEw%3d%3d=hFflUdN3100%3d&uJovDxwdjMPoYv%2bAJvYtyA%3d%3d=ctNJFf55vVA%3d&FgPlIEJYlotS%2bYGoBi5olA%3d%3d=NHdURQburHA%3d&d9Qjj0ag1Pd993jsyOJqFvmyB7X0CSQK=ctNJFf55vVA%3d&WGewmoAfeNR9xqBux0r1Q8Za60lavYmz=ctNJFf55vVA%3d&WGewmoAfeNQ16B2MHuCpMRKZMwaG1PaO=ctNJFf55vVA%3d))

These reports are also relevant:

* Report to Overview Committee – Outcomes of the Joint Scrutiny Review of the Recommissioned Healthy Families Programme dated 25 January 2024 ([published](https://www.nottinghamshire.gov.uk/DMS/Document.ashx?czJKcaeAi5tUFL1DTL2UE4zNRBcoShgo=xxfB3Q%2bE8MMUgZg7h40ATe5VIjOQYcmqVGpyBgv1xes6swiYaeUjvg%3d%3d&rUzwRPf%2bZ3zd4E7Ikn8Lyw%3d%3d=pwRE6AGJFLDNlh225F5QMaQWCtPHwdhUfCZ%2fLUQzgA2uL5jNRG4jdQ%3d%3d&mCTIbCubSFfXsDGW9IXnlg%3d%3d=hFflUdN3100%3d&kCx1AnS9%2fpWZQ40DXFvdEw%3d%3d=hFflUdN3100%3d&uJovDxwdjMPoYv%2bAJvYtyA%3d%3d=ctNJFf55vVA%3d&FgPlIEJYlotS%2bYGoBi5olA%3d%3d=NHdURQburHA%3d&d9Qjj0ag1Pd993jsyOJqFvmyB7X0CSQK=ctNJFf55vVA%3d&WGewmoAfeNR9xqBux0r1Q8Za60lavYmz=ctNJFf55vVA%3d&WGewmoAfeNQ16B2MHuCpMRKZMwaG1PaO=ctNJFf55vVA%3d))
* Report to Cabinet – Nottinghamshire Healthy Families Programme dated 28th March 2024[(published)](https://www.nottinghamshire.gov.uk/DMS/Document.ashx?czJKcaeAi5tUFL1DTL2UE4zNRBcoShgo=%2bGaK%2fj87rCihQ8fxfllu8hyIQ66sUg1HraxsuIFiukGibzZseVzqaw%3d%3d&rUzwRPf%2bZ3zd4E7Ikn8Lyw%3d%3d=pwRE6AGJFLDNlh225F5QMaQWCtPHwdhUfCZ%2fLUQzgA2uL5jNRG4jdQ%3d%3d&mCTIbCubSFfXsDGW9IXnlg%3d%3d=hFflUdN3100%3d&kCx1AnS9%2fpWZQ40DXFvdEw%3d%3d=hFflUdN3100%3d&uJovDxwdjMPoYv%2bAJvYtyA%3d%3d=ctNJFf55vVA%3d&FgPlIEJYlotS%2bYGoBi5olA%3d%3d=NHdURQburHA%3d&d9Qjj0ag1Pd993jsyOJqFvmyB7X0CSQK=ctNJFf55vVA%3d&WGewmoAfeNR9xqBux0r1Q8Za60lavYmz=ctNJFf55vVA%3d&WGewmoAfeNQ16B2MHuCpMRKZMwaG1PaO=ctNJFf55vVA%3d)
* Report to Cabinet Member for Communities and Public Health – Nottinghamshire Healthy Families Programme dated 8th May 2024([published](https://www.nottinghamshire.gov.uk/dms/Decisions/tabid/67/ctl/ViewCMIS_DecisionDetails/mid/391/Id/10679/Default.aspx))
* Report to ASCH Select Committee – Nottinghamshire Healthy Families Programme – long term delivery dated 9th September 2024 ([published](https://www.nottinghamshire.gov.uk/dms/Meetings/tabid/70/ctl/ViewMeetingPublic/mid/397/Meeting/6030/Committee/541/SelectedTab/Documents/Default.aspx))

A further report to Cabinet is scheduled for November 2024 to take a decision in relation to the proposed procurement approach.

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

The primary aim of the Nottinghamshire HFP will be to support parents and carers to give children the best start in life, keeping their children healthy and safe and enabling them to reach their full potential.

It will be delivered by multi-disciplinary Healthy Family Teams working in close partnership with the children’s health, care, and early help system. It will be a universal service for all Nottinghamshire’s children, young people and their families aged 0 to 19 who are resident or attending school in Nottinghamshire. This will extend to children and young people aged under 25 where there are special educational needs and disabilities.

The Nottinghamshire HFP will include the delivery of:

* Health visiting and school nursing services
* Mandated health and development reviews for 0 to 5’s
* The national child measurement programme (NCMP), which weighs and measures children in school
* An enhanced early intervention offer, for parents with additional vulnerabilities
* An intensive home visiting service via the family nurse partnership programme, for young parents

**Is a detailed impact assessment and consultation required? No**

**Please give reasons why a detailed impact assessment is not required**

The Nottinghamshire Healthy Families Programme (HFP) is a public health nursing service that supports families to provide their children with the best start in life through a range of nursing and health interventions. The service promotes early intervention by identifying and delivering targeted support to families in need. Critical to identifying opportunities to support families is the programme of health and development reviews by public health nurses in the Nottinghamshire HFP. As nursing professionals, they provide guidance which is relevant and effective in supporting child development, parenting, and healthy choices.

The service model will embed a Healthy Family early intervention offer developed in response to local evidence of health inequalities. This offer aims to strengthen the support from the Nottinghamshire HFP to vulnerable parents, including teenage parents. The development of this element of the service offer has been driven by a reduction in teenage pregnancy rates, an increase in vulnerability in the wider population, and a drive for equity in the support offered to all parents in need.

The current, extended contract comes to an end on 30th September 2025. A full and thorough appraisal of all re-commissioning/procurement options that are available to the Council has been completed. This Equality Impact Assessment considers the proposal to procure a single, integrated service via competitive tender with a contract length of three years, and the option for a further two years maximum extension period.

The equality implications of the proposal to complete a procurement exercise and contract with the selected provider for the delivery of a single, integrated service have been fully considered as part of the procurement, service design and development activity and in summary, no adverse impact or negative outcome has been identified. Further detail is set out below.

The service delivery specification, schedules and contract to be advertised will reflect a revised service model that was informed and shaped by a programme of service design and development activity undertaken over 2023-24. This activity was carried out in partnership with the wider early help system and colleagues from the current provider (in line with the co-operation approach planned at the time) to refresh the service model for the Nottinghamshire HFP, which included:

* A programme of engagement/co-production with children, young people and families, policy leads across public health and children’s services, and with system partner organisations, including learning from other consultation and engagement exercises such as those relating to Family Hub Networks,
* Joint work with the Council’s Children and Families’ services to further explore opportunities to strengthen and integrate early support for families,
* A review of the evidence base and policy guidance and development of a new service specification, along with revised key performance indicators, outcome measures and quality monitoring requirements,
* Work to ensure the Nottinghamshire HFP addresses the need for close integration with the Council’s early help offer,
* Work to assess the potential equalities impact of the Nottinghamshire HFP and the revised service model on people with protected characteristics,
* Member scrutiny via a joint scrutiny working group established by Overview Committee,
* Formal consultation with stakeholders.

**Protected Characteristics:**

The EQIA screening tool 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 delivery model and procurement activity for the Nottinghamshire HFP affects people with protected characteristics. The protected characteristics considered are:

|  |  |  |
| --- | --- | --- |
| **Protected Characteristic** | **Impact****(Positive/Negative/Neutral)** | **Additional Comments** |
| Age | Positive  | The service to be procured will include all children, young people, parents and carers based on need and not limited to age with universal support available to all. In addition, targeted support will be available to both young parents through the continuation of the Family Nurse Partnership offer and to parents of all ages with additional vulnerabilities through the embedded early intervention offer |
| Disability (physical, mental and learning difficulties) – including the effect on carers | Positive | The service to be procured will support the most vulnerable children, young people, parents and carers based on need and this includes those with a disability including those with careering responsibilities. |
| Gender Reassignment | Neutral |  |
| Pregnancy and maternity (including breastfeeding mothers) | Positive | The service to be procured will support all pregnant people and new parents resident in Nottinghamshire. In addition, the service will offer additional support to vulnerable parents-to-be and parents based on need during pregnancy and postnatally.  |
| Race (includes ethnic or national origins, colour or nationality) | Neutral |  |
| Religion or Belief (this includes lack of belief) | Neutral  |  |
| Sex (gender) | Positive | The service offer supports parents and carers in late pregnancy, postnatally, and across the 0 to 19 pathway, which will positively impact parents and parents-to-be. This will include a focus on engaging fathers and non-birthing partners.  |
| Sexual Orientation | Neutral |  |
| Marriage and civil partnership | Neutral |  |

The protected characteristics most impacted by the Nottinghamshire HFP will be pregnancy and maternity, gender, age and disability (mental and learning disabilities), where there is a positive impact.

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.

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 procurement and the life of the resulting contract 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 initial assessment it is concluded that a full impact assessment is not required.

Other options considered: Taking no action and allowing the current contract to expire was not a viable option in light of the statutory requirements of the service. The equity implications of not providing the service have not been analysed and listed in full, however it is our assessments that they would be wholly negative.