

## Children's Service Equality Impact Assessment (EIA)

<b>1. Details of function, policy, procedure or service:</b>	
Title of what is being assessed: Reducing funding for Youth Support Services and Sports Development	
Is it a function, policy, procedure or service?: Service	
Department and Section: Youth Support Services	
Date assessment completed: January 2013	
<b>2. Names and roles of officers completing this assessment:</b>	
Lead officer	Flo Armstrong (Youth Support Service)
Stakeholder groups	
Representative from internal stakeholders	Jane Graham
HR rep (for employment related issues)	Dealt with as part of separate EIA
<b>3. Full description of function, policy, procedure or service:</b>	
<p><b>Why is it needed?</b></p> <p>Over the next 3 years the Council is proposing savings of around £55 million, so all service areas need to make budget reductions. Over the past two years the Children's Service has reduced budgets by £7.4m across a range of areas. £2.1m of these savings related to reshaping and reducing youth services, including a reduction in the funding available for arts, play and sports. For 2013/14 the Children's Service needs to find further savings of £4.493m, of which £500,000 are proposed for Youth Services and £90,000 for Sports Development. The financial plan for 2013/14 agreed in February 2012, included £958,000 of savings for youth services. However, having examined these savings against our priorities and in light of the riots in summer 2011, a smaller reduction of £500,000 is now proposed, with savings found through efficiencies in other areas instead.</p> <p><b>What are the outcomes to be achieved? What are the aims and objectives?</b></p> <p>Over the past two years, there has been a reshaping and reduction of youth support services through integrating Youth Services, education welfare services for older young people, play services, sports development services, young people's participation and the youth offending service. This multi agency support model directs the available resources at vulnerable young people. This model aims to reduce high risk behaviour and to reduce the number of vulnerable young people not in employment, education or training. The current proposals build on the service redesign and developments that have been undertaken over the last two years. A charging policy for positive activities was implemented in October 2012. As a trial to assess impact on take-up the charges were set at a fixed rate in the first instance. The result was positive and all courses were attended as in previous years. Information is now going to be issued regarding February activities with scaled charges according to individual needs allowing the most vulnerable to continue to access the provision at no cost.</p> <p>As resources reduce, the Children's Service is increasingly targeting services to help support the most vulnerable. The Children's Service has also been reconfiguring services to intervene earlier to support children and families to reduce the number experiencing the most complex problems.</p> <p>For 2013/14 there are 4 main proposals for youth services, these proposals aim to achieve total savings of £500,000:</p> <ul style="list-style-type: none"> <li>• Achieve better value for money across contracts, especially in youth homelessness provision. A reduction in mediation support for homeless young people is also proposed. To help reduce the</li> </ul>	

impact of no dedicated mediation for young people, targeted youth workers would deliver support for homeless young people.

- Refocus and reduce back office and youth worker staff supporting targeted youth services, while continuing to guarantee provision of statutory duties. These duties include securing sufficient leisure-time educational and recreational activities for young people, and helping young people to participate in education and training. We would further target remaining resources and reshape our services to help ensure that the Council continues to support those that need it most and increase formal accreditation in activities and programmes for young people.
- Reduce resources to publicise and support delivery of positive activities (for example special interest clubs, arts and cultural activities, and sports activities). We would continue to work closely with partners to make the best use of remaining resources. This would include increasing formal accreditation across activities.
- Schools now have responsibility and funding for careers information, advice and guidance. It is proposed to reduce Council support in line with this. However, there is some demand from schools to purchase careers support from the Council, which would generate income and would reduce the budget saving. There are also opportunities to generate income from play activities in schools.

This proposal aims to achieve total savings of £90,000 for Sports development:

- Reduce support for sports development and continue to promote sports development without additional investment. To help reduce the impact of this, sports development would be carried out as part of positive activities work. We would also continue to work with partners, including health, schools and the voluntary sector, to encourage greater use of leisure facilities across the borough, especially through the sport and physical activity review.

Within the reduced budget we would continue to prioritise support for the voluntary sector and local communities to build capacity, and to prioritise support for vulnerable young people.

#### **Who is it aimed at?**

Youth support services target resources towards vulnerable young people, for example those at risk of not being in education, employment or training (NEET) or those at risk of poor sexual health or teenage pregnancy. These services include arts, play and sports opportunities, which are available at a number of venues, and participation work to engage young people in decision-making. Sports development work targets many of the same young people and therefore there is overlap in the impact of youth support service and sports development proposals.

#### **Who is likely to benefit?**

The proposal involves continuing to target resources for vulnerable young people, increasing partnership work with the voluntary sector and providing support including training and advice. This would be available through Council provided training programmes and through Youth Support Service Practitioners Group meetings.

#### **How have needs based on race, gender, disability, age, religion/belief, sexual orientation or carers been taken account of?**

Consultation has been carried out via a number of methods, enabling stakeholders, including parents/carers, to give feedback and put the proposals into context against their needs. Stakeholders were encouraged to respond via a dedicated email address, post, online questionnaire, and at consultation events.

A consultation on Barnet's budget proposals for 2013-14 was undertaken between 31 October and 31

January 2013. A total of 41 people responded to all or one of the questions related to the Children's Service budget consultation. Of those who gave their personal details via the online questionnaire (excludes those who did not answer the question):

- 12 were female, 4 were male
- Of the people who identified themselves as female, 1 was pregnant
- Of the people who identified themselves as female, 1 was on maternity leave
- 1 was aged 15-18 years, 4 were aged 25-34, 3 were aged 35-44, 6 were aged 45-54, 1 was aged 75+
- 12 stated their ethnicity as White British, 1 White Other, number, 1 Black or Black British - African, and 1 Asian or Asian British – Indian
- 1 person stated their religion to be Agnostic, 1 Atheist, 3 Christian, 4 Hindu, 4 Jewish, and 2 No Religion
- 3 people stated they had a disability under the DDA
- 1 person stated their sexuality to be Bisexual and 12 Heterosexual

A wide range of young people were consulted on the youth offer proposals including via consultation meetings and an online questionnaire specifically for young people. A total of 60 young people responded to all or one of the questions related to the young person specific Children's Service budget consultation. Of those who gave their personal details via the online questionnaire (excludes those who did not answer the question):

- 12 young people were female, 2 were male
- 3 young people were aged 12-14 years, 3 aged 14-16, 3 aged 16-18, and 3 aged 18-24
- 6 young people stated their ethnicity as White British, 2 were White Other number, 2 were of Other Ethnicity, 1 Asian or Asian British – Other, 1 Mixed - White and Asian, 1 Other – Chinese, and 1 White - Greek/Greek Cypriot
- 2 young people stated their religion to be agnostic, 5 Christian, 1 Atheist, 1 Humanist, 1 No Religion and 1 Other Faith
- No one stated they had a disability under the DDA
- 1 young person stated their sexuality to be Bisexual, 7 Heterosexual, 2 Lesbian

**Identify the ways people can find out about and benefit from the proposals. Consider any processes they need to go through or criteria that we apply to determine eligibility.**

As indicated above, stakeholders were consulted via a range of methods with the option of responding verbally, by post, by email or online. Under these proposals, youth support services will be targeted at those most in need of support, with vulnerable groups likely to include those with disabilities, those at risk of becoming NEET, and young offenders.

The [Profile of Children and Young People in Barnet](#) contains some of the data used to evidence the potential effects on different equalities strands.

**4. How are the equality strands affected? Please detail the effects on each equality strand, and any mitigating action you have taken so far**

Equality Strand	Affected?	Explain how affected	What action has been taken already to mitigate this?
Race	Yes X / No <input type="checkbox"/>	Reduced activities could affect vulnerable groups such as excluded young people and young offenders. Children and young people with African and Caribbean backgrounds are overrepresented in	Any developments to the activities charging policy implemented during 2012/13 will follow a clear and robust process to ensure free/reduced activities continue for vulnerable young people including

		<p>exclusions (Exclusions: 40.5% of permanent exclusions in 2011/12 compared with 16.9% of school population).</p> <p>Black Caribbean young people are overrepresented among mediation service users (15.5% of service users compared with 1.3% of Barnet's 15 to 19 population – April to December 2012 user data)</p>	<p>those groups identified here</p> <p>Young refugees and asylum seekers will continue to be prioritised by Targeted Youth Workers.</p> <p>A dedicated targeted youth worker would work closely with the housing team and Barnet Homes to support homeless young people and those at risk of homelessness. To help further strengthen this, the Council is working closely with Barnet Homes to explore the possibility of securing funding from other sources for mediation work.</p>
Gender	Yes X / No <input type="checkbox"/>	<p>Males are more likely to be first time offenders (22 male to 7 females age 15. 38 male to 2 females age 16. 27 male to 4 females age 17 in 2011/12) so deletion of the Youth Offending Team Education To Employment Co-ordinator is more likely to disproportionately affect them.</p> <p>Positive activities data suggests that activities are accessed by marginally more males than females (1472 (55%) males compared to 1185 (45%) females during 2011 – 12)</p> <p>Sports data shows that more males than females accessed sport activities (343 (54.5%) males to 288 (45.5%) females during 2011 - 12)</p> <p>Males and females equally use the homelessness mediation service (50 females and 53 males between April and December 2012).</p>	<p>Targeted Youth Workers will continue to support male and female young offenders, including around their progression into education, employment or training.</p> <p>The positive activities and sports activities programmes will continue to ensure that activity programmes are implemented to attract both males and females</p>
Disability	Yes / No X	<p>Summer positive activities statistics showed that of 1014 participants, 23 had a Learning Disability/Difficulty.</p>	

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		<p>However this figure is considered to be higher as not all young people with a disability will have disclosed this information when applying for the activities.</p> <p>There are no proposals to reduce activities specifically targeted at young people with disabilities and it is not anticipated that they would be disproportionately impacted.</p>	
Age	Yes X / No <input type="checkbox"/>	<p>Young people are likely to be disproportionately impacted by the proposals in relation to youth and sports activities and homelessness mediation support as services are targeted to them.</p>	<p>We will ensure that there is a balance of activities for those of different age groups when allocating funding for youth, play and sports activities.</p> <p>A dedicated targeted youth worker would work closely with the housing team and Barnet Homes to support homeless young people and those at risk of homelessness. To help further strengthen this, the Council is working closely with Barnet Homes to explore the possibility of securing funding from other sources for mediation work.</p>
Sexual Orientation	Yes <input type="checkbox"/> / No X		<p>Funding available for youth and sports activities will be targeted for vulnerable groups including LGBT groups</p>
Gender reassignment	Yes <input type="checkbox"/> / No X		<p>Funding available for youth and sports activities will be targeted for vulnerable groups including those vulnerable due to gender reassignment</p>
Religion or belief	Yes / No X	<p>A reduction in funding for activities could have an impact across the board on universal activities delivered by community faith groups. It is not anticipated that any impact would be disproportionate in terms of religion or belief.</p>	<p>We will ensure that the needs of all service users, including those of different faiths, are taken into account when allocating funding. This will include considering whether services targeted geographically could impact disproportionately on those of a certain religion.</p>

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<p>Pregnancy and maternity (teenage parents)</p>	<p>Yes X / No <input type="checkbox"/></p>	<p>General teenage pregnancy and sexual health advice is now delivered by Targeted Youth Workers. A reduction in Targeted Youth Workers could have a negative impact on teenage parents and those requiring sexual health advice.</p>	<p>Partnership work will continue with the Family Nurse Partnership for young first time mothers to provide support to teenage parents around a range of issues, which will include access to youth activities and other support services available.</p> <p>Any developments to the activities charging policy implemented during 2012/13 will follow a clear and robust process to ensure free/reduced activities continue for vulnerable young people including teenage parents</p>
<p>Marital status</p>	<p>Yes <input type="checkbox"/> / No X</p>	<p>The marital status of young people or their parents is not part of the criteria for access to youth services.</p> <p>However, children of lone parents could be considered a priority group for targeted youth services if, for example, they have a significantly lower household income</p>	
<p>Those on low incomes</p>	<p>Yes X / No <input type="checkbox"/></p>	<p>Continuing to charge for activities and developing this model could have a potential negative impact on those on low income.</p>	<p>Any developments to the activities charging policy implemented during 2012/13 will follow a clear and robust process to ensure free/reduced activities continue for vulnerable including those on low incomes</p>
<p>Young offenders</p>	<p>Yes X / No <input type="checkbox"/></p>	<p>Deletion of the Youth Offending Team Education To Employment Co-ordinator could have a negative impact on young offenders.</p>	<p>Targeted Youth Workers will continue to support Young Offenders, including around their progression into education, employment or training.</p>
<p>NEETs</p>	<p>Yes X / No <input type="checkbox"/></p>	<p>Reducing Targeted Youth Worker capacity by 3 posts could have a negative impact on the number of young people in education, employment and training.</p>	<p>The remaining 15 Targeted Youth Workers will engage NEET young people and work with them to get them back into education, employment or training. This should be strengthened by</p>

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			the Platforms programme for young people aged 16 to 24, which specifically targets and supports NEET young people.
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**5. What will be the impact of delivery of any proposals on satisfaction ratings amongst different groups of residents**

The positive activities funding has historically been used for holiday schemes and activities which are viewed positively. The proposed reductions to positive activities funding could result in fewer activities available for holiday schemes and activities, which could result in reduced satisfaction ratings.

Reductions to Sports Development resources would result in less resource to develop and promote sports provision with partners/schools. This could also result in reduced satisfaction ratings. The Children's Service will work closely with colleagues in public health and through the review of sport and physical activity to make best use of the resources available across the partnership and identify opportunities to encourage external funding into the borough in support of sports and obesity reduction activities.

In the Residents Perception Survey 2012 17% of respondents said that 'not enough being done for young people' was one of their top three concerns. This has increased slightly from 16% in 2011. The satisfaction of residents in relation to activities for teenagers and young people has stayed the same, in the 2012 Residents Perception Survey as in 2011 survey, with 13% rating it excellent or good. The satisfaction rating in relation to activities for teenagers and young people (2012 survey) is higher for users of these services, at 39%. More detailed analysis of the Residents Perception Survey 2012 is currently underway which will enable us to further review the impact of the changes implemented over the past two years.

**6. How does the proposal enhance Barnet's reputation as a good place to work and live?**

Remaining resources will continue to be targeted at those most in need of support, which demonstrates that Barnet is looking after its most vulnerable. Close working with the voluntary sector and community groups to ensure a range of activities, support and advice for children and young people may result in more opportunities for Barnet residents to volunteer and become involved with their local community, which could help to enhance Barnet's reputation as a good place to live.

A reduction in mediation support for homeless young people is unlikely to enhance Barnet's reputation. However, a dedicated targeted youth worker would work closely with the housing team and the Council is working closely with Barnet Homes to explore the possibility of securing funding from other sources for mediation work.

**7. How will members of Barnet's diverse communities feel more confident about the council and the manner in which it conducts its business?**

Clear communication, consultation and engagement is taking place with young people and other stakeholders including the voluntary sector, community groups, police and schools to help ensure the views of Barnet's diverse communities are taken into account. Councillors will fully consider and give due regard to the responses to consultation, and to this Equalities Impact Assessment, as part of a clear and transparent decision-making process to try and ensure that all citizens feel confident about the manner in which the council is conducting its business.

Resources available to develop partnership work will now be embedded throughout the service and lead responsibility will be taken by Head of Youth & Community. The proposal includes continuing to increase partnership work with the voluntary sector to ensure there is support to voluntary sector organisations including loan of equipment. The equipment will enable the voluntary/community sector to deliver activities and programmes, helping to ensure activities are delivered in a cost-effective way. This will enable local community and voluntary groups to support the big society agenda and may help to make Barnet's diverse communities feel more confident about the way the council conducts its business.

**8. What measures and methods have been designed to monitor the application of the policy or service, the achievement of intended outcomes and the identification of any unintended or adverse impact? *Include information about the groups of people affected by this proposal. Include how frequently will the monitoring be conducted and who will be made aware of the***



*analysis and outcomes? Include these measures in the Equality Improvement Plan (section 13)*

A central monitoring function will be retained to identify young people at risk and any inequalities in opportunities or outcomes that need to be addressed. For example, we will continue to monitor the number of young people who are not in education, employment or training (NEET) and analyse it for differentials including gender, race, and learning disability. National indicators such as care leavers in education, employment or training will continue to be monitored so any decline in performance can be acted on.

Data will continue to be collected by projects funded using positive activities monies and analysed for equalities differentials. These findings will be used to inform future planning.

**9. How will the new proposals enable the council to promote good relations between different communities?** *Include whether proposals bring different groups of people together, does the proposal have the potential to lead to resentment between different groups of people and how might you be able to compensate for perceptions of differential treatment or whether implications are explained.*

Developing the charging model implemented during 2012/13 could lead to dissatisfaction between those with and without free access to certain activities. We will continue to ensure that the charges are applied clearly to ensure that there is no confusion for young people, their parents and carers. Scaled charges will be implemented for February half term activities and there will be a clear communication to parents/carers outlining any changes to charging.

During consultation on last year's budget proposal young people indicated that they particularly value activities that bring together young people from a range of different backgrounds including young people who support might be targeted towards and those who it wouldn't necessarily be. Charging for some activities could help to support this.

The youth support service will be actively seeking additional resources through joint bidding with voluntary and community sector groups, Barnet Homes and with other partners where possible. Any additional resources secured would help to increase provision and could help to promote good relations between different communities.

**10. How have residents with different needs been consulted on the anticipated impact of this proposal? How have any comments influenced the final proposal?** *Please include information about any prior consultation on the proposal been undertaken, and any dissatisfaction with it from a particular section of the community.*

Statutory consultation has been undertaken in the form of an online survey as well as pre-consultation around the proposals with the Barnet Youth Board and at the Youth Support Service Practitioners' group meeting which included representatives from a range of partner organisations.

The Head of Youth and Community has met with stakeholders including Cypnet (which includes a number of community groups including groups who support young people with disabilities), parents/carers groups pp4dan.

Barnet Youth Board and UK Youth Parliament have created a youth friendly version of the Budget Proposals consultation and are working to ensure young people in Barnet understand proposed changes and comment as necessary. The team have created a film called Barnet Young Voices Project to capture young people's views on a range of issues in Barnet. They met with Councillor Andrew Harper to discuss each proposal and the impact on young people and services for young people in Barnet. Although they understood pressures placed on local councils they expressed some concerns and wanted to ensure that cuts did not compromise the quality of services. Specific concern was expressed for young people who are vulnerable, particularly young people who are homeless or at risk of being homeless. They felt that schools had numerous responsibilities and that some might find it difficult to offer all careers and advice provision and called for stronger links between agencies like the job centre and schools. The team felt that young people should continue to play a part in designing materials and promoting council services aimed at young people to help raise awareness of what is on offer and ensure continued participation from a wide range of groups. To support the consultation process and raise awareness of young people's participation in decision making, some members will run focus groups in their schools around proposals and feed that back to the board and wider consultation process. The formal youth friendly consultation for young people has been circulated to schools and community groups.

A charging policy for positive activities was implemented in October 2012. As a trial to assess impact on take-up the charges were set at a fixed rate in the first instance. The result was positive and all courses were attended as in previous years. Information is now going to be issued regarding February activities with scaled charges according to individual needs allowing the most vulnerable to continue to access the provision at no cost.

Formal consultation has been carried out via a number of methods to enable stakeholders to give feedback and put the proposals into context against their needs. A consultation paper including the proposal was emailed to key stakeholders, an online questionnaire is being conducted, and a dedicated email address has been set up.

**11. Decision:**

No Impact	Positive Impact	Neutral Impact	Negative Impact
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

**12. Comment on decision**

It is anticipated that there could be a negative equalities impact from the proposals consulted on regarding the reduction in funding for the youth support service and sports development. The £458,000 reduction in the original saving proposed has reduced the likely impact, but there could be a particular impact on young people in the areas of race, gender, age, and pregnancy and maternity. Young offenders and homeless young people are also groups more likely to be negatively impacted by the proposals. The extent of the impact will depend on the success of mitigating actions. The equality improvement plan below outlines the actions that will be undertaken to mitigate the impact.

### 13. Equality Improvement Plan

Please list all the equality objectives, actions and targets that result from the Equality Impact Assessment (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Objective	Action	Target	Officer responsible	By when
Ensure remaining resources continue to be targeted at those most in need of support	Targeted Youth Worker to focus on vulnerable groups including work with homeless young people	To evidence a positive outcome for vulnerable young people	Flo Armstrong	April 2013 and Ongoing
Ensure ongoing clear communication with stakeholders, including hard to reach groups.	Head of Service to communicate with stakeholders via the Practitioners group	4 Practitioners meetings to be held April 2013 – March 2014	Flo Armstrong	7 February and ongoing
Continue to monitor and analyse performance indicators so any issues can be addressed.	Monitor and analyse performance figures at monthly SMT meetings	To be monitored at 6 SMT meetings from April 2013 – March 2014	Flo Armstrong & Managers	14 February and ongoing
Engage with voluntary sector, community groups and private sector to help ensure that there are a range of positive activities for young people throughout the borough.	Participant statistics for Positive Activities programmes to be used to inform future needs for programmes	Information shared with strategic partners at Positive Activities Steering Group meetings	Flo Armstrong/Karen Ali	March 2013 and Ongoing
Further develop links with community groups to help ensure effective signposting and access to information and advice.	Ensure Practitioners Group list is updated regularly so that Voluntary sector, community groups and private sector are kept informed of meetings and communications	Review the list following each meeting	Flo Armstrong/Zainab Bundu	7 February and ongoing

<b>1<sup>st</sup> Authorised signature (Lead Officer)</b>	<b>2<sup>nd</sup> Authorised Signature (Member of SLT)</b>
<b>Date:</b>	<b>Date:</b>