

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

<b>Directorate:</b> Children's Services	<b>Service area:</b> Young people and Skills
<b>Lead person:</b> Ken Morton	<b>Contact number:</b> 0113 3950572
<b>Date of the equality, diversity, cohesion and integration impact assessment:</b> June 28 <sup>th</sup> 2013	

**1. Title:** Investing in Young People – Targeted Youth Work Resource allocation Formula

Is this a:

**Strategy /Policy**       **Service / Function**       **Other**

**If other, please specify**

**2. Members of the assessment team:**

<b>Name</b>	<b>Organisation</b>	<b>Role on assessment team e.g. service user, manager of service, specialist</b>
Jean Davey	LCC- Children's services	LSUS- Youth Offer Lead
Simon Darby	LCC- Children's services	CS- Head of Finance
Ken Morton	LCC- Children's services	LSUS Head of Service Young People & Skills
Heather Ross	LCC- Children's services	CS- Intelligence Lead

### 3. Summary of strategy, policy, service or function that was assessed:

The assessment covered the element of the change programme taking place in relation to targeted youth services in Leeds following the Executive Boards decision in march 2013 to progress to a new model.

The context within which the formula re targeted youth work is assessed is outlined below.

Youth work funded through the Council is delivered through a combination of in-house Youth Service delivery and activity commissioned through 24 third sector organisations. Delivery takes place in a wide range of settings including; four Council run Youth Hubs, around 60 third sector buildings and other community centres, schools, 12 mobile units, parks, libraries and on the street. It includes support for individuals, work with small groups and learning through experience. It is mainly focused on young people aged between 13 and 19, but in some cases such as the 'Breeze' activity offer, extends to babies, children from age 8 and for certain activities young people up to 25. Other services also play a key part and view services for young people as high priority, such as culture and leisure where the ambition is to enable young people to live healthy and culturally active lives. There are also opportunities for the delivery of a range of health services through the youth offer, for example contraception, sexual health services.

The review of the youth service aims to:

- contribute to the Council's budget savings targets with a reduction in net budget of £0.4m in 2013/14 and £0.7m in 2014/15.
- introduce a revised area based resource allocation for universal provision, with Area Committees having discretion to identify and allocate resources to local priorities.
- implement a new geographically targeted youth work service (underpinned by a new resource allocation formula based on numbers of children and young people) with Area Committees acting as key clients in partnership with the Lead Member for Children's Services.
- The Council Youth Service should be restructured ending its 'generalist' role within the overall Youth Offer, to have a clearly defined delivery role, which better meets more targeted need, whilst enshrining the significance of professional youth work. The restructuring should take place by January 2013.
- The City Centre should be seen as a discrete locality with regards to young people. It ought to be seen as such when assessing need, planning and budgeting for commissioning services, in the short, medium and long term.
- Children's Services should develop a small Youth Improvement Team to ensure that a more rigorous performance framework underpins new service design and to provide capacity to enable Elected Members and other stakeholders to effectively monitor and evaluate new arrangements.

The vision for services for young people is to provide young people with enjoyable opportunities, challenging experiences, together with information, support and guidance to enable them to achieve and develop their skills, abilities, self esteem, value and identity in their transition to adult life. The overall offer would consist of:

***Universal:*** supporting all young people to be active, well informed and engaged. Building on Breeze and maximising the diversity of partnerships and organisations in the city.

Young people are very positive about the Breeze brand that they helped build and all that it offers. This should become the focus for a wide range of activity for all young people.

Culture, leisure and sporting opportunities are fundamental to this offer and they should drive the development of this brand to provide access for all young people to a wide range of cultural, creative, sport and leisure activities linking to, or in partnership with public, voluntary, community, faith and private organisations.

**Targeted:** *enabling young people who are vulnerable or who have specific needs to access the range of opportunities available.* For young people who are vulnerable or who have specific or additional needs there needs to be the maintenance, development and communication of opportunities to access services within the Universal Youth Offer, as close to home as possible. This is essential to enable vulnerable young people and those with special needs to feel fully integrated.

**Specialist:** ensuring that the most vulnerable young people are able to be on a path to success and contribute positively to society through the provision of restorative services for them, their families and communities. Focusing on the provision of specialist restorative services for the most vulnerable young people and families in order to impact positively and constructively on their lives and the lives of those around them.

**4. Scope of the equality, diversity, cohesion and integration impact assessment**  
(complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

<b>4a. Strategy, policy or plan</b> (please tick the appropriate box below)	
The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>
A specific section within the strategy, policy or plan	<input type="checkbox"/>
<b>Please provide detail:</b>	

<b>4b. Service, function, event</b> please tick the appropriate box below	
The whole service (including service provision and employment)	<input type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of the service)	<input checked="" type="checkbox"/>
Procuring of a service	<input type="checkbox"/>

(by contract or grant) (please see equality assurance in procurement)	
<b>Please provide detail:</b> The review impacts on the level of resource available through Area Committees to provide a targeted youth work service for young people who are vulnerable or who have specific additional needs.	

<p><b>5. Fact finding – what do we already know</b></p> <p>Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.</p> <p>(priority should be given to equality, diversity, cohesion and integration related information)</p> <p>The review of youth work services has been Member led and there has been ongoing discussion through a working group of the Children’s Scrutiny Board and with Area Committee Chairs. Proposals were outlined with Area Committee Chairs on the 28<sup>th</sup> June and Scrutiny Working group is scheduled on the 9<sup>th</sup> July.</p> <p>The recent review of the youth service carried out in October 2012 is part of the evidence base for this assessment. The review makes clear that historically there has been a lack of clear evidence about impact and outcomes, and a lack of a clear service wide performance management and quality assurance that would underpin conclusions about impact and outcomes, including EDCI related information.</p> <p>One of the recommendations of the Executive Board report is for “Children’s Services (to) develop a small Youth Improvement Team to ensure that a more rigorous performance framework underpins new service design and to provide capacity to enable Elected Members and other stakeholders to effectively monitor and evaluate new arrangements.”</p> <p>From the point of view of this impact assessment it is essential that the work of the Youth Improvement Team includes the monitoring and evaluation of EDCI issues, including the equality characteristics of service users.</p> <p>The following information has also been used to carry out the assessment</p> <ul style="list-style-type: none"> <li>The index of multiple deprivation</li> <li>Environmental Services delegation – principles and processes</li> <li>Well-being funds – resource distribution</li> <li>Workforce equality monitoring statistics</li> <li>Children Trust and Executive Board reports</li> <li>Youth Service Restructure Proposals</li> </ul>
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<p><b>Are there any gaps in equality and diversity information</b></p> <p><b>Please provide detail:</b></p> <p>Targeted data used in the formula is taken from the index of multiple deprivation – the most deprived lower super output areas. The number of young people included in the</p>
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'headcount' is based on the NHS GP registration data which information management colleagues have confirmed is the most accurate available.

**Action required:**

The work of the Youth Improvement Team to include the monitoring and evaluation of EDCI issues, including the equality characteristics of service users.

Work programmes to include EDCI assessments of the particular arrangements for youth services in each of the areas across the city as Area Committees shape /re-design the service on offer.

Work programmes to engage staff in the implementation of the services, and to identify and where possible mitigate any negative impact on staff.

**6. Wider involvement – have you involved groups of people who are most likely to be affected or interested**

Yes

No

**Please provide detail:**

An independent review of the Youth Service in Leeds in October 2012 engaged elected members, staff groups, trade unions, groups of children and young people, youth service settings, centres and providers, council officers, third sector representatives. These stakeholders continue to be engaged in each facet of implementation.

Children and Families Scrutiny Board have considered the overall review and a further session is scheduled with the working group on the 9<sup>th</sup> July 2013.

The work programmes arising from the re-defined resource allocation in each area will include further detailed consultation with Elected members through Area Committees current Council staff and other affected or interested parties, third sector representatives and children and young people.

**Action required:**

Further involvement to be part of the roll out of the new framework for delivering the youth service in Leeds. This will include a restructure of the Council Youth Service to be implemented by January 2013, and a new approach to the deployment and /or commissioning of a targeted youth service which will be led through Area Committees. Arrangements will be made for elected members and other stakeholders to monitor the new arrangements through a Youth Improvement Team. Through Area Committees Elected Members will be the key clients for the new services in partnership with the lead elected member for children's services.

**7. Who may be affected by this activity?**

please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

**Equality characteristics**

**Age**

**Carers**

**Disability**

**Gender reassignment**

**Race**

**Religion  
or Belief**

**Sex (male or female)**

**Sexual orientation**

**Other**

**(for example** – marriage and civil partnership, pregnancy and maternity, social class, income, unemployment, residential location or family background, education or skills level)

**Please specify:** Children and young people living in different parts of the city.

**Stakeholders**

**Services users**

**Employees**

**Trade Unions**

**Partners**

**Members**

**Suppliers**

**Other please specify**

**Potential barriers.**

**Built environment**

**Location of premises and services**

**Information  
and communication**

**Customer care**

**Timing**

**Stereotypes and assumptions**

**Cost**

**Consultation and involvement**

**specific barriers to the strategy, policy, services or function**

**Please specify**

<p><b>8. Positive and negative impact</b> Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers</p>
<p><b>8a. Positive impact:</b></p> <ul style="list-style-type: none"> <li>• Introduction of objective formulae for the allocation of universal and targeted services with a transparent baseline detailing the resources available and how they have been distributed.</li> <li>• Enhanced engagement of Area Committees in service delivery</li> <li>• Enhanced engagement of children and young people in service delivery</li> <li>• Enhanced targeting of services on vulnerable children and CYPP priorities</li> <li>• Introduction of coherent, city wide arrangements for performance management and quality assurance</li> </ul>
<p><b>Action required:</b> See action plan.</p>

<p><b>8b. Negative impact:</b></p> <ul style="list-style-type: none"> <li>• Reduced level of funding</li> <li>• Potential impact on staff terms and conditions</li> <li>• Potential impact on current contracts and service providers</li> </ul>
<p><b>Action required:</b> See action plan</p>

<p><b>9. Will this activity promote strong and positive relationships between the groups/communities identified?</b></p>
<p> <input checked="" type="checkbox"/> <b>Yes</b>                                          <input type="checkbox"/> <b>No</b> </p> <p><b>Please provide detail:</b> Youth work helps young people learn about themselves, others and society through activities that combine enjoyment, challenge, learning and achievement. It is a developmental process that starts in places and at times when young people themselves are ready to engage, learn and make use of it. The relationship between youth worker and young person is central to this process.</p>
<p><b>Action required:</b> Ensure that evidence based learning outcomes are included in the implementation of the new youth service framework.</p>

<p><b>10. Does this activity bring groups/communities into increased contact with each other (e.g. in schools, neighbourhood, workplace)?</b></p>
<p> <input checked="" type="checkbox"/> <b>Yes</b>                                          <input type="checkbox"/> <b>No</b> </p>

**Please provide detail:**

Youth work happens in youth centres, schools and colleges, parks, streets and shopping precincts – wherever young people gather. Youth work methods include support for individuals; work with small groups and learning through experience.

Area Committee leadership in the youth service redesign is expected to:

- a) involve young people in the decision making, design and delivery of activities working with Elected Members and partners
- b) engage partners particularly through cluster partnerships to leverage in other resources and capacity
- c) provide Elected Members with opportunities to ensure integration with the city wide Breeze programme;
- d) enable young people to effectively access more targeted services

**Action required:**

Work to ensure that Area Committee involvement in the redesign of the Youth Service meets expectations.

**11. Could this activity be perceived as benefiting one group at the expense of another?**

Yes

No

**Please provide detail:**

Introducing a significant element of targeted service potentially impacts on the level of universal service, especially in a climate of significant budget pressure. The proposals aim to retain an element of universal provision delegated to Area Committees with a targeted service also based on geography and managed through the Area Committee framework. Objective formulae underpin the new proposed resource allocations. The targeting proposed could be perceived to favour deprived areas which already have significant resources targeted to them.

**Action required:**



**12. Equality, diversity, cohesion and integration action plan**

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

<b>Action</b>	<b>Timescale</b>	<b>Measure</b>	<b>Lead person</b>
1 Secure decision re the allocation of £2.5m targeted youth work resource by Executive Board.	July 2013	Executive Board are able to agree resource allocation formulae.	Ken Morton
2 Engagement and consultation with elected members on the details of the allocation formulae.	April – June 2013	As above	Ken Morton
3 The work of the Youth Improvement Team to include the monitoring and evaluation of EDCI issues, including the equality characteristics of service users.	March 2014	Performance reports to include analysis of equality issues and characteristics.	Vicky Fuggles
4 The work of the Youth Improvement Team to include a city wide performance management and quality assurance framework.	March 2014	Performance reports prepared for LSUS leadership team, CSLT and CTB.	Vicky Fuggles
5 Work programmes to include EDCI assessments of the particular arrangements for youth services in each of the areas across the city.	Ongoing	EDCI assessments produced.	Jean Davey
6 Work programmes to engage	Ongoing to April 2014.	Agreed staff structure	Jean Davey

Action	Timescale	Measure	Lead person
staff in the implementation of the services, and to identify and where possible mitigate any negative impact on staff.		implemented.	
7 Procurement arrangements to make reference to the Council's equality assurance in procurement guidance.	Ongoing to April 2014	Equality assurance in procurement guidance informs procurement arrangements.	Jean Davey & Paul Bollom
8 Involve young people in decision making, and the design and delivery of activities, working with Elected Members and partners.	April 2014.	Evidence of engagement in each area.	Jean Davey and Ken Morton
9 Engage partners in localities, particularly through cluster partnerships to leverage in other resources and capacity.	April 2014	Feedback from Area Committee Children Leads, Elected Member nominated on clusters and cluster chairs.	Ken Morton
10 Ensure that evidence based learning outcomes are included in the implementation of the new youth service framework.	March 2014	Target for youth activity evidencing learning outcomes achieved.	Jean Davey

**13. Governance, ownership and approval**

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job Title	Date
Paul Brennan	Deputy Director- Learning Skills & Universal Services	02/07/2013

**14. Monitoring progress for equality, diversity, cohesion and integration actions** (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board  
Please specify which board. See below.
- Other (please specify)

These proposals are being project managed as part of a wider change management programme designed to deliver the most efficient and cost effective services possible within the available budget envelope.

Monitoring will be a key part of the new lead of the Youth Improvement Team

<b>15. Publishing</b>	Sent to Corporate Governance to accompany report to Executive Board on July 17th 2013.
<b>Date screening completed</b>	May 2013.
<b>If relates to a Key Decision send to Corporate Governance</b>	
<b>Any other decision please send to Equality Team (equalityteam@leeds.gov.uk)</b>	