

## **The Future of Family Hubs Delivery and Children's Centre Buildings Consultation Concluding Recommendations**

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### Report of the Director of Children and Young People's Futures

Please note that the following recommendations are subject to consideration and determination by the Cabinet (and confirmation under the provisions of the Council's Constitution) before taking effect.

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#### **1) Recommendation**

That the Cabinet be asked to:

- (a) Agree that the delivery of Family Hubs should be undertaken directly by Devon County Council from the 1 April 2025, including the transfer of related staff into the authority (through a TUPE arrangement)
- (b) Agree to the recommendations of a phased approach pertaining to the former children's centre buildings which is set out in paragraph 3.15 and table of Actions and Mitigations at 3.16.
- (c) Agree to delegate to the Director of Children and Young People's futures and the Director of Transformation & Business Services in consultation with the Cabinet Member for Children's Services and the relevant local Member, the decisions relating to individual buildings.

#### **2) Background / Introduction**

- 2.1 The development of a Family Hubs model for Devon was agreed by Cabinet on 11 October 2023, following the development in 2022 of the Family Hubs and Start for Life Programme and policy which was set up and taken forward by the Department for Education and the Department for Health and Social Care. The Family Hubs programme sits within the Children's Services Improvement Programme, aligned to the Early Help redesign and is an agreed priority of the council to help improve the entire Early Help pathway for children, young people and their families. Family Hubs have been implemented successfully elsewhere across the country, including in Torbay, Plymouth and Cornwall.
  - 2.2 The proposal builds on the previous £800,000 investment in Early Help which was agreed at the Devon Education Forum in January 2024 and has successfully supported the expansion of our Early Help offer. The proposal to move to an in-house delivery mechanism sits within the context of the developing open access delivery model across Devon for families with children aged 0-19 (up to 25 with SEND and Care Leavers). Providing opportunities to develop a clear and cohesive pathway of support and line of sight for families, which ensures they can get the right help at the
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earliest opportunity but also works closely with our Early Help, Statutory and Specialist services to provide clear routes and partnership working around step up and step down support for children and their families (See Appendix 1). This includes further changes in how and where services are delivered alongside, an improved outreach offer. The proposals for which buildings should serve as hubs or outreach venues have been reviewed following a full statutory consultation from 6th April 2024 to 3rd July 2024 and a discussion at Children's Scrutiny Standing Overview Group (CSOG) on 29 July 2024.

2.3 The Council has previously commissioned Children Centre Services in Devon, the history of this contracting can be summarised as follows: -

- In November 2017, Cabinet approved the award of a £5.9885 million contract to Action for Children to deliver targeted Early Help support.
- In December 2022, Cabinet agreed to an extension of 12 months for the contract offering targeted Early Help with a reduced budget of £5.517 million. This contract ended on the 31st of March 2024.
- In October 2023, Cabinet agreed to the direct award of a new 12-month contract from the 1st April 2024 with a budget of £4.8 million (including £1.5 million from Public Health) focusing on prevention and early intervention, to reduce inequalities and engage with communities to help build, shape and strengthen local services that reflect and respond to local need.

2.4 In response to the specification and as part of the transformation so far, the provider has introduced a staffed single phone line for families to speak directly with a Family Hub practitioner who can signpost or provide support and guidance immediately. A web site of resources, information and online support has been produced and continues to be to be developed. The provider is feeding back their findings, successes, risks and barriers to Devon County Council as part of their ongoing contract management and review. The learning and development from this transitional year will continue to feed into the future development of Family Hubs across Devon.

2.5 We want to reduce the number of children requiring a statutory social work intervention. As a result, we are reshaping and strengthening our Targeted Early Help offer which supports families with multiple or complex needs. Alongside this we are also enhancing the partnership level through Family Hubs to ensure that support is offered at the earliest opportunity with the aim of enabling families to find their own solutions and support networks at a community level. Our aspiration is that Family hubs will work at a community level to ensure that families get the right support at an early stage to prevent escalation over time but to also prioritise our statutory safeguarding duties by ensuring those most in need get a clear pathway to the correct support.

2.6 Work is ongoing to utilise the Devon Safeguarding Children Partnership Locality Partnership meetings, which are attended by members from Education, Early Help, Health and the Community, Voluntary and Social Enterprise Sector (VCSE). From this, work is taking place to further enhance Family Hub focus groups which will work together to develop Family Hubs in each District Council area based on specific local

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needs and themes. Community development is taking place with the VCSE to strengthen community resources. Family Hubs will continue to evolve and grow both from the physical buildings and outreach and partnership with communities and partners across Devon. This will include over time:

- Devon's schools and colleges
- Utilising space and relationships across Devon's 50 libraries
- Council's Youth Services and community led activities for YP and families
- Public health nursing offer
- Work supporting children and families around special educational needs and disability
- Supporting young people in care, or care leavers
- Work alongside Districts including accommodation advice and support
- Devon's voluntary, community and social enterprise Assembly/sector
- Support around training, employment and skills
- Specialist support around substance misuse and domestic violence
- Government agencies, including DWP
- Responding to Government policy changes e.g. Possible new Community Mental Health Hub Model

2.7 Previous extensive engagement has been carried out with families who have told us:

- They want to be able to access support in friendly, welcoming, non-judgemental, open, and safe spaces on a drop-in basis, without appointment, criteria or waiting lists, which can be suitable for the whole family.
- They would like multi-functional spaces which can support them to meet with their peers, as well as a range of practitioners who are all working together.
- Spaces where they can access more face-to-face advice, information and support if preferred and which also enable families to learn more about what support is available locally to them in their communities.
- Some families outlined a feeling that there was nothing within the area in which they live which could meet their needs.
- Other families highlighted that to meet their needs, more support is required for families with children with SEND, advice and support on parenting, mental health support, early years support and better access to people to talk to at the point when they need them.

2.8 The three main themes from professionals were:

- A need for the local system to recognise the range of skills and expertise currently available to families across a spectrum of services.
  - A wish to develop closer partnership working and develop community resilience to build on the systems in place to support families.
  - A requirement to better share learning, resources, and a better understanding of what is available for the families they support.
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2.9 A public consultation was conducted throughout May and June 2024 on the proposals regarding the change to the current Children's Centre service and buildings from which these are currently delivered. The full report outlining the results of the consultation is available in Annex 2. The results can be summarised as follows:

- There were 766 responses in total of which 60% were from parents/carers, 23% were professionals, 17% were a combination of community volunteers, councillors and grandparents, with less than 1% from young people.
  - When broken down by area, most people in Torridge, Teignbridge, Mid, South and East Devon agreed with the proposals for the Children's Centre buildings in their area.
  - There was however some robust feedback, from Exeter, West and North Devon.
  - The majority of those who disagreed cited opposition to the loss of a physical building, highlighting a view that this would lead to loss of support services.
  - For those who raised concerns that were directly linked to the loss of a building, these mainly related to children with complex needs attending Step by Step (SEND) groups who stressed that certain centres are particularly good for this.
  - Current provider staff have also fully engaged with the consultation process. As should be expected, staff expressed that they were concerned about the impact of proposed changes on their employment as well as where support for families would be delivered from.
  - Geographical access was also raised in areas where the proposal was to move the hub. This included the need for parking close to the hub building, the potential cost of travel including public transport for families, and difficulty in being able to travel for families without access to a car.
  - Of those who agreed with the proposals key positives identified were the advantages to families of the service adopting a universal proportionalism approach, where any family can access, bringing buildings back into use (either as a Family Hub or for childcare), increased support for older children (up to 19) who were not included in the Children's Centre age range or offer and the new offer of outreach support that can come to their local area.
  - There were several requests for more information about what a Family Hub would look like and what services would be available, including the outreach offer.
  - Some of the services that people said they would like to see in family hubs included support to be available at different times e.g. at evenings/weekends.
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### 3) Overview of Current Financial Position, Options and Proposed Approach

#### 3a) Current Financial Position

3.1 The Developing Family Hubs budget in 2024/25 is £5 million; £4.8 million for the main contract and £200,000 for other building related expenditure. In 2025/26 the Medium Term Financial Plan includes the budget reducing to £3.5million, when £1.5 million of one-off Public Health grant will cease. This is in addition to the £800,000 awarded by the Devon Education Forum in January 2024 to enhance our Early Help offer.

#### 3b) Options Appraisal

3.2 A brief synopsis of the options considered, and the challenges / issues involved with each is provided below for information:

- **Option 1** - Family Hubs to be delivered directly by the council (implement and bring in-house). This option will include a TUPE (Transfer of Undertakings Protection of Employment) consultation and TUPE transfer of existing provider staff members who will have protected employment rights if they have been wholly or mainly assigned by Action for Children to deliver the current Developing Family Hubs contract. Under this option any TUPE pre-transfer formalities for eligible staff would need to be completed by 31 March 2025 in order for the transfer to happen on 1st April 2025. Activity linked to family hub approaches and networks would continue to operate as part of the early help system for families.
- **Option 2** – Family hubs to be delivered through a newly commissioned contract and subject to commissioning and procurement arrangements including an extension of the current contract for up to 9 months. This option would include undertaking a full and compliant commissioning and procurement process, to identify a provider or consortium of providers to deliver identified activity, possibly to identify volumes and according to set quality standards. This could be through:
  - Procuring a Strategic Partner (lead provider arrangement) Providers would either have a single opportunity or multiple opportunities to bid to deliver activity grouped within the contracting arrangement to work in partnership with Devon County Council and partners, forming the “Strategic Partnership”. The provider and the Council would work in partnership to achieve agreed outcomes linked to the development and expansion of family hub approaches and networks locally.
  - Block contracting which involves a service contract with a provider to deliver activity for families to a particular volume. These approaches usually work best with a single provider.
  - Multi-provider agreements which are either closed or open (either with set points of entry or being open all the time.)

- Employees of Action for Children' who are wholly or mainly assigned to deliver the newly commissioned contract would transfer to this new Strategic Partner under TUPE.
- **Option 3** – Allow the 12-month contract with Action for Children to end on the 31st of March 2025 and do not continue with the development or expansion of family hub approaches and networks locally.

3.3 An evaluation criterion was used to assess identified options based on need, outcomes, and costs. The table below summaries the results. The full options appraisal with weighted scores can be found in Annex 3.

<b>Model Appraised</b>	<b>Total weighted score</b>	<b>Rank Order</b>	<b>Notes on scoring appraised of criteria</b>
Option 1: In house	<b>84.5</b>	<b>1</b>	Provides the highest opportunity for achieving the best outcomes for families, by delivering improvements and the right service for families and the future sustainability of Devon's Family Hubs model.
Option 2: Contract Extension and commissioning of a new provider.	55.5	2	Would adequately meet all criteria but lacks the flexibility to use the resources across all early help services and make future savings. Would require a full procurement exercise with the requisite built in time delays.
Options 3: Stop the contract and family hub arrangements with no replacement.	23.5	3	Potentially prevents the continuation of the Family Hubs ambition within Devon.

3.4 Taking into account the benefits and risk of each option the preference, resulting from this analysis, would be to bring the service into the local authority and continue the development of Family Hubs alongside the development of the wider partnership and Early Help Family Intervention Service and other early help services to ensure a pathway of support is available to the families of Devon.

### 3c) Proposed Approach

- 3.5 The proposal to move to a family hubs model in Devon County has been formed within the context of our previous governance decisions, public engagement results and an options appraisal.
- 3.6 The Devon model largely aligns with the national approach which can be categorised under three key outcome criteria as follows:
- Access: There is a clear, simple way for families to access help and support through a hub building and approach
  - Connection: There are services working together for families with a universal 'front door', shared outcomes and effective governance. There are professionals working together, through co-location, data-sharing and a common approach to their work. Families only have to tell their story once, the service is more efficient, with safeguarding at its core, and families get more effective support. Statutory services, the community, charities, and faith sector partners are working together to get families the help they need.
  - Relationships: Family hubs prioritise strengthening the relationships that carry us all through life, and building on family strengths, recognising that this is the way to lasting change. This idea is at the heart of everything that is done.
- 3.7 The 12-month developing family hubs contract runs from 1 April 2024 to 31 March 2025 and represents a significant period of transition and opportunity to test for change. Action for Children support roles and responsibilities alongside the Council and its partners as part of the developing family hubs system wide initiative which is focused on the following key functions:
- Greater access to advice, information, and intervention in local communities for families.
  - Taking identified actions contributing towards national initiatives Best Start for Life and Supporting Families.
  - Community engagement and partnerships, building, growing, and linking to community initiatives locally to meet needs.
  - Piloting and testing new delivery methods for community short breaks.
- 3.8 Appendix 1 shows the families journey within the Devon model. Essentially the service will operate at tier two (within Devon's levels of need) seeking to connect families with their communities to increase resilience and networks locally to support them with issues they experience at a much earlier point. Where families need more targeted support Families Hubs will support them with the process of referral and help them to step back when the time is right.
- 3.9 Our intention is to have consistently good services across Devon drawn from a range of statutory and non-statutory partners. However, the network of support services may vary across the diverse areas within Devon according to need. Services may include some of the following, working as part of a hub to ensure families are navigated to the right organisation, or specific intervention to meet their needs. This
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list is not exclusive and may include many other organisations operating in our city, towns, and villages.

- DCC Targeted Early Help services.
- Wider early years services and early education support.
- Public Health services.
- Public Health Nursing.
- Midwifery services.
- Partners supporting as part of the Best Start in Life national initiative.
- Charity, voluntary and third sector partners including faith groups offering opportunities for families in their local communities.
- Partners supporting drug, alcohol and domestic abuse or violence support.
- Partners supporting wider community health and wellbeing support for children and young people.
- Partners supporting and delivering the Reducing Parental Conflict programmes and developments.
- The Council led Disabled Children's Services.
- Partners supporting delivery of youth services.
- Schools, colleges, and Devon Schools Leadership Services (DSLs).
- Social care services delivered by the Council directly (Integrated Adult Social Care and Children).
- Childcare settings, for example, childminders; nurseries and pre-school settings.
- Partners from other Government Departments
- Partners providing careers and employability services in Devon to children, adults, and families.
- Partners delivering libraries.
- Education support teams.
- District Councils.
- Partners supporting children and young people with Special Educational Needs and Disabilities and their families.
- Safeguarding teams e.g., Multi-Agency Safeguarding Hub for children and young people (MASH).
- Social prescribing teams, wellbeing co-ordinators, community connectors and builders.

3.10 Our preferred option is for the service to be run and managed by Devon County Council as part of the overall suite of Early Help services. This enables a more flexible approach as work continues towards the creation of a coordinated pathway with a focus on developing resilience with families through community engagement.

### **3d) Staffing Implications**

3.11 The recommended option for the future of family hubs allows the Council the flexibility to model, design and shape staffing teams and structures accordingly.

3.12 The Council has recently worked with representatives from Action for Children regarding a TUPE transfer of 29 individuals into DCC who were delivering a Level 3 Targeted Family Support service for children. This TUPE transfer which happened

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on the 1 April 2024 has been a success with individuals feeling fully supported throughout the TUPE consultation process. Post TUPE transfer the 29 individuals were put through a comprehensive induction programme and welcomed into the Council and have quickly become integrated with the previous established Early Help teams. These employees are now part of the wider Early Help reshape and apart from a few concerns regarding work locations the consultation process regarding the restructuring has generally been a positive experience.

### 3e) Consultation Outcomes

- 3.13 Appendix 2 shows the recommended hub network across Devon divided into the four locality areas currently used to organise social work teams but ensuring at least one hub and a number of outreach spaces in each district area.
- 3.14 There were 766 responses to the consultation with 458 of these identifying as parents or carers. Action for Children informed us that they were aware that a number of responses came from Action for Children staff. Listening to the strength of feeling demonstrated within the consultation, from our communities in Devon, it is recommended that in some areas a phased approach is adopted to enable plans for hub locations to be co-produced with local communities.
- 3.15 Within Torridge, Teignbridge, South Hams, Mid and East Devon, most people agreed with the proposed use of the buildings. We recommend moving forward with these plans within Phase one which will be completed by December 2024. Within those areas there are specific places such as Torrington, Heathfield, Dartmouth, Exmouth and Holsworthy where there is more work to do in partnership with Communities see actions in the table below. These areas will be completed within Phase two and by the end of March 2025. Through the consultation it was also highlighted that there is more specific work to do In Exeter, West Devon and North Devon which will also take place during Phase 2. Where there are buildings on schools' sites that we are proposing to hand over for childcare, the estate team are working to ensure that there will still be space in the schools on an as and when basis for Family Hub work to take place with children from those schools.
- 3.16 The table below outlines the key feedback themes from the consultation and the actions Devon County Council will take to mitigate or address the points raised.

Key feedback from consultation	Actions and / or mitigations
Positive feedback about the benefits of co-location of some services	Seek to share spaces with partners wherever possible to promote multi-agency working and support for families.
Mainly positive feedback about extending the age range. Some concern about how Hubs will manage safeguarding if different age groups are using the same building, and about the risk of diluting the offer to younger children.	Notwithstanding that families are made up of children across a wide range of age and needs we will work with partners and service users to understand and design delivery points which make provision for early years and adolescents to be separate where appropriate. Hub buildings will be run in line with DCC safeguarding policy and practice.

	<p>All safeguarding policies are thoroughly checked as part of the tendering and quality assurance process.</p> <p>Hubs will be developed in partnership with local communities according to local need, working with the local support provision where this is already in place.</p>
<p>Positive feedback about extending the offer to include some universal support that parents can access without needing a targeted referral.</p>	<p>Further develop in partnership with communities and set out for families, details of this offer.</p> <p>Use social media and other forms of communication to ensure families are aware of what they can access and how.</p>
<p>Families want to be able to access support face to face when they need to and to know where and how to access it.</p>	<p>Families will still be able to access services face to face in all of our Hubs. we will further develop in partnership with communities and set out for families, the details of the outreach offer to be provided in areas where there is not a Main Hub</p> <p>Use social media and other forms of communication to ensure families are aware of what they can access and how.</p>
<p>More information is needed about what the offer will be from Hubs and via outreach</p>	<p>Family Hubs will deliver a partnership driven approach to universal and targeted provision. Working with the community to develop services which best meet their needs and communicating the support offer both via the Main Hubs and via outreach.</p> <p>Use social media and other forms of communication to ensure families are aware of what they can access and how.</p>
<p>Step by Step groups are highly valued by families of children with complex needs. Venues for Step-by-Step groups need to be accessible and some of the current children's centres are well set up for this.</p>	<p>Ensure that there is at least one building in each District that could offer Step by Step and/or SEND support groups.</p>
<p>It can be hard to access support and activities for older children and young people with SEND. For example, social groups, wraparound and holiday childcare.</p>	<p>Link with colleagues in the youth service and the childcare service to discuss this feedback and put together a joint response.</p> <p>Continue to develop a community-based offer in each district for families who have children with SEND.</p>
<p>Families of children and young people who can't attend school say that it can be hard to access support for their children and themselves.</p>	<p>Work with schools and the virtual head to identify and support these families.</p> <p>Work alongside early help teams to plan the approach and ensure families are identified effectively.</p>

Exeter 69% disagreed with proposals. Concerns around the proposed closure of Whipton Children's Centre (86% disagreement for this centre).	Proposal to explore how Whipton can be used as the main hub by working with partners around co-location of the building. Allow more time for this by completing in Phase two.
West Devon 80% disagreed with the proposals. Concerns about Tavyside Health Centre and Hatherleigh Children's Centre being repurposed for childcare, and about what space would be available in Okehampton.	Work with communities to further explore potential spaces in Okehampton and Tavistock, and to link with the school and multi-agency partners about suitable spaces that could be used for outreach groups in Hatherleigh. Allow more time for this work to be completed within Phase two.
North Devon 68% disagreed with proposals. Concerns about repurposing the three Children's Centre buildings in Barnstaple and whether the Town Council centre Hub would be a suitable place for families with young children.	More work needed to look for suitable venues in Barnstaple – possibly one of the existing buildings and/or working with community partners. Allow more time for this work to be completed within Phase 2.
Concerns about a reduced number of Hub buildings meaning that families will need to travel further for support or may not access it. Concerns that the families most likely to be negatively impacted by longer journeys are those who are already financially disadvantaged.	Work with the relevant schools to access space in buildings for groups, meetings or single sessions if needed. Further develop and set out for families, the details of the outreach offer to be provided in areas where there is not a Main Hub. Use social media and other forms of communication to ensure families are aware of what they can access and how.

- 3.17 On 29 July 2024 this report was heard and discussed by the Children's Standing Overview Group (CSOG). Members supported the model of partnership working and planned work with communities to co-produce Family Hubs moving forward. Discussions took place around ensuring work is carried out with faith groups and within specific communities including military families and asylum seeking families.

#### 4) Strategic Plan

- 4.1 Through the strategic plan Devon County Council has committed to being the best place to grow up, live well and prosper. Family Hubs form part of the Council's renewed Early Help strategy and meet a key strategic priority within the children's improvement plan to create sustainable changes that lead to good outcomes for children. This initiative will also contribute towards the outcome's framework for the national 'Supporting Families' programme.
- 4.2 Since 2022, the development of family hub approaches and networks have been led initially through a national programme for family hubs by the Department for Education and the Department for Health and Social Care with other local authorities. The aim of family hubs nationally is to assist with information, advice and support being offered at the earliest opportunity to local families in local

communities. The new Government have pledged a £95m investment into Young Futures Hubs which have a focus on joined up working to support young people's Mental Health, crime prevention and employment.

- 4.3 Devon's vision for Family Hubs is for families to be able to access the right support in the right place at the right time. Family Hubs offer a network of support services working together, rather than a stand-alone service. These services should be easily accessible to families within their own communities, built in collaboration with families and led by local need. Support should be delivered through familiar and trusted faces and spaces with no need for referral or meeting a certain criterion. Families should be able to access support through the Family Hub. Receiving the right support at the earliest point to prevent an escalation of need but also with the guidance and navigation through to targeted Early Help, Specialist or Statutory service when the need arises. Family Hub networks will work in partnership with communities to strengthen resilience and sustainable networks by pooling resources and upskilling partners. The vision for Young Futures Hubs fits well into our vision of partnership working and early intervention and there is potential for us to build and expand this support as part of the whole family approach within Devon Family Hubs.
- 4.4 Family Hubs in Devon will ensure that a family seeking help or guidance can access this quickly and easily at a universal level. Supporting a reduction in the need for escalation to targeted, statutory and specialist services or by supporting the journey for families through to such services when the need arises.
- 4.5 Following robust data and deprivation and usage analysis we aim to meet guidance on best value for money and develop a sustainable delivery model that leads to longer term efficiencies and better use of resources. If agreed the recommendations will result in a model which enables delivery closer to home for most families.

## **5) Financial Considerations**

- 5.1 The Cabinet is being recommended to treat the information relating to the financial considerations of this item as confidential because it contains information relating to the financial and business affairs of the Council and is information relating to contemplated consultations or negotiations in connection with labour relations matters arising between the Council and employees of, or office holders under, the Council, which would be likely to inhibit the free and frank provision of advice and exchange of views for the purpose of deliberation or the effective conduct of public affairs.

## **6) Legal Considerations**

- 6.1 The lawful implications of this proposal have been considered and taken into account in the preparation of this report. TUPE legislation provides that the new employer assumes all rights, powers, duties and liabilities under or in connection with the employment contracts of the employees who are transferring.
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- 6.2 Transferring staff would retain their same pre-transfer terms and conditions save that affected employees would automatically be enrolled into the Local Government Pension Scheme. DCC can only change the terms and conditions of the employees who transfer under TUPE if it can demonstrate that the grounds for the changes is related to an economic, technical or organisational (ETO) reason entailing a change to the workforce.
- 6.3 Agreements will need to be reached with landlords and other occupants and any relevant consents where required where either DCC are tenants of a building or where there is co-location with other partners. DCC will need to ensure properties meet requirements under health and safety legislation.
- 6.4 Through the development of Family Hubs, Devon County Council will be meeting its duties under the Childcare Act 2006 by promoting and facilitating access to Early Childhood services and working in partnership with education, health, CVSE and communities to improve wellbeing and reduce inequalities for children and young people in the area.

## **7) Environmental Impact Considerations (Including Climate Change, Sustainability and Socio-economic)**

- 7.1 It is not envisaged that this proposal to bring Family Hubs in house will have a significant Environment Impact. However, work being carried out to develop Family Hubs and the phased approach to the buildings will have a positive environmental impact due to services being more accessible within Family's local areas and communities resulting in less travelling. More services within one place will reduce the need for multiple buildings and travelling between designated buildings and more efficient energy use.

## **8) Equality Considerations**

- 8.1 Where relevant, in coming to a decision the Equality Act 2010 Public Sector Equality Duty requires decision makers to give due regard to the need to:
- eliminate discrimination, harassment, victimisation and any other prohibited conduct;
  - advance equality by encouraging participation, removing disadvantage, taking account of disabilities and meeting people's needs; and
  - foster good relations between people by tackling prejudice and promoting understanding.

In relation to the protected characteristics (age, disability, gender reassignment, marriage and civil partnership (for employment), pregnancy and maternity, race/ethnicity, religion or belief, sex and sexual orientation). This Council also treats care experience as if it were a protected characteristic. A decision maker may also consider other relevant factors such as caring responsibilities, rural isolation or socio-economic disadvantage.

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- 8.2 In progressing this particular scheme / proposal, an Impact Assessment has been prepared which has been circulated separately to Cabinet Members and also is available on the Council's website at <https://www.devon.gov.uk/impact/published>
- 8.3 Members will need to consider the Impact Assessment for the purposes of this item / meeting.
- 8.4 As highlighted throughout this report the proposed changes to the delivery of family hubs, both in terms of location and delivery model, will have an impact of families with children aged 0-19 (up to 25 with SEND and Care Leavers). It is essential that Officers work with local communities moving forward to ensure this impact is positive.

## **9) Risk Management Considerations**

- 9.1 The Cabinet is being recommended to treat the information relating to the risk management considerations of this item as confidential because it contains information relating to the financial and business affairs of the Council which would be likely to inhibit the free and frank provision of advice and exchange of views for the purpose of deliberation or the effective conduct of public affairs.

## **10) Summary / Conclusions / Reasons for Recommendations**

- 10.1 Subject to Cabinet agreeing the recommendations set out through this paper, officers will seek to expedite discussions with Action for Children to focus the development plan on the steps required to bring the Family Hubs model in house and to work with communities to ensure hub and outreach spaces are appropriate to the needs of local families. As described, the intent would be to transfer all staff and agreed buildings by April 2025, with further phasing of the key areas identified by the end of April 2025.

**Name:** Stuart Collins Director of Children and Young People's Futures

**Electoral Divisions:** All

**Cabinet Member:** Cabinet Member for Children's Services, Councillor Andrew Leadbetter

### **Local Government Act 1972: List of background papers**

Annex 1: [Equalities Impact Assessment for the Children's Centre Buildings Consultation and Equalities Impact Assessment for the in house option of Family Hubs](#)

Annex 2: [Children's Centre Buildings Consultation Report](#)

Annex 3: [Family Hubs Delivery Options Appraisal](#)

### **Contact for enquiries:**

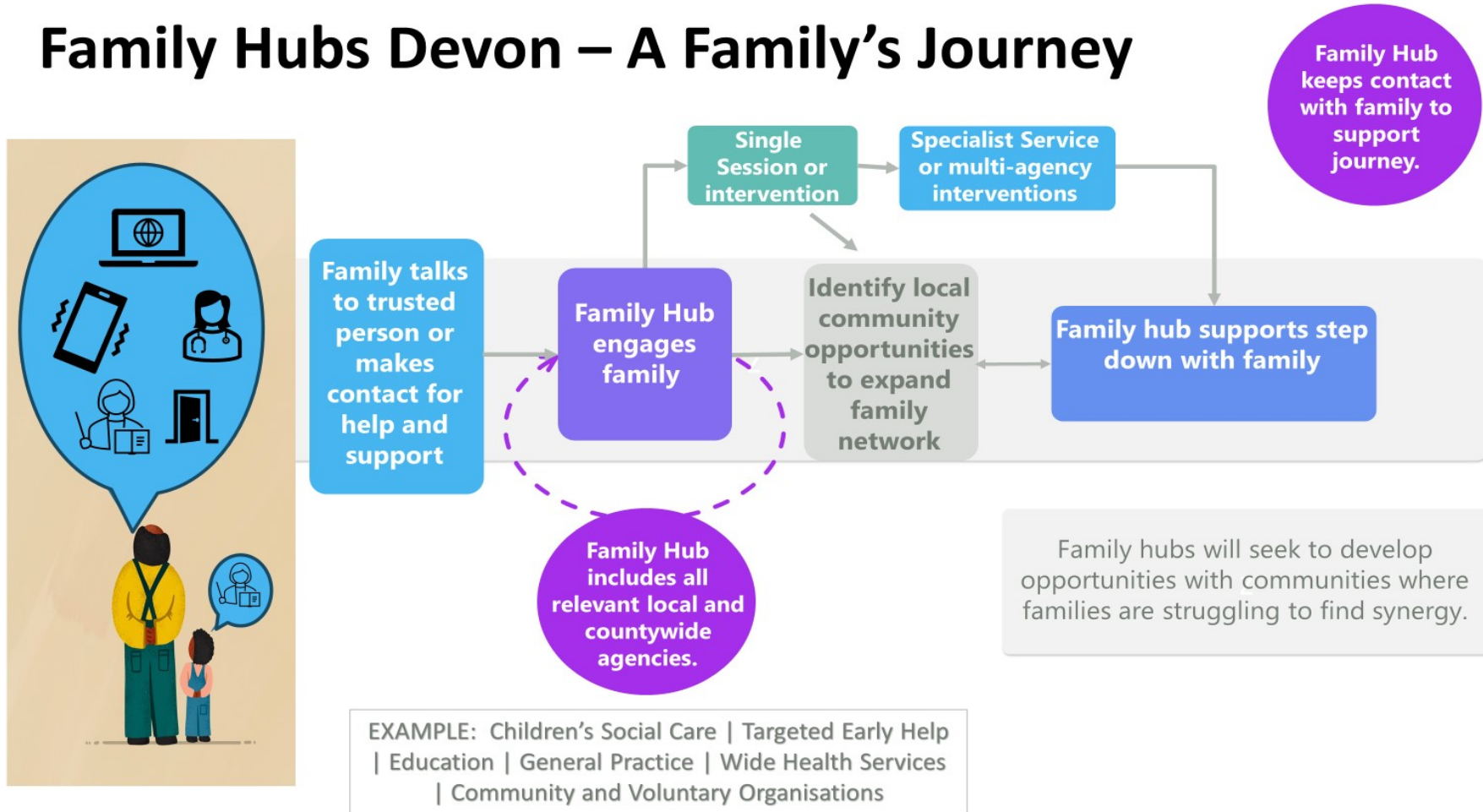
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# Family Hubs Devon – A Family’s Journey



# Recommended Hub Network – Phased approach

## Main Hub(s) Whipton

*To be achieved within Phase 2*

Outreach spaces:

- Chestnut (Burnthouse Lane)
- Flying Start (Civic Centre) for short term whilst alternative is secured.
- Westex - linked to Public Health Nursing delivery.

*All to be achieved within Phase 1*

- Alternatives outreach sites to be identified in Central, Beacon Heath, Pinhoe, Exminster, Exwick

*To be achieved within Phase 2*

## Main Hub(S) Tiverton and Cranbrook

*To be achieved within Phase 1*

Outreach spaces:

- Two moors
- Wilcombe
- Crediton
- Axminster

*All to be achieved within Phase 1*

- Alternatives outreach sites to be identified in Cullompton, Honiton, Ottery St Mary, Sidmouth and Exmouth

*To be achieved within Phase 2*

Exeter  
Locality

Torrige  
and North  
Devon  
Locality

Mid and  
East Devon  
Locality

South and  
West  
Devon  
Locality

## Main Hub(s) Bideford, and Ilfracombe

*To be achieved within Phase 1*

## Barnstaple

*To be achieved within Phase 2*

Outreach spaces:

- Barnstaple (Sticklepath and Central)
- Alternatives outreach sites to be identified in Torrington, Holsworthy, South Molton, Brunton, Lynton & Lynmouth

*All to be achieved within Phase 2*

## Main Hub (s) in Newton Abbot and Totnes

*To be achieved within Phase 1*

## Tavistock and Okehampton

*To be achieved within Phase 2*

Outreach spaces:

- Teignmouth Hospital
- Moors Edge
- South Brent
- Hatherleigh

*All to be achieved within Phase 1*

- Dartmouth

*To be achieved within Phase 2*