

**TORFAEN COUNTY BOROUGH COUNCIL  
FIRST STAGE – GENERIC EQUALITY IMPACT ASSESSMENT**



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**Name of Policy or Function:** Flying Start

**New or Established Policy?** Newly established (end '06)

**Date Assessed:** Sept 2007

**Assessed by:** Nia D Richards

**Designation:** Flying Start Co-ordinator

**Aim of the policy;**

To intervene early in the lives of the most disadvantaged children to improve their life chances. Outcome measures to indicate whether we have been successful will include achieving developmental milestones (including Nursery Baseline tests and KS1) and health outcomes such as low birth weight and breastfeeding rates. Flying Start Services are available to all families with children aged 0-3 in the school catchment areas of Woodlands – Cwmbran; Pontnewynydd & Penygarn – Pontypool; Hillside - Blaenavon

**QUESTION**

**1. What is the purpose of the policy or changes you want to make to it?**

To intervene early in the lives of the most disadvantaged children to improve their life chances. Outcome measures to indicate whether we have been successful will include achieving developmental milestones (including Nursery Baseline tests and KS1) and health outcomes such as low birth weight and breastfeeding rates

**2. Who is intended to benefit from the policy and how?**

All families with children aged 0-3 in the school catchment areas of Woodlands – Cwmbran; Pontnewynydd & Penygarn – Pontypool; Hillside – Blaenavon

Flying Start is delivered through: enhanced health visiting & midwifery service, half-time childcare place for rising 2's, Sure Start services, parenting courses, basic skills courses and the development of two further Integrated Children's Centres satellites

**3. Does this Policy relate to an established strategy or framework?  
(If yes, please detail)**

Assembly's 3 year All Wales Flying Start programme

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**4. Is responsibility for the policy shared with another department or organisation/ authority?  
(If yes, please detail the Council's specific responsibilities in relation to the policy?)**

The Council is expected to oversee and co-ordinate service delivery from Gwent Healthcare NHS Trust with Torfaen Local Health Board, education department, public and private childcare providers

**7. Where does responsibility for the policy finally rest?**

Ultimately with the council, however, robust contracts and service level agreements have been established to ensure that service providers take responsibility for element for which the council has no remit.

**8. How will the proposed policy be put into effect? Who will be responsible for implementation and subsequently monitoring?**

The programme is management and overseen by a project board which directs the work of the council and all partners involved. All parties are responsible for monitoring their own discreet services, the council will also monitor and evaluate the service as a whole. The Assembly will also monitor and evaluate the programme at both council and all Wales level

**9. To what extent will the policy achieve greater equality and assist in promoting good relations between different societal groups? (ie. Race, gender, disability, welsh language, age, religion and sexuality)**

This programme focuses on providing services to children and families from less advantaged areas. It will also signpost them to appropriate groups within any public or voluntary sector organisation

**10. What are the specific outcomes you hope to see from the policy?**

To significantly improve nursery and baseline tests of children living in each of the four Primary School catchment areas.

To significantly improve language and cognitive development of children living in the four Primary school catchment areas.

To significantly improve health and wellbeing of children living in the four school catchment areas.

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To significantly reduce social, emotional and behavioural problems of pupils in the four schools.

Parents living in the four catchment areas report that their support needs have been met and they feel confident in bringing up their children.

Identifying high early needs and providing appropriate multi-agency services.

## **11. What criteria will you use to measure progress towards these outcomes?**

Outcome measures to indicate whether we have been successful will include achieving developmental milestones (including Nursery Baseline tests and KS1) and health outcomes such as low birth weight and breastfeeding rates. The monitoring and evaluation tool is currently in development

## **12. Are there any risks associated with the proposals, particularly for meeting the race equality duty?**

Flying Start is not a compulsory programme and therefore we cannot insist that services are taken up by children and families. Flying Start does not have the same statutory powers as education

Flying Start may potentially have different impacts for different racial groups – for example, if a black or ethnic minority community is more or less likely to take up services which are offered. The Programme will seek to ensure proactively that race equality is achieved, and that these communities are engaged within consultations or forums set up around the programme.

## **13. How does the policy fit with other policies, your own as well as those of other departments or organisations/authorities?**

The first of the Assembly Government's seven Core Aims for children and young people, based on the UN Convention on the Rights of the Child, is a commitment to ensure that all children have a flying start in life. International research demonstrates the potential short and long term economic paybacks for early years investment.

Flying start fits with all early years education policies, healthcare policies and community focussed policies

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**14. Which organisations are likely to have an interest in the proposals?**

Local authority departments (various), healthcare, voluntary sector, childcare providers

**15. Do stakeholders include representatives from all societal groups likely to be affected by the policy?**

Yes

**16. What relationships do you have, or need to have, with these stakeholders, if the policy is to be credible and have their support?**

Flying start is a multi-agency programme and cannot be delivered without all partners being involved and proactive

**17. Have you considered involving departments or authorities with similar policies in the assessment process, to benefit from their experience, and avoid duplicating work they may have already done?**

Yes. The Gwent Flying Start Co-ordinators meet and communicate regularly. There is also an all Wales co-ordinators network in which the council is an active participant.

**18. What possible consequences does the policy have for the people of Torfaen?**

To significantly improve nursery and baseline tests of children living in each of the four Primary School catchment areas.

To significantly improve language and cognitive development of children living in the four Primary school catchment areas.

To significantly improve health and wellbeing of children living in the four school catchment areas.

To significantly reduce social, emotional and behavioural problems of pupils in the four schools.

Parents living in the four catchment areas report that their support needs have been met and they feel confident in bringing up their children.

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<p>Identifying high early needs and providing appropriate multi-agency service</p>
<ul style="list-style-type: none"> <li>• <b>Could these consequences differ according to people's societal groups, for example, because they have particular needs, experiences or priorities?</b></li> </ul> <p>Potentially, but this will be due to their take up, or otherwise, of services. Services will not be provided differently to different groups</p>
<ul style="list-style-type: none"> <li>• <b>Is there any reason to believe that that people could be affected differently by the policy, according to their societal group, for example, in terms of access to a service, or the ability to take advantage of proposed opportunities?</b></li> </ul> <p>Yes. Flying Start currently only focuses enhanced services to the most disadvantaged children and families to improve their life chances. It is currently not offered to areas that fall outside of this umbrella.</p>
<ul style="list-style-type: none"> <li>• <b>Is there any evidence that any part of the policy could discriminate unlawfully, directly or indirectly, against people from some societal groups?</b></li> </ul> <p>No</p>
<ul style="list-style-type: none"> <li>• <b>Is there any evidence that people from some societal groups may have different expectations of the policy and the potential outcomes judging by Councils knowledge of their needs and experiences?</b></li> </ul> <p>No. Appropriate promotion of Flying Start will ensure that only those children and families eligible with expect to receive these services</p>
<ul style="list-style-type: none"> <li>• <b>Is the policy likely to affect relations between certain societal groups, for example, because it is seen as favouring a particular group or denying opportunities to another?</b></li> </ul> <p>Yes, potentially. Flying Start currently only focuses enhanced services to the most disadvantaged children and families to improve their life chances. It is currently not offered to areas that fall outside of this umbrella. This programme is time limited until 2011. There is as yet no indication of whether the programme will continue or be extended to other areas.</p>

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<ul style="list-style-type: none"> <li>• <b>Is the policy likely to damage relations between any particular societal group and the Council?</b></li> </ul> <p>No. Relations are expected to be enhanced</p>
<ul style="list-style-type: none"> <li>• <b>From these responses does it appear that this policy requires a full assessment?</b></li> </ul> <p>No</p>
<ul style="list-style-type: none"> <li>• <b>What action needs to be taken next?</b></li> </ul> <p>Will consider: establish equality monitoring arrangements for people taking up the service ie, peoples ethnicity, disability status of child/parent, to have as an element of any regular management reports information about who is using the service and any action taken to address any apparent problems in service access.</p>
<p><b>Overall weighting</b></p> <p>High                      <b>Medium</b>                      Low</p>

If you have answered **YES** to any of the above questions, the policy/proposed policy will be relevant to the Council's responsibilities under the race equality duty. A **FULL ASSESSMENT** needs to be undertaken to determine the likely effects the policy could have on different societal groups.

**Conclusion:**

It is not necessary to undertake a full assessment at this stage. Paragraph 12 addresses the spirit with which programme will consider equality issues.