

Due Regard Statement

Please use this statement to evidence how 'due regard to' the three aims of the public sector equality duty has been made (section 149 of the Equality Act 2010) during the development of the 'policy'.¹

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by the ACT:
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic

Name of the 'policy':	<p>Options for Youth Support from 2020</p> <p>This DRS addresses how proposals for Youth Support for 2020 might affect staff and service users, especially those from protected groups under the Equalities Act.</p>
Person(s) responsible for completing this statement	<p>Francis Gobey, Outcomes Manager Youth Support Commissioning: Children & Families Ext: 8637 Email francis.gobey@gloucestershire.gov.uk</p>
Briefly describe the activity being considered including aims and expected outcomes	<p>Leadership, management, staffing and delivery of youth support.</p> <p>The proposals to Cabinet in January 2019 are to bring in house the management of Children-in- Care and Care Leavers in 2019 and to make arrangements for Youth Support services for April 2020 and beyond.</p> <p>The current Gloucestershire integrated Youth support service, known as the Youth Support Team (YST), is managed by Prospects Services (Shaw Trust) on a contract to March 2020 at £5.4million per annum. It includes:</p> <p>A. a wide range of statutory and other Youth support functions, including Youth offending,</p>

¹ For 'policy': any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.

	<p>NEET and wrap-around services for care leavers, delivered by Prospects staff with other professionals seconded from Health and Police.</p> <p>B. statutory Social Care and case management for 11-24 Children in Care and Care Leavers, delivered by council-employed Social workers under Prospects management.</p> <p>The proposals are that the Cabinet authorises the Director for Children's Services, in consultation with the Lead Cabinet Member Children and Young People to:</p> <ol style="list-style-type: none"> 1. arrange to bring in house the management of statutory Social Care and case management for 11-24 Children in Care and Care Leavers before April 2020; 2. identify the range of services for other Youth support and wrap around services and to vary the existing contract with Prospects for such services for one year from April 2020 to March 2021; 3. undertake a redesign of these Youth support and wrap-around services, followed by recommissioning by April 2021.
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Documenting use of sufficient information

Please document below the data and information sources that you have used to understand the needs, participation and experiences of each protected group. Evidence must be gathered as the policy is developed and used to inform decisions.

Service user data

<p>Who is responsible for delivering the service?</p>	<p>Prospects Services / Shaw Trust on a youth support contract with GCC that expires at the end of March 2020. This contract covers the direct delivery of some services with Prospects staff, and the management of GCC staff in delivering others.</p> <p>All options under consideration would involve changes to leadership and management but, in the first instance, the nature of services directly delivered to service users would not change in the case of a service transfer, and likewise the staffing would not change much because of TUPE transfer protection.</p>
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Service user data – latest data from 2017/18

<https://www.gloucestershire.gov.uk/media/1517483/gcc-service-user-diversity-report-17-18-final-for-web.pdf>

Gloucestershire Youth Support Contract & Equalities – Timeline

Over time, the council's youth support services have been reshaped to focus more on vulnerable groups of young people, many of whom share protected characteristics under equalities legislation beyond that of being young. All equalities impacts have subsequently been tracked through published annual quality audits, quarterly contract monitoring, and monthly performance management. In successive Equality Impact Assessments and Due Regard Statements, positive or neutral impacts of changes have been consistently noted, with occasional mitigating actions put in place to meet potential negative impacts.

2011: A full Equalities Impact Assessment (EIA) was undertaken with wide-ranging consultation before creating the new youth support service, through a Meeting the Challenge change programme, in 2011.

2012-13: A new EIA accompanied the Cabinet Report seeking permission to tender for the reshaped integrated youth support service (incorporating the Youth Offending Service) for a contract beginning in April 2013 (for a potential 3+2+2 years). Prospects won this contract.

2013: decision to award integrated youth support contract (for 3+2+2 years), including EIA

2015: A full Due Regard Statement (DRS) accompanied the Innovations programme, which involved the Youth Support Team (YST), alongside GCC and health services. This also informed decision to exercise the first contract extension option for FYs 2015-2017.

2015: exercised option to extend youth support contract to 2018, including DRS

2107: Another DRS is in place to support the IRIS project for intensive interventions with young people who otherwise would need out-of-county social care and health placements. The YST, provided by Prospects, is a key partner in this.

2017: exercised option to extend youth support contract to 2020, including DRS

Gloucestershire Youth Support Team

Latest Service User Diversity Report FY2016-17 - see pages 21-24

<http://www.gloucestershire.gov.uk/media/12770/service-user-diversity-report-16-17-final.pdf>

What does the data tell us?*

- In 2014/15 the majority of young people accessing YST were males (62.0%); significantly higher than the percentage of males in the 10-24 Gloucestershire population (51.0%). In 2015/16 the gender split between males and females accessing the services reflected that of the 10-24 aged population.
- The largest age range accessing the service was 17-19 year olds (54.2% of clients) whereas in 2014/15 this was the 14-16 age range.
- 92.0% of clients accessing the service are White or White Other which is below the proportion of the White or White other 10-24 Gloucestershire population (93.7%).

**Please note - The above comparisons are just an indication as the data will contain duplicate young people.*

Please note: equalities and diversity data has a different emphasis for measuring access in different services: where young people access a service voluntarily the monitoring is a check that no-one is experiencing a barrier to access because they are part of a group not being effectively reached; where young people have no access choice, such as in youth justice or in-care status, the data inevitably reflect wider social patterns of diversity rather than service outreach.

Children and young people

We do not collect data against certain protected characteristics of young people, for example their sexual orientation, gender reassignment status, marriage or civil partnership or pregnancy and maternity. Although, if a young person receiving a service identifies against one of these characteristics it would be captured through their assessment.

We do currently collect data on children in care who are parents, and teenage mothers and fathers in academic years 11 & 12. We also monitor and support under-18s who become pregnant.

Gloucestershire Youth Support Team

Gloucestershire Youth Support Team (YST) provides a range of services targeted at vulnerable young people. These services are aimed at young people aged 10-19 years old (or up to 25 years if Care Leavers).

The figures below are taken from a snapshot of caseloads from July 2017. There were 710* young people on the YST caseload. This caseload figure does not include 11+ Children in Care and Care Leavers (another 600+ young people).

Recent 2018 data shows 234 referrals into the service in Quarter 2, a youth support caseload of 758*, and a care caseload of 631. Sample caseloads are: 440 for NEET; 156 for liaison and diversion; 225 for early help youth work; 46 for youth justice; 19 for homelessness; 52 for substance misuse treatment; 290 children in care; 341 care leavers; 10 in IRIS; 286 in D of E Award activities; 176 going missing (with 88% missing CiC having a Return Interview). 94% young people are satisfied and would recommend the service to a friend.

*Please note – there will be duplicate young people in the data as they may be open to multiple parts of the service at the same time. Duplicates within the same area of work, e.g. Youth Justice, have been removed.

Age	<p>All 10-24 years old: 10-13 = 5.9%; 14-16 = 34.8%; 17-19 = 50.6%; 20-24 = 8.7%</p> <p>The largest age range accessing the service was 17-19 year olds (50.6% of clients) which is the same group as 2016/17.</p> <p>In 2015, the resident population of Gloucestershire was estimated to be 617,162, split by age group as follows: 22.9% age 0-19 (2.4% are age 16 and 17); 56.9% age 20-64; 20.6% age 65+</p> <p>Source: GCC Population Profile (2017) http://www.gloucestershire.gov.uk/media/12777/equality-profile2017v3pdf.pdf</p> <p>Gloucestershire has a lower proportion of 0-64 year olds and a higher proportion of people aged 65+ compared with the national figure. There is considerable difference at district level with the highest proportion of children and young people in Gloucester, exceeding the county and national figure and a higher proportion of people aged 65+ in Cotswolds and Forest of Dean, again exceeding the county and national figure.</p>
Disability	Information on disabilities now held within 0-25 SEND team.
Sex	<p>In 2016 the gender split between males and females accessing the service was broadly reflective of the Gloucestershire 10-24 population, however in July 2017 55.5% of clients were male compared to 51.0% of the 10-24 population.</p> <p>YST service users July 2017: Male = 55.5%; Female = 44.4%; Unknown = 0.1%</p> <p>Gloucestershire 10-24 population: Male = 51%; Female = 49.0%</p>

Race (incl. Gypsy & Traveller)	White British = 86.6%; all other ethnicities = 13.4% 86.6% of clients accessing the service are White which is below the proportion of the White (or White other) 10-24 Gloucestershire population (93.7%). The proportion of Black and Minority Ethnic clients accessing the service is over double the proportion of these in the 10-24 population.
Gender reassignment	At the moment we do not collect this information but we will look to do so
Marriage & civil partnership	n/a
Pregnancy & maternity	In FY2018 Quarter 1, the YST was working with 57 teenage mothers and fathers (in academic years 11 & 12) and 15 pregnant young women from the same age range.
Religion or Belief	n/a
Sexual Orientation	n/a

Other information

Prospects holds Investor in Diversity accreditation. Their EDI Strategy:
[http://www.prospects.co.uk/Portals/0/Docs/Prospects EDI Strategy 2018-2020.pdf](http://www.prospects.co.uk/Portals/0/Docs/Prospects%20EDI%20Strategy%202018-2020.pdf)

Workforce data

Total number of GCC staff affected	<p>c.70 current GCC staff will still be GCC staff under new management arrangement.</p> <p>Up to 150 Prospects staff may become GCC staff if the option to insource the YST after 2020 is exercised. In the event of a retendering, these staff would either continue or transfer to the new provider.</p> <p>For GCC staff as a whole see:</p> <p>https://www.gloucestershire.gov.uk/media/1520546/gcc-workforce-equalities-report-1819-final.pdf</p>
Protected Characteristics	No changes

Consultation and engagement

Service users	Will be engaged on any proposed service changes, but not on changes of leadership and management or staff transfers.
Workforce	Will be engaged on any proposed service changes, and consulted on all staff transfers.
Partners	GCC's commissioning partners in health, policing and youth justice will be engaged on changes of leadership and management, and on any proposed service changes. Partners who second staff into the service will also be engaged on staff transfers.
External providers of services	Prospects/Shaw Trust will be engaged on changes of leadership and management, any proposed service changes, and all staff transfers.

Equality analysis: Summary of what the evidence shows and how has it been used

This section will allow you to outline how the evidence has been used to show 'due regard' to the three aims of the general equality duty. It is important that this consideration is thorough and based on sufficient information. Consideration should be relevant and proportionate.

- Eliminate discrimination
- Advance equality of opportunity
- Promote good relations.

Protected group	Challenge or opportunity considered and what we did
Age(A)	The service will continue to work with the current service user group of 10-24s. If any part of the service becomes a GCC service, service users and staff will benefit from GCC's corporate approach to equality and diversity: https://staffnet.gloucestershire.gov.uk/media/3005/fairness_diversity_in_employment_jan2015-35165.pdf Any proposed service changes, either before March 2020 or afterwards, will be addressed in an update to this DRS.
Disability (D)	The service will continue to work with the current service user group of 10-24s.

Sex (S)	"
Race (including Gypsy & Traveller)(R)	"
Gender reassignment(GR)	"
Marriage & civil partnership (MCP)	"
Pregnancy & maternity (PM)	"
Religion and/or Belief (RAOB)	"
Sexual Orientation (SO)	"

Strengthening actions: Planning for further improvements

Please outline here what actions are required for further improvements to address challenges or opportunities, for example:

- Arrangements for continued/new engagement with stakeholders, staff, service users
 - Plans to close data gaps across any of the protected characteristics through reviewed contract management arrangements
 - Identify other plans already underway to address the challenges or opportunities identified in this statement
 - Share findings with partner organisations.
- If none, state 'none' below.

Action Plan

Action	Who is accountable	Time frame
Proposals on the leadership and management of youth support services in 2019 and from 2020 + DRS updated to reflect preferred options	Chris Spencer, DCS Wendy Williams, Assistant Director Francis Gobey, Outcomes Manager	Paper to Cabinet, January 2019
Project plan to implement Cabinet decision	Wendy Williams, Assistant Director Francis Gobey, Outcomes Manager	Jan to September 2019
Full consultation with all staff involved	Wendy Williams, Assistant Director Kat Aukett, YST Operations Director,	February to (at latest) December 2019
Further revisions of DRS to include analysis of any proposed	Francis Gobey, Outcomes Manager	February to December 2019

staff or service changes		
Transition to new service, including data migration and equalities monitoring framework	Francis Gobey, Outcomes Manager	December 2019 to June 2020


Monitoring and Review

A Project Board for YST2020 has been set up, and will review the analysis and actions in this DRS at regular intervals.

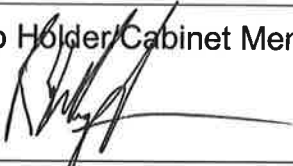
In the case of any service transfer of a contracted service to the council, the monitoring of equalities, alongside performance and customer satisfaction, will become a corporate responsibility and will use appropriate corporate systems and council scrutiny.

Sign off and Scrutiny

By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected groups and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

Senior level sign off: Wendy Williams, Assistant Director for Integrated Children and Families	
Signed: 	Date: 23/1/19.

I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I as the decision maker have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Name of relevant Portfolio Holder/Cabinet Member: Cllr Richard Boyles	
Signed by Portfolio Holder/Cabinet Member: 	Date: 23-1-19

Publication

If this statement accompanies cabinet paper it will be published as part of the cabinet report publication process. Statements accompanying cabinet reports are also published on our website. If this statement is not to be submitted with a cabinet paper please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.