

Equality Impact Assessment (EIA) Youth Support for 2022

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	Commissioning Youth Support for 2022
Brief outline of the proposal(s)	Acknowledging the wide-ranging impact of the coronavirus pandemic and economic recession, Cabinet to agree a way forward for youth support services to continue to discharge the council's statutory and partnership responsibilities towards young people aged 10 to 24 years following the end of the current youth support contract in March 2022.
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 – 23 June 2021
Person(s) responsible for completing this assessment	James Nwaogwugwu, Head of Youth and Quality Assurance Commissioning
Date of this assessment	May 2021

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	See: GCC Service User Diversity Report 2019/20 Service users, and other young people, will be engaged on any proposed service changes.

Workforce	<p>Employed by Prospects, who hold Investor in Diversity accreditation. Will be engaged on any proposed service changes.</p>  <p>Prospects EDI Strategy Prospects EDI Strategy_2018-2020.pdf</p> <p>Their EDI Strategy:</p>
Partners	<p>Public Health Office of the Police and Crime Commissioner and Police Clinical Commissioning Group and NHS Health Trusts National Partners: Probation, NHSE, YJB Voluntary Sector Partners</p>
Other	

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
Age	The service will continue to work with the current specified service user group of 10-24s through its established and accredited equality and diversity strategy.	No change.
Disability	The service will continue to 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. The YST supports youthwork with those with learning difficulties and disabilities, and offers Duke of Edinburgh Award activities for all Gloucestershire's special schools.	No change.
Sex	The service is relaunching an intensive work programme for girls and young women on the cusp of offending/reoffending.	No change.
Race	The service actively reaches out to young people from underrepresented communities, which is reflected in the higher proportion of	No change.

	young people from diverse backgrounds accessing Youth Support compared with the Gloucestershire population.	
Gender reassignment	This information is not currently collected	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	This information is not currently collected	No change.
Sexual orientation	This information is not currently collected. The service supports LGBT+ youth work.	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.	Findings have been built in to revisions of Gloucestershire youth strategy and 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	Strategic review of Youth Support Services, revised specification and	2023	Wendy Williams

	open tendering for new services.		
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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.

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	21/06/21

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	07/07/21

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

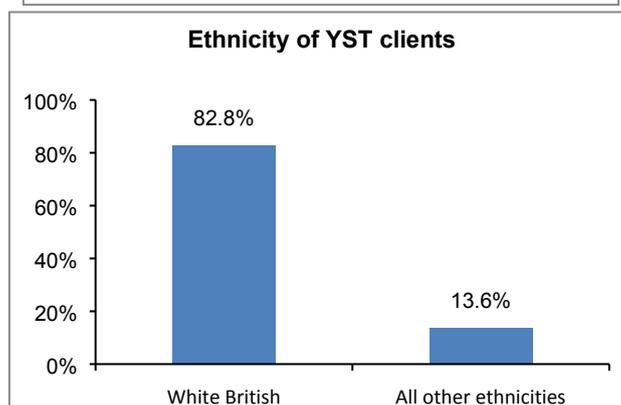
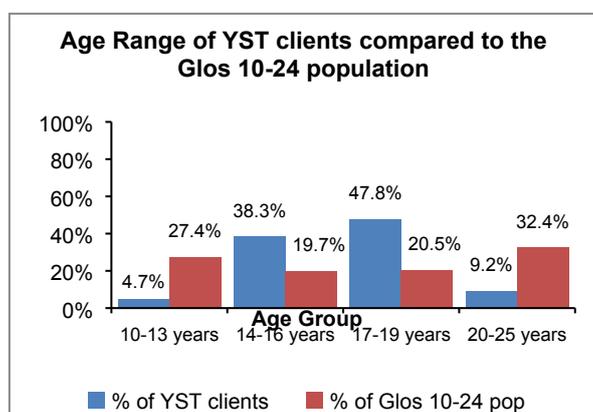
Gloucestershire Youth Support Team (YST) provides a range of services targeted at vulnerable young people. These services are aimed at 10-18 year olds (or up to 25 years if special needs).

The service does 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.

The figures below are taken from a snapshot of caseloads from December 2019. There were 770 young people on the YST caseload.

Gender breakdown of YST Users compared to the Gloucestershire 10-24 population

Gender	December 2019 %	% Gloucestershire 10-24 population
Male	61.6%	50.9%
Female	38.0%	49.1%
Unknown	0.4%	N/A



What does the data tell us?

- The largest age range accessing the service was 17-19 year olds (47.8% of clients)
- 82.8% of clients accessing the service are White British.

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 c.38%; male c.62%
Race	See above: 83% white British; 27% 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.](#)
