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**Report to Clackmannanshire Council**

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**Date of Meeting: 2nd October 2025**

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**Subject: Grant Award to Clackmannanshire Family Support Collaborative**

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**Report by: Senior Manager, Early Intervention**

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**1.0 Purpose**

- 1.1. To update Elected Members on the development of the Family Support Collaborative and seek approval for the next phase of activity, including funding arrangements.

**2.0 Recommendations**

- 2.1 Council is asked to approve:

The consolidation of funding from the existing Council core budget and WWF fund as a Grant fund to the Family Support Collaborative with CTSI being the administrator of the Grant fund through the Family Support Collaborative. Council is asked to note that arrangements will be implemented once grant agreements finalised and signed.

**3.0 Considerations**

**Background**

- 3.1 The Family Support Collaborative was established following a strategic review of third sector commissioned services in Clackmannanshire. The review highlighted strong collaboration across services but identified areas for improvement, particularly in the delivery of intensive family support and the reduction of service duplication. Third sector commissioned services are funded through Clackmannanshire Council's Children's Services budget. In addition, the council receives an annual grant through the Whole Family Wellbeing Fund. Collectively, this funding has enabled the implementation of a comprehensive range of early intervention services and has been allocated to third sector providers to enhance both the scope and capacity of intensive whole family support provision.
- 3.2. The Family Support Collaborative is a partnership between the Council, local families, and third sector organisations. It reflects the Council's commitment under The Promise to provide accessible, timely, and sustained support for families.

- 3.3. The next phase involves co-designing services with children, young people, and families—empowering them to influence funding decisions and service priorities. This approach aims to create flexible, responsive services and strengthen community involvement in public service delivery.
- 3.4. The approach proposes a change to the administration of the current model of funding to award Grant funding to the Family Support Collaborative (via CTSI as the administrator). This funding combines the Whole Family Wellbeing Fund annual grant and Children's Services core council funding for whole family support services. A Delivery Leads Group involving Council officers, third sector, and community representation will oversee implementation and ensure outcomes are met.
- 3.5. A robust legal framework has been established to support this work, with monitoring and reporting aligned to the Wellbeing Local Outcome Improvement Plan and the Community Wellbeing Plan. Appropriate governance arrangements will be put in place by way of grant agreements with appropriate protections which include performance indicators and reporting requirements.
- 3.6 The Council's Be the Future Transformation Programme has provided the framework for shaping Council priorities, investment, and delivery since 2019. It focuses on three key themes:
  - Sustainable Inclusive Growth
  - Empowering Families and Communities
  - Health and Wellbeing.

In the Be the Future Update presented to Council in March 2024, it was noted that the Family Wellbeing Partnership was showing great progress as follows:

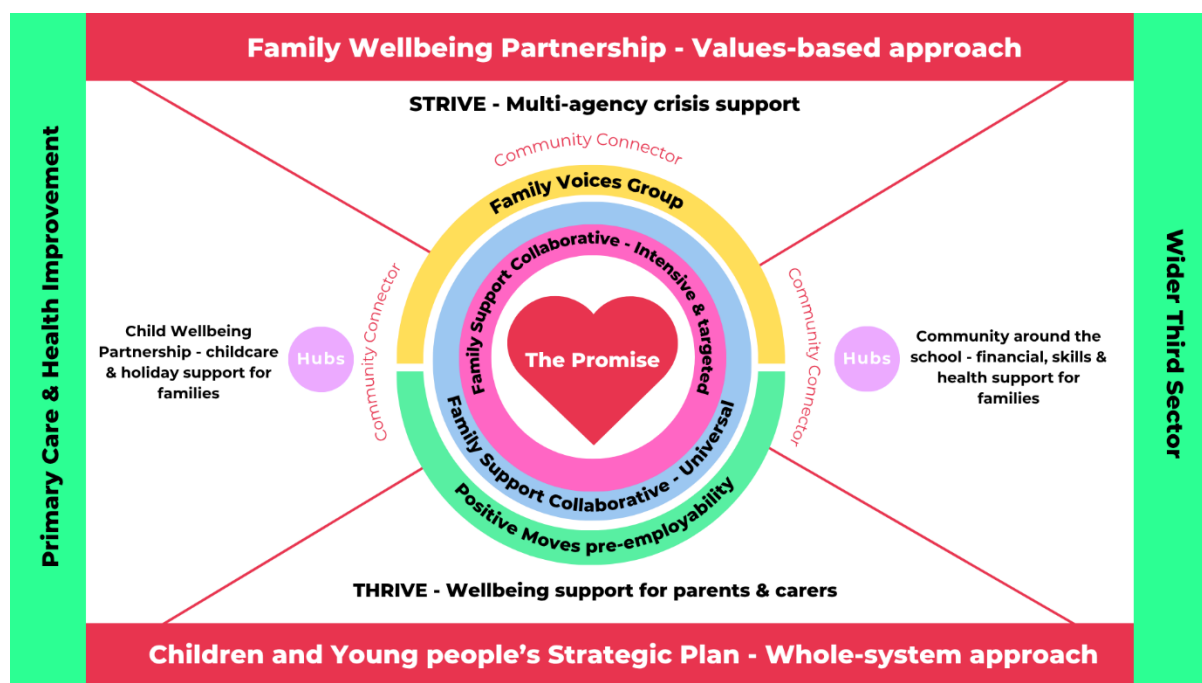
- Resources and staff had moved closer to communities, integrating services, and involving and empowering individuals in the design and delivery of services.
- This shift was strengthening collaboration with community organisations and partners to support Clackmannanshire communities and improve outcomes for local people.
- This approach had attracted national interest from other local authorities, as well as some funders.
- The Family Support Collaborative is another development which demonstrates the Be the Future Target Operating Model.

## **Progress**

- 3.7 Over the last year and a half, much work has taken place to develop more collaborative and integrated models of working across People Directorate and with other Directorates. The development of this collaborative partnership model was made possible due to the context set through the Be The Future Transformation Programme and activities such as the Values Based Leadership Programme delivered throughout the Family Wellbeing Partnership. The Family Support Collaborative works alongside projects such as Community around the School and Child Wellbeing Partnership. Both STRIVE and The Family Support Hubs have benefitted from the addition of a Community

Connector who works to support families to access appropriate community supports.

- 3.8 In addition, Clackmannanshire Third Sector Interface (CTSI) has invested funding to the Family Support Collaborative, through the recruitment of a Collaborative co-ordinator who manages and evaluates the hubs, referrals, and community events. CTSI were delighted when they received Robertson Trust Funding to support this work, which has enabled them to continue the employment of the co-ordinator and to offer to act as administrator for the Family Support Collaborative. The diagram below represents how these different stands work together:



- 3.9 Feedback from all partners regarding this work so far has been very positive, however the Family Support Collaborative now needs to progress to the next stage, which is to align funding with the model and to enable our partners and communities to have more direct input into the allocation of funding and design of services, through increasing the level of responsibility and accountability in relation to use of funding allocated to the provision of Whole Family Support.
- 3.10 With the Transformation Space already testing this approach to allocation of funding for early intervention and prevention activity, there is an excellent opportunity to maximise learning and to progress the transformation and system change. .
- 3.11 This lived experience led approach to service delivery also supports the Council's fiscal challenges outlined in the Budget Context and Outlook report presented to Council at its annual budget setting meeting on 27 February 2025. It does this by clearly outlining the need to reduce reliance on intensive support services, reduce reliance on out of authority placements and pro-actively support children and families from an earlier stage to reduce escalation and crises. This approach has been embedded into the model of care developed by the Family support Collaborative. The Community Wellbeing Plan annual report presented to Council on 28 August 2025 outlined early impact of these shifts.

## Funding Arrangements – Family Support Collaborative

- 3.12 It is proposed to allocate a grant of £679,178.50 in year 2025/26 and £948,357 in 2026/27, subject to Council budget approval. This is a consolidation of the two current budgets; Children's services core funding and the WFWF fund. It is anticipated that by March 2027, the work of the Family Support Collaborative and the Transformation Space will be more closely aligned, therefore there may not be a need for separate grant funding arrangements. The Transformation Space is currently in year 0 of its development and this is a new step for the Family Support Collaborative, thus it is difficult to be prescriptive regarding the timescale for conclusion. Therefore, the legal arrangement proposed allows for an optional extension in year 2027/28. If this option was taken the amount available (subject to budget approval) would be £875,357.
- 3.13 This proposal would see CTSI administering, managing and distributing the grant in line with decisions taken by the Family Support Collaborative and involving those with lived experience. CTSI will not receive any financial recompense for fulfilling the administrative function attached to this activity and has entered into the arrangement in order to progress the collaborative ways of working desired as part of the Target Operating Model.
- 3.14 The table below details the level of grant funding proposed, along with the source of the funding:

Funding Period	WFWF Funding	Core Council Funding
2025/26	£410,000	£269,178.50
2026/27	£410,000	£538,357 (SUBJECT TO COUNCIL BUDGET APPROVAL)
2027/28 (OPTIONAL EXTENSION)	£337,000	£538,357 (SUBJECT TO COUNCIL BUDGET APPROVAL)

- 3.15 Grant agreements, currently in draft, have been developed to ensure proper governance. The drafts are based on the Council's standard grant templates, any alternative proposals shall be considered to ensure they contain similar Council protections. The agreements contain appropriate Key Performance Indicators and Outcomes, as well as monitoring and reporting requirements.

## 4.0 Sustainability Implications

- 4.1. No specific sustainability implications are identified. However, this new approach to service design and delivery responds to the fiscal challenges and growing community needs facing the Council, and our ambition to be more sustainable and viable in the medium to longer term.

## 5.0 Resource Implications

### 5.1. Financial Details

The full financial implications of the recommendations are set out in the report which includes the allocation of funds from Scottish Government Grants and revenue budgets already focused on supporting Wellbeing. The value of these funds could be up to £1,750,983 over 3 years (if extended) which would be transferred into the Family Support Collaborative.

- 5.2. The full financial implications of the recommendations are set out in the report. This includes a reference to full life cycle costs where appropriate.

Yes ☒

- 5.3. Finance has been consulted and have agreed the financial implications as set out in the report.

Yes ☒

### 5.4. Staffing

There are no staffing implications identified.

## 6.0 Exempt Reports

- 6.1. Is this report exempt? Yes ☐ (please detail the reasons for exemption below) No ☒

## 7.0 Declarations

The recommendations contained within this report support or implement our Corporate Priorities and Council Policies.

### (1) Our Priorities

- Clackmannanshire will be attractive to businesses & people and ensure fair opportunities for all ☐
- Our families; children and young people will have the best possible start in life ☒
- Women and girls will be confident and aspirational, and achieve their full potential ☒
- Our communities will be resilient and empowered so that they can thrive and flourish ☒

### (2) Council Policies

- Complies with relevant Council Policies ☒

## 8.0 Equalities Impact

- 8.1 Have you undertaken the required equalities impact assessment to ensure that no groups are adversely affected by the recommendations?  
Yes ☒ No ☐

## 9.0 Legality

- 9.1 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes ☒

## 10.0 Appendices

- 10.1 Please list any appendices attached to this report. If there are no appendices, please state "none".

### Appendix 1 - EQIA

## 11.0 Background Papers

- 11.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)  
Yes ☒ (please list the documents below) No ☐

Other documents of relevance to this report:

Christie Commission on the Future Delivery of Public Services

<https://www.gov.scot/publications/commission-future-delivery-publicservices/pages/1/>

Scottish Approach to Service Design

<https://www.gov.scot/publications/thescottish-approach-to-service-design/documents>


WWF Award letters

WWF guidance

## Author(s)

NAME	DESIGNATION	TEL NO / EXTENSION
Gillian Scott	Senior Manager Early Intervention	07891041671

## Approved by

NAME	DESIGNATION	SIGNATURE
Lorraine Sanda	Strategic Director (People)	



## Equality and Fairer Scotland Impact Assessment (EFSIA) Summary of Assessment

**Title:**

**Grant Award to Clackmannanshire Family Support Collaborative**

**Key findings from this assessment (or reason why an EFSIA is not required):**

The assessment of the proposal is that this will enhance the Council's current approach to ensuring that all those with protected characteristics and/or equality groups are supported and enabled by the Council to live their best life.

**Summary of actions taken because of this assessment:**

The Family Support Collaborative Delivery Leads group agreed to undertake ongoing consultation and review to ensure that all funding decisions are made with due consideration of the assessment findings and requirement for equally accessible services for all priority groups.

**Ongoing actions beyond implementation of the proposal include:**

The Delivery Leads Group created as part of this proposal should undertake an annual assessment to ensure that no specific group, or individual, facing disadvantage has been excluded and, if so, assess how this may be addressed.

Clackmannanshire Council has a clear focus on reducing inequality through the Local Outcomes Improvement Plan 2024/34; Community Wellbeing One Plan One Report; and Be the Future Transformation Plan.

**Lead person(s) for this assessment:**

**Gillian Scott, Senior Manager Early intervention**

**Senior officer approval of assessment:**

**Lorraine Sanda, Strategic Director, People Directorate**

**DATE: 23 September, 2025**

## **Equality and Fairer Scotland Impact Assessment (EFSIA)**

An Equality and Fairer Scotland Impact Assessment (EFSIA) must be completed in relation to any decisions, activities, policies, strategies or proposals of the Council (referred to as 'proposal' in this document). The first stage of the assessment process will determine the level of impact assessment required.

This form should be completed using the guidance contained in the document: ['NAME']. Please read the guidance before completing this form.

The aim of this assessment is to allow you to critically assess:

- the impact of the proposal on those with protected characteristics and, where relevant, affected by socio-economic disadvantage (referred to as 'equality groups' in this document);
- whether the Council is meeting its legal requirements in terms of Public Sector Equality Duty and the Fairer Scotland Duty;
- whether any measures need to be put in place to ensure any negative impacts are eliminated or minimised.

The Fairer Scotland Duty requires public authorities to pay 'due regard' to how they can reduce inequalities of outcome caused by socio-economic disadvantage, when making **strategic decisions**. Strategic decisions are key, high-level decisions such as decisions about setting priorities, allocating resources, delivery or implementation and commissioning services and all decisions that go to Council or committee for approval.

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### **Step A – Confirm the details of your proposal**

#### **1. Describe the aims, objectives and purpose of the proposal.**

The Family Support Collaborative is a partnership between the Council, local families and third sector organisations. It reflects the Council's commitment under The Promise to provide accessible, timely, and sustained support for families.

The next phase involves co-designing services with children, young people, and families—empowering them to influence funding decisions and service priorities. This approach aims to create flexible, responsive services and strengthen community involvement in public service delivery.

The proposal involves a change to the administration of the current model of funding and seeks to award Grant funding to the Family Support Collaborative (via CTSI as the administrator). This funding combines the Whole Family Wellbeing Fund annual grant and Children's Services core council funding for whole family support services. A Delivery Leads Group involving Council officers, third sector, and community representation will oversee implementation and ensure outcomes are met.

#### **2. Why is the proposal required?**

The proposal is required to

- Improve the flexibility of delivery of family support, focussing on the views and needs of families themselves
- Enable a greater degree of responsiveness in support to children young people and families
- Reduce silos and deliver a whole person response
- Prioritise community Voice-led system transformation
- Create a framework to ensure strategic, agile and impactful flow of funds
- Build community wealth and deliver a Wellbeing Economy
- Deliver a single reporting framework with relevance to families

#### **3. Who is affected by the proposal?**

The proposal affects a wide range of individuals and groups across Clackmannanshire, particularly:

- Low-income households, who experience poverty.



- Children, young people and parents who experience socio-economic disadvantage and challenges accessing services.
- Council departments and partner organisations, whose work relates to family support, including social work, health, education, housing, and economic development.
- Community organisations and third sector groups, who are involved in delivering or supporting whole family support initiatives.

**4. What other Council policies or activities may be related to this proposal? The EFSIAs for related policies might help you understand potential impacts.**

The proposal is closely aligned with several existing Council policies and strategic initiatives, including-

- Local Outcomes Improvement Plan (LOIP) 2024-2034
- Community Wellbeing Plan 2025-26
- Children's Services Plan 2025-26
- Family Wellbeing Partnership (FWP)
- Transformation Space Initiative

**5. Is the proposal a strategic decision? If so, please complete the steps below in relation to socio-economic disadvantage. If not, please state why it is not a strategic decision:**

Yes

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## Step B – Consider the level of EFSIA required

*You should consider the available evidence and data relevant to your proposal. You should gather information in order to:*

- *help you to understand the importance of your proposal for those from equality groups,*
- *inform the depth of EFSIA you need to do (this should be proportionate to the potential impact), and*
- *provide justification for the outcome, including where it is agreed an EFSIA is not required.*

**What information is available about the experience of those with protected characteristics in relation to this proposal? Does the proposal relate to an area where there are already known inequalities? Refer to the guidance for sources of evidence and complete the table below.**

**Note:** The evidence gathered reflects the experiences of all protected characteristics but especially focuses on Families and Children being provided with support through the Family Support Collaborative. A key source of evidence used for this proposal was that used to create the Wellbeing Local Outcomes Improvement Plan. That detail can be found on page-4 of the WLOIP and covers all equality groups identified in the table below. In addition, the Council has gathered other evidence as follows:

- Family Support Service Map – identifying family support services, community groups and apCommunity Engagement events conducted by The Lens – with a number of communities identifying local solutions.
- The Family Wellbeing Partnership – working with communities to put in place solutions to long standing problems. The learning from this work has been documented by the Centre for Public Impact and is recognised, nationally, as sector-leading.
- Consultation events led by Family Voices Group, CTSI and Third sector agencies.

For each of the equality groups in the table below the evidence identifies that

- Traditional methods of funding projects and delivering services has produced services which can be difficult to access easily, dependant on referrals and do not always respond quickly to gaps in provision.
- The solutions put in place do not always meet community and individual needs and are reactive, rather than focused on prevention
- Lack of community voice in how services are delivered results in a sub-optimal outcome

<b>Equality Group</b>	<b>Evidence source</b> (e.g. online resources, report, survey, consultation exercise already carried out)	<b>What does the evidence tell you about the experiences of this group in relation to the proposal?</b> NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
<b>Age</b>	Family Voices consultation; Community Wellbeing Plan Community Profile; LOIP	There is ample data to suggest persons relating this protected characteristic face societal inequalities.  Children and young people face barriers due to their vulnerability and dependence on parents/carers to advocate their rights and meet their basic needs. These services support children and young people who are increased levels of risk. We know that Clackmannanshire has a high level of children subject to statutory measures of care, on the child protection register and exposed to issues such as substance use and domestic abuse.
<b>Disability</b>	As above	There is ample data to suggest persons relating this protected characteristic face societal inequalities. Family Support services are required to support families affected by disability, this proposal will include development of the delivery of such services
<b>Race</b>	As above	All children young people and families require equal access to family support services. Part of the role of this proposal is to ensure that services are accessible to all groups of children, young people and families.
<b>Sex</b>	As above	Women and girls require specific support and experience higher than average incidents of domestic abuse in Clackmannanshire
<b>Gender Reassignment</b>	As above	There is insufficient data to adequately comment on the relationship between persons related to this protected characteristic and perceived societal inequalities, however the long term action plan considers safety concerns of this group.
<b>Sexual orientation</b>	As above	Family Support services are required to be accessible to all families. This proposal seeks to ensure that this is possible
<b>Religion or Belief</b>	As above	Family Support services are required to be accessible to all families. This proposal seeks to ensure that this is possible
<b>Pregnancy or maternity</b>	As above	Clackmannanshire has a high rate of unborn babies and children aged 1 year and under on the Child Protection register. This proposal seeks to actively support this group.
<b>Marriage or civil partnership</b> (only the first aim of the Duty is relevant to this protected characteristic and only in relation to work matters)	As above	Family Support services are required to be accessible to all families. This proposal seeks to ensure that this is possible

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
<b>Socio economic disadvantage (if required)</b>	As above	The proposal directly addresses these challenges by prioritising inclusive, and responsive family support. It aims to reduce inequalities of outcome caused by socio-economic disadvantage through targeted support and family-led initiatives.

6. **Based on the evidence above, is there relevance to some or all of the equality groups? Y/ N/ unclear**  
YES

**If yes or unclear, proceed to further steps and complete full EFSIA**

**If no, explain why below and then proceed to Step E:**

### Step C – Stakeholder engagement

This step will help you to address any gaps in evidence identified in Step B. Engagement with people who may be affected by a proposal can help clarify the impact it will have on different equality groups. Sufficient evidence is required for you to show 'due regard' to the likely or actual impact of your proposal on equality groups.

7. **Based on the outcome of your assessment of the evidence under Step B, please detail the groups you intend to engage with or any further research that is required in order to allow you to fully assess the impact of the proposal on these groups. If you decide not to engage with stakeholders, please state why not:**

The current evidence gathered suggests that the proposal will provide the framework for community groups and families to lead and identify solutions to longstanding problems. Significant consultation has been held to date, and the proposal will mean that family voices will become an embedded part of how the Council delivers its services and prioritises its spend.

8. **Please detail the outcome of any further engagement, consultation and/or research carried out:**

Not applicable, as the proposal embeds continuous engagement.

## Step D - Impact on equality groups and steps to address this

### 9. Consider the impact of the proposal in relation to each protected characteristic under each aim of the general duty:

- Is there potential for discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010? How will this be mitigated?
- Is there potential to advance equality of opportunity between people who share a characteristic and those who do not? How can this be achieved?
- Is there potential for developing good relations between people who share a relevant protected characteristic and those who do not? How can this be achieved?

If relevant, consider socio-economic impact.

Age	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination	X			Based on the assessment, no significant age-related impacts were identified. existing measures are considered sufficient to ensure age equality and inclusion. Ongoing monitoring will continue to ensure that no future issues arise.  Promote age inclusive practices that support participation and engagement across all age groups.
potential for developing good relations				
potential to advance equality of opportunity				

Disability	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination	X			. The proposal provides much more opportunity for discrimination to be reduced and avoided.
potential for developing good relations	x			The proposal provides excellent scope for improving community relations and working alongside communities.
potential to advance equality of opportunity	x			There will be many opportunities for community and equality groups to be involved in defining and delivering specific solutions to meet their needs.

Race	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination	X			. The proposal provides much more opportunity for discrimination to be reduced and avoided.

potential for developing good relations				The proposal provides excellent scope for improving community relations and working alongside communities.
potential to advance equality of opportunity				There will be many opportunities for community and equality groups to be involved in defining and delivering specific solutions to meet their needs.

Sex	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	. The proposal provides much more opportunity for discrimination to be reduced and avoided.
potential for developing good relations	X			The proposal provides excellent scope for improving community relations and working alongside communities.
potential to advance equality of opportunity	X			There will be many opportunities for community and equality groups to be involved in defining and delivering specific solutions to meet their needs.

Gender Reassignment	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	. The proposal provides much more opportunity for discrimination to be reduced and avoided.
potential for developing good relations	X			The proposal provides excellent scope for improving community relations and working alongside communities.
potential to advance equality of opportunity	X			There will be many opportunities for community and equality groups to be involved in defining and delivering specific solutions to meet their needs.

Sexual Orientation	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	. The proposal provides much more opportunity for discrimination to be reduced and avoided.
potential for developing good relations	X			The proposal provides excellent scope for improving community relations and working alongside communities.
potential to advance equality of opportunity	X			There will be many opportunities for community and equality groups to be involved in defining and delivering specific solutions to meet their needs.

Religion or Belief	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	. The proposal provides much more opportunity for discrimination to be reduced and avoided.
potential for developing good relations	X			The proposal provides excellent scope for improving community relations and working alongside communities.

potential to advance equality of opportunity	X			There will be many opportunities for community and equality groups to be involved in defining and delivering specific solutions to meet their needs.
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Pregnancy/maternity	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	. The proposal provides much more opportunity for discrimination to be reduced and avoided.
potential for developing good relations	X			The proposal provides excellent scope for improving community relations and working alongside communities.
potential to advance equality of opportunity	X			There will be many opportunities for community and equality groups to be involved in defining and delivering specific solutions to meet their needs.

Marriage/civil partnership	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination (only the first aim of the Duty is relevant to this protected characteristic)			X	It is unlikely that this report will have a direct or indirect impact on this protected characteristic.

Socio-economic disadvantage	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Yes	No	No impact	
(If required) Will the proposal reduce inequalities of outcome caused by socio-economic disadvantage?	X			The proposal creates the opportunity to provide increased and earlier support to those experiencing inequalities of outcome as a result of socio-disadvantage.

## 10. Describe how the assessment might affect the proposal or project timeline?

Examples of the items you should consider here include, but are not limited to:

- **Communication plan:** do you need to communicate with people affected by proposal in a specific format (e.g. audio, subtitled video, different languages) or do you need help from other organisations to reach certain groups?
- **Cost:** do you propose any actions because of this assessment which will incur additional cost?
- **Resources:** do the actions you propose require additional or specialist resource to deliver them?
- **Timing:** will you need to build more time into the project plan to undertake research, consult or to complete any actions identified in this assessment?

A key aim of the proposal is to reduce inequalities and empower children ,young people and their families to access earlier support and to be involved in the design and delivery of services to meet their needs. The proposal has therefore been developed to take account of communications, costs and resources and is based on significant evidence available to the Council, the Community Planning Partnership, the Family Wellbeing Partnership and CTSI.



11. **Having considered the potential or actual impacts of your proposal, you should now record the outcome of this assessment.** Choose from one of the following:

Please select (X)	<b>Implications for the proposal</b>
X	<p><b>No major change</b></p> <p>Your assessment demonstrates that the proposal shows no risk of unlawful discrimination and that you have taken all opportunities to advance equality of opportunity and foster good relations, subject to continuing monitoring and review.</p>
	<p><b>Adjust the proposal and/or implement mitigations</b></p> <p>You have identified ways of modifying the proposal to avoid discrimination or to better advance equality of opportunity or foster good relations. In addition, or alternatively, you will introduce measures to mitigate any negative impacts. Adjustments and mitigations should be recorded in the tables under Step D above and summarised in the summary sheet at the front of the document.</p>
	<p><b>Continue the proposal with adverse impact</b></p> <p>The proposal will continue despite the potential for adverse impact. Any proposal which results in direct discrimination is likely to be unlawful and should be stopped and advice taken. Any proposal which results in indirect discrimination should be objectively justified and the basis for this set out in the tables under Step D above and summarised in the summary sheet at the front of the document. If objective justification is not possible, the proposal should be stopped whilst advice is taken.</p>
	<p><b>Stop the proposal</b></p> <p>The proposal will not be implemented due to adverse effects that are not justified and cannot be mitigated.</p>

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## Step E - Discuss and review the assessment with decision-makers

12. **You must discuss the findings of this assessment at each stage with senior decision makers during the lifetime of the proposal and before you finalise the assessment. Record details of these discussions and decisions taken below:**

This assessment was discussed the Strategic Director who agrees with the outcome.

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## Step F – Post-implementation actions and monitoring impact

It is important to continue to monitor the impact of your proposal on equality groups to ensure that your actual or likely impacts are those you recorded. This will also highlight any unforeseen impacts.

**13. Record any post-implementation actions required.**

Continuous community engagement is embedded in the proposal and in addition it is proposed that the Delivery Leads Group will have an annual review of the equality impact on equality groups.

**14. Note here how you intend to monitor the impact of this proposal on equality groups.**

Gather demographic and socio-economic data, with attention to protected characteristics under the Equality Act 2010 (e.g. age, disability, race, religion or belief, sex, sexual orientation).

A clear model of care and set of KPIs has been established which will be used to review and monitor impact

**15. Note here when the EFSIA will be reviewed as part of the post-implementation review of the proposal:**

The EFSIA will be reviewed annually alongside the annual reporting of the Family Support Collaborative.

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## Step G – Assessment sign off and approval

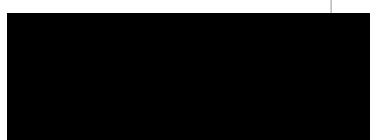
Lead person(s) for this assessment:



Signed:

Date: 23 September, 2025

Senior officer approval of assessment:



Signed:

Date: 23 September, 2025

All full EFSIAs must be published on the Council's website as soon as possible after the decision is made to implement the proposal.

