



## Draft: Equality Impact Assessment – ‘Focus Family’ Programme

Directorate	Children’s Services
Functional Area	Focus Family Programme
Assistant Director Responsible for EIA	Julia Morrison
Functional Area of EIA or Proposal	‘Focus Family’ Proposal

### Aims of the EIA

Purpose of the EIA	<p>With the introduction of the ‘Troubled Families Programme’ is an opportunity to draw together existing family support available in Cumbria alongside the ‘Troubled Families programme’ creating a streamlined approach ‘Focus Family’, improving service delivery.</p> <p>Following the riots in August 2011 which lasted over 5 days and involved 15,000 people rioting, looting and damaging town centres across England. The Prime Minister confirmed his intention to ensure that 120,000 troubled families in England are ‘turned around’ by the end of this Parliament. These families are characterised by there being no adult in the family working, children not being in school and family members being involved in crime and anti-social behaviour.</p> <p>These families almost always have other often long-standing problems which can lead to their children repeating the cycle of disadvantage. One estimate shows that in over a third of troubled families, there are child protection problems. Another estimate suggests that over half of all children who are permanently excluded from school in England come from these families, as do one-in-five young offenders.</p>
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	<p>Other problems such as domestic violence, relationship breakdown, mental and physical health problems and isolation make it incredibly hard for families to start unravelling their problems.</p> <p>Figures estimate that £9 billion is being spent annually on these 120,000 most troubled families (based on government data collected in October and November 2011). That works out at £75,000 per family per year. £8 billion of this is spent on reacting to the troubles of these families with just £1 billion being spent trying to turn around their lives in a targeted, positive way. A large proportion of this money is spent on taking children into care (fostering, residential care, adoption and the costs of social workers) but also the significant criminal justice costs of children and adults committing crime. It also includes eviction costs and benefit payments. To a lesser extent, the costs of drug and alcohol dependency, specialist schooling (e.g. Pupil Referral Units) and health costs are also a factor.</p> <p>It is estimated that, on average, each ‘troubled family’ costs the public sector (i.e. Local Authority, Police and Health) £10,000 per annum.</p> <p>A radical change is needed in the way we work to RESOLVE the issues the families face, and additional funding is being provided to find new ways of doing this. No additional resource is required from the Council. But if it is successful the Council will save money in the future</p> <p>As part of the Troubled Families programme it has put resources to incentivise and encourage local authorities and their partners to work together: to develop new ways of working with families which focus on lasting change recognising that these approaches are likely to incur costs but that will result in a shift in the way we work with these families in the future – reducing costs and improving outcomes.</p> <p>The payments-by-result system outcomes include:</p> <ul style="list-style-type: none"> <li>• Demonstrate that troubled families get their children into school 85% of the academic year;</li> </ul>
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	<ul style="list-style-type: none"> <li>• Reduce "nuisance neighbourliness" by 60%;</li> </ul> <p>Cut youth offending rates by a third.</p> <ul style="list-style-type: none"> <li>• Cumbria would like to make sense of all of the support available for families and to dismantle any barriers to access the most vulnerable families and support them to achieve, the diagram shows a sample of national and local programmes</li> <li>• The government has indicated they wish us to work with 1,050 families in Cumbria based on a combination of 3 priority indicators :</li> <li>• Crime/Anti Social Behaviour</li> <li>• Education – permanent exclusion, in a PRU or alternative, 15% unauthorised school absence in x3 consecutive terms</li> <li>• Worklessness – Household were an adult is receiving DWP out of work benefits</li> </ul> <p><u>This EIA will be regularly updated throughout the ‘Focus Family Programme’.</u></p>
<p>Summary of findings</p>	<p>Focus Family is a programme that is about drawing together existing family support work and the new Government programmes for Troubled Families and ESF Worklessness, it gives an opportunity to have a strategic and joined up ‘Focus Family’ approach for the most vulnerable families in Cumbria.</p> <p>Local programmes already identified include: Family Interventions through Family Centre’s and Children’s Centre’s, Love Barrow Families and Passport Families. Further work will take place to map family support in the county.</p> <p>Troubled Families is a national programme that aims to ‘turn around’ 120,000 troubled families by the end of 2015. This programme is key to developing the Focus Family approach.</p> <p>The Government has estimated that in Cumbria there are 1050 such families, the priority</p>

	<p>areas in combination are: worklessness, missing education and antisocial behaviour. The ESF Worklessness Programme has been contracted nationally by the Government and in Cumbria Reed Partnership via Derwent &amp; Solway Housing Association will provide support to the worklessness element of the Troubled Families Programme.</p> <p>A diversity breakdown is expected to be available from April 2014 at that point a full screening will take place to identify any inequalities.</p>
<p>Scope of the EIA:</p> <ul style="list-style-type: none"> <li>• One directorate</li> <li>• Cross directorate</li> <li>• Outsourced organisation</li> </ul>	<p>All Directorates and Outsourced organisations</p>

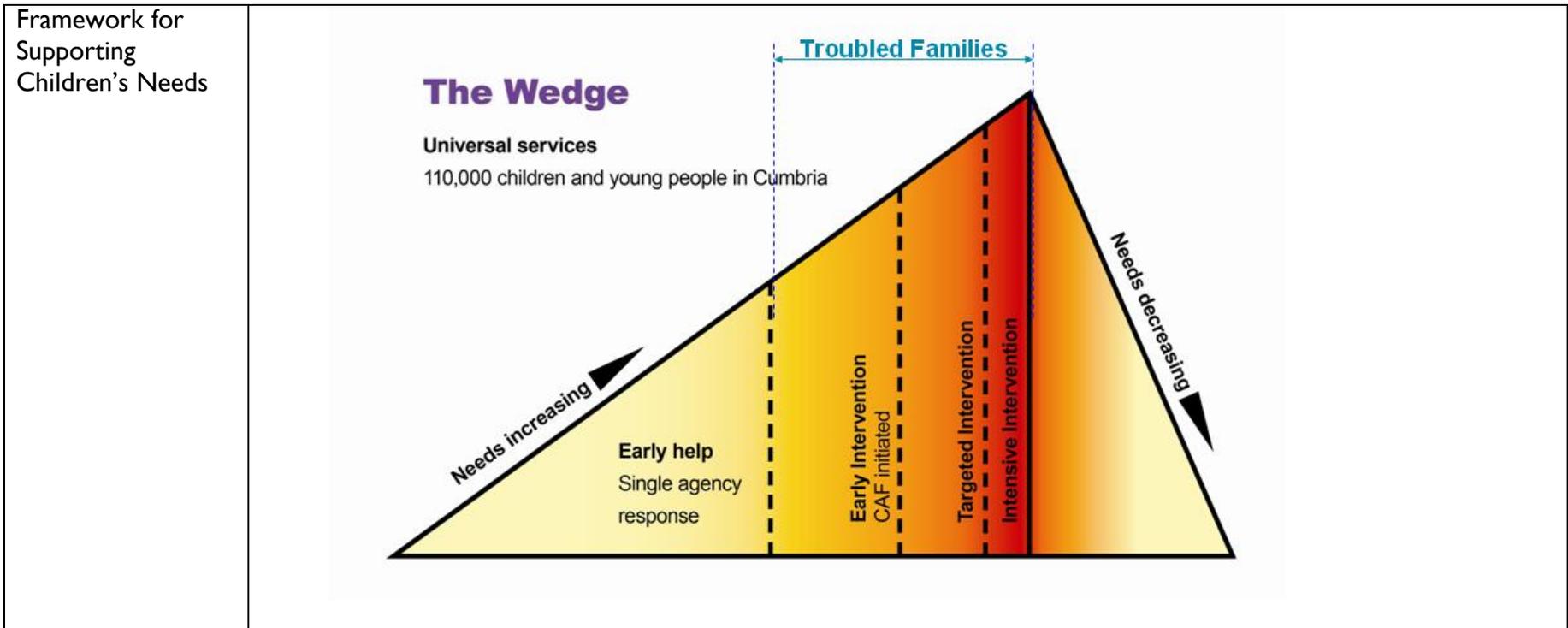
## Phase I: Gathering information

List examples of background information that you think are **relevant**. If carrying out an assessment of a proposal this section should include the data used to establish whether the proposal has an impact.

Type of information	Findings
<p>Troubled Families Programme Financial Framework for the Troubled Families Programme's payment by results scheme for local Authorities  After The Riots –</p>	<p><a href="http://www.communities.gov.uk/documents/communities/pdf/2117840.pdf">http://www.communities.gov.uk/documents/communities/pdf/2117840.pdf</a></p> <p><a href="http://riotspanel.independent.gov.uk/wp-content/uploads/2012/03/Riots-Panel-Final-Report1.pdf">http://riotspanel.independent.gov.uk/wp-content/uploads/2012/03/Riots-Panel-Final-Report1.pdf</a></p>

<p>The Final Report of the Riots Communities and Victims Panel;</p> <p>Equality Needs Assessment 2012</p> <p>Child Poverty Needs Assessment 2010</p> <p>Coming of Age (2011)</p>	<p><a href="http://www.intouch.ccc/elibrary/Content/Internet/535/609/5999/40941184957.doc">http://www.intouch.ccc/elibrary/Content/Internet/535/609/5999/40941184957.doc</a></p> <p><a href="http://www.cumbriaobservatory.org.uk/antipoverty/childpoverty.asp">http://www.cumbriaobservatory.org.uk/antipoverty/childpoverty.asp</a></p> <p><a href="http://www.cumbriaobservatory.org.uk/elibrary/Content/Internet/536/671/4674/5359/5360/40723114345.pdf">http://www.cumbriaobservatory.org.uk/elibrary/Content/Internet/536/671/4674/5359/5360/40723114345.pdf</a></p>
<p>Cost of 120,000 'Troubled Families' in England</p>	<p>Figures estimate that £9 billion is being spent annually on these 120,000 most troubled families (based on government data collected in October and November 2011). That works out at £75,000 per family per year. £8 billion of this is spent on reacting to the troubles of these families with just £1 billion being spent trying to turn around their lives in a targeted, positive way.</p> <p><u>£8 billion is a significant amount of money. What is this being spent on?</u></p> <p>A large proportion of this money is spent on taking children into care (fostering, residential care, adoption and the costs of social workers) but also the significant criminal justice costs of children and adults committing crime. It also includes eviction costs and benefit payments. To a lesser extent, the costs of drug and alcohol dependency, specialist schooling (e.g. Pupil Referral Units) and health costs are also a factor.</p>
<p>Number of 'Troubled Families' in Cumbria</p>	<p>Cumbria has been identified by the Government as having <b>1050 'troubled families'</b> set against the criteria of Educational Attainment; Employment and anti Social behaviour (Crime). These families would be within the highest tier of the common Assessment Framework.</p> <p>Troubled Families is a national payment programme based around working with the whole family and funding will be paid on achievement of the outcomes, which will be evidenced against an outcomes framework.</p>

<p>Support currently available</p>	<p>Currently the range of programmes available in Cumbria include:</p> <ul style="list-style-type: none"> <li>▪ Love Barrow Families;</li> <li>▪ The Passport Scheme;</li> <li>▪ Families Programme (Department Work and Pension/European Social Fund DWP/ESF). The focus is on worklessness and has been nationally contracted by the Government to Reed in Partnership/Derwent and Solway Housing.</li> </ul> <p><b>2377</b> adults in Cumbria have been estimated by the DWP as needing this support.</p>
<p>National and Local Programmes</p>	<p style="text-align: center;"><b>National and Local Programmes</b></p> 



	<p style="text-align: center;"><b>Level of Concern and Support for Child:</b> </p> <table border="0" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%; vertical-align: top; padding: 5px;"> <p><b><u>Early Help</u></b> – Single setting response based on a dialogue with child / family.  (No formal assessment).</p> </td> <td style="width: 25%; vertical-align: top; padding: 5px;"> <p><b><u>Early Intervention</u></b> – seeking advice from an additional agency agreeing actions with the child / family having identified need and outcome and initiating a CAF.</p> </td> <td style="width: 25%; vertical-align: top; padding: 5px;"> <p><b><u>Targeted Intervention</u></b> – multi-agency response around the needs of the child and the seriousness of the presenting need. Intervention aimed at preventing escalation of statutory intervention,</p> </td> <td style="width: 25%; vertical-align: top; padding: 5px;"> <p><b><u>Intensive Intervention</u></b> – statutory intervention in response to complex need involving multi-agency specialists where the consequence of non-intervention could lead to risk of serious harm.</p> </td> </tr> </table> <div style="border: 1px solid black; padding: 5px; margin-top: 10px; width: fit-content; margin-left: auto; margin-right: auto;"> <p>The needs of the child determine the nature of the support. It is not necessary for the child to work through each of the 4 levels before returning to a pathway of successful outcomes.</p> <p>The majority of children and young people will be supported to achieve successful outcomes within 'early help'.</p> </div> <p style="margin-top: 20px;">For Focus family there is an expectation that there is an assessment of where the family as a whole would be on the wedge not just the individual C or YP (although his must happen for any C or YP) agreements have to be reached about how a family would be assessed into a threshold eg the number of services received. Individual members of the family could be at different stages from the family as a whole.</p>	<p><b><u>Early Help</u></b> – Single setting response based on a dialogue with child / family.  (No formal assessment).</p>	<p><b><u>Early Intervention</u></b> – seeking advice from an additional agency agreeing actions with the child / family having identified need and outcome and initiating a CAF.</p>	<p><b><u>Targeted Intervention</u></b> – multi-agency response around the needs of the child and the seriousness of the presenting need. Intervention aimed at preventing escalation of statutory intervention,</p>	<p><b><u>Intensive Intervention</u></b> – statutory intervention in response to complex need involving multi-agency specialists where the consequence of non-intervention could lead to risk of serious harm.</p>
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Criteria for Focus Family Programme	All 3 of these criteria automatically enter programme			
	Family may have any combination of 2 of these			... and this one
	Crime / Anti-social behaviour	Education	Worklessness	Local Discretion
	1 or more under-18 year-old with a proven offence in last 12 months	Child or children subject to permanent exclusion	Household where an adult is receiving DWP out of work benefits	This is a very broad category and LA able to set local priorities as an additional filter
	and/or	or		E.g. Families subject to:
	1 or more family members has received some form of intervention or offence regarding Anti-Social Behaviour	Child or children in a PRU or alternative provision due to exclusion OR Is not on a school roll		>Child on Child Protection Plan  >Frequent police call-outs or arrests  >Domestic Violence  >Health problems >emotional and mental health issues; >drug and alcohol misuse; > under-18 conceptions
	and/or			
	Child or children have 15% unauthorised school absences in last 3 consecutive terms			
Troubled Families Funding	£175,000 per annum for 3 years will be made available to ensure that there is dedicated staff including a Senior Co-ordinator and infrastructure for identifying and tracking outcomes for families.			
Child Poverty – Child Needs Assessment 2010	<ul style="list-style-type: none"> <li>• Numbers of children in Cumbria have declined over recent years and are forecast to continue to fall in the future while numbers have increased in the UK overall</li> <li>• Children (aged 0-15years) currently make up 17% of Cumbria’s total population, compared to 19% in the North West region and 19% in England;</li> <li>• The overall level of Child Poverty in Cumbria is lower than the national average;</li> <li>• 16.4% (c15,000, 22.5% in England) of 0-15 year olds live in poverty in Cumbria with 15.6% (c17,000, 21.6% in England) of 0-19 year olds in the same situation;</li> <li>• Five out of the six districts in Cumbria have levels of child poverty below the national average with only Barrow exceeding the figures for England ;</li> </ul>			

- Child Poverty is highest, in both number and concentration, in urban parts of the county, there are however significant numbers of children in poverty in rural Cumbria;
- A total of 28 wards (out of 168 in the county) have levels of child poverty above the national average;
- There are pockets of high levels of child poverty spread across Cumbria. Sandwith has the highest proportion of children in poverty at 49.2%, followed by Central ward in Barrow at 46.9%;
- There is no one factor controlling child poverty and no one factor resulting from child poverty – the relationships are more complex;
- Different communities are likely to have different needs depending on extent and concentration of child poverty;
- Of all the indicators reviewed at a local level only one, proportion of children eligible for Free School Meals, shows a statistical correlation to the level of Child Poverty;
- There is a link between access to quality employment and child poverty whether this be through unemployment or low wages;
- Although not a statistical relationship there is a tendency for a growing attainment gap, from Early Years through to Key Stage 4, between areas of lower and higher levels of Child Poverty.

#### Recommendations of Child Need Assessment 2010

- Reducing the effects of child poverty is equally important as reducing the number of children living in poverty;
- Tackling the effects of child poverty requires a multi-agency approach and routes for engaging partners must be identified and acted on;
- The core strategies of the Council and its partners should refer to tackling Child Poverty and its effects as a principle outcome (including the Anti-Poverty Strategy);
- Work to ensure 100% take-up of those eligible for Free School Meals, undertaking further primary research to gain an insight into the barriers experienced by families who do not claim;
- Undertake focused work to understand the experience and need of those families in poverty living in urban parts of Cumbria;
- Undertake focused work to understand how the experiences differ for families in poverty rural parts of Cumbria;
- Review the range and take up of services in Children's Centre's with a view to increasing take up of families

	<p>from areas with high levels of Child Poverty;</p> <ul style="list-style-type: none"> <li>• Concentrate activity on areas with high Teenage Pregnancy rates where intergeneration poverty may be most prevalent;</li> <li>• Need to improve access to employment in the same areas and examine further the availability of local vacancies;</li> <li>• Put in place mechanisms to monitor the impact of welfare reforms on child poverty in Cumbria.</li> </ul>
<p>Young Offenders – Source: After the Riots Reports</p> <p>Young Adults</p>	<p>In the year ending March 2010 there were just under 113,584 young people who were given a formal disposal (for example a reprimand or convicted at court). Just over 37,786 of these young people committed a proven re-offence within a year (a one-year re-offending rate of 33.3 per cent.<sup>76</sup> —The young people who re-offended committed an average of 2.79 offences each – around 105,270 offences in total. Some 23 per cent of these offences were committed by young people with no previous offences, and 18 per cent were by young people with 25 or more previous offences.<sup>77</sup></p> <p>Young adults aged 18–24 who constitute less than 10 per cent of the population are disproportionately involved in the criminal justice system. Those aged 18–24 make up around a quarter of the total prison population – 21,935 or 25 per cent as at 31 December 2011.<sup>78</sup> —The latest proven reoffending statistics show that the proportion of offenders who re-offend is 31 per cent and 27.6 per cent for the 18–20 and 21–24 cohorts respectively. This compares unfavourably against the overall reoffending rate of 26.3 per cent.<sup>79</sup> —Using the 2009 re-offending figures, 65.5 percent of offenders aged 18–20 who are discharged from a custodial sentence of less than 12 months re-offended within a year. This compares to an average of 56.8 per cent for adult offenders.<sup>80</sup> —In fact, these young people are more likely to re-offend than other custodial offenders of any other age group</p>
<p>Risk factors likely to lead to problems during adolescence or adulthood</p> <p><i>Policy review of children and young people: A discussion paper,</i></p>	<p>Low income, or coming from a low socioeconomic background;</p> <ul style="list-style-type: none"> <li>▪ Low level of educational attainment;</li> <li>▪ Poor social and emotional skills;</li> <li>▪ Poor parenting;</li> <li>▪ Low birth weight;</li> <li>▪ Poor health;</li> <li>▪ Poor parental mental health; and Living in a deprived neighbourhood</li> </ul>

<i>HM Treasury, 2007</i>	
Census 2011	<p>Cumbria is largely rural with approximately 0.5 million residents living in 6,800 sq km, equivalent to 73 people per sq km.</p> <p>The North West has a relatively large share of local authority districts with low house prices relative to earnings. In 23 of the North West’s 39 districts and unitary authorities the lower quartile house price ratio was among the lowest 20 per cent of ratios found in English local authorities. Six of these were among the 10 authorities in England with the lowest ratios.</p> <p>Conversely, two of the North West’s 39 districts and unitary authorities had a lower quartile house price ratio that was among the highest 20 per cent of ratios found in English local authorities; Eden (9.7) and South Lakeland (8.8).</p> <p>At a local authority level, unemployment rates are modelled to provide greater precision than survey estimates. The latest available at the time of writing were for the year to December 2009, with equivalent regional and UK rates of 8.5 and 7.6 per cent respectively. Within the North West, the highest unemployment rates were in Liverpool (12.3 per cent), Manchester (12.2 per cent) and Halton (11.0 per cent), and the lowest were in Eden (2.8 per cent) and South Lakeland (3.1 per cent).</p> <p>The Jobseeker’s Allowance claimant count rate, a timelier but more narrowly defined indicator of unemployment, also tends to be slightly higher in the North West than across the UK. In December 2010, 4.0 per cent of the region’s working-age population were claiming Jobseeker’s Allowance, compared with 3.6 per cent nationally. At a local level, this rate was highest in Liverpool (6.4 per cent), Knowsley (5.8 per cent) and Blackpool 5.7. It was lowest in Eden, South Lakeland and Ribble Valley (all at 1.2 per cent).</p> <p>Median gross weekly earnings, including overtime, of full-time employees resident in the North West in April 2009 were £460, with £498 for men and £408 for women. This is lower than the UK median earnings of £489, and similar to earnings in Scotland, Yorkshire and The Humber, and the Midlands. Within the North West, the highest unitary authority/district median gross weekly earnings were in Copeland (£625), Fylde (£538) and Trafford (£537), and the lowest were in Eden (£368) and Blackpool (£373).</p>

	<p>In the second quarter of 2010 there were 483,000 working-age households in the North West where no adult worked. This was 21 per cent of the total number of households in the North West and 2 percentage points higher than a year earlier. About 17 per cent of children in the region lived in a workless household, almost 3 percentage points lower than in 2009. Both were the second highest regional proportions, behind London. The latest data for local areas. In 2009 within the North West, the proportion of workless households ranged from 32 per cent in Liverpool – highest in the UK – to around 11 per cent in Macclesfield, South Lakeland and Ribble Valley (Lancashire).</p> <p>Among North West counties and unitary authorities, life expectancy at birth in 2007–2009 ranged from 73.7 years in Blackpool to 79.5 years in Eden for males, and from 79.1 years in Manchester (district) to 83.3 years in Eden for females.</p> <p>The North West had an infant mortality rate of 5.2 per 1,000 live births in 2008, compared with 4.7 nationally. The North West region’s proportion of live births weighing less than 2.5 kg in 2008 was 7.3 per cent, slightly above 7.2 per cent for England. Within the region this varied from 10.0 per in Preston to 4.6 per cent in South Lakeland.</p>
Crime and Disorder Act	The sharing of most anti social behaviour data is covered by <b>Section 115</b> of the <b>Crime and Disorder Act</b> This provision allows the police, local authorities, health authorities, probation trusts to share information about any person for the purposes of preventing future crime and disorder
Children’s Act 1989	The sharing of the data on school attendance is covered by <b>Section 17</b> of the <b>Children Act 1989</b> Local authorities may collect and share this information under these implied powers in order to support/protect children. As the data shared is likely to be considered ‘sensitive’ (under the terms of the DPA), authorities should only share this data for the purposes of identifying their troubled families.
Welfare Reform Act 2013	<p>The sharing of information with the DWP around the worklessness and other benefits claimed by the family is covered generally by <b>Section 131</b> of the <b>Welfare Reform Act 2012</b> – The Secretary of State, or a person providing services to the Secretary of State, may supply relevant information to a qualifying person for prescribed purposes relating to welfare services or council tax.</p> <p>The <b>Welfare Reform Act 2012</b> – Section 134 allows for longer term data sharing powers between DWP, their service providers and local authorities in particular to Troubled Families and their in work and out of work benefits.</p>
Localism Bill	For local identifiers Local Authorities can use <b>the Localism Act</b> Section 1 Power of General competence which

	<p>gives broad powers to “...do anything that individuals generally may do” (Section 1(1)) and “...to do it in any way whatever, including...(c) power to do it for, or otherwise than for, the benefit of the authority, its area or persons resident or present in its area.”</p> <p>For other organisations legislation will need to be found dependant on the data required and the agencies it is required from.</p>
<p><b>Human Rights Act 1998 and Data Protection Act</b></p>	<p>Although the information is itself not sensitive i.e. name, address and perhaps date of birth, it is taken from lists of offenders, poor school attendees and benefit claimants. If the information is taken to be sensitive then in order to comply with the Data Protection Act both schedule 2 and schedule 3 conditions are met</p> <ul style="list-style-type: none"> <li>▪ Schedule 2 6(1) - where "the processing is necessary for the purposes of legitimate interests pursued by the data controller or by the third party or parties to whom the data are disclosed, except where the processing is unwarranted in any particular case by reason of prejudice to the rights and freedoms or legitimate interests of the data subject"</li> </ul> <p>The troubled families initiative aims to provide better services for families and better utilisation of local government and related resources. The identification of these families is in the legitimate interests of both the data controller and the data subject and as such warrant the sharing of the information.</p> <ul style="list-style-type: none"> <li>▪ Schedule 3 10 – where “The personal data are processed in circumstances specified in an order made by the Secretary of State for the purposes of this paragraph.”</li> </ul> <p>The order used here is Order No. 417 4(b) “The processing....is necessary for the discharge of any function which is designed for the provision of confidential counseling, advice, support or any other service”.</p> <p>In this instance the processing will be necessary to provide the advice, support and services the family require.</p> <p>Where any partner organisation is not covered by Section 1 of the Localism Act, then the Schedule 3 Order below</p>

	<p>will provide a condition for processing</p> <ul style="list-style-type: none"> <li>▪ Schedule 3 Order No. 417 4(b) “The processing....is necessary for the discharge of any function which is designed for the provision of confidential counseling, advice, support or any other service”.</li> </ul> <p>In this instance the processing will be necessary to provide the advice, support and services the family require.</p>
<p>The Cost of Troubled Families 2013</p> <p>Source: Dept of Communities and Local Government</p>	<p>Of course there is a huge human cost of failing to intervene effectively with troubled families – and this has been set out in the two previous reports from the Troubled Families Team. However the financial costs are also important to understand and evaluate. There are figures and examples in this report that make this case starkly. We spend disproportionately more on troubled families than the 'average' family. For example, in West Cheshire, the council is spending an average of £7,795 on an average family in its area, compared to £76,190 for a troubled family. In Solihull, local services spend an average of £5,217 on an average family, compared with £46,217 on a troubled family. The amount spent on a troubled family is estimated at nearly £100,000 in Barnet. This is not sustainable</p> <p>While not all of these costs can be averted, the projected financial benefits of investing a comparably small amount in family intervention services are compelling. For example, in Leicestershire, the council is projecting average savings of around £25,700 per troubled family, in West Cheshire, the local authority is estimating savings of around £20,000 per troubled family and in Manchester, the city council is estimating savings of around £32,600 per troubled family. In the London Borough of Wandsworth, the council is making early stage projections of around £29,000 worth of savings. For just the prison service's costs alone, the family intervention service in Hull has saved an estimated average of £6,829 per troubled family. Although calculations are at an early stage, savings of this sort scaled up to a national level would run into billions of pounds</p>
<p>Working with Troubled Families a guide to evidence and good practise</p> <p>Department of Communities and Local Government</p>	<p>The Troubled Families programme is about change – for families and for services, and this report is an aid for that change. It is a tool to help local authorities and their partners, who have asked for guidance on how best to work with troubled families, and for the evidence about family intervention to be brought together in one place.</p> <p>Troubled families are those that have problems and often cause problems to the community around them, putting high costs on the public sector. In December 2011, the Prime Minister launched a new programme to turn around the lives of 120,000 troubled families in England by 2015. The aims of the Troubled Families Programme are to get</p>

<p>2012</p>	<p>children back into school, reduce youth crime and anti-social behaviour, put adults on a path back to work and bring down the amount public services currently spend on them. All 152 upper-tier local authorities in England are taking part in the programme and have agreed the number of troubled families in their area that they will work with. The Government is making £448 million available to councils on a payment-by-results basis. This represents a contribution of up to £4000 per family, around 40% of the estimated costs of actions needed to turn a family around. The Government is also funding a national network of troubled families co-ordinators, who operate at a senior level to oversee the programme of action in their area.</p>
<p>JSNA 2012 Hospital admission due to alcohol</p>	<p>Allerdale 1.96% Barrow 2.53% Carlisle 2.2% Copeland 2.12% Eden 1.37% South Lakeland 1.43%</p> <p>Trend is deteriorating</p>
<p>JSNA 2012 Estimated prevalence of drug misuse per 1000 people</p>	<p>Allerdale 0.72% Barrow 1.24% Carlisle 0.92% Copeland 0.61% Eden 0.60% South Lakeland 0.44%</p> <p>Trend is similar</p>
<p>JSNA 2012 Rate of crime per 1000 people</p>	<p>Allerdale 14.60% Barrow 19.50% Carlisle 19.50% Copeland 15.10% Eden 9.30% South Lakeland 10.0%</p>

	Trend is improving
JSNA 2012 Children living in poverty	Allerdale 16.5% Barrow 21.8% Carlisle 16.9% Copeland 17.8% Eden 9.2% South Lakeland 8.9%
	Trend is similar
JSNA 2012 % of all benefit claimants	Allerdale 14.9% Barrow 21.8% Carlisle 16.9% Copeland 17.8% Eden 9.2% South Lakeland 8.9%
	Trend is similar
JSNA 2012 Hospital admissions for neuroses	Allerdale 15.8% Barrow 29.6% Carlisle 19.8% Copeland 15.5% Eden 19.1% South Lakeland 15.4%
	Trend is deteriorating
JSNA 2012 Fuel Poverty	Allerdale 27.70% Barrow 28.50% Carlisle 24.70% Copeland 25.50% Eden 38.30%

	<p>South Lakeland 28.30%</p> <p>Trend is deteriorating</p>
<p>Cumbria Youth Offending Service</p> <p>Strategic Plan 2013 14</p>	<p>Cumbria Youth Offending Service (YOS) is a partnership, created by the Crime and Disorder Act 1998, and made up of a range of statutory and other key partners. The County Council, under the auspices of the Crime and Disorder Act 1998 are responsible for establishing and maintaining a Youth Offending Service in the county in partnership with core agencies (Police, Probation and Health). As such the YOS Strategic Plan needs to be informed by the priorities of a range of organisations and partnerships, and in particular:</p> <ul style="list-style-type: none"> <li>• The County Council</li> <li>• The Children’s Trust Board</li> <li>• Cumbria Local Safeguarding Children’s Board</li> </ul> <p>Safer Cumbria Partnership</p> <p><b>The Youth Offending Service Priorities for 2013/2014</b></p> <p>Alongside the overarching priority to <b>prevent Youth Crime</b> (through reduction of the onset of offending as well as re-offending) informed by our experience of working with young people and their families in 2012-13, and, the priorities of the aforementioned groups and organisations, the key priorities for 2013-14 will be:</p> <ul style="list-style-type: none"> <li>• <b>Supporting vulnerable groups of young people to achieve their full potential</b></li> <li>• <b>Work with Families and Carers to support young people to make better life choices</b></li> <li>• <b>Increase Public Confidence in CJS</b></li> </ul> <p>In Cumbria there are approximately just over 45,000 young people aged 10-17 years old. In 2012-13 there were 442 young offenders (this represents just under 1% of the youth population and, is approximately 30% less than in 2011-12).</p> <p><b>Reducing First Time Entrants (FTE):</b></p> <p>A key impact of the County’s crime prevention service, and broader early help/early intervention from partner organisations, has been a constant decline in First Time Entrants to the Youth Justice System. As can be seen in the table below, there has been a dramatic reduction in the number of young people who enter the system. This</p>

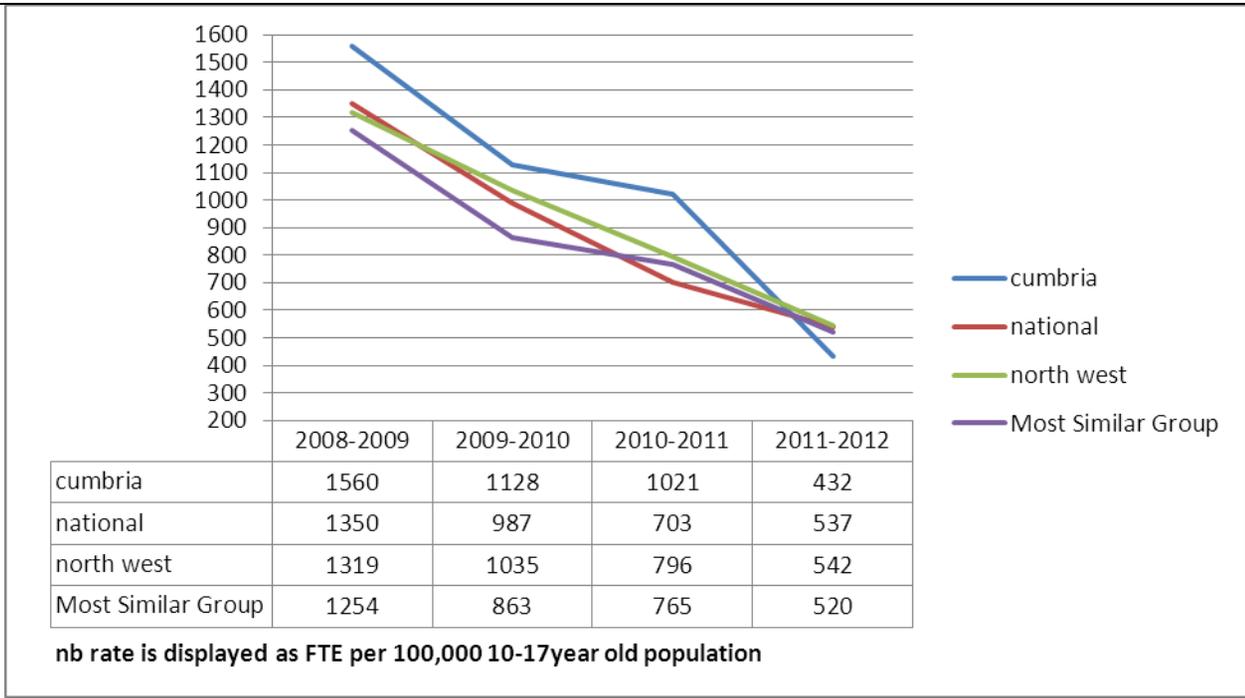
information is drawn from the Police National Computer (PNC), and has a 3 month time lag on its release from the national Youth Justice Board. The data below is drawn therefore from the most recent information available from the Youth Justice Board information system.

We can see if we compare this most recent data to the same periods going back to 2008 – 09, there has been:

- From 2008/9 to 2009/10 a 29.4% reduction in FTE.
- From 2009/10 – 2010/11 a 12% reduction in FTE.

However the most recent year to year change (i.e. January-December 2011 to the same period in 2012) has shown a 57% reduction which demonstrates an increased downward trend and would suggest that the new dimension of our commissioned (via Nacro) Triage Service, when added to the existing (since 2008) Prevention Strategy (which focused mainly on Prevent and Deter referrals, and Restorative Interventions in Cumbria partnership work) has provided even more impact in reducing youth crime

As we can see this presents a positive trend, better than national and comparator Youth Crime information:

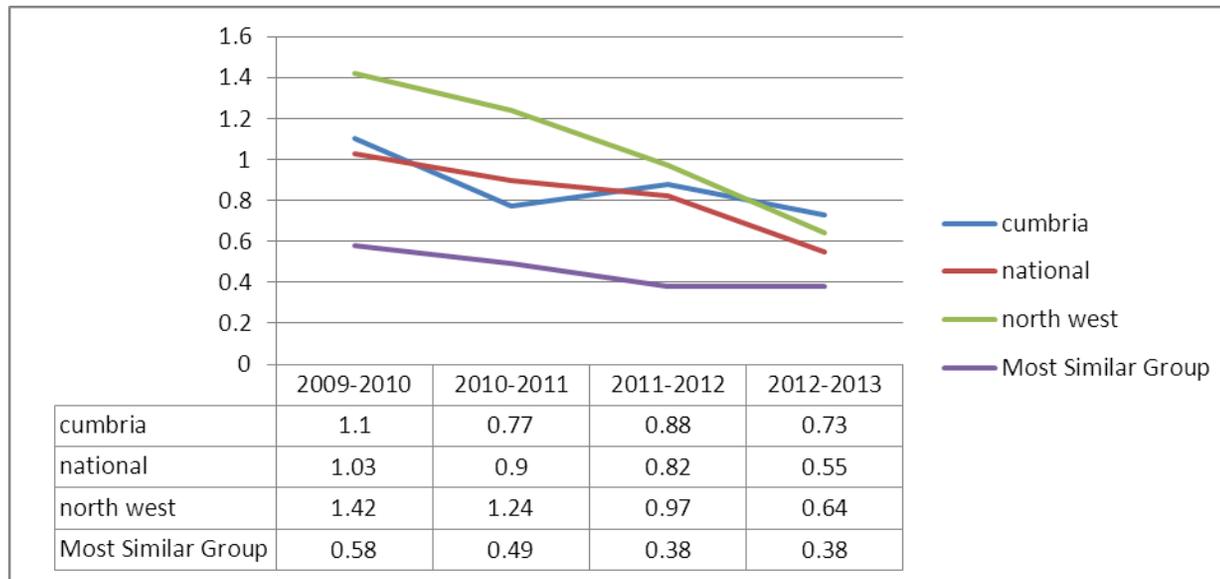


**Reducing The Use of Custodial Sentences**

There has been a 17% reduction in the use of custodial sentences in 2012-13 compared to 2011/12.

	Apr 2009-Mar 2010	April 2010-Mar 2011	April 2011-Mar 2012	April 2012-Mar 2013
Custodial Sentences	53	36	40	33

Whilst our recent direction of travel (i.e 2012-13) is positive, the benchmarking information shows we still have a challenge to ensure that we continue to drive down the use of custody:



Work recently completed in relation to improving young people's compliance with court orders, and the on-going work to improve accommodation for vulnerable young people has started to impact on this group of young people. The trajectory for the last 6 months (i.e. Q3 & Q4 2012/13) shows continued improvements in the direction of travel (i.e Apr-Sept 2012 = 18 custodial sentences: Oct 12- March 13 = 15 custodial sentences).

**Reducing Reoffending**

This area of performance has shown positive performance across both the binary rate (the % of young people who re-offend) and the frequency rate (the average number of offences per offender). It is also in line with, or better than our comparator areas' performance.

Reoffending rates after 12 months	Cumbria	North West	Cumbria	Most Similar Groups	England
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frequency rate - Jul 10 - Jun 11 cohort (latest period)	<b>0.90</b>	<b>1.22</b>	<b>0.90</b>	<b>0.95</b>	<b>1.04</b>
frequency rate - Jul 09 - Jun 10 cohort	0.91	1.11	0.91	0.91	0.96
change from selected baseline	-0.01	0.11	-0.01	0.03	0.08
binary rate - Jul 10 - Jun 11 cohort (latest period)	<b>34.0%</b>	<b>39.1%</b>	<b>34.0%</b>	<b>34.0%</b>	<b>36.0%</b>
binary rate - Jul 09 - Jun 10 cohort	34.8%	36.8%	34.8%	33.3%	34.1%
percentage point change from selected baseline	-0.8%	2.2%	-0.8%	0.7%	1.9%

## Phase 2 Impacts

From the evidence above use this section to identify the risks and benefits according to the different characteristics protected by the Equality Act.

**All/general:** Any issue that cuts across a number of protected characteristics

Issue	Positive Impact or benefits	Negative impact or risks	Action Required
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<p>Families programme DWP/ESF</p>	<p>Most vulnerable families receive support with improved outcomes for clients and the authority.</p> <p>DV Strategy in place and champions programme being rolled out across the authority.</p> <p>Different ways of working will be implemented that will help reshape family support and provide better value for money, specific outcomes will be</p> <ul style="list-style-type: none"> <li>• 1050 families are identified within the priority areas</li> <li>• Antisocial behaviour is decreased</li> <li>• Educational attendance is improved</li> <li>• People are provided with support to get into work</li> </ul>	<p>DWP expects that the families and individuals identified for this provision will not necessarily be the most complex families. Local Authorities will have been working with them already on other problems and have identified that they are at a point where they would benefit from work focused support. These families are probably tier 1 and tier 2 as described in the Common Assessment Framework.</p>	<p>Identify if 2377 families on this programme are counted as part of the 1050 most 'troubled families' identified within the troubled families programme. We will work in partnership through District Delivery Groups and service providers including education, crime, social care, housing, worklessness and health. A governance group will be set up that links into the Children's Trust Board.</p> <p>Ensure DV work links into 'Focus Family' Programme.</p>
<p>Government Expectation</p>	<p>Funding can be used to identify the families and develop current or new systems for recording relevant information on outcomes for the performance framework.</p>	<p>To ensure that there will be no double counting of families and to work in conjunction with all programmes to achieve best value and positive outcomes for families.</p>	<p>Ensure families are only counted once.</p>

		There are a number of programmes already working with these families and include the ESF provision. There are also a small number of Multi-Systemic therapy pilot. In addition there are other programmes such as Family Intervention Programmes.	Ensure all such programmes are considered to achieve maximum value for money and best outcomes for ‘trouble families’.
Governance Arrangements		To ensure both strategic and operational alignment of the programmes we must give consideration to a single strategic group for focus family work	Children’s Service SLT and Focus Family Operational Board set up to manage Focus Family programme.
Most vulnerable families	The ‘Focus Family’ approach ensures poverty will be challenged in all forms; ensure that the most vulnerable people in our communities receive the support they need improving the chances in life of the most disadvantaged in Cumbria a priority within the CS Directorate Plan 2012/13 and is aligned to Children’s Trust Board priorities. Functional ‘Commissioning Strategy’ EIA completed.	After the Riots’ report identifies rioters behaviour could be ascribed to poor parenting.	To work with partners to consider and identify actions necessary to dismantle the barriers to access the most vulnerable families and focus on priority areas of improvement and change. Recommending that service providers review specific aspects of their service delivery and identify actions needed to dismantle barriers.

			<p>Consult with priority families in the development of their service pathway.</p> <p>Ensure 'need' taken into account in all relevant areas for Focus Family when resources are commissioned for services.</p>
Improved partnership working	If Focus Family programme is successful the Council will save money in the future.		Ensure families not seen as risk as part of the safeguarding process are sign posted to other departments or agencies if required

**Disability and health and wellbeing:** All forms of disability recognised under the Disability Discrimination Act including sensory impairment, mental health, learning disabilities, mobility related conditions, conditions such as heart disease, diabetes, asthma. This also covers any impact on health and well being

Issue	Positive Impact or benefits	Negative impact or risks	Action Required
Children receiving Social Care Services		18.7% have a disability;	Consider as part of the equality screening process
Numbers of	78.5% of primary school children have no	2.6% of Children aged 0-16 are entitled	Consider as part of

Children with SEN	special educational needs (SEN); 81.1% of secondary schools pupils have no (SEN)	to disability living allowance;  3.4% of primary and secondary school pupils in Cumbria have a statement of Special Educational Needs	the equality screening process.
Attainment gap between pupils with an SEN and those without SEN	During 2013 a new equality objective will be set o look at the inequality gap between children with SEN and those without SEN to work to close the gap	48.8% at GCSE level;  KSI 28.6%	Consider as part of the equality screening process.  Continuous monitoring as part of the equality objective programme
Mental Health Problems	Projects linked to Love Barrow Families include 'Time Bank' were food and other resources are available, this project is supported by Northumbria University.	In Cumbria, approximately 6,500 young people aged 11 to 19 years have a mental health disorder and there were 1,126 hospital admissions due to self-harm among 15 to 24 year olds between 2003 and 2007. Rates of self-harm admissions were significantly higher in Cumbria compared to England overall, and were nearly four times higher in the most deprived areas of the county compared to the least deprived.(Source: Coming of Age 2011)	Consider as part of the equality screening process.  Love Barrow Families to address within their project area.

### Gender, Transgender and Marital Status

Issue	Positive Impact or benefits	Negative impact or risks	Action Required
Gender profile of	45.9% of children receiving social care	52.7% of children receiving social care	Consider as part of

children receiving social care services	services are female	services are male	the equality screening process
Gender educational attainment Gaps	<p>An equality objective set in 2012 to reduce the gender gap at KSI which has resulted in the gap at KSI</p> <p>Reading the gap has reduced from 9% in 2011 to 7% in 2012</p> <p>Writing the gap has reduced from 12% in 2011 to 9% in 2012.</p> <p>Maths the gap has reduced from 3% in 2011 to 2% in 2012</p>	<p>At County level girls out perform boys in every area at KSI and KS2. The attainment gap between male and female is:</p> <p>12% in writing at KSI; 10.6% in English at KS2; 9% in reading at KSI; 3% in maths at KSI; 1.5% in Maths at KS2</p>	Continuous monitoring KSI as part of Equality Objectives
Alcohol Misuse (HRBQ 2008 Year 10)	Drug and Alcohol is a local discretionary priority criteria for entry to the Focus Family Programme	<p>12% boys reported as having drank more that 21 units or more ;</p> <p>7% females reported as having drank more that 21 units or more</p>	Consider as part of the equality screening process
Feeling Safe after Dark		Only 59% of women reported feeling safe after dark compared to 70% of men an 11% gap	Consider as part of the equality screening process
Satisfaction with service delivery		Men had lower levels of satisfaction than women particularly with how services were designed and delivered. Men were 10% less likely to feel that public services were acting on the concerns of the residents.	To be explored as part of the EIA of the Complaints service

**Ethnicity:** All ethnic groups including Asian, Black, East Asian and white minority ethnic groups, including Eastern Europeans and Gypsy and Travellers.

Issue	Positive Impact or benefits	Negative impact or risks	Action Required
Pupils from BME Backgrounds	<p>Copeland has the lowest numbers of BME pupils at 2.2%;</p> <p>Allerdale and Copeland have lowest numbers of pupils with EAL at 0.8%</p> <p>Inclusion work to support GRT children and families had resulted in narrowing the gap at KS2 between GTR children and their peers from 12.4% in 2011 to 47% children gaining level 4+ in maths and English.</p>	<p>Carlisle has highest proportion of EAL pupils at 2.8%;</p> <p>BME pupils with SEN is 1.9% % of all pupils is 3.4%</p>	Continuous monitor as part of Equality objective programme attainment gap between GRT and their peers at
Profile of Children receiving social care services	<p>96.2% White British</p> <p>3.8% BME Origins</p>		Consider as part of the equality screening process
FSM eligibility for BME pupils		BME pupils eligible for FSM 7.1% % of all pupils is 12.1%	Consider as part of the equality screening process
BME KS2 Attainment Figures		<p>77.3% of BME pupils gain English and Maths at L4 above compared to a County average of 82.3%</p> <p>Carlisle has highest proportion of children from BME backgrounds at 4.7%</p>	Consider as part of the equality screening process
BME GCSE Attainment Figures	58.4% of BME pupils gained 5 GCSE's including English and Maths grades A – C	Overall County Average for 5 GCSE's including English and Maths is 56.4%	Consider as part of the equality screening

	82.5% of BME pupils gained 5 GCSE's in any subject	Overall County Average for pupils gaining 5 GCSE's in any subject 79.1%	process
Number of languages spoken in Cumbrian Schools	<p>For migrants arriving in Cumbria seeking advocacy 'People First Best Life Advocacy' offers a county wide advocacy service. The service is free and provides drop in sessions in Barrow, Carlisle, Penrith and Windermere</p> <p>Translation and interpretation services are available for CS to access</p>	62 languages spoken in Cumbria's Schools	<p>Ensure schools understand how to access interpretation and translation services.</p> <p>Focus Family programme will ensure translations services are available to anyone requiring them.</p> <p>Ensure BME families are sign posted to Best Life Independent Advocacy if required</p>
Satisfied with relationships in their local community:		<p>48% of respondents of BME felt they belonged to their local area compared to 67% of white British respondents a gap of 19%</p> <p>69% of respondents of BME origin felt people treated each other with respect and consideration compared to 54% of white British respondents a 15% gap</p>	Consider as part of the equality screening process
GRT Families	GRT Families will be identified as past of		Inclusive approach

	the focus family criteria		
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**Sexual Orientation:** including heterosexual, gay, lesbian and bisexual people

Issue	Positive Impact or benefits	Negative impact or risks	Action Required
Sexual Orientation	Issues that arise around this protected characteristic will be brought forward within this EIA	Issues that arise around this protected characteristic will be brought forward and addressed within this EIA	Issues that arise will be addressed as part of the Focus Family programme.

**Age:** Where a person is at risk of unfair treatment because of their age group

Issue	Positive Impact or benefits	Negative impact or risks	Action Required
Young People failed by the system		In a neighbourhood survey only 43% of residents feel schools adequately prepare YP for work. Only 22% feel public services are doing enough to address youth unemployment.	Consider what can be done to ensure that all children get the right support, control and guidance from parents and guardians. Early intervention.
Truancy	Children and YP supported to attend school, reducing truancy.	Improved attainment figures Riots – only 42% of residents in deprived areas agreed that schools were doing enough to address truancy	Ensure children and YP receive at all stages of their development support to find work particularly those not in employment education or training (NEET) or at risk of becoming NEET.

<p>Majority of rioters were under 24 –</p>	<p>Children’s Trust Board Priority four of -                  Young people are pro-active and productive citizens by age 16</p> <p>Strategic Outcomes:                  Young people have higher aspirations.                  Young people have the opportunity to learn and earn.                  Young people choose not to engage in risky activities and behaviours.</p> <p>In Cumbria, there was a 47% reduction in permanent exclusions from school between 2007/08 and 2008/09 from 34 to 18 pupils, and a 15% decline in suspensions from secondary school.                  Source: Coming of Age 2011</p>	<p>22 % of Cumbria’s population is under 20 years old (Coming of Age 2011)</p> <p>Truancy was highlighted as one driver for the riots, a recommendation of the ‘After the Riots’ report was for schools are required to publish more of their data to ensure they take steps to use exclusion as a last resort and transfer pupils to quality alternative provision.</p> <p>The years between the ages of 16 and 18 are a crucial staging post on the road to adulthood because young people who are outside the education system and the world of work for extended periods are at particularly high risk of experiencing disadvantage in adulthood. Young people who are not in education, employment or training (NEET) are experiencing an early and disjointed transition to adulthood and for many young people it is a step on a social trajectory leading to lower levels of mental health and wellbeing, lower earnings from paid work, being more likely to commit a criminal offence and to lead a less healthy and shorter life.                  (Coming of Age 2011)</p>	<p>Children’s Services SLT and Focus Family operational Board to implement Focus Family Programme.</p>
<p>Building Aspiration</p>	<p>YP are inspired, happy and feel valued as</p>	<p>After the riots identified low aspiration</p>	<p>Consider as part of</p>

	part of the community.	and feelings of hopelessness among YP.	'Focus Family' programme.
Youth Unemployment		<p>After the Riots report identified 83% residents felt that unemployment was a problem in their area.</p> <p>71% disagreed that there were sufficient job opportunities for YP in the area on leaving school.</p> <p>53% felt there were not enough opportunities such as apprentices to chose at school</p>	Link to the ESF Programme
After the Riots Report Societal Issues amongst YP		<p>67% felt that materialism among YP is a problem;</p> <p>53% felt the media were generally negative about YP</p> <p>77% felt that there was to much branding and advertising aimed at YP;</p> <p>85% felt advertising put pressure on YP to own the latest products;</p> <p>70% felts steps need to be taken to reduce the amount of advertising aimed at YP</p>	Consider as part of the 'Focus Family' programme.
Age profile of Children receiving Social Care		<p>The Number of children receiving social services in Cumbria is relatively equally among age groups:</p> <p>The age range 12-14 has the greatest number of children's social care users</p>	Consider as part of the equality screening process

		<p>with 437 receiving services; the age range 3 – 5 has the least children’s social care users with 321 receiving services just one less than the 6 – 8 age range; 34 Children were on the Children in Need Census.</p> <p>Children and young people who are looked after by a local authority are more likely to achieve poorer educational outcomes: only around one in six of those in care achieved five GCSEs A* to C grades compared to around half among all young people in Cumbria. The level of offending among this group is also higher in Cumbria than England with 5.0% and 3.5% respectively being cautioned or convicted in 2009.(Source: Coming of Age 2011)</p>	
<p>Young Offenders and First Time Offenders</p>	<p>Children’s Services working in conjunction with all North East Local Authorities sharing good practise.</p>	<p>Although Cumbria has a relatively low crime rate, rates of first time entrants to the criminal justice system among 10 to 17 year olds are higher in Cumbria than England.</p> <p>There are currently about 2,500 young people on the Youth Offending Service caseload in Cumbria.</p> <p>1 in 5 Young offenders are known to</p>	<p>Consider as part of the equality screening process</p>

		come from ‘troubled families’.	
Young people in families at risk of drug and alcohol misuse, such as those facing multiple disadvantages or where parents or siblings misuse drugs or alcohol		<p>Young people from specific vulnerable groups, such as those involved in offending or anti-social behaviour, truants, those excluded from school, or those looked after by local authorities;</p> <p>Young people at key transitional stages, such as moving from primary to secondary school or on leaving school;</p> <p>Young people subject to specific risk factors, including where their peer group have normalised substance misuse or where drugs are readily available in the area they live in. Source: Coming of Age 2011</p>	Consider as part of the equality screening process
YP and substance misuse		13.4% of YP reported substance misuse compared to 12.9% for North West England and 10.6% in England. Source: Coming of Age 2011	Consider as part of the equality screening process

**Religion/belief:** all faiths including Christianity, Islam, Judaism, Hinduism, Buddhism, Sikhism and non religious beliefs such as Humanism

Issue	Positive Impact or benefits	Negative impact or risks	Action Required
Religion and Belief	Issues that arise around this protected characteristic will be brought forward within this EIA	Issues that arise around this protected characteristic will be brought forward within this EIA	Issues that arise will be addressed through the Focus Family programme.

**Socio-Economic Status:** This can include people on low incomes, as well as issues around rural and urban deprivation

Issue	Positive Impact or benefits	Negative impact or risks	Action Required
Growing income gaps	It will ensure the most vulnerable people in our communities receive the support they need and improve the chances in life of the most disadvantaged in Cumbria	<p>The Organisation for Economic Co-operation and Development (OECD)<sup>66</sup> found that income inequality has risen faster in the UK than in any other OECD country since 1975. This data highlights that in the UK, the ratio of the average income of the richest 10 per cent to that of the poorest 10 per cent is nearly 12 to 1. Over half of people (58 per cent) from the Panel's Neighbourhood Survey believed there is a growing gap between rich and poor in their local area.</p> <p>The OECD cite some of the reasons for this including:</p> <ul style="list-style-type: none"> <li>Income shares of the top one per cent of earners doubling from 7.1 per cent in 1970 to 14.3 per cent in 2005;</li> <li>Taxes, transfers and benefits becoming less redistributive; and taxes becoming less equalising.</li> </ul> <p>70% of rioters were from deprived areas.</p> <p>There is a clear social gradient with</p>	<p>The focus family programme will challenge poverty in all it's forms.</p> <p>The JSNA is shaping the Focus Family programme.</p>

		young people living in the most deprived areas of the county being around four times as likely to be admitted to hospital due to assault compared to their peers in the least deprived areas.	
Effects of Deprivation		<p>YP particularly those growing up in deprived areas, often face multiple disadvantages that lead to poorer outcomes. They are likely to have lower levels of educational attainment, higher rates of being not in education, employment or training and less likely to establish social networks beyond their immediate circle that may restrict.</p> <p>The criteria for families to be part of Focus Family programme is not based on poverty alone.</p>	Consider as part of the equality screening process
Children in Need	<p>If a family fulfils only one of the criteria and is regarded by the Authority as a family that is 'of concern' ie receiving high cost services or has health problems, DV is prevalent or under 18 conceptions then local discretion can be used to ensure the families can enter the programme.</p> <p>Worklessness is one of the criteria.</p>	Poverty is not a criterion for Focus Family programme alone.	Consider as part of the equality screening process

**Community Cohesion:** This is where a decision or a change to services may risk creating tensions between community groups in a local area.

Issue	Positive Impact or benefits	Negative impact or risks	Action Required
<p>After the Riots Report identified participation, responsibly and common ground as 3 key factors in building relationships with communities</p>	<p>Residents want to be involved in their local area</p>	<p>Inability of residents to address concerns within their neighbourhood increases further problems and resentment.</p> <p>Possible future unrest in communities.</p> <p>Only one in 3 felt public services listen to the public</p> <p>Only 1 in 3 felt public services involved them in decision making</p> <p>51% did not agree that they were informed of decisions that had been made</p> <p>50% did not feel public services worked together effectively</p>	<p>Consider as part of the equality screening process</p>
<p>Community Issues identified following the riots</p>		<p>After the Riots Report highlighted:</p> <p>24% of community felt that the quality of life in their local area was poor;</p> <p>61% did not agree there was a close knit community;</p> <p>71% felt crime and anti-social behaviour was a problem in their area;</p> <p>59% said felt that members of the community did not treat each other with</p>	<p>Consider as part of the equality screening process</p>

		respect;  Residents frequently expressed concern about poor parenting.	
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### Phase 3: Action Planning

Based on actions raised in the action required box above

Area for further action	Actions proposed	Lead officer	When	Resource implications	Outcome
Troubled Families Programme	Identify 1050 families using the 'Troubled Families' Framework in Cumbria and carrying out an in-depth EIA screening all protected characteristic as recognised under the Equality Act 2010 to identify any issues.	Jane Williamson	Will be done in three phases. We are currently nearing the end of phase two and have started work with 526 families.	No additional resource required	Full understanding of inequalities these 1050 families face.
Phase I Identification of Families	We will identify the troubled families and ensure that a secure system is in place to track and monitor progress. We will initially work with 348 troubled families in 2012-13 of	Jane Williamson	Phase I complete March 2013	No additional resource required	The sign up secures the attachment fee (see section 8 for more info)

	which we will seek an attachment fee for 290 troubled families, in accordance with the Financial Framework				
Phase 2	Phase 2: We will engage with 525 identified troubled families in Cumbria over the next three years.	Jane Williamson	This work started in Spring 2013. The authority is on track to work with the allocated number of families.	No additional resource required	Phase 2 implementation
Infrastructure of 'Focus Family' Programme – Phase 2	'Focus Family Area Officer x 3 in place	Jane Williamson	Spring 2013 These posts are now filled.	No additional resource required. Cost to be met from the focus family programme	District area support for Focus Family Programme
Families Programme Love Barrow Families	Ensure these programme link into 'Troubled Families Programme'	Jane Williamson	This work is now aligned with the national Troubled Families programme	No additional resource is required.	Monitoring of Contract and specification in place
Develop and embed a system of active identification of	Work with Children's Centres, Senior District Managers	Jane Williamson	From early 2014 the work	No additional resource required	Joined up approach and awareness raising

families and live referrals for support	Children's Services, Schools, YOT and partners  Embed the programme for referral of families.		is able to take 'live' referrals and has been closely joined up with partner organisations.		
Governance Arrangement	Governance arrangements in place and managed through SLT CS and Focus Family Operational Board	Jane Williamson	On-going management	No additional resource required	Strategic and operational alignment of 'focus family' work.  Ownership of EIA
Regular refresh of EIA plus annual review of families identified as trouble under this programme	Refresh EIA and review of families identified within 'Focus Family' programme.	Jane Williamson	Agreed quarterly refresh	No additional resource required	Ensure all inequalities are addressed and that an up to date list is available to ensure the 'most troubled families' receive the support required.
Information Sharing Protocols and better ways of working in partnership with other agencies	Work with legal to address issues on protocols.	Jane Williamson	On-going	No additional resource required	Children's Services meets legal requirements and improved partnership working
Support the development of the e-CAF and roll out to partner organisations.	Work with Business Systems and Information team and Early Help team to roll	Deborah Royston	On-going	Costs met from the Focus Family programme	Data collection through e-CAF should help in more effective analysis of family factors. Data

	out the use of e-CAF. This is linked to the availability of the troubled families module on ICS. All data collated is with the consent of families.				on protected characteristics already collected through existing Children's services systems will be available through e-CAF.
Develop an understanding of the number of families with mental ill health as part of the eligibility of Focus family	Collate information on the number of families worked with through Focus Family who have mental ill health as a factor in their eligibility criteria for Focus Family	Deborah Royston	This work will become more accurate as the live referral process becomes embedded. Currently, all families worked with through Love Barrow Families have a mental ill health criterion.	No additional resource required	Accurate information on the mental ill health of families is gathered.
Develop an understanding of socio-economic status of families	Collate information on the number of families worked with through Focus Family who have a "Worklessness" factor as part of the eligibility criteria.	Deborah Royston	First information available 20 <sup>th</sup> February 2014	No additional resource required	Accurate information on the socio-economic status of families is gathered.

Develop an understanding of the profile of families in relation to disability factors	Analyse data on number of families claiming Disability Living Allowance and are eligible for Focus Family Support	Deborah Royston	First information available 20 <sup>th</sup> February 2014	No additional resource required	Accurate information on the disability factors in families is gathered.
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### Documents appended to the Equality Impact Assessment:

Programme Identified Phase PID Focus Family VI

### Quality Assurance and EIA completion

<b>Date completed</b>	April 2012
<b>Lead officer</b>	Deborah Royston
<b>Have staff been involved in developing the EIA?</b>	Yes
<b>Have community organisations been involved?</b>	
<b>Date of refresh</b>	January 2014
<b>Signed off by Director/Assistant Director</b>	<b>Agreed by the Family Focus Board April 2013</b>
<b>Date of Next refresh</b>	The next EIA will analyse the diversity profile of the families. This EIA will now be the over-arching Programme EIA