

Equality Impact Assessment (EIA)
Contract Extension: Youth Support Services Contract

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.


1. Background

Directorate	Children's
Service area	Commissioning
Title of the activity being assessed i.e., the strategy, plan, policy or service	Youth Support Services Contract Extension for 12 months from 1 July 2023
Brief outline of the proposal(s)	<p>To ensure that eligible young people in the county aged 10 to 24 years are provided with an equitable offer of Youth Support, regardless of their age, their identity or their background.</p> <p>Commissioners will be seeking Cabinet permission to extend the current contract, with the existing provider, for a period of 12 months from 1 July 2023. The extension will enable local partners to work through recent changes to the operational and performance landscape for youth justice, ensuring these are articulated within any future procurement process. This will prove clarity and certainty for any future providers.</p> <p>Youth Support Services provides a wide range of Statutory, Public Health and other Youth Support functions to this cohort including:</p> <ul style="list-style-type: none"> • Youth Justice • Post-16 education employment and training • Information, advice, employment for all young people Not in Employment Education or Training • Children and young people missing from home or care • Early Help Youth work • Outdoor activities/interventions to young people in special schools • Young people's substance misuse treatment service • Sexual Health coordination and teenage pregnancy/young parent support

	<ul style="list-style-type: none"> • Expert input into Children and Families teams (exploitation, extra –familial harm) • Housing advice and support for homeless young people and those leaving care
Who is affected by the proposals?	Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/> Other, please specify: <input type="text" value="Commissioning Partners"/>
Decision to be taken and decision maker	Cabinet – 25 January 2023
Person(s) responsible for completing this assessment	James Nwaogwugwu, Head of Youth and Quality Assurance Commissioning
Date of this assessment	13 December 2022

2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement	
Service users	<p>Research</p> <p>Gloucestershire County Council's Service User Diversity Report 2020/21 from March 2021 provides an overview of the diversity profile of individuals using council services.</p> <p>More current data has been provided by Prospects, which is a snapshot of Youth Support Team caseloads from December 2021, see below:</p> <div style="text-align: center;">  <p>Microsoft Word Document</p> </div> <p>The Gloucester Commission to Review Race Relations, held a meeting in May 2021 to explore the disproportionate engagement of young people from BAME backgrounds in the criminal justice system, and some of the lived experiences of this group. A series of recommendations were put forward which will form part of the Commission's report (not currently published).</p> <p>The CHK Foundation commissioned Renaisi to undertake a short research project, from which a report was written in April 2021(see below). The <i>Youth Support Team Model</i> provides an overview of the Youth Support Team in Gloucestershire.</p>



FULL REPORT-FINAL.pdf

Consultation / Engagement

Service users, and other young people, will be engaged on any proposed service changes.

DNA Youth Consultancy carried out consultation with young people in the county in 2019 and 2020, commissioned research by the Scrutiny Task Group on Youth Strategy, from which the following reports were written:

- *What does ‘Good’ or ‘outstanding’ look like? Learning from Young People’s Experiences of Children’s Services in Gloucestershire*
- *Young People’s Experiences of Youth Work and Youth Support in Gloucestershire*
- See below:



what does good look like v1.pdf



youth report A4 v2.pdf

A market engagement event with providers was convened on 10 November 2021. A focussed discussion was held about Equality, Diversity & Inclusion (ED&I). Key points are outlined below:

- Listening to all young people about what they want and how we can support them is essential.
- Mentors and staff with Lived Experience are incredibly important.
- Gloucestershire is less diverse than other areas, so considering young people’s identity is incredibly important.
- The pandemic has had a disproportionate impact on those from ethnic minorities, addressing this disproportionality is central to being able to offer better support for these young people.
- Digital poverty throughout the pandemic has had a huge impact on inequalities.
- There needs to be more training in the county on ED&I. It is important to recruit, retain, nurture and develop staff and those with Lived Experience should be encouraged towards qualification routes to develop and progress.
- Setting targets to meet to create a diverse workforce are important and creates focus and direction.

Workforce

Research

	<p>Employed by Prospects, who hold Investor in Diversity accreditation and in 2017 was recognised as the UK Large Business of the Year for their work on Diversity and Inclusion (D&I) by the National Centre for Diversity. Their D&I Strategy is here.</p> <p>In 2017 the Prospects Group became part of the Shaw Trust Group. The Shaw Trust’s commitment to diversity and inclusion includes:</p> <ul style="list-style-type: none"> • A Diversity and Inclusion Policy • A Diversity and Inclusion Strategy • A five-year Diversity and Inclusion Plan • A Diversity and Inclusion Working Group • Staff Network Groups – Disabled Employee Network, Racial Equality Network, LGBTQ+ Network <p>The Shaw Trust has successfully achieved the National Equality Standard (NES).</p> <p>Other local consideration includes:</p> <ul style="list-style-type: none"> • Gloucestershire’s Workforce Equality, Diversity & Inclusion report
Partners	<p>Partners include:</p> <ul style="list-style-type: none"> • Public Health • Clinical Commissioning Group and NHS Health Trusts • Office of the Police and Crime Commissioner and Police – see the national strategy on ED&I here • National Partners: Probation, NHSE, YJB • Voluntary Sector Partners
Other	<p>National consideration includes:</p> <ul style="list-style-type: none"> • Legislation: <ul style="list-style-type: none"> ○ Equalities Act 2010 ○ Human Rights Act 1988 ○ Children and Families Act 2014 ○ NHS Constitution • There are principles of the Public Sector Equality Duty (part of Equality Act 2010) on public bodies to: <ul style="list-style-type: none"> ○ Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act. ○ Advance equality of opportunity between people who share a protected characteristic and those who do not. ○ Foster good relations between people who share a protected characteristic and those who do not.

- [Local Government Association – Equalities, diversity, and inclusion good practice](#)

Local consideration includes:

- [Gloucestershire County Council Population Profile 2021](#)
- [Office for National Statistics 2011 Census](#) data for Gloucestershire
- [Equality objectives - Gloucestershire County Council](#)
 - GCC equality objectives are aligned with the Council Strategy and the Council's Savings Portfolio. A new Council Strategy was agreed in February 2019; one of the Council's ambitions for Gloucestershire is to be an inclusive county.

3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidences how the council is giving due regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations.

Protected Characteristic	Service Users	Workforce
All Protected Characteristics	The diversion method from the more formal criminal justice system in Gloucestershire is called <i>Children First</i> . This approach allows for a holistic assessment of a young person's needs. Support and interventions are then tailored at different levels to meet the individual needs of young person, disproportionate negative impacts of Protected Characteristics.	No change.
Age	<p>The service will continue to work with the current specified service user group of 10-24s and inclusively with young people with additional needs. Any new provider will need to demonstrate that they have an established, robust and accredited equality and diversity strategy. Any new provider will need to work within the EDI priorities within existing statutory plans (such as the Youth Justice Plan), to actively reach out to young people from underrepresented communities.</p> <p>The largest age range accessing Youth Support in 2019 and 2020 were 17-19 year olds (56.9% in 2020 and 47.8% in 2019). The service model will ensure that young people of this age are provided with support that is appropriate for their needs.</p>	No change.
Disability	The service will work inclusively with young people with additional needs, notably through its embedded Health Team, Speech and Language Therapy, and nationally recognised SEND bubble for youth justice.	No change.

	<p>The YST supports youthwork with those with learning difficulties and disabilities and offers Duke of Edinburgh Award activities for all Gloucestershire's special schools.</p> <p>A range of GCC premises are leased to the provider of Youth Support Services; these buildings are accessible to those with disabilities.</p>	
Sex	The service is relaunching an intensive work programme for girls and young women on the cusp of offending/reoffending.	No change.
Race	<p>The service actively reaches out to young people from underrepresented communities, which is reflected in the higher proportion of young people from diverse backgrounds accessing Youth Support compared with the Gloucestershire population.</p> <p>In 2020/21 there was an increase of young people from an ethnic minority background being supported by Youth Support to 16.5%, up from 13.6% the previous year. The service model will ensure that young people from different ethnic backgrounds are provided with support that is appropriate for their needs.</p>	No change.
Gender reassignment	<p>This information is not currently collected</p> <p>In terms of the national picture, the Office for National Statistics notes that data on gender identity is currently limited, though data collection methodology is developing. Stonewall concurs with this, noting that there is not currently an accurate figure.</p>	No change.
Marriage & civil partnership	This information is not currently collected.	No change.
Pregnancy & maternity	The service works inclusively with teenage mothers and fathers (in academic years 11 & 12) and pregnant young women from the same age range, including those in care.	No change.
Religion and/or belief	Religious tolerance is fully embedded into the work programme of all Youth support	No change.

	as part of its ongoing promotion of equalities work with all young people	
Sexual orientation	The service specifically promotes and supports LGBT+ youth work as part of its ongoing promotion of equalities work programme	No change.

4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change
Independent consultation (by DNA) with young people in 2019, with a focus on the experience of minority ethnic young people and of girls/young women. Independent consultation (by DNA) with young people in 2020, engaging with the hardest to reach young people, including those with special educational needs and disabilities and young people with mental health difficulties.	Findings and recommendations have been built in to revisions of the Gloucestershire youth strategy and will inform subsequent proposals for commissioning Youth Support.
Resource for Youth Support commissioning has been secured for the Medium Financial Term.	This will enable work to continue at current levels of service with the embedded focus on equality of access.

5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

Potential impact (positive or negative)	Action	By when	Owner
Positive	Developing Invitation to Tender (ITT) procurement documents that are explicit about Equality Diversity & Inclusion requirements. ITT documents will include contract/ service specification information, outlining outcomes for young people with clear KPIs for	Jul/Aug 2023	Head of Youth and Quality Assurance Commissioning


	measuring those outcomes. Outcomes will specifically consider Protected Characteristics.		
	Further engagement and consultation with young people about Youth Support services for the future. Inclusion of those with Lived Experience in the assessment of prospective organisations that have submitted bids to provide Youth Support Services.	Ongoing	Head of Youth and Quality Assurance Commissioning
	Further consideration of data and analysis and learning from the service and council partnerships.	Ongoing	Head of Youth and Quality Assurance Commissioning

6. Monitoring and review


The following processes/actions will be put in place to keep this 'activity' under review:
Progress to be reported to Children's Directorate SLT at regular intervals through Wendy Williams, Assistant Director for Integrated Children's and Families Commissioning and CS Continuous Improvement Board.

7. Officer / Decision-maker Sign off

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

Signature of Senior Officer	
Name of Senior Officer	Wendy Williams
Date	13/12/2022

Decision maker: 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.

Signature of decision maker	
Name of decision maker	Cllr Stephen Davies
Date	13.12.22

8. Publication

If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.

Appendix 1 – Service User Data

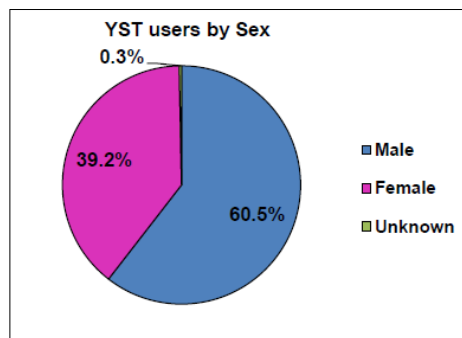
Details of service users affected by the proposed activity

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 10-18 years old (or up to 25 years if special needs).

The figures below are taken from a snapshot of caseloads from December 2020. There were 693 young people on the YST caseload.

Please note, the numbers engaged are lower this year, primarily due to the lower number of referrals received during the lockdown periods. This is in line with other GCC social care areas which saw a fall in the numbers of referrals coming into the Multiagency Safeguarding Hub (MASH) and therefore out to localities etc. All young people coming to the YST receive a full service through blended models of delivery.



Age	December 2020 %
0-13	4.9%
14-16	33.3%
17-19	56.9%
20-25	4.9%

Ethnicity	December 2020 %
White British	79.9%
Not Known/Refused	3.6%
All Other Ethnicities	16.5%

[Compare with population statistics?](#)
[ONS stats](#)

What does the data tell us?

- In December 2020 60.5% of clients were male. This is a slight decrease from the 61.6% recorded in 2019.
- The largest age range accessing the service was 17-19-year olds (56.9% of clients), this was also the highest age bracket in 2019 with 47.8% of users.
- There has been an increase of BAME service users over the last 12 months, with 16.5% of children and young adults in 2020, up from 13.6% the previous year.

Protected Characteristic	Service User Data and Information
Age	See above: 10-24 years; largest cohort 17-19s.
Disability	The service work inclusively with the specified service user group. At any one time, between 60-70% of the youth justice population has a degree of SEND compared with c.20% of the youth population , but this can often be camouflaged or undiagnosed.
Sex	See above: female 39.2%; male 60.5% More on this Detailed breakdown Prospects
Race	See above: 79.9% white British; 16.5% other ethnicities
Gender reassignment	Not collected.
Marriage & civil partnership	Not collected.
Pregnancy & maternity	Work with under-18 parents and parents-to-be.
Religion and/or belief	Not collected.
Sexual orientation	Not collected but work with LGBT+ young people.

Appendix 2 – GCC Workforce Data

No Gloucestershire County Council staff affected by the proposed activity.

Appendix 3 – Background EIA Timeline

Gloucestershire Youth Support Contract & Equalities

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

2017: 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

2019: Another DRS on service changes and exercising the option to extend youth support to 2021. [Here.](#)

[2021:](#) exercised option to extend youth support contract to 2022, including EIA
