

Equality Impact Assessment Form

Young People's Support Services Change Programme

1. Persons responsible for this assessment:

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| Name: Francis Gobey, Andrew Webster | Telephone: 7410 |
| Service: Youth Support Services | E-Mail: |
| Directorate: CYPD | Updated: 2 February 2011 |
| | Original assessment: 18 October 2010 |

2. Name of the policy, service, strategy, procedure or function:

Young People's Support Services Change Programme

A new programme of service change within CYPD and its youth support delivery partners. One of three major new CYPD change programmes in response to Meeting the Challenge and service improvement requirements.

3. Briefly describe its aims and objectives

Reshaping the provision of youth support services

A better integrated targeted support to young people with assessed needs, a more effective early intervention & prevention service to young people at risk, and facilitated access to universal provision such as positive activities and information, advice and guidance (IAG).

With substantial savings to be made under MTC, there will be less universal provision by GCC or Prospects, and this will involve redundancies (including PAs & youth workers) and building closures (including youth centres).

4. Who is intended to benefit from it and in what way?

Vulnerable young people

Better integrated targeted support will improve outcomes for looked after young people, care leavers, young offenders, substance misusers, young parents, runaways & homeless, asylum seekers, and those young people not in education, employment or training (NEET).

A more effective early intervention & prevention service will improve outcomes for individual and groups of young people at risk in communities and localities.

5. What outcomes are expected?

Indicators improve across whole range of outcomes for the above groups of categories of vulnerable young people, leading to better transition to adult life and lower overall cost to public services.

Young people continue to have access to universal provision in their schools and communities.

Local authority long-term risk is reduced by means of MTC savings.

6. Have you consulted on this policy, service, strategy, procedure or function?

Initial commissioning consultation across Cabinet, CYPD, NHSG and Prospects (GCC's contractor for integrated management of youth support services and provision of the connexions service) in developing the proposal.

Planned specific consultations with young people, workforce, unions, major partners, VCS & community groups, schools, and with the general public via a website have your say process from Nov 2010 to Feb 2011 – alongside the GCC Budget consultation.

Actions: Equalities impact questions were included in these consultations and responses collated.

As a result of this feedback, proposals for the new service include: direct engagement with diverse groups of young people, ongoing provision of work with disabled young people in each district, careful consideration of the needs of young carers. Negotiations with parish, district & community organisations and equality groups in local areas will continue to mitigate the impacts of the changes and secure ongoing universal work with young people.

The young people's service change programme are also mindful of the potential equalities impacts arising from wider resource and service changes affecting young people, and seek to mitigate these through close partnership working.

7. What evidence has been used for this assessment: e.g. Research, previous consultations, MAIDEN?

Proposals have been built upon extensive internal and external research and inspection evidence, such as the CYP needs analysis, monitoring of the Prospects contract, the review and restructure of Post-16 work, the 2010 Scrutiny report into positive activities, the YOS inspection, Ofsted conclusions on integrated youth support etc.

8. Could a particular group be affected differently in either a negative or positive way?

Please evidence that you have used the Consultation toolkit and planning template <http://staffnet/index.cfm?articleid=5203>

| | Negative | Positive | Neutral | Evidence |
|------------|----------|----------|---------|--|
| Age | x | | | Affects young people as a whole, but the more focused approach to young people at risk or with identified needs, might lead to a perception that certain age bands of young people are adversely affected, such as |

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| | | | | young people 10-13 using youth centres. |
| Disability | x | | x | Reshaped service to continue current inclusive youth support service approach. Some current building provision used by disability groups. |
| Gender | | | x | Reshaped service to continue current inclusive youth support service approach. |
| Race including Gypsy & Traveller | x | | | Highly likely to be a perception that any reduction in universal service in Gloucester & Cheltenham (whether redundancy or building closure) adversely affects BME communities concentrated in those areas. |
| Religion or Belief | | | x | Reshaped service to continue current inclusive youth support service approach. |
| Sexual Orientation | | | x | Reshaped service to continue current inclusive youth support service approach. |
| Transgender | | | x | Reshaped service to continue current inclusive youth support service approach. |
| Other groups: eg Rural Isolation, Long term unemployed, Deprivation Health Inequality | x | | x | Highly likely to be a perception that any reduction in universal service in rural areas (whether redundancy or building closure) adversely affects isolated communities. Likely positive impact on young people at risk. |
| Community Cohesion | <p>Describe how the proposed activity, policy, strategy, service, procedure or function will contribute to Community Cohesion. You will need to consider; Is there equality between those who will and won't benefit from the proposal? Are there strong relationships between groups and communities in the area affected and will the proposed action promote positive relationships? Does the proposal bring groups / communities into increased contact with each other</p> | | | <p>On the positive side, communities may be galvanised into offering or supporting more local provision at a universal level for young people (though with more Big Society potential from communities with greater resources).</p> <p>On the negative side, communities (including young people) could see the targeting of provision towards young people at risk partly because of their locality as divisive.</p> <p>Young people might interpret the focus on being at risk as an incentive to get into trouble to get a service.</p> |

9. If you have identified a negative impact in question 8, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?

| Action(s): | How will this action be Monitored/Evaluated | When will policy / service / strategy / | Carried to Level 2? | Carried to Level 3? |
|-------------------|--|--|----------------------------|----------------------------|
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| | | procedure / function be reviewed? | | |
|--|-----------------|--------------------------------------|--|--|
| Further consultation undertaken | Programme Board | Feb 2011 | | |
| | | | | |
| See Actions in 6 | Programme Board | Feb 2011 | | |

Declaration

We are satisfied that an Impact Assessment has been carried out on this policy, service, strategy, procedure or function * (delete those which do not apply) and where a negative impact has been identified, actions have been developed to lessen or negate this impact.

We understand that the Equality Impact Assessment is required by the County Council and that we take responsibility for the completion and quality of this assessment

Completed by: Francis Gobey

Date Revised: 2 February 2011

Original assessment: 18 October 2010

Role: Lead Commissioner for Targeted Youth Support

Countersigned by Head of Service

Date:

Date for Review:

Please forward an electronic copy to the Equalities Team by emailing

equalities@gloucestershire.gov.uk

The original signed hard copy and electronic copy should be kept with your team for audit purposes.