

COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area		Officer undertaking the assessment
Children, Families and Adult Services Enhanced & Preventative Services		Name: Amanda Phillips
Service / Document / Function being assessed		Job Title: Business Improvement & Development Manager Contact details: 01480 373509
Provision of Early Help Services		
Business Plan Proposal Number (if relevant)	A/R 6/.508	
Aims and Objectives of Service / Document / Function		
<ul style="list-style-type: none"> Reconfiguring the early help offer for children and families within Enhanced & Preventative Services. Developing a Cambridgeshire Early Help Strategy 		
What is changing?		
<p>The Enhanced & Preventative Service needs to achieve savings of just under £6m from a £19m budget over the period 2014 – 2016 (£2.177m of which has already been achieved). This will require a redesign of 'early help' services. We have begun a process, working with partners to develop our thinking about what the Early Help offer looks like in Cambridgeshire in the context of organisational change and an increasing focus on a whole family approach to working. The early help offer is a crucial part of our multi-agency safeguarding arrangements, and will form the basis of the Local Offer as part of the SEND reforms.</p> <p>The direction of travel we are looking at for early help services includes some of the following principles:</p> <ul style="list-style-type: none"> That investing in communities and families, building resilience and capacity close to home is the starting point for preventative work. There are opportunities for integration and even closer working across services and organisations which need to be maximized as public sector resources shrink Taking a more flexible and 'whole-family' approach to our work Management and organisational structures need to be simpler, more streamlined and better understood by families and professionals Our workforce needs to be skilled, knowledgeable and able to work across a wider range of needs. Excellent timely assessments for those families who do need extra help will be essential to ensure the right service is provided <p>A revised partnership Early Help strategy will support and enable the development and implementation of a new early help offer in Cambridgeshire which develops and embeds these principles. The strategy will set out the expectations of different parts of the 'Early Help' system, including families themselves and the communities they live in. It will consider how different services fit together and the working and practice arrangements which will make early help most effective.</p> <p>In terms of the reconfiguration of Enhanced and Preventative services we need to meet needs better but with less money. We shall seek to align priorities better across Directorates within CFA and with our partners. We shall seek to deliver a service which focuses on strengths and resilience rather than deficit and intervention. The areas where we will continue to focus our direct work will be on developing and delivering Early Childhood Services, whole family working and supporting those young people who most need help in order to succeed. There will be an inevitable reduction in the number of posts and the variety of roles we deliver which means we will work with fewer children and young people.</p>		

Who is involved in this impact assessment?

e.g. Council officers, partners, service users and community representatives.

Sarah Ferguson, Service Director Enhanced & Preventative Services
James Wilson, Senior Strategy Manager

In producing this assessment, the following has been taken into account:

- Feedback from teams on discussion papers circulated in December 2013 and March 2014
- Project groups have met to look in detail about future possible priorities, and what a future service offer might look like
- Members seminar
- Discussions with schools
- Five multi-agency stakeholder events
- Intensive work to look at key areas of focus for future service delivery has been lead by Heads of Service and engaged other Directorates

What will the impact be?

Tick to indicate if the impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age			X
Disability		X	
Gender reassignment		X	
Marriage and civil partnership		X	
Pregnancy and maternity		X	
Race		X	

Impact	Positive	Neutral	Negative
Religion or belief		X	
Sex		X	
Sexual orientation		X	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation		X	
Deprivation		X	

For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

Positive Impact**Negative Impact****Age**

The proposals may have a negative impact on children and young people. There will be a reduction in the number of children and young people we will be able to work with as our services become more targeted.

The direct provision of services, where it has been identified there is a specific need for support will focus on overcoming barriers presented where there is:

- SEND
- Child and parental mental health issues

- A risk that children could underachieve due to social - economic factors
- Domestic abuse
- Substance misuse
- Families facing multiple problems

There will be a greater emphasis on seeing families and communities as the basis of change. We will aim to build resilience in families to manage without service support. We will aim to build capacity in universal services and support greater integration across services.

Neutral Impact

Disability

Children and young people with disabilities and special needs will continue to be a target user group for Enhanced & Preventative Services. Workers in more generic roles will be expected to have a level of understanding and skill in meeting the needs of children, young people and families affected by these factors. They will be supported by specialist services who will also directly provide support where needs are more complex or a statutory intervention is required.

Deprivation and Rural isolation

Services will be targeted to children and young people and their families to help overcome barriers presented by social-economic factors which put them at risk of underachieving

Issues or Opportunities that may need to be addressed

The amount of service intervention provided directly by the local authority and other public services will reduce, become targeted to the most in need and be better joined up by partners. We will work together to ensure the direct offer has greatest impact, is evidenced based and outcome focused.

The model relies upon building capacity and resilience within families and communities. Our approach to this will need to be developed in partnership and involve elected Members.

The significant savings required will inevitably mean a reduction in the numbers of posts within Enhanced and Preventative Services.

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

Family and community are seen as the foundation of the proposed model for early help, to support this we will seek to build community capacity and resilience, we believe this has the potential to have a positive impact on community cohesion.