

# **EQUALITY IMPACT ASSESSMENT AND ANALYSIS (EqIAA)**

## **REVIEW OF INTEGRATED SERVICES FOR YOUNG PEOPLE**

### **SECTION 1 - INTRODUCTION**

This EqIAA covers the issue of the proposal to reconfigure integrated services for young people with effect from 1 April 2013, including universal provision through youth centres and other activities as well as targeted provision with a focus on:

- Increasing the participation of young people in positive activities
- Reducing the percentage of 16-18 year olds not in education, employment or training (NEET)
- Reducing the proportion of young people frequently using illicit drugs, alcohol or volatile substances
- Reducing the under-18 conception rate
- Reducing the number of first-time entrants aged 10-17 to the Criminal Justice System

The main purpose of the CYP integrated services function is covered in the departmental service plan. This document refers more specifically to the potential equality impacts of the options being considered to deliver budget reductions and associated changes to these services as set out in the proposals submitted to Children and Young People Committee 25<sup>th</sup> July 2012.

There are a number of general principles that apply to all the changes being proposed, these are to:

- Minimise impact on service delivery and specifically on vulnerable groups
- Redistribute resources to ensure that those children most in need continue to receive the current level of service and to ensure that key groups such as children with disabilities or in priority neighbourhoods are not adversely impacted
- Ensure that those children and young people that are most in need are the main beneficiaries of investment

#### **Background**

##### Targeted support

The available evidence suggests that as many as 1500 young people (around 7% of young people in South Gloucestershire) are at risk of not achieving their potential or the best quality of life and would benefit from targeted support at an earlier stage.

It is difficult to confirm the total number of young people that currently access all the provision made by these services as the council currently records the number of contacts rather than unique users, but we do know that:

- Over 400 young people aged 16-18 are currently not in education, employment or training (NEET). During 2011 over 800 NEET young people were supported by Connexions (including over 18s)
- In 2010/11 67 young people received specialist treatment for substance misuse, of which 48 were new referrals
- There were around 130 under 18 conceptions in 2009

- During 2010/11 the Youth Offending Service worked with 228 young people, of which 155 interventions were at enhanced or intensive levels.

#### Youth Centres / Universal provision:

At present the council operates 13 youth centres, 9 of which are also owned by the council as follows:

- Fromside
- Little Stoke
- Patchway
- Cadbury Heath
- Hanham
- Kingswood Old School
- Kingswood Made for Ever
- Oldland
- Wickwar

A further three centres operate in premises owned by another body under a lease or rental agreement

- Thornbury
- Chipping Sodbury
- Almondsbury

The Brimsham Green youth centre is operated under an agreement with the Governing Body of Brimsham Green School.

#### **Overview of the proposals under consideration**

The proposals outline a range of potential changes to the youth service based on the following key options:

- To seek approval for the creation of an integrated Targeted Youth Support Service to provide targeted support to teenagers.
- To determine whether this service should be provided directly by the Council or further work is undertaken to determine at a later stage whether the service should be commissioned from an external provider.
- To consider alternative models for the provision of universal positive activities for young people.

The Integrated Services for Young People project is based on a model of early intervention and prevention that:

- Ensures that, where a child is at risk of poor outcomes, we intervene as early as possible to assess needs and provide support;
- Shifts the emphasis from providing services to everyone towards supporting those who are most in need – and from reacting to problems towards preventing problems from happening;
- Using evidence of what works to determine which programmes we offer to support the children, young people and families who are most in need;
- “Joins up” the support provided by different professionals in a way that avoids duplication of effort and improves impact
- Adopts a “no wrong door” approach, enabling children, young people and their families to receive the support they need regardless of their initial point of access;
- Refocuses the council resource to ensure we can fund and commission flexible and responsive programmes to meet identified needs.

## SECTION 2 - CONSULTATION CONDUCTED

A comprehensive consultation programme which encompassed the three strands relating to the proposals for the development of early intervention and preventative services for children, young people and families in South Gloucestershire was organised. It involved engaging and consulting with staff, service users, the voluntary and community sector, town and parish councils and the wider public. The consultation period was open for 12 weeks from 1<sup>st</sup> March until 25<sup>th</sup> May 2012 and is fully compliant with the council's consultation policies including the compact partnership between South Gloucestershire Council, other public agencies and the voluntary and community sector and the parish charter.

This consultation programme involved surveys (both paper-based and online), six public meetings, staff briefings and a wide range of information provided through consultation documents which were widely distributed and available online. Staff also attended briefings and meetings with a wide range of stakeholders to raise awareness of the consultation, explain the proposals and answers to questions were organised. A youth conference also took place on 28<sup>th</sup> April, involving 125 young people from youth centres, schools and other specific groups such as young people from the learning disabilities forum.

The responses to consultation on all elements of the integrated services proposals included:

- 662 completed surveys
- 99 letters/emails
- 13 Youth centre submissions (representing every youth centre)
- 49 expressions of interest in taking on the running of a centre / providing services
- 44 staff responses
- 138 people attended the public meetings
- 125 young people attended the youth conference

A full report on the consultation process and responses including details of specific events and feedback received is also available and appended to the decision report. Additional information and summary documents relating to the consultation are also available on the consultation website <https://consultations.southglos.gov.uk/consult.ti/IntegratedCYP12/consultationHome>.

A breakdown of responses by equality group is provided in table 1 below. A draft equality impact assessment was included in the consultation pack (included as appendix 1 below) and feedback invited. Feedback received has been incorporated into this version of the equality impact assessment.

## Consultation Results

The consultation results for equalities groups in respect of the questions raised are detailed in table 1 below. The key observations are as follows:

Proposals for targeted youth provision:

- Those respondents that agree (36%) or disagree (37.6%) with our proposals for targeted youth provision are relatively evenly split (Q.15).
- Under 18s are significantly more positive with 87.5% agreeing and just 12.5% disagreeing with proposals for targeted youth provision (Q.15).
- Over 65s are less positive with 20% agreeing and 80% disagreeing with proposals for targeted youth provision, as are disabled respondents with 22% agreeing and 43% disagreeing (Q.15).
- Female and non white British (BAME) respondents were relatively consistent with the overall average response to proposals for targeted youth provision (Q.15).

Options for targeted youth support – council provided / commissioned:

- Nearly half (49%) of respondents preferred the council to operate the targeted youth support service, with just 12.3% preferring the service to be commissioned to an external provider (Q.16).
- Under 18s were largely undecided (80%) with none opting for the council operated model and 20% for provision by an external provider whereas among over 65s, 80% preferred the service to be provided by the council (Q.16).
- Disabled People were less likely to prefer the council operated model (23%) than the full population of respondents (50%), and reflected the average response to the option of a commissioned service with just 14% of disabled people preferring this option. A high proportion did not express a preference either way (Q.16).
- Responses from other equalities groups are relatively consistent with the average response (Q.16).

Proposals for universal youth services:

- Views on the provision of universal youth services are mixed with around a third (31%) of respondents agreeing with the council's proposals. Just over a third (35%) disagreed with them and the remaining third (33%) neither agreed, disagreed or did not know (Q.17)
- Under 18s are more inclined to agree (50%) with the proposals for universal youth provision, as are non white British respondents (40%). Disabled respondents are less likely to agree (16.7%) as are Males (22.5%) and Over 65s (22.2%) (Q.17).

**Table 1. Equalities analysis of consultation survey responses – for all strands of the integrated services proposals**

		All	Staff	Service User	Other interested party	Male	Female	18 or under	19 to 65	Over 65	White British	Non White British	Disabled	Non Disabled
Question	Base	243	45	123	46	42	146	10	165	10	164	31	26	153
<b>Q1 How strongly do you agree or disagree with the overall approach proposed?</b>	Agree	<b>21.5%</b>	<b>25.6%</b>	<b>22.5%</b>	<b>20.0%</b>	<b>22.5%</b>	<b>20.9%</b>	<b>0.0%</b>	<b>25.3%</b>	<b>0.0%</b>	<b>18.7%</b>	<b>38.7%</b>	<b>8.0%</b>	<b>24.0%</b>
	Disagree	60.0%	46.5%	63.0%	51.1%	57.5%	61.8%	70.0%	56.1%	100.0%	60.6%	58.0%	76.0%	57.3%
<b>Q3 How strongly do you agree or disagree with commissioning more services from external providers?</b>	Agree	<b>20.3%</b>	<b>15.9%</b>	<b>20.7%</b>	<b>22.8%</b>	<b>21.4%</b>	<b>20.1%</b>	<b>30.0%</b>	<b>20.9%</b>	<b>20.0%</b>	<b>20.3%</b>	<b>22.6%</b>	<b>19.2%</b>	<b>21.2%</b>
	Disagree	67.3%	75.0%	65.7%	61.3%	76.2%	65.3%	50.0%	65.6%	80.0%	67.3%	64.5%	65.4%	66.2%
<b>Q5 How strongly do you agree or disagree with our proposals to focus support in six children’s centres in the priority neighbourhoods?</b>	Agree	<b>39.5%</b>	<b>37.2%</b>	<b>39.6%</b>	<b>42.5%</b>	<b>46.4%</b>	<b>36.0%</b>	<b>10.0%</b>	<b>41.3%</b>	<b>44.4%</b>	<b>39.4%</b>	<b>36.7%</b>	<b>21.7%</b>	<b>40.0%</b>
	Disagree	44.1%	37.2%	42.3%	47.5%	43.9%	45.1%	60.0%	41.9%	55.5%	45.1%	40.0%	56.5%	42.7%
<b>Q7 Which option do you prefer for operating the six proposed Children’s Centres in the priority neighbourhoods?</b>	Option A	68.6%	79.1%	65.7%	62.5%	57.9%	72.5%	20.0%	72.3%	77.8%	70.8%	55.2%	48.0%	71.8%
	Option B	9.0%	9.3%	6.9%	15.0%	18.4%	5.8%	10.0%	8.4%	11.1%	9.1%	6.9%	8.0%	9.2%
<b>Q8 How strongly do you agree or disagree with our proposals for the remaining children’s centres?</b>	Agree	<b>28.1%</b>	<b>30.3%</b>	<b>23.1%</b>	<b>36.9%</b>	<b>25.0%</b>	<b>28.3%</b>	<b>50.0%</b>	<b>29.4%</b>	<b>0.0%</b>	<b>27.0%</b>	<b>33.3%</b>	<b>17.3%</b>	<b>31.5%</b>
	Disagree	44.8%	39.6%	47.2%	36.9%	47.5%	45.4%	0.0%	45.7%	71.4%	45.5%	36.7%	60.9%	42.5%
<b>Q11 How strongly do you agree or disagree with our proposals for supporting families through an integrated Family Solutions Service?</b>	Agree	<b>52.7%</b>	<b>54.5%</b>	<b>45.8%</b>	<b>66.7%</b>	<b>46.3%</b>	<b>53.2%</b>	<b>60.0%</b>	<b>53.5%</b>	<b>44.4%</b>	<b>52.2%</b>	<b>51.7%</b>	<b>41.7%</b>	<b>56.8%</b>
	Disagree	14.1%	6.8%	18.6%	10.2%	9.7%	16.6%	0.0%	14.7%	33.3%	15.9%	6.9%	16.6%	14.4%
<b>Q12 How strongly do you agree or disagree with our proposals for providing parenting support through an integrated family Solutions Services?</b>	Agree	<b>53.3%</b>	<b>54.6%</b>	<b>50.0%</b>	<b>61.0%</b>	<b>46.4%</b>	<b>53.5%</b>	<b>70.0%</b>	<b>53.2%</b>	<b>44.4%</b>	<b>52.5%</b>	<b>48.4%</b>	<b>41.6%</b>	<b>56.5%</b>
	Disagree	14.0%	11.3%	17.0%	9.8%	9.8%	17.1%	0.0%	15.2%	33.3%	16.7%	6.5%	16.6%	14.9%
<b>Q13 Which option do you prefer for establishing the integrated family solutions service?</b>	Option A	52.9%	81.8%	43.0%	48.8%	56.1%	50.7%	10.0%	55.0%	60.0%	52.0%	62.1%	25.0%	56.4%
	Option B	12.8%	2.3%	11.0%	22.0%	19.5%	10.4%	20.0%	10.6%	30.0%	12.5%	10.3%	16.7%	11.4%
<b>Q15 How strongly do you agree or disagree with our proposals for targeted youth provision?</b>	Agree	<b>36.0%</b>	<b>26.7%</b>	<b>38.0%</b>	<b>45.3%</b>	<b>40.0%</b>	<b>35.1%</b>	<b>87.5%</b>	<b>35.3%</b>	<b>20.0%</b>	<b>34.5%</b>	<b>41.9%</b>	<b>21.7%</b>	<b>39.6%</b>
	Disagree	37.6%	40.0%	33.0%	45.2%	37.5%	38.8%	12.5%	36.0%	80.0%	37.8%	35.5%	43.4%	37.5%
<b>Q16 Which option do you prefer for establishing the targeted youth support service?</b>	Option A	49.7%	68.9%	37.8%	61.4%	52.5%	47.4%	0.0%	50.0%	80.0%	48.0%	58.6%	22.7%	53.2%
	Option B	12.3%	4.4%	12.2%	15.9%	20.0%	9.8%	20.0%	11.3%	10.0%	11.8%	13.8%	13.6%	11.3%
<b>Q17 How strongly do you agree or disagree with our proposals for universal youth provision?</b>	Agree	<b>31.1%</b>	<b>19.1%</b>	<b>33.6%</b>	<b>36.3%</b>	<b>22.5%</b>	<b>30.3%</b>	<b>50.0%</b>	<b>28.2%</b>	<b>22.2%</b>	<b>27.5%</b>	<b>40.0%</b>	<b>16.7%</b>	<b>31.0%</b>
	Disagree	35.7%	42.9%	31.8%	47.8%	45.0%	34.9%	20.0%	34.9%	77.8%	36.9%	33.4%	41.7%	37.4%
<i>Option A = Council managed</i>														
<i>Option B = Commission from external provider</i>														

\* Omits questions requiring qualitative responses

Comments were also invited and received as part of the feedback to the consultation and a summary of the nature of those responses relating to equalities issues are shown below:

- Respondents were concerned about how we would identify those most in need. They considered that people moved in and out of need and were hard to identify. In need people were not just in priority neighbourhoods or low socio-economic groups and to limit provision to a small number was discriminatory. They felt that the provision of universal, open access services were an important way of identifying people who would benefit from more targeted support.
- Loss of specialist support groups for children and young people with disabilities provided through children's centres and youth centres e.g. disabled play sessions and LDD youth group, young carers group.
- Issues around isolation (particularly in rural areas) caused by inability to access services due to distances travelled and lack of transport (also an issue in areas of deprivation)
- A number of submissions highlighted that particular youth centres provide support for LGBT young people

## SECTION 3 - RESEARCH CONDUCTED

The following tables display data collected to accurately assess the potential impacts of the proposed changes on specific protected characteristic groups.

**Table 2 – Population and service user data for youth centres by equalities groups**

YOUTH CENTRES	Female Pop	Female USERS	Male Pop	Male USERS	Mixed Pop	Mixed USERS	Asian Pop	Asian/Asian British USERS	Black Pop	Black/Black British USERS	Chinese/Other Pop	Chinese/Other Ethnic Group USERS	White Pop	White – English/Welsh/Scottish/Northern Irish/British	Combined BAME Pop	Combined BAME USERS	Disabled Pop	Disabled USERS	0-12 Pop	0-12 years USERS	13-19 Pop	13-19 years USERS	20-25 Pop	20-25 years USERS
<b>South Glos Total</b>																								
Almondsbury YC	50.7%	59.5%	49.3%	40.5%	0.6%	0.0%	0.5%	0.0%	0.2%	0.0%	0.1%	0.0%	98.5%	81.1%	1.4%	0.0%	15.4%	0.0%	16.3%	2.7%	8.0%	97.3%	6.3%	0.0%
Badminton Road Methodist YC	49.3%	36.3%	50.7%	63.7%	0.8%	3.2%	1.6%	1.1%	0.7%	0.0%	0.8%	0.7%	96.0%	92.5%	3.9%	5.0%	13.9%	0.4%	16.0%	11.4%	9.6%	87.5%	11.3%	1.1%
Brimsham Green Youth Wing	50.0%	40.8%	50.0%	59.2%	0.6%	0.5%	0.3%	1.2%	0.1%	0.5%	0.4%	0.2%	98.4%	97.1%	1.4%	2.4%	11.8%	11.7%	14.8%	15.3%	9.9%	83.5%	8.7%	1.0%
Brokeridge Centre	49.8%	29.2%	50.2%	70.8%	0.4%	0.8%	0.3%	0.8%	0.1%	0.0%	0.2%	1.7%	98.9%	94.2%	1.0%	3.3%	15.6%	0.8%	13.6%	5.0%	9.2%	91.7%	5.7%	2.5%
Brook Way YC	47.8%	40.4%	52.2%	59.6%	1.2%	2.0%	1.7%	0.4%	0.7%	0.0%	1.3%	0.6%	95.1%	95.4%	4.9%	3.0%	8.7%	2.6%	18.0%	15.2%	8.4%	84.2%	9.5%	0.4%
Cadbury Heath YC	50.8%	48.6%	49.2%	51.4%	0.6%	0.5%	0.4%	0.0%	0.1%	0.1%	0.2%	0.2%	98.7%	58.3%	1.3%	0.8%	14.0%	0.5%	16.0%	30.6%	9.1%	69.1%	8.0%	0.2%
Chipping Sodbury YC	50.9%	45.0%	49.1%	55.0%	0.4%	1.5%	0.3%	0.0%	0.1%	0.0%	0.2%	0.3%	98.8%	97.6%	1.1%	1.8%	13.9%	1.2%	13.5%	21.9%	7.7%	77.8%	5.5%	0.3%
Frosaside YC	51.6%	38.3%	48.4%	61.7%	0.7%	1.6%	1.0%	0.4%	0.2%	0.0%	0.4%	2.5%	97.9%	80.4%	2.3%	4.5%	17.2%	1.1%	13.4%	20.5%	8.9%	78.9%	5.8%	0.4%
Hanham YC	50.3%	40.0%	49.7%	60.0%	0.7%	3.1%	0.5%	0.7%	0.3%	1.1%	0.2%	0.1%	98.3%	89.0%	1.7%	5.0%	15.2%	1.1%	13.4%	29.9%	10.0%	69.3%	7.1%	0.8%
Little Stoke YC	49.4%	44.7%	50.6%	55.3%	1.0%	2.1%	1.1%	1.1%	0.5%	0.7%	0.9%	0.4%	96.6%	91.2%	3.4%	4.3%	11.5%	7.2%	15.9%	15.1%	10.0%	79.4%	8.5%	4.7%
Made for Ever YC	50.5%	39.8%	49.5%	60.2%	0.7%	2.0%	0.6%	0.0%	0.4%	1.0%	0.4%	0.3%	97.9%	93.4%	2.1%	3.3%	16.1%	4.3%	14.6%	9.2%	8.8%	88.8%	8.2%	1.6%
Oldland YC	50.6%	38.2%	49.4%	61.8%	0.6%	1.5%	0.4%	0.5%	0.2%	0.2%	0.3%	0.5%	98.6%	90.3%	1.4%	2.7%	12.2%	0.7%	14.5%	5.0%	9.1%	94.5%	7.9%	0.5%
Patchway YC	50.2%	39.5%	49.8%	60.5%	1.0%	2.9%	0.6%	0.4%	0.4%	0.2%	0.4%	1.1%	97.5%	94.2%	2.5%	4.7%	16.6%	1.3%	22.4%	8.4%	11.7%	90.9%	12.0%	0.7%
Pyramid YC	48.3%	36.4%	51.7%	63.6%	1.1%	1.9%	1.7%	0.9%	0.8%	0.9%	0.9%	0.0%	95.6%	59.8%	4.4%	3.7%	19.5%	3.7%	12.8%	0.9%	8.2%	95.3%	11.3%	3.7%
St Andrew's Methodist YC	48.3%	55.1%	51.7%	44.9%	1.1%	1.5%	1.7%	0.3%	0.8%	0.7%	0.9%	0.2%	95.6%	92.2%	4.4%	2.7%	19.5%	6.5%	12.8%	29.0%	8.2%	63.8%	11.3%	7.0%
St Nicholas YC	50.5%	46.2%	49.5%	53.8%	0.9%	2.6%	0.4%	0.2%	0.4%	0.0%	0.2%	0.5%	98.3%	95.3%	1.8%	3.3%	13.9%	1.9%	16.0%	19.3%	9.2%	79.2%	8.7%	1.2%
Staple Hill Methodist Youth Project	51.2%	35.4%	48.8%	64.6%	1.0%	1.8%	0.7%	0.0%	0.6%	2.2%	0.6%	0.0%	97.1%	91.2%	2.9%	4.0%	20.4%	1.1%	14.3%	1.5%	7.4%	97.4%	8.7%	1.1%
The Old School YC	51.0%	31.8%	49.0%	68.2%	0.9%	4.3%	0.3%	0.5%	0.8%	2.2%	0.2%	1.0%	97.8%	80.3%	2.2%	8.0%	18.9%	3.1%	14.4%	6.5%	8.2%	81.5%	9.1%	10.4%
Thornbury YC	50.6%	35.2%	49.4%	64.8%	0.5%	2.8%	0.5%	1.4%	0.0%	0.0%	0.3%	0.0%	98.7%	91.7%	1.3%	4.1%	15.0%	4.1%	12.9%	13.1%	9.1%	85.5%	6.4%	1.4%
Wickwar YC	47.9%	46.0%	52.1%	54.0%	0.5%	0.8%	0.3%	0.0%	0.3%	0.0%	0.1%	0.0%	98.7%	92.9%	1.2%	0.8%	13.3%	1.6%	14.3%	15.9%	9.9%	83.3%	5.7%	0.8%
<b>Totals</b>	<b>49.8%</b>	<b>42.6%</b>	<b>50.2%</b>	<b>57.4%</b>	<b>0.8%</b>	<b>1.5%</b>	<b>0.8%</b>	<b>0.4%</b>	<b>0.4%</b>	<b>0.5%</b>	<b>0.5%</b>	<b>0.9%</b>	<b>97.6%</b>	<b>88.9%</b>	<b>2.4%</b>	<b>3.3%</b>	<b>14.7%</b>	<b>2.1%</b>	<b>15.0%</b>	<b>14.8%</b>	<b>9.2%</b>	<b>83.4%</b>	<b>8.5%</b>	<b>1.6%</b>

All service user figures are for 2011/12

Population figures for gender and age are based on 2009 data

Population figures for ethnicity and disability are based on 2001 data

Population figures for disability are for the entire population rather than for the age range that applies to CYP service users and is therefore significantly higher in most cases.

It is known that the instance of disability increases with age and additionally, South Gloucestershire Children's Centre data provides evidence of this.

Figures do not include data for those service users that preferred not to say in response to any request for equalities information

Table 3 – Youth service involvements per youth centre

Youth Service - Service Involvements Totals per Youth Centre - 2011/12														Data Date: 12/04/2012
	Unique Attendees	Total Involvements	ACTES	Behaviour Support Team - Primary	Behaviour Support Team - Secondary	CAF	Children Education Centre	Early Years: Inclusion support	Education Welfare Service	Education Psychology	EMAS	Exclusions	Social Care	Special Educational Needs
Almondsbury Youth Centre	31	14	0	0	1	1	2	0	2	1	0	2	3	2
Badminton Road Methodist Youth Centre	216	105	0	3	16	2	8	0	21	4	1	15	33	2
Bradley Stoke Detached (LA)	229	197	0	4	19	14	9	2	34	11	1	20	68	15
Bradley Stoke Detached (Vol)	218	196	1	3	23	12	10	1	36	10	0	21	68	11
Brimsham Green Youth Wing	328	302	0	3	18	18	9	0	45	24	1	10	114	60
Brockridge Centre	98	114	0	4	14	1	6	0	25	7	0	15	36	6
Brook Way YC (10-13)	99	50	0	2	3	3	1	0	5	4	0	4	23	5
Brook Way Youth Centre	269	243	2	2	24	14	11	1	47	13	1	28	83	17
Cadbury Heath Youth Centre	232	168	0	4	14	12	16	0	24	13	0	21	56	8
Central Detached Team	271	295	3	3	27	9	21	1	57	20	1	38	98	17
Charfield Rural	59	28	0	0	1	1	2	0	6	0	0	1	14	3
Chipping Sodbury Youth Centre	306	209	1	1	39	12	11	0	28	18	0	27	68	4
Duke of Edinburgh Award	360	62	0	0	4	1	1	0	11	4	1	3	32	5
Fromeside Youth Centre	207	314	14	9	31	11	19	0	50	23	3	48	89	17
Hanham Youth Centre	965	487	0	4	63	14	28	1	108	29	10	59	145	26
Integrated Service for Young People	151	43	0	0	4	1	1	0	6	1	4	3	17	6
Little Stoke Youth Centre	612	646	2	6	54	25	31	1	108	52	6	55	239	67
Made for Ever Youth Centre	278	258	0	2	27	6	10	0	44	19	0	25	91	34
Oldland Youth Centre	255	182	0	0	18	8	15	0	31	8	0	22	74	6
Participation Team	34	34	0	0	1	1	1	0	6	3	0	5	13	4
Patchway Youth Centre	451	375	6	3	33	18	26	0	72	11	6	38	137	25
Pyramid Youth Centre	85	48	0	0	7	1	2	0	9	3	1	5	14	6
Severnvale Detached	69	40	0	0	6	3	2	0	5	2	0	5	15	2
St Andrew's Methodist Youth Centre	270	195	0	3	11	3	10	0	31	11	4	15	70	37
St Nicholas Youth Centre	379	323	0	3	38	15	15	0	60	27	0	24	126	15
Staple Hill Methodist Youth Project	117	153	0	3	18	10	13	0	36	6	0	20	37	10
The Old School Youth Centre	475	540	3	4	68	21	44	1	108	24	1	77	158	31
Thornbury Youth Centre	143	190	0	3	23	8	11	0	37	15	1	29	51	12
Wickwar Youth Centre	121	83	0	1	7	6	7	0	15	5	1	10	25	6
Yate Detached	88	93	0	0	15	1	4	0	24	3	0	13	30	3
Yate Rural Team	33	22	0	0	0	3	0	0	5	0	0	2	10	2

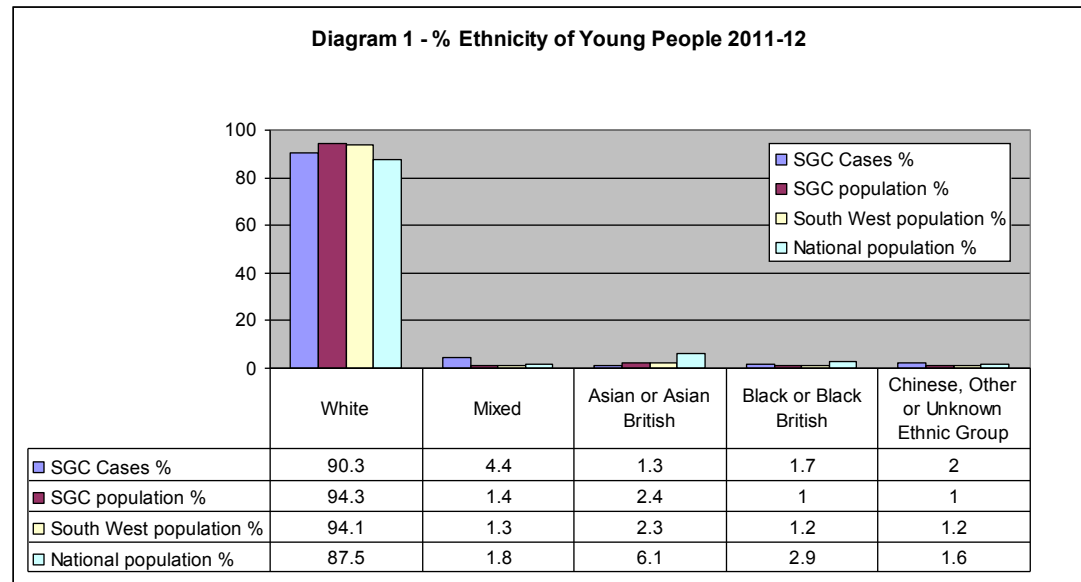


## Youth Offending Service - Monitoring Information

The following diagrams present a number of demographic factors related to the children and young people involved in offending behaviour in South Gloucestershire.

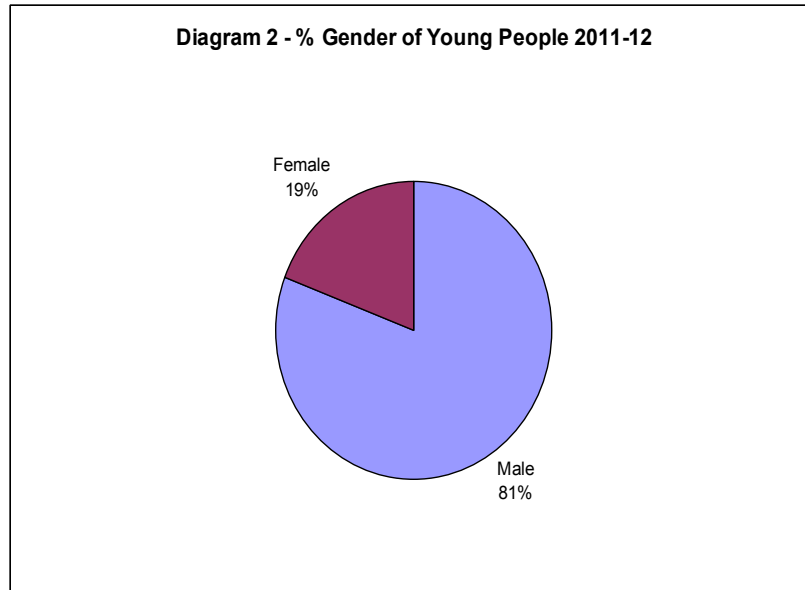
The various Black and Ethnic Minority communities in South Gloucestershire are too small to be statistically relevant in relation to the ethnicity of children and young people involved in offending behaviour. The overall numbers are small which can therefore generate misrepresentation of any true picture when presented in percentages (Diagram 1).

**Diagram 1 - % Ethnicity of Young People 2011-12**

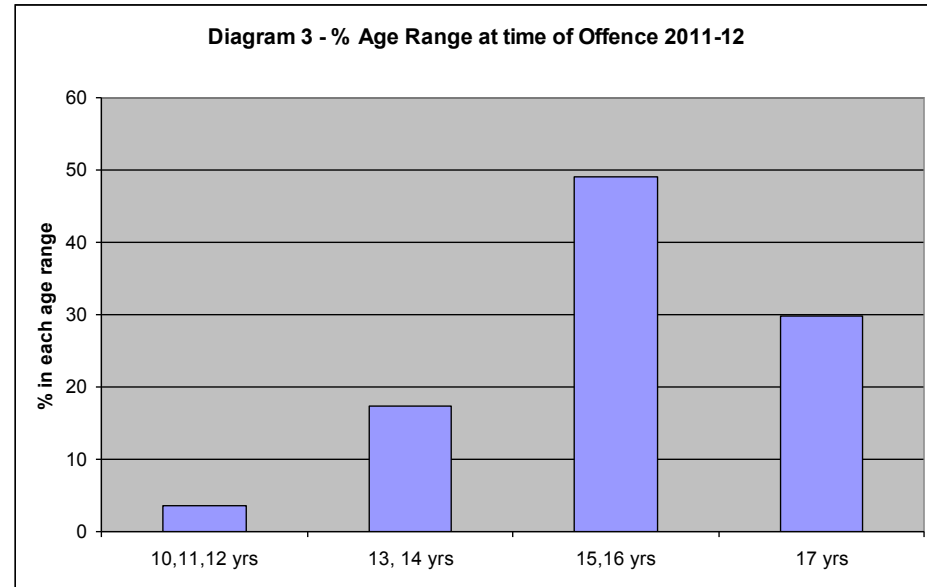


The age and gender of young people is in line with the national pictures with boys outnumbering girls in the Youth Justice System by a ratio of 4:1.

**Diagram 2 - % Gender of Young People 2011-12**



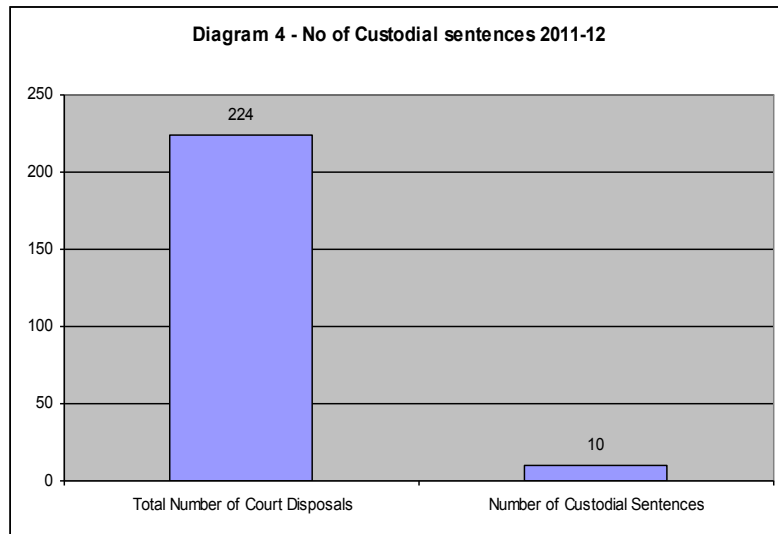
**Diagram 3 - % Age Range at time of Offence 2011-12**



The age of young people is also unsurprising with most young people (80%) being in the age-range of 15yr to 17yrs.

Diagram 4 below highlights the numbers of young people sentenced to custody in the period 2011-12. Of 224 court disposals involving 115 separate young people there was a total of 10 custodial sentences involving 7 young people. Of the seven young people, 5 were “White”, 1 was “Mixed” and the sole female young person receiving a custodial sentence was “Asian”.

**Diagram 4 – Number of Custodial Sentences 2011-12**



**Diagram 5 – Postcode areas of Young Person’s home address at the time of Offence**

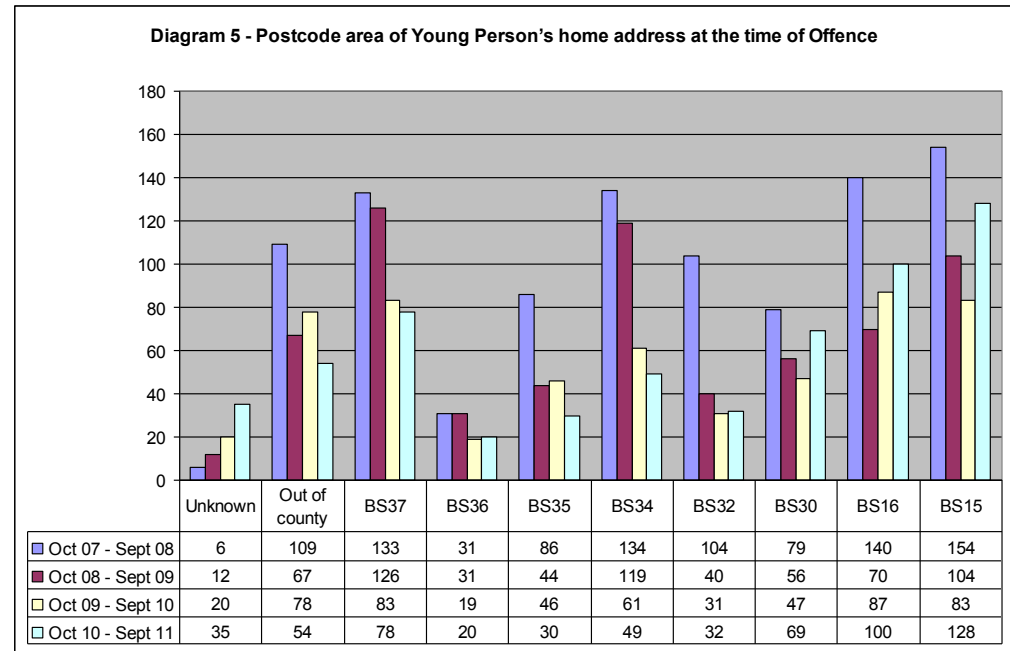


Diagram 5 above shows where young people were living (by post code) at the time of their offence (the location of where offences are committed is held more accurately by the Police) but generally speaking young people tend to commit offences within the areas they reside. The chart is unsurprising, with the areas indicating the highest number of young people involved in offending being those areas which also experience the highest rates of economic deprivation and other problem factors such as: family breakdown/Children Social Care involvement; Anti-social behaviour; Domestic Violence; poor school attendance/attainment; high teenage pregnancy rates; and many others.

**Table 4 – Youth offending service by ethnicity**

<b>Reported Annually Only 2009/10 comparison with 2008/09</b>	<b>White</b>	<b>Mixed</b>	<b>Asian / Asian British</b>	<b>Black / Black British</b>	<b>Chinese</b>	<b>Unknown ethnicity</b>
South Glos Offending Population 2009/10	304	11	0	6	0	0
	94.70%	3.43%	0.00%	1.87%	0.00%	0.00%
South Glos Total 10-17 Population (ONS mid 2007 Estimate)	25,053	624	400	157	163	0
	94.91%	2.36%	1.52%	0.59%	0.62%	0.00%
<b>Proportion difference 2009/10</b>	-0.20%	1.10%	-1.50%	1.30%	-0.60%	0

**Table 5 – Youth offending service by gender (Gender Breakdown of Young people receiving a substantive outcome)**

<b>Period</b>	<b>Male</b>		<b>Female</b>		<b>YRDs *</b>	<b>Totals</b>
<b>Oct 07- Sept 07</b>	394	73.37%	143	26.63%	34	571
<b>Oct 08 - Sept 08</b>	402	70.28%	170	29.72%	197	769
<b>Oct 09 - Sept 9</b>	290	69.21%	129	30.79%	316	735
<b>Oct 10 - Sept 10</b>	235	82.17%	51	17.83%	263	549
<b>Total</b>	1321	72.82%	493	27.18%		1814

\* Youth Restorative Disposal

**Table 6 – Percentage of 16-19 cohort NEET (adjusted) - South Gloucestershire (March 2010)**

	Mixed race				Black or Black British			Asian or Asian British				Chinese	Other	Not obtained	Refused	Total
	White and Black Caribbean	White and Black African	White and Asian	Other Mixed Background	Black Caribbean	Black African	Other Black Background	Indian	Pakistani	Bangladeshi	Other Asian Background					
White	5.1%	4.5%	7.1%	2.0%	1.7%		1.1%		2.1%				2.1%	0.7%		4.8%

**Table 7 - Young People NEET according to ethnicity with comparisons against other Local Authority areas.**

	NEET – March 2012				NEET - March 2011			
	White British		BME and other groups		White British		BME and other groups	
	Number	%	Number	%	Number	%	Number	%
<b>B&amp;NES</b>	245	4.7%	43	3.9%	271	4.8%	37	2.4%
<b>Bristol</b>	687	6.4%	146	4.2%	958	8.3%	181	5.9%
<b>N. Somerset</b>	260	3.5%	3	0.6%	259	3.7%	13	3.2%
<b>S. Glos</b>	437	4.3%	29	3.2%	401	3.8%	18	1.3%
<b>WOE</b>	1629	4.8%	221	3.8%	1889	5.5%	249	3.9%

**Table 8 - Number of 16-19 year olds NEET according to ethnicity across England (March 2010)**

White	7.6%
Mixed race	
White and Black Caribbean	10.5%
White and Black African	6.8%
White and Asian	5.7%
Other Mixed Background	7.6%
Black or Black British	
Black Caribbean	7.4%
Black African	3.7%
Other Black Background	6.0%
Asian or Asian British	
Indian	2.1%
Pakistani	5.5%
Bangladeshi	5.4%
Other Asian Background	3.0%
Chinese	1.3%
Other	5.1%

**Table 9 - Young People’s Drug and Alcohol Service - Monitoring Information - Numbers in treatment**

Numbers in treatment follow a similar pattern as new referrals; these figures include young people carried forward from the previous year.

<b>Agency</b>	<b>06-07</b>	<b>07-08</b>	<b>08-09</b>	<b>09-10</b>	<b>10-11</b>
Children’s Social Care	19	21	36	28	12
YPDAS	35	48	47	28	55
<b>Total</b>	<b>54</b>	<b>69</b>	<b>83</b>	<b>56</b>	<b>67</b>
NBT (tier 4 intervention working in conjunction with tier 3)	6	8	7	6	4

**The total number in treatment including data from non South Gloucestershire agencies is 79. Seven young people who were in treatment with YPDAS are not included in these figures as they were 18 or over.**

South Gloucestershire has a higher number of young people entering treatment with a Common Assessment Framework (CAF) compared to the national average; this continues to ensure that multi agency care plans are developed in partnership.

**Ethnicity**

Two young people (2.5%) had an ethnicity which was other than White British. This does not reflect the ethnic split within South Gloucestershire, and continues to be monitored on an annual basis.

**Gender**

The gender split for young people entering treatment is 35 male (65%) and 19 (35%) female. These percentages are similar to the National Average (NA).

**Age**

South Gloucestershire has a higher percentage of 13-14 year olds (39%) entering treatment than the NA (20%) and a lower percentage of 15 &over (61%) compared to the NA (77%). A possible explanation is that many of the young people are referred into treatment from schools at a point where their substance use begins to become problematic.

**Leaving treatment**

19% of clients exited drug free compared to 27% nationally  
 68% of clients exited as occasional users compared to 48% nationally.

Fewer young people exit drug free than nationally. A possible explanation for this may be because a high percentage of South Glos clients are using Cannabis & alcohol and young people can be less likely to want to be abstinent from these substances than Class A drugs.

87% of South Glos clients have planned exits which is a higher percentage than the NA of 75%. 13% of exits are unplanned compared to the NA of 19%. A NA of 6% transfer between services compared to none in South Glos.

## Children subject of Child Protection Plans, Children in Care and Children in Need

### Children Subject to Protection Plans

On the 31<sup>st</sup> March 2012, there were 226 children subject to a protection plan, an increase of 45 (25%) compared to the same point in 2011. This is a really significant increase over a one year period. 2011/12's figure of 226 children reflects a rate of 40.4 children subject to protection plans per 10,000 in the population which is slightly higher than that for comparator authorities (33.1 per 10,000 in 2010/11). Nationally, the number of children subject to a protection plan increased by only approximately 5% over the course of the previous year. The table below shows how the number of children subject to a plan increased over the course of the year and the numbers of such children in each of the locality teams.

**Table 10 - number of children subject to a plan**

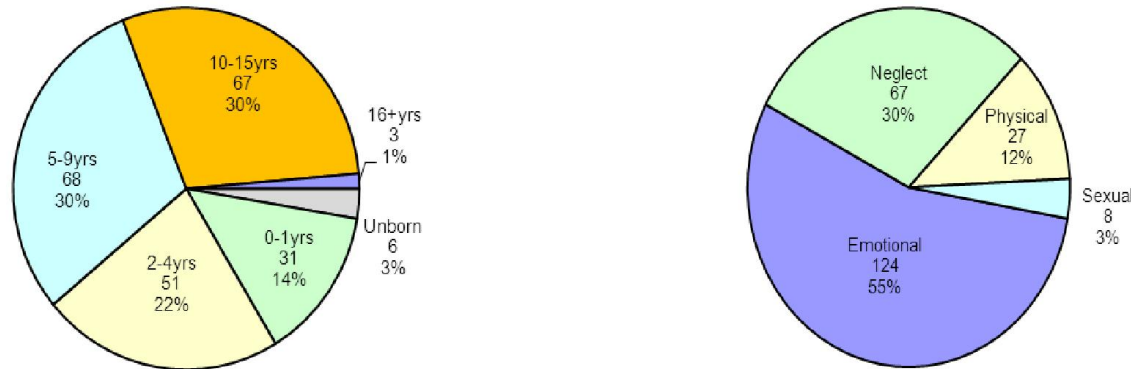
	North	South	CHAD	Total	Per 10,000 in population
Apr-11	93	80	4	177	31.6
May-11	100	73	5	178	31.8
Jun-11	106	78	5	189	33.8
Jul-11	103	80	5	189	33.8
Aug-11	109	88	5	203	36.3
Sep-11	102	91	1	198	35.4
Oct-11	112	88	2	202	36.1
Nov-11	111	94	2	207	37.0
Dec-12	113	94	3	212	37.9
Jan-12	107	98	7	214	38.2
Feb-12	108	104	3	217	38.8
Mar-12	109	112	3	226	40.4

In March 2011, there were 180 children subject to a protection plan. Over the course of the year, 174 children ceased to be the subject of a plan and 220 became subject of a plan; the end of year total was therefore 226 (March 2012). A significant contribution to the increase in the number of children who became subject to a plan during 2011/12 is accounted for by two families of 10 children each.

Some children will have been made subject to a protection plan and the need for that plan ceased within the year (i.e. because the risk identified had been alleviated or because the children became subject to care proceedings). A measure of the effectiveness of the implementation of protection plans is the percentage of children who have been removed from plans who had been subject to a plan for 2 years or longer. In 2011/12, 8 children (4.6%) ceased to be the subject of a plan after 2 years or longer, and although not meeting the 2% target, the figure is within the statistical neighbour's average of 7%. Over the same period, 24 children (11%) became subject of a protection plan for a second or subsequent time; this is also a measure of the effectiveness of the implementation of protection plans and whilst higher than the target of 8%, the outturn is less than that of comparator authorities (13.9% in 2010/11).

100% of children with protection plans were allocated to a qualified social worker throughout the course of the year. Despite the significant increase in the number of children made subject of a CP plan and therefore initial and review conferences, 99% of cases were reviewed within the required timescales ( 3 months and then every six months).

There have been increases across most age groups of children currently subject to protection plans. However, the largest increase has been in the 10-15 year old age group who now make up 30% of the total (previously 22% in 2010/11). The number of unborn children subject to plans is a reflection of concerns identified in respect of the parent(s) to be or a concern based upon previous parenting experience.



All child protection categories have increased since last year except for the category of sexual abuse which has decreased from 8% to 3% at the end of March 2012. The percentage of children for whom emotional abuse was identified as being the primary concern has increased from 46% to 55% at the end of March 2012.

The ethnicity of children subject to a protection plan broadly reflects the population living in South Gloucestershire; however, with such small numbers, minor changes can have a significant impact. Currently, the breakdown is as follows: White 83%, Mixed Ethnicity 8%, Black or Black British 3%, Asian or Asian British 2%, Other Ethnic Origin 0.5% and cases with no ethnicity recorded, 4% (unborn children). There are slightly more boys subject to plans than girls but the difference is not statistically significant.

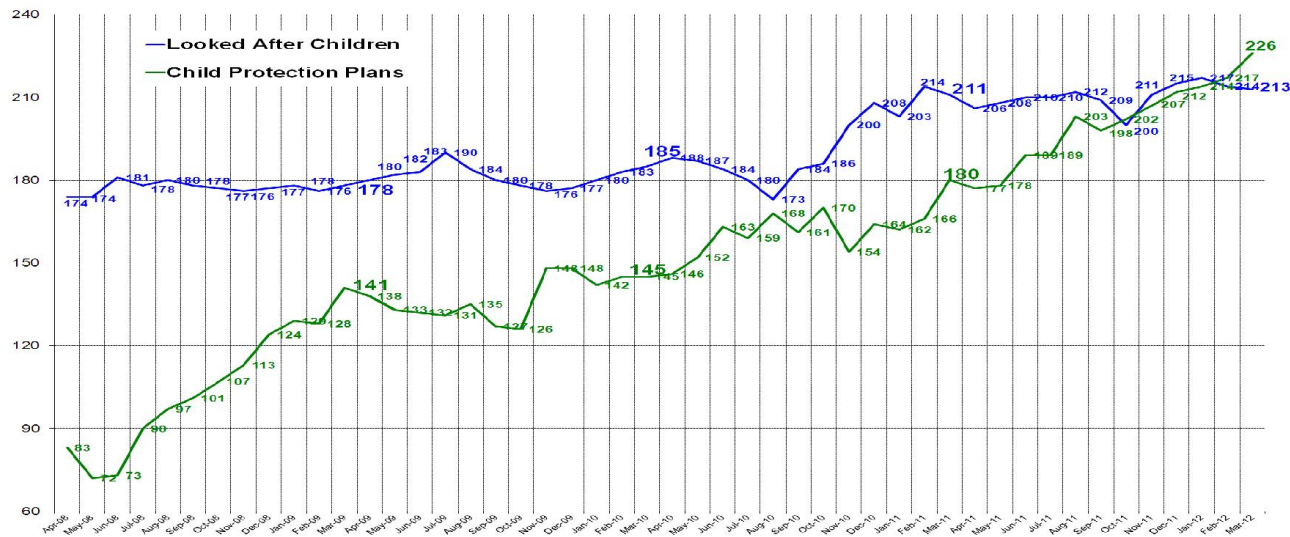
As at 12<sup>th</sup> June 2012 there are 214 Children subject of Child Protection plans, a decrease of 12 children compared to the figure of 226 at 31<sup>st</sup> March 2012.



## Children and Young People Looked After

The following chart shows that there has been a significant increase in the number of children subject to protection plans, but the number of looked after children has remained fairly constant throughout the last year.

The national increase in the number of looked after children reflects an increase in the child population – over the course of the last 5 years, the child population nationally has increased by 6% and the number of looked after children by 7%. However, the child population in South Gloucestershire in the same period has not increased but the number of Looked after children has increased by 24%. A partial explanation for this is the number of children accommodated as a result of the Southwark ruling, and the steady increase in contacts and referrals in this period as well as children subject to a plan, is also likely to have an effect on the number of children who have gone on to be looked after.



In 2011/12, 101 children and young people (104 episodes) became looked after and 101 (102 episodes) ceased to be looked after. The age profile of looked after children changed slightly from last year – there was an increase in the number of children looked after at the end of the year aged under 9 and a decrease in the number of children aged 10 and over. The largest increase was in the group of children aged 1–4 yrs. There were some changes in the pattern of the legal status of looked after children this year; a slight decrease in the number of children subject to interim care orders, a decrease in the number subject to full care orders and a small increase in the number of children accommodated under section 20. There were also 16 children who were made subject of a Placement order in 2011/12 compared to 8 in the previous year, which reflects the increase in numbers of children who have a care plan for adoption and signifies success in finding permanence for children. These trends are demonstrated in the following tables, the first of which shows the changes in the age profile and the second to legal status:

**Table 11 – Age and legal status of looked after children**

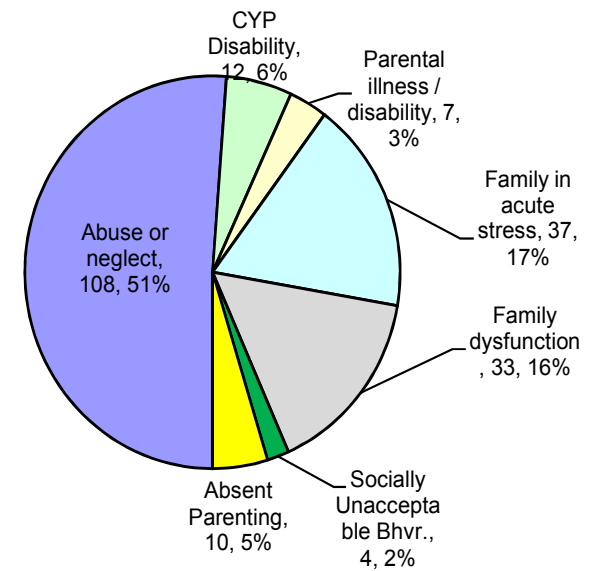
Age of Looked After Children	Mar-07	Mar-08	Mar-09	Mar-10	Mar-11	Mar-12
Under1	5	6	4	8	10	9
1-4yrs	18	28	28	28	38	46
5-9yrs	20	20	22	23	35	38
10-15yrs	81	74	77	70	75	72
16+yrs	45	45	47	56	53	48
<b>Total LAC</b>	<b>169</b>	<b>173</b>	<b>178</b>	<b>185</b>	<b>211</b>	<b>213</b>

Legal Status of LAC	Mar-07	Mar-08	Mar-09	Mar-10	Mar-11	Mar-12
Accommodated S20	68	66	75	74	85	89
Interim Care Order	26	38	31	35	53	51
Care Order	74	61	71	71	65	57

The following chart, which sets out the “need codes” underlying the reasons why children became looked after, shows that abuse or neglect is the primary factor for children becoming looked after.

Not included in these figures are the four disabled children who have the legal status of Sec20 (4) under the Children Act 1989 and are looked after when they receive a residential short break.

The following table shows the number of children in each of the social care teams that began and ceased to be looked after in 2011/12. The table also shows the number of looked after children allocated within each team at the end of March 2012.



**Table 12 – Looked after children 2011/12**

	North	South	CHAD	Through Care	Total
<b>Begin looked after</b>	45 (43%)	57 (55%)	1 (1%)	1 (1%)	104
<b>Ceased to be looked after</b>	23 (23%)	21 (20%)	4 (4%)	54 (54%)	102
<b>No of LAC Mar-12</b>	15	14	1	183	213

Most looked after children live with foster carers: 48% with local authority foster carers, 17% with foster carers provided by an independent agency; 15% reside with members of their extended family and 9% in residential accommodation. Placement stability is one of the most significant factors impacting upon looked after children: the percentage of looked after children with 3 or more placements decreased from 13% in 2010/11 to 8.9% in 2011/12. Long term placement stability also improved from 64% to 70%. Monitoring the stability of placements will continue to be a focus for the service over the course of the next year.

83.1% of reviews of Looked after children took place at the required intervals for 2011/12, an increase on the previous year. Most children contributed to their reviews (87.4%) and all Looked after children had an allocated social worker throughout the course of the year.

The ethnicity of looked after children broadly reflects the population in South Gloucestershire and is as follows: white 91%, mixed ethnicity 5%, Asian or Asian British 1%, black or black British 3%, other ethnic origin 1%. The variations are not statistically significant given the low numbers involved.

As at 12<sup>th</sup> June 2012 there are 206 children who are looked after, compared to 213 at the end of March 2012. There are also 16 children who are subject of a Residence order, Supervision order or both and placed with relatives or friends, but these children are not looked after.

### **Children in Need**

Overall the two Locality social work teams have 482 Child in Need cases open and these cases are held within the North and South teams with the North holding 257 and the South, 225 open cases. Additionally, the Chad team have 203 open CIN cases. These CIN cases can be cases that are currently open at the contact, referral or assessment stage or where the case is open for longer term CIN intervention. Only CIN cases with a core assessment, CIN plan and/or CIN review have been submitted in the case list for Ofsted to prevent cases being picked for audit that are still within the contact, referral or assessment stage. One of our current priorities for improvement as stipulated in the Social care improvement plan is to increase the number of CIN cases with a core assessment, CIN plan and review.

### **Care Leavers**

There are 143 cases currently open to the Leaving Care team (which is part of the Throughcare team) as of 13.6.12. Of these 10 are Eligible young people, 4 are Qualifiers, 16 are Relevant and 113 Former Relevant young people. The 10 Eligible children also currently have LAC status and are reflected in the LAC list.

## **SECTION 4 - IDENTIFICATION AND ANALYSIS OF EQUALITIES ISSUES AND IMPACTS**

As identified by the consultation results, significant differences in the opinions of the following protected characteristic groups are evident:

- Disabled People
- Under 18s

As identified by the research conducted, differences have been identified in respect of the following protected characteristic groups:

- Disabled People
- BAME Groups
- Gender Groups

### **Disabled People**

- Disabled respondents are less positive about proposals for targeted youth provision.
- Disabled People were less likely to prefer the council operated model, but were less likely still to prefer a commissioned service, although a high proportion did not express a preference either way.
- Disabled respondents were less likely to agree with the proposal for universal youth provision
- Disabled young people have a high usage of some youth centres – Brimsham Green Youth Wing, Brook Way, Little Stoke, Made for Ever, Pyramid, St Andrew's Methodist, The Old School and Thornbury.
- Disabled service users may have difficulty with accessing services if changes are made to local provision

### **Under 18s**

- Under 18s are positive about proposals for targeted youth provision
- Under 18s were largely undecided concerning the options presented relating to targeted youth provision, but 0% opted for the council operated model and 20% for provision by an external provider
- Under 18s were inclined to agree with proposals for universal youth provision.
- Under 18s are most likely to be adversely impacted by proposed potential changes

### **BAME Groups**

- People from BAME groups were more likely to agree with the proposals and prefer the council operated model.

- People from BAME groups have a high usage of some youth centres – Badminton Road Methodist, Fromeside, Hanham, Little Stoke, Patchway, The Old School and Thornbury.
- The number of BAME people in NEET in South Gloucestershire has risen significantly since 2011.

### Gender Groups

- Service users are more likely to be Male for the majority of services, however some services cater specifically for Female users and Almondsbury, Cadbury heath, Chipping Sodbury, Little Stoke, St Andrew’s, St Nicholas and Wickwar have a high proportion of Female users relative to the average usage of females across South Gloucestershire.

Consultation and research conducted as an integral element of this EqIAA have raised numerous equalities issues to be considered and addressed. The following table highlights the key equalities impacts along with responses to each issue raised:

**Table 9 – Equalities issues identified and responses to each issue**

Consultation / Research Source	Comment/issue raised	Response
<p><b>Consultation feedback</b></p>	<p>Respondents were concerned about how we would identify those most in need. They considered that people moved in and out of need and were hard to identify. In need people were not just in priority neighbourhoods or low socio-economic groups and to limit provision to a small number was discriminatory. They felt that the provision of universal, open access services were an important way of identifying people who would benefit from more targeted support.</p>	<p><b>This EqIAA has not identified any negative impact in respect of any protected characteristic groups regarding this issue.</b> However, the potential for negative impact must not be ignored. Therefore, potential impact of the proposed changes on the ability to effectively identify and respond to people with greatest need will be mitigated by:</p> <ul style="list-style-type: none"> <li>• Local provision will be determined by a comprehensive understanding of local need with the service providing a flexible programme of support, based on a thorough assessment of needs within the communities it serves.</li> <li>• Option 1 - provision of the positive activity subsidy will support centres to continue to provide services for key groups where there is an identified need and agreements with providers will require continued provision for targeted groups. Some universal provision will continue to support the identification of those children, young people and families with greater need in order to target more specific services.</li> </ul>

Consultation / Research Source	Comment/issue raised	Response
		<ul style="list-style-type: none"> <li>Option 2 or 3 would retain an element of council operated open access centre-based provision in the six priority neighbourhoods, with the remainder of the funding supporting provision in other areas either through a reduced subsidy or through the employment of outreach workers</li> <li>Any selection process for potential alternative providers will require evidence of methodologies for identifying and meeting need and this will include protected characteristic groups, <b>resulting in a positive equalities impact.</b></li> </ul>
<p><b>Consultation feedback</b></p>	<p>Loss of specialist support groups for children and young people with disabilities provided through children's centres and youth centres e.g. disabled play sessions and LDD youth group, young carers group.</p>	<p><b>This EqIAA has identified potential for continuing positive impact for young people with disabilities.</b> This is explained by:</p> <ul style="list-style-type: none"> <li>As a result of enhancing the targeted youth provision it is expected that families of children with a disability will receive an improved service. The establishment of a targeted youth support team (integrated with specialist services) will deliver early intervention and prevention programmes including those statutory duties relating to young people with learning difficulties or disabilities, much of which is currently provided by Connexions, supplemented with commissioned programmes of specific targeted support.</li> <li>We have three Youth Centres which offer activities specifically for young people with learning difficulties/disabilities - Little Stoke, Made for Ever and Brimsham Green (Bridging club). These youth centres provide activities specifically for young people with disabilities one night a week. <ul style="list-style-type: none"> <li>Option 1 - provision of the positive activity subsidy will support centres to continue to provide services for key groups where there is an identified need and agreements with</li> </ul> </li> </ul>

Consultation / Research Source	Comment/issue raised	Response
		<p>providers will require continued provision for targeted groups</p> <ul style="list-style-type: none"> <li>- Option 2 / 3 – council involvement in certain centres will ensure that where an identified need remains, specific targeted sessions will continue. Subsidy and outreach arrangements will also support specific provision that is responding to an identified need.</li> </ul> <ul style="list-style-type: none"> <li>• The current commissioning of support provided to young carers will continue.</li> </ul>
<p><b>Consultation feedback</b></p>	<p>Issues around isolation (particularly in rural areas) caused by inability to access services due to distances travelled and lack of transport (also an issue in areas of deprivation)</p>	<p><b>This EqIAA has not identified any negative or positive impact in respect of any protected characteristic groups regarding this issue.</b></p> <p>Potential impact of proposed changes on children, young people and families in rural areas will be mitigated by:</p> <ul style="list-style-type: none"> <li>• Wherever possible youth centres will remain open for the use of young people and continue to serve the local population in the surrounding areas, whether they are managed by an organisation other than the council or continue to have council involvement. Depending on the option agreed, there may be a mix of council and other providers offering services for young people in a particular area. <ul style="list-style-type: none"> <li>- Option 1 – commissioned programmes of specific targeted support will be flexible and respond to local need which may arise as a result of any issues around isolation</li> <li>- Option 2 / 3 – funding will support provision of outreach from priority neighbourhoods to outlying areas to enable all young people with the greatest need to benefit from the available support.</li> </ul> </li> </ul>

Consultation / Research Source	Comment/issue raised	Response
<p><b>Consultation feedback</b></p>	<p>A number of submissions highlighted that they provide support for LGBT young people</p>	<p><b>This EqIAA has not identified any negative impact in respect of any protected characteristic groups regarding this issue.</b> However, the potential for negative impact must not be ignored. Therefore, potential impact of the proposed changes on the ability to effectively identify and respond to people with greatest need will be mitigated by:</p> <ul style="list-style-type: none"> <li>• Wherever possible youth centres will remain open for the use of young people and continue to serve the local population in the surrounding areas, whether they are managed by an organisation other than the council or continue to have council involvement. Depending on the option agreed, there may be a mix of council and other providers offering services for young people in a particular area. <ul style="list-style-type: none"> <li>○ Option 1 – commissioned programmes of specific targeted support will be flexible and respond to local need which may arise as a result of any issues around isolation</li> <li>○ Option 2 / 3 – funding will support provision of outreach from priority neighbourhoods to outlying areas to enable all young people with the greatest need to benefit from the available support.</li> </ul> </li> <li>• Where these groups are identified as having a particular need, the targeted youth provision service will be resourced to provide continuing support through centres (council maintained or otherwise) and other relevant settings.</li> <li>• Any selection process for potential alternative providers will require evidence of methodologies for identifying and meeting need and this will include protected characteristic groups, <b>resulting in a positive equalities impact.</b></li> </ul>



Consultation / Research Source	Comment/issue raised	Response
<b>Brimsham Green Youth Wing</b>	A proportionately high number of Disabled people use this Youth Centre Offers activities specifically for young people with learning difficulties/disabilities	<p><b>This EqIAA has identified potential for negative impact in respect of Females, Disabled People, LGBT People and BAME groups regarding this issue.</b> Therefore, potential impact of the proposed changes on on the ability to effectively identify and respond to people with greatest need will be mitigated by:</p> <ul style="list-style-type: none"> <li>• Wherever possible youth centres will remain open for the use of young people and continue to serve the local population in the surrounding areas, whether they are managed by an organisation other than the council or continue to have council involvement. Depending on the option agreed, there may be a mix of council and other providers offering services for young people in a particular area. <ul style="list-style-type: none"> <li>○ Option 1 – commissioned programmes of specific targeted support will be flexible and respond to local need which may arise as a result of any issues around isolation</li> <li>○ Option 2 / 3 – funding will support provision of outreach from priority neighbourhoods to outlying areas to enable all young people with the greatest need to benefit from the available support.</li> </ul> </li> <li>• Where these groups are identified as having a particular need, the targeted youth provision service will be resourced to provide continuing support through centres (council maintained or otherwise) and other relevant settings.</li> <li>• Any selection process for potential alternative providers will require evidence of methodologies for identifying and meeting need and this will include protected characteristic groups, <b>resulting in a positive equalities impact.</b></li> </ul>
<b>Brook Way Youth Centre</b>	A proportionately high number of Disabled People use this Youth Centre	
<b>Little Stoke Youth Centre</b>	A proportionately high number of Disabled People use this Youth Centre Offers activities specifically for young people with learning difficulties/disabilities A proportionately high number of people from BAME groups use this Youth Centre A proportionately high number of Females use this Youth Centre	
<b>Made for Ever Youth Centre</b>	A proportionately high number of Disabled People use this Youth Centre Offers activities specifically for young people with learning difficulties/disabilities	
<b>Pyramid Youth Centre</b>	A proportionately high number of Disabled People use this Youth Centre A low proportion of White (English/Welsh/Scottish/NI/British) people use this Youth Centre	
<b>St Andrew's Methodist Youth Centre</b>	A proportionately high number of Disabled People use this Youth Centre A proportionately high number of Females use this Youth Centre	
<b>The Old School Youth Centre</b>	A proportionately high number of Disabled people use this Youth Centre A proportionately high number of people from BAME groups use this Youth Centre	
<b>Thornbury Youth Centre</b>	A proportionately high number of Disabled People use this Youth Centre A proportionately high number of people from BAME groups use this Youth Centre	
<b>Badminton Road</b>	A proportionately high number of people from BAME	

Consultation / Research Source	Comment/issue raised	Response
<b>Methodist Youth Centre</b>	groups use this Youth Centre	
<b>Fromeside Youth Centre</b>	A proportionately high number of people from BAME groups use this Youth Centre	
<b>Hanham Youth Centre</b>	A proportionately high number of people from BAME groups use this Youth Centre	
<b>Patchway Youth Centre</b>	A proportionately high number of people from BAME groups use this Youth Centre	
<b>Almondsbury Youth Centre</b>	A proportionately high number of Females use this Youth Centre	
<b>Cadbury Heath Youth Centre</b>	A proportionately high number of Females use this Youth Centre	
<b>St Nicholas Youth Centre</b>	A proportionately high number of Females use this Youth Centre	
<b>Wickwar Youth Centre</b>	A proportionately high number of Females use this Youth Centre	
<b>Chipping Sodbury YC</b>	A proportionately high number of Females use this Youth Centre	
<b>Brockridge Centre</b>	A high proportion of Males (13.4% points above average) use this Youth Centre	
<b>Staple Hill Methodist Youth Project</b>	A high proportion of Males (7.2% points above average) use this Youth Centre	
<b>Youth Offending</b>	Higher proportion of mixed race and black young people involved with the Youth Offending Team A far higher proportion of young people involved with the youth offending team are male (73%)	<b>This EqIAA has not identified any negative impact in respect of any protected characteristic groups regarding this issue.</b> Support will continue to target those most in need of support or at risk of offending irrespective of ethnicity or gender.
<b>NEET</b>	A high proportion of White and Mixed (white/Asian) young people are NEET	<b>This EqIAA has not identified any negative impact in respect of any protected characteristic groups regarding this issue.</b> Support will continue to target those most in need of support to access education, employment and training irrespective of ethnicity.

## SECTION 5 - EqIAA OUTCOME

The following provides an explanation of the outcomes of this EqIAA.

Overall, 4 protected characteristic groups have been clearly identified (via both research and consultation activity) as having the potential to experience negative impact should the proposals be implemented, namely:

1. Under 18s
2. Gender Groups
3. BAME Groups
4. Disabled People

The evidence is clear that should the proposal be implemented successfully, the majority of users will continue to have access to a local youth centre, whether this is provided by the council or another organisation. Depending on the involvement of other organisations in the operation of youth centres it is possible that all centres will remain open.

While the majority of service users are Male, provision does not discriminate based on gender and the majority of events are accessible to all. However, gender-specific services are offered (e.g. teenage pregnancy) and some youth centres have a proportionately high number of Female service users.

A slightly higher proportion of users of youth centres are from BAME communities, however services do not discriminate and are open to all, there is no perceived correlation between BAME populations displaying a greater level of need to be met by the youth service.

Provision for specific sessions supporting young people with additional needs currently offered by Brimsham Green, Made for Ever and Little Stoke youth centres will continue to be supported through a subsidy provided via area forums to organisations taking over centres or through direct support provided by the council. As a result of refocusing resource to ensure we can fund and commission flexible and responsive programmes to meet identified needs in particular areas it is expected that young people with a disability will receive an improved service. In addition the flexible commissioning funding would continue to support young carers as well as other vulnerable groups.

Proposed changes to the service will ensure that by targeting resources the council will have greater capacity to meet the needs of key groups. Services provided by youth centres will continue to be open and accessible to all individuals. The requirements for the local communities will continue to be monitored and responded to.

In the event of a centre having to close, service users will be able to attend an alternative centre. In addition, future users will benefit from refocused resource to ensure we can fund and commission flexible and responsive programmes to meet identified needs in particular areas.

This provision will be flexible and will vary to meet demand to ensure services are provided to those that have the greatest need in an accessible setting.

Where services may be commissioned from alternative providers the procurement process will ensure compliance with equalities legislation and, in keeping with the general principles of the review, providers will be required to provide services targeted at those groups in greatest need, including those groups identified within this EqIAA.

A central question to be addressed as part of the decision-making process is that of whether a decision to implement the proposals would be lawful under equality-based legislation and allow South Gloucestershire Council to meet the requirements of Equality Act 2010 c. 15 Part 11 Chapter 1 Section 149, namely the duty to have due regard to the need to:

1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010.
2. Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it.
3. Foster good relations between persons who share a protected characteristic and persons who do not share it.

Equality is not about 'treating everyone the same' it is about treating people differently and in accordance with their needs. When examining this central purpose of the concept of 'equality of opportunity', the following must be carefully thought through and considered:

As raised via the consultation, the definition of 'need' cannot be applied in a 'sweeping' or 'broad brush' manner to all people purely by virtue of their sharing of a particular protected characteristic. Applying a definition of 'need' that is based on a range of factors brings with it the opportunity to advance equality of opportunity in a way that does not impose a 'one size fits all' approach to a protected characteristic group, but which focuses on ensuring people access resources because their individual circumstances are such that assistance is required and of a high value, and not solely by virtue of their sharing of a particular protected characteristic.

Proposals to shift the emphasis from providing services to everyone towards supporting those who are most in need – and from reacting to problems towards preventing problems from happening do not discriminate in terms of any protected characteristic group but rather, are focused on providing services to those who need them most. Not all young people require support from the youth service and the general principles of the review are clear that there should be a particular focus on the most disadvantaged young people in order to reduce inequalities. The proposals relating to outreach and flexibly commissioned work also recognise that not all young people requiring support are located in one or a few neighbourhoods and makes sufficient resources available to young people in all communities to enable all those in need to benefit from the available support.

Proposed changes to the service will ensure that by targeting resources a greater capacity to meet the needs of key groups will be realised. Furthermore, investment in targeted outreach will directly support those members of our communities with identified protected characteristics.

## **EqIAA Outcome**

**The implementation of this proposal would result in a potential negative impact for some young children and their families. However, this impact is mitigated for all of the reasons stated.**

**In addition, opportunities for delivering positive impacts are in place via the proactive approach to identifying need across all communities.**

## **SECTION 6 - ACTIONS TO BE TAKEN AS A RESULT OF THIS EqIAA**

- Continue provision for key protected characteristic groups where this is as a result of an identified need – need has already been identified within Section 4 of this EqIAA
- Depending on the selected option - If engaging with potential alternative provider organisations ensure all issues identified within this EqIAA are addressed as part of the contract negotiation and handover arrangements. Where relevant, ensure that the council's 'equalities in procurement guidance' informs the approach to be taken.
- Conduct work to identify LGBT need and continue/develop provision where needed.
- Ensure that local provision is determined by a comprehensive understanding of local need with the service providing a flexible programme of support, based on a thorough assessment of needs within the communities it serves – this includes a comprehensive understanding of the needs of all protected characteristic groups.
- Monitor the impact of any implementation of the proposals, specifically on protected characteristic groups.

**Appendix 1 – Draft Equality Impact Assessment covering all integrated services for children, young people and families proposals which was included in the consultation pack and feedback invited as explained in section 2 above**

## **Draft equality impact assessment of proposals for the development of early intervention and preventative services for children, young people and families in South Gloucestershire**

When drafting the proposals for the development of early intervention and preventative services for children, young people and families in South Gloucestershire, the council has made an initial assessment of the possible impacts of these changes on key groups. This is to ensure we are able to minimise the negative and maximise the positive impacts of these changes. As part of the consultation please provide further feedback on the potential impacts on specific groups that you may reasonably anticipate as a result of the changes being proposed (as outlined in the consultation paper).

- Strand 1: Integrated services for early years - Developing an enhanced Children's Centre programme in those parts of South Gloucestershire where there is the highest concentration of disadvantaged families.
- Strand 2: Targeted support for parents and families - Creating an integrated Family Solutions Service to provide targeted support to parents and carers and their families to enable them to become more effective as a family unit.
- Strand 3: Integrated services for young people - Establishing an integrated Targeted Youth Support Service to meet the needs of those teenagers who are most at risk of poor outcomes, whilst working with partner organisations to enable all young people to access a wide range of positive activities.

Equality Group	Function / service change that may impact	Mitigation
Gender	<p>Changes to the provision of children and youth centres. The majority of parents who access services at children's centres are women.</p> <p>Changes to the support provided for training and development of the early years workforce (that are predominantly female).</p> <p>Changes to the provision of Teenage Pregnancy support</p> <p>Changes to services for young people not in education, employment or training (57% male, 43% female).</p> <p>Changes to the provision of children and youth centres. This may impact services currently provided for fathers.</p>	<p>Children's / youth centre services will continue to be open and accessible to all individuals.</p> <p>Central government is now providing funding for Early Years Professional Status (EYPS) training for those working in the statutory sector.</p> <p>Money has been invested to build and embed capacity within the workforce to reduce teenage pregnancy and the benefit of this investment will continue.</p> <p>Children's centres are currently used by 36% of teenage mothers, through targeting resources in communities where teenage pregnancy rates are highest we aim to improve provision for this group.</p> <p>Where there is an identified need, flexible resources will be targeted to provide specific support to key groups.</p> <p>Support for young people not in education, employment or training will be targeted to achieve the most effective results.</p> <p>Where there is an identified need, resources will be targeted to provide specific support to key</p>

Equality Group	Function / service change that may impact	Mitigation
	<p>Changes to provision of the Youth Offending Service. A higher proportion of youth offenders are male.</p>	<p>groups. Targeted outreach will focus support for those fathers who require it.</p> <p>During 2010/11 the Youth Offending Service worked with 228 young people. Through developing an integrated, multi-disciplinary targeted youth support service we will intervene as early and as effectively as possible and ensure resources are focused on supporting those groups most at risk.</p>
	<p><b>Workforce changes</b></p> <p>Children / Youth centre roles/jobs are open to all individuals regardless of gender. The majority of the workforce are women.</p> <p>For all equalities groups considered, changes to provision of services may result in changes in the workforce.</p>	<p>Any staffing changes will be carried out in accordance with the council's workforce change procedure to ensure no discrimination against staff based on gender.</p> <p>Any transfer of staff will be conducted in accordance with legal and council policy guidelines to avoid discrimination against any particular group.</p>
<p>Lesbians, gay men and bisexuals</p>	<p>Changes to the provision of children and youth centres. This may impact services currently provided for LGBT.</p>	<p>Where there is an identified need LGBT groups will continue to be supported.</p> <p>Potential alternative providers will be required to demonstrate how they will comply with equalities legislation as part of the procurement process.</p>
	<p><b>Workforce changes</b></p>	<p>Any staffing changes will be conducted in accordance with the council's workforce change procedure to ensure no discrimination against staff based on sexual orientation.</p>



Equality Group	Function / service change that may impact	Mitigation
Transgender people	As above	As above
White people (including Irish people)	Changes to the provision of children and youth centres. Some centres provide services targeted towards particular ethnic groups.	<p>Children / Youth centre services will continue to be open and accessible to all individuals. The requirements for the local communities will continue to be monitored and responded to.</p> <p>By targeting resources the council maintained children's centres will have greater capacity to meet the needs of key groups.</p> <p>Investment in targeted outreach will directly support those members of ethnic groups where a specific need is identified.</p>
	<b>Workforce changes</b>	Any staffing changes will be conducted in accordance with the council's workforce change procedure to ensure no discrimination against staff of a particular ethnic.
Asian or Asian British people	As above	As above
Black or Black British people	As above	As above
People of mixed heritage	As above	As above
Chinese people	As above	As above
Travellers (gypsy/Roma/Irish heritage)	As above	As above
People from other ethnic groups	As above	As above
Physical impairment, e.g.	Changes to the provision of children and youth centres.	Children / Youth centre services will continue to

Equality Group	Function / service change that may impact	Mitigation
<p>mobility issues which mean using a wheelchair or crutches.</p>	<p>Some centres provide particular services targeted towards children or carers with disabilities or special needs. Closing centres may make it more difficult for these groups to access local services depending where they live. Children's centres are used by 32% of families with disabled children aged 0-4.</p>	<p>be open and accessible to all individuals. The requirements for the local communities will continue to be monitored and responded to.</p> <p>By targeting resources the council maintained children's centres will have greater capacity to meet the needs of key groups.</p> <p>Investment in targeted outreach will directly support those members of our communities with disabilities.</p> <p>Where services may be commissioned from alternative providers the procurement process will ensure compliance with equalities legislation and, in keeping with the core purpose, providers will be required to provide services targeted at those groups in greatest need, including those with disabilities.</p>
	<p><b>Workforce changes</b></p>	<p>Any staffing changes will be carried out in accordance with the council's workforce change procedure to ensure fair and consistent practice. If changes in location are required, travel needs and disability will be taken into account in order to minimise any adverse impact.</p>
<p>Sensory impairment, e.g. blind/having a serious visual impairment, deaf/having a serious hearing impairment.</p>	<p>As above</p>	<p>As above</p>
<p>Mental health condition, e.g. depression or</p>	<p>As above</p>	<p>As above</p>

Equality Group	Function / service change that may impact	Mitigation
schizophrenia		
Learning disability/difficulty, e.g. Down's syndrome or dyslexia, or cognitive impairment such as autistic spectrum disorder	As above	As above
Long-standing illness or health condition, e.g. cancer, HIV, diabetes, chronic heart disease or epilepsy	As above	As above
Other health problems or impairments	As above	As above
Older People	The potential changes are unlikely to impact Older people.	Services for families will be open and accessible to all, regardless of age.
	<b>Workforce changes</b>	The process for changing the staffing structure will be in accordance with the Council's workforce change procedure and will be carried out in a fair manner with no discrimination based on age or any other protected characteristic.
Children and Young People (CYP)	Changes to the provision of children and youth centres.	<p>In line with the core purpose we will target support to those who need it most. Active outreach will respond to particular needs within a community with specific and focused interventions.</p> <p>12/13 savings will come from internal efficiencies and back office to ensure no immediate impact on activity timetables.</p>

Equality Group	Function / service change that may impact	Mitigation
	<p>Some reductions in youth work sessions as a consequence of short term vacancy management.</p> <p>Changes to support for the early years workforce for training and development may impact quality of provision for CYP.</p> <p>Changes to the support provided for Extended Schools Development.</p> <p>Changes to the provision of early years advisory services and childminding support.</p> <p>Changes to the provision of Educational Psychology and Inclusion Support.</p> <p>Changes to the support provided for the Connexions service.</p> <p>Changes to the provision of the Young People's Drug and Alcohol service.</p>	<p>Redistribute resource to ensure that groups most in need continue to receive provision.</p> <p>Money has been invested to support staff to gain qualifications and these staff will continue to provide high quality provision within settings and embed high standards. Central government is also providing funding for Early Years Professional Status (EYPS) training for those working in the statutory sector.</p> <p>Agreement with schools to pay for this service in the short term and will look to make this permanent.</p> <p>Money has been invested to build and embed capacity within the sector and the benefits of these improvements will be sustained. Targeting of funding to ensure it is directed to areas of greatest need.</p> <p>Impact will be further informed by the SEN white paper and changes are being deferred accordingly.</p> <p>Establishing an integrated Targeted Youth Support Service that ensures CYP have access to learning that motivates participation and encourages achievement in education, employment, training and positive activities.</p> <p>Through developing an integrated, multi-disciplinary targeted youth support service we will</p>

Equality Group	Function / service change that may impact	Mitigation
	<p>Changes to the provision of Parenting and Family Support.</p> <p>Increase in funding for child care for vulnerable 2 year olds.</p>	<p>intervene as early and as effectively as possible and ensure resources are focused on supporting those CYP most at risk of misusing drugs and alcohol.</p> <p>Creating an integrated Family Solutions Service to provide targeted support to parents and carers and their families.</p> <p>This positive opportunity will extend the current provision of child care and will support a significant number of children and their families.</p>
Parents and carers	Changes to the provision of children and youth centres.	In 2010/11 only 9% of lone parents with children aged 0-4 accessed our children's centres, by targeting our resources and improving our outreach programmes the changed operating model would aim to increase provision for this group.
	<b>Workforce changes</b>	Any staffing changes will be conducted in accordance with the council's workforce change procedure to ensure no discrimination against staff that are parents or carers.
Faith Groups	Changes to the provision of children and youth centres. Some centres provide particular services targeted towards particular faith groups.	<p>Children / Youth centre services will continue to be open and accessible to all individuals. The requirements for the local communities will continue to be monitored and responded to.</p> <p>By targeting resources the council maintained children's centres will have greater capacity to meet the needs of key groups.</p> <p>Investment in targeted outreach will directly</p>

Equality Group	Function / service change that may impact	Mitigation
		support those members of faith groups where a specific need is identified.
Pregnancy and Maternity	<p><b>Workforce changes</b></p> <p>Any staffing changes will be conducted in accordance with the council's workforce change procedure to ensure no discrimination against staff of a particular faith group.</p>	
Marriage and Civil Partnership	<p><b>Service changes</b></p> <p>Changes to the provision of children's centres.</p> <p>See also reference to teenage pregnancy in Gender section above.</p> <p><b>Workforce changes</b></p> <p>Any staffing changes will be conducted in accordance with the council's workforce change procedure to ensure no discrimination against staff that are pregnant or on maternity leave.</p>	<p>Closer working with midwifery services to identify and support those most in need.</p> <p>See also reference to teenage pregnancy in Gender section above.</p> <p>Although some staff may have to change location, the impact in terms of travel, childcare responsibilities etc will be considered and minimized.</p> <p>Services will continue to be available to all individuals regardless of marriage or civil partnership status.</p> <p>Support for single parents will continue where there is an identified need.</p> <p><b>Workforce Changes</b></p> <p>Any staffing changes will be conducted in accordance with the council's workforce change</p>

Equality Group	Function / service change that may impact	Mitigation
		procedure to ensure no discrimination against staff based on their marital / civil partnership status.
Families on low Income	<p>Changes to the provision of children and youth services.</p> <p>Increase in funding for child care for vulnerable 2 year olds.</p>	<p>Services will be targeted to those families with the greatest need.</p> <p>There will be additional support for low income households with significant funding being made available for childcare services.</p>
Geographically isolated families	Changes to the provision of children and youth centres.	The enhancement of the outreach service will provide additional resources and flexibility to address the needs of those families that are more isolated and living in rural locations.