

Resident Impact Assessment

Early Help Review: Proposal for Start Well Family Support service

Service Area: Safeguarding and Family Support

1. What are the intended outcomes of this policy, function etc?

- To improve outcomes for children and families
- To deliver an offer at 80-90% of the current budget

2. Resident Profile

Who is going to be impacted by this change i.e. residents/service users/tenants? Please complete data for your service users. If your data does not fit into the categories in this table, please copy and paste your own table in the space below. Please refer to **section 3.3** of the guidance for more information.

		Borough	Service User	Staff profile
		Total:	Total: 1578	
Gender	Female	51%	56%	76%
	Male	49%	43%	24%
Age	Under 16	32,825	808	
	16-24	29,418	182	
	25-44	87,177	455	
	45-64	38,669	127	
	65+	18,036	6	
Disability	Disabled	16%	3%	10.1%
	Non-disabled	84%	97%	31.8%

Sexual orientation	LGBT	No data	No data	3.1%
	Heterosexual/straight	No data	No data	69%
Race	BME	52%	48%	46.5%
	White	48%	15%	48.8%
Religion or belief	Christian	40%	14%	33.3%
	Muslim	10%	9%	8.5%
	Other	4.5%	2%	16.3%
	No religion	30%	4%	11.6%
	Religion not stated	17%	73%	30.2%

		Borough profile	Service User profile	Staff profile
		Total: 206,285	Total: 3382	
Gender	Female	51%	53%	76%
	Male	49%	46%	24%
Age	Under 16	32,825	1586	
	16-24	29,418	423	
	25-44	87,177	1038	
	45-64	38,669	310	
	65+	18,036	25	
Disability	Disabled	16%	3%	10.1%
	Non-disabled	84%	97%	31.8%
Sexual orientation	LGBT	No data	No data	3.1%
	Heterosexual/straight	No data	No data	69%
Race	BME	52%	42%	46.5%
	White	48%	16%	48.8%
Religion or belief	Christian	40%	13%	33.3%
	Muslim	10%	8%	8.5%
	Other	4.5%	1%	16.3%
	No religion	30%	5%	11.6%
	Religion not stated	17%	73%	30.2%

3. Equality impacts

With reference to the [guidance](#), please describe what are the equality and socio-economic impacts for residents and what are the opportunities to challenge prejudice or promote understanding?

- Is the change likely to be discriminatory in any way for people with any of the protected characteristics?

The proposed change is not likely to be discriminatory against any of the protected characteristics.

- Is the proposal likely to have a negative impact on equality of opportunity for people with protected characteristics? Are there any opportunities for advancing equality of opportunity for people with protected characteristics?

The proposal presents opportunities for professional development for all individuals and to undertake roles with specialist functions. There are possible redundancies associated with all 4 options included in the business case. Redundancies will not disproportionately effect people with protected characteristics. All staff, including those with protected characteristics will be assimilated or ring-fenced based on current role. This process does not exclude any people with protected characteristics.

The proposed change will not have a negative impact on equality of opportunity for residents with protected characteristics.

There are considerations which will need to be reviewed as the proposal advances to ensure that any decisions taken about operationalising the new offer promotes equality of opportunity for people with protected characteristics.

The proposal includes a change in branding to reflect a new offer. Publicity will need to be revised, and families including those representing the protected characteristics, will need to be included in the development of the new branding, publicity and photos to ensure it promotes equality of opportunity.

There is opportunity to enhance equality of opportunity by incorporating within the new proposal some links to LGBTQ groups within the local community.

The proposal incorporates a locality approach, and it is anticipated that locally based teams will get to know the needs of their local community in a way that the current arrangement has not enabled. This will be achieved through links to and supporting of the capacity of voluntary sector organisations including those representing people with protected characteristics.

- Is the proposal likely to have a negative impact on good relations between communities with protected characteristics and the rest of the population in Islington? Are there any opportunities for fostering good relations?

The proposal is not likely to have an impact on good relations between communities with protected characteristics.

- Is the proposal a strategic decision where inequalities associated with socio-economic disadvantage can be reduced?

The proposal will enable teams to get to know the communities in which they are based, and to target estates or identified communities to find and engage the families who are most effected by socio economic disadvantage. offer will reach vulnerable families particularly those that services traditionally find hard to reach, and includes supporting families into employment.

4. Safeguarding and Human Rights impacts

a) Safeguarding risks and Human Rights breaches

Please describe any safeguarding risks for children or vulnerable adults AND any potential human rights breaches that may occur as a result of the proposal? Please refer to **section 4.8** of the [guidance](#) for more information.

The proposal will not carry any safeguarding risks for children or vulnerable adults or any potential human rights breaches.

If potential safeguarding and human rights risks are identified then **please contact equalities@islington.gov.uk to discuss further:**

5. Action

How will you respond to the impacts that you have identified in sections 3 and 4, or address any gaps in data or information?

For more information on identifying actions that will limit the negative impact of the policy for protected groups see the [guidance](#).

Action	Responsible person or team	Deadline
Ensure that any new branding is appealing and accessible to all residents including those with protected characteristics	Jenny Ling	April 2020

Please send the completed RIA to equalities@islington.gov.uk and also make it publicly available online along with the relevant policy or service change.

This Resident Impact Assessment has been completed in accordance with the guidance and using appropriate evidence.

Staff member completing this form:

Signed: _____

Date: [Click here to enter a date.](#)

Head of Service or higher:

Signed: *Laura Eden*

Date: 21/04/2020