

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

Directorate: Children's Services	Service area: Learning Skills & Universal Services
Lead person: Jean Davey	Contact number: 0113 224 3796
Date of the equality, diversity, cohesion and integration impact assessment: March 2013	

1. Title: South Leeds Youth Hub Community Asset Transfer
Is this a:
<input type="checkbox"/> Strategy /Policy <input checked="" type="checkbox"/> Service / Function <input type="checkbox"/> Other
If other, please specify

2. Members of the assessment team:

Name	Organisation	Role on assessment team e.g. service user, manager of service, specialist
Jean Davey	LCC _ Children's Services	LSUL – Youth Offer Lead
Ken Morton	LCC _ Children's Services	LSUS – Head of Service Young People and Skills

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

In the context of council budgetary pressures, and the localism agenda, the SLYH Board are exploring changes to its governance. Currently SLYH costs Leeds City Council £207k per annum (net). The capital asset was funded through the MyPlace scheme (administrated by The Big Lottery) and LCC is bound to the terms and conditions of this grant for a period of 20 years. During this time, the building has to be used as “a centre for young people” and no other use whatsoever or LCC could be liable to repay the build costs circa £5m.

Currently young people aged 8-19years are the target age group, although there are some older participants in Leeds City College provision that runs from this site, and the SLYH Board have also considered lowering the bottom age group to maintain a flow of young people who access the building and its services in the future.

The Council’s Community Asset Transfer Policy provides a legitimate framework in which to take this work forwards. This would include the retention of the building and land, as well as the MyPlace grant contract.

The content of this report has already been approved by the Children’s Service Leadership Team, Children’s Service Asset Management Board, and the Corporate Asset Management Board.

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)

4a. Strategy, policy or plan
(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"/>

Please provide detail:

4b. Service, function, event
please tick the appropriate box below

The whole service (including service provision and employment)	<input type="checkbox"/>
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A specific part of the service (including service provision or employment or a specific section of the service)	<input type="checkbox"/>
Procuring of a service (by contract or grant) (please see equality assurance in procurement)	<input checked="" type="checkbox"/>
<p>Please provide detail:</p> <p>The SLYH Board would like to progress with a community asset transfer of the building, to a third sector “not for private profit” organisation in order to:</p> <ul style="list-style-type: none"> • Open fundraising opportunities • Greatly increase the number of young people who access the building and services each week – currently there are too few young people benefiting from what is a very high tech facility • Enable the start of a robust volunteering strategy • Achieve efficiencies • Be able to respond to change and opportunities more quickly 	

5. Fact finding – what do we already know
 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.

(priority should be given to equality, diversity, cohesion and integration related information)

In October 2012 the SLYH Board delegated the exploration of governance options. A paper on “Future Governance Arrangements” was presented at the following SLYH Board meeting in Jan 2013. This paper included the findings of consultation with stakeholders, and in more detail, the results of consultation with young people. The idea of a community ownership model was universally well received as a way to open the accessibility of the building, and a way to provide the activities and services that they wanted.

In addition to the youth consultation work (above), we have been working with the Middleton Park ward Youth Service, and some of their young people on regional and national consultation of this MyPlace centre and others. We are now at the point of establishing SLYH’s first ever Youth Board which will involve all users of SLYH, not just young people working with the Youth Service.

This work has also been informed by the Voice and influence department.

Are there any gaps in equality and diversity information

Please provide detail:

The improvements that could be brought about as a result of the community asset transfer means that we could vastly increase the access of the building by more young people, and by young people from different backgrounds.

Increases in income could mean that young people can access what they want on their doorstep instead of needing money to travel elsewhere.

As the community asset transfer work continues, all of this will sit under the Council's equality assurance guidance.

Additionally, the fact that young people are establishing a Youth Board means that more than ever, young people will have a say and hold SLYH accountable to all issues, but especially those around equality and diversity from the marketing campaign to the outreach work.

Action required:

Utilising the Breeze system to improve data management and understand young people's visit patterns and preferences.

The Council's Community Asset Transfer Policy provides a fair and transparent framework in which to progress.

Consultation with stakeholders will continue all through the process.

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

Yes

No

Please provide detail:

- Voice and Influence Dept.
- Current users
- Current non-users
- Staff
- Project partners (Health for ALL, 4 Children and NHS)
- Potentially interested partners
- Discussions with elected members
- Preliminary discussions with area management
- Working with Officers with experience of community asset transfer
- Children's Services Leadership Team
- Children's Service Asset Management Board
- Corporate Asset Management Board

Action required:

We are now establishing the new Youth Board and will continue consultation with all stakeholders.

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

- | | | |
|-----------------------------------------------|---------------------------------------------|------------------------------------------------|
| <input checked="" type="checkbox"/> Age | <input type="checkbox"/> Carers | <input checked="" type="checkbox"/> Disability |
| <input type="checkbox"/> Gender reassignment | <input type="checkbox"/> Race | <input type="checkbox"/> Religion or Belief |
| <input type="checkbox"/> Sex (male or female) | <input type="checkbox"/> Sexual orientation | |
| <input checked="" type="checkbox"/> 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: Low income households, families of young people in the target age group

Stakeholders

- | | | |
|-----------------------------------------------------------|---------------------------------------------|-----------------------------------------------|
| <input checked="" type="checkbox"/> Services users | <input type="checkbox"/> Employees | <input type="checkbox"/> Trade Unions |
| <input checked="" type="checkbox"/> Partners | <input checked="" type="checkbox"/> Members | <input checked="" type="checkbox"/> Suppliers |
| <input checked="" type="checkbox"/> Other please specify: | | |

Tenants of the building, although this is considered to be a low risk issue and consultation with tenants will take place to ensure involvement and engagement.

Potential barriers.

- | | |
|--------------------------------------------------------|------------------------------------------------------------|
| <input type="checkbox"/> Built environment | <input type="checkbox"/> Location of premises and services |
| <input type="checkbox"/> Information and communication | <input type="checkbox"/> Customer care |
| <input type="checkbox"/> Timing | <input type="checkbox"/> Stereotypes and assumptions |

Cost

Consultation and involvement

specific barriers to the strategy, policy, services or function

Please specify

8. Positive and negative impact

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

8a. Positive impact:

- Enhanced engagement of young people in design and delivery of their MyPlace centre
- Improved consultation opportunities with a broader range of young people
- Engagement of young people who haven't yet used SLYH

Action required:

We are now establishing the new Youth Board and will continue consultation with all stakeholders

8b. Negative impact:

- Due to necessary (and mandatory) LCC permissions and legal issues and possible other external factors, the time frame could be longer than partners and young people may expect

Action required:

Consistent consultation with young people will be needed to manage expectations of time frame, and to keep young people engaged, motivated, and informed.

9. Will this activity promote strong and positive relationships between the groups/communities identified?

Yes

No

Please provide detail:

The establishment of the new Youth Board particularly, will ensure that all young people have a say and can be fully involved in shaping and directing the plans for South Leeds Youth Hub. Families and communities would also have a greater involvement e.g., through volunteering/fundraising. The establishment of a Partnership Advisory Group will mean that there is an effective and cohesive local partnership stakeholder base to ensure effective challenge and scrutiny, as well as effective local partnership working.

Action required:

Establishment of a Partnership Advisory Board

10. Does this activity bring groups/communities into increased contact with each other (e.g. in schools, neighbourhood, workplace)?

Yes

No

Please provide detail:

Action required:

New young people and organisations working with them will be more closely involved in the strategic direction of South Leeds Youth Hub. This is in addition to a greater level of venue hire which means that new organisations and young people will be utilising the building at the same time. Appropriate risk assessments will be undertaken, and organisations will be able to participate in joint service users meetings.

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

Yes

No

Please provide detail:

The activity will better enable all young people to have equality of opportunity in relation to engagement in strategic and practical delivery. Additionally, the improved stakeholder relationships already mentioned, will ensure that a balance of utilisation and relationships is maintained and that positive action can be taken to ensure that no groups are marginalised.

Action required:

Establishment of Youth Board

Establishment of Partnership Advisory Group

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)

Action	Timescale	Measure	Lead person
Establish a new South Leeds Youth Hub Youth Board	April – September 2013	<ul style="list-style-type: none">• Terms of Reference agreed• Election of Youth Board members• Year 1 Action Plan agreed• Schedule of meetings agreed and board reports and minutes produced	Sue Pennycook
Establish a new Partnership Advisory Group to support the new “Building Manager”	Ambition of September 2013 (it is recognised that external factors may impact upon this aim)	<ul style="list-style-type: none">• Advisory Group Terms of Reference agreed• Advisory Group members signed up• Year 1 meeting schedule agreed	Sue Pennycook
Maintain close relationship with national MyPlace Network	Ongoing	<ul style="list-style-type: none">• Attendance at key meetings	Sue Pennycook
Implement Breeze cards	September 2013	<ul style="list-style-type: none">• Breeze cards in operation and data utilised in South Leeds Youth Hub Board meetings	Satbinder Soor / 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
Cllr. Blake	Chair, South Leeds Youth Hub Board	SLYH Board meeting 30 Jan 2013
Chair	Children's Service Leadership Team	8 February 2013
Chair	Children's Services Asset Management Board	14 th February 2013
Chair	Corporate Asset Management Board	14 th March 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
- Other (please specify)

The content of this report is part of a wider programme of cost saving and asset maximisation. Actions identified in this report are included in the programme of work going forwards. The content of this report has been approved by, and is being closely monitored by the following groups as work towards a community asset transfer progresses:

- South Leeds Youth Hub Board
- Children's Service Leadership Team
- Children's Service Asset Management Board
- Corporate Asset Management Board
- South Leeds Youth Hub Youth Board

15. Publishing

Date copy sent to Equality Team	April 2013
Date published	April 2013

