



WORCESTERSHIRE COUNTY COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Please read the brief guidance which provides essential information for anyone who is unfamiliar with the County Council Equality Impact Assessment process.

Background information:

Name:	Paul Finnemore
Job Title:	Commissioning Manager: Young People
Service area:	Early Help & Partnerships
Directorate:	CHS
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Email address:	pfinnemore@worcestershire.gov.uk
Date assessment commenced:	17/07/2015
Date assessment completed:	07/09/2015

Function, strategy, project, policy or procedure being assessed:

Name of the function, strategy, project, policy or procedure being assessed:	Positive Activities for Young People
Is this a new or an amended policy?	Amended
Does the policy form part of a wider programme which has already been screened for equality relevance?	Yes

Stage 1 - Please summarise the main objectives, aims and intended outcomes of this policy

Aims/Objectives:	<p>Under the obligations of statutory guidance regarding Section 507B of the Education and Inspections Act 2006, the County Council has a duty to secure, so far as is reasonably practicable, a local offer that is sufficient to meet local needs and improve young people's well-being and personal and social development. There are also responsibilities to effectively publicise the overall local offer of all services and activities available to young people and their families and to involve young people in the decision making about and monitoring of the relevance and effectiveness of services.</p> <p>This is the same as applies to the future policy and provision of Positive Activities</p>
Intended outcomes:	2. Positive Activities provision is currently focussed on reaching those young people who are, or are at risk of becoming not in education, employment or training (NEET) or involved in anti-social






	behaviour. Targeting is predominantly geographic related to such "hotspots" or areas of need and localities with no other significant provision for such young people in each district area.																
Please summarise how these outcomes will be achieved?	Commissioned activities delivered predominantly by a range of voluntary sector providers, reached 10,121 individual young people in 2014-15. Service providers aim to make a positive difference to the wellbeing and life skills of those they reach based on an outcomes framework. The overall aim of the services is to reach young people in disadvantaged communities and to prevent or reduce their likelihood of becoming NEET (Not in Education, Employment or Training) or involved in anti-social behaviour or crime and to impact positively on their wider wellbeing and resilience. Evidence that these services are positively impacting on individual young people is gathered through the use of nationally recognised tools such as the Teen Outcomes Star and case study feedback, including from other stakeholders such as schools, Police etc. These are sampled as part of the regular monitoring process with providers.																
Where an existing policy is to be amended please summarise principle differences between the existing and proposed policies?	<p>Currently, £1m is allocated across the six district council areas of the county using a needs-based formula (70% Needs to 30% Local Youth population). All current contracts run to 31st March 2016.</p> <p>Proposals from April 2016 onwards are that a new procurement process will take place based on a reduced and tapering funding profile over three years, using the same needs based formula as follows :</p> <table><tr><th></th><th>2016-17</th><th>2017/18</th><th>2018/19</th></tr><tr><td>Delivery Fund</td><td>£600K</td><td>£500K</td><td>£400K</td></tr><tr><td>Infrastructure</td><td>£100K</td><td>£100K</td><td>£100K</td></tr><tr><td>Totals</td><td>£700k</td><td>£600k</td><td>£500k</td></tr></table> <p>It is being recommended that the following priorities and principles are applied to the commissioning of targeted (not universally offered) positive activities delivered through the new contracts to be awarded:</p> <ul style="list-style-type: none">• Prioritise geographical areas of need and where little or no other significant “open door” provision would remain without WCC support.• Cease funding of activities that could / should be funded from other sources (<i>e.g. schools</i>)• Continue focus on reaching disadvantaged and vulnerable young people who are less likely to access or afford activities		2016-17	2017/18	2018/19	Delivery Fund	£600K	£500K	£400K	Infrastructure	£100K	£100K	£100K	Totals	£700k	£600k	£500k
	2016-17	2017/18	2018/19														
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Infrastructure	£100K	£100K	£100K														
Totals	£700k	£600k	£500k														



	<p>provided by others.</p> <ul style="list-style-type: none"> • Maintain an outcomes based approach to continue focus on making positive difference to wellbeing, resilience, achievement etc. and consider revision of high level objectives to include prevention and support of young people's low level mental health issues and reducing demand on social care. • Ensure alignment of priorities with the review of 0-19 Early Help and identify contribution and links to wider strategic priorities such as the developing approach to Prevention. • In order to secure funding, organisations must have or be working towards robust future sustainability plans. This will support transition to an independently sustainable sector (<i>infrastructure support will assist with this</i>). • Encourage consortium approaches in areas where feasible. (<i>these can assist smaller organisations with less capacity for bidding for funds etc.</i>)
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Stage 2 - Information gathering/consultation

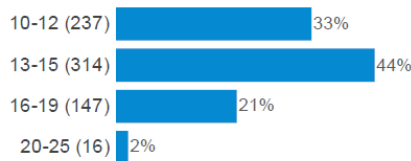
Please give details of data and research which you will use when carrying out this assessment:	<p>A full review of the current commissioned services has been undertaken during 2014-15. This has included meetings with all 19 provider organisations, other stakeholders in local communities, elected members and an Overview and Scrutiny process at the Council.</p> <div>   </div> <p>positive activities review V5 23 06 15.c Overview and Scrutiny Positive Acti</p>
Please give details of any consultation findings you will use when carrying out this assessment:	<p>An online survey of young people using the commissioned provision was undertaken in May 2015. This received 715 responses. An analysis of responses is included here.</p> <div>  </div> <p>YP Positive Activities Survey Summary_rep</p>
Do you consider these sources to be sufficient?	Yes
If this data is insufficient, please give details of further research/consultation you will carry out:	



Please summarise relevant findings from your research/consultation:

Analysis of respondents and some of the more significant responses to the survey include

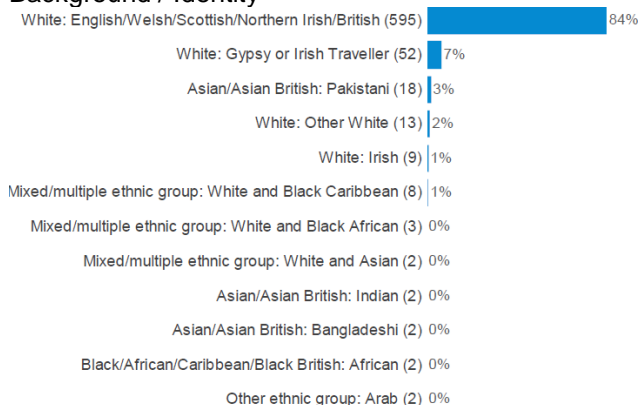
Age :



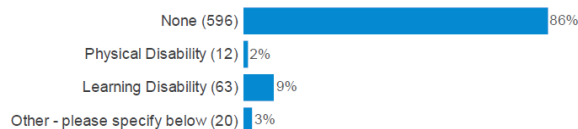
Gender :



Background / Identity

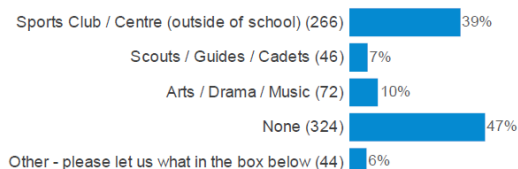


Disability



It is acknowledged that there is currently insufficient data to understand whether proposals would have negative impact linked to Sexual Orientation).

Other activities attended (outside of school)





Stage 3 - Assessing the equality impact of the policy

Based on your findings, please indicate using the table below whether the policy could have an adverse, neutral or positive impact for any of the protected groups: * See comments below

Protected characteristic	Adverse	Positive	Neutral
Age	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marriage and civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion and belief	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Please provide details of all positive and adverse impact you have identified:	<p>Such services are predominantly provided on an "open door" but geographically targeted basis rather than for groups or individuals with specific characteristics or needs. The demographic of those accessing is reflective of this rather than of intentional targeting of particular groups. The likely impact of proposed change is mostly related to the incremental reduction of funding and the consequent risk of reduced service delivery rather than any restriction or exclusion of access to provision for particular groups.</p> <p>Positive Activities provision is complemented in a few areas by specific provision made for young people with disabilities that is commissioned with Children with Disabilities Community Short Breaks funding but delivered by the same positive activities provider organisations. This has proved very successful in removing barriers to access and encouraging integration of young people with physical and learning disabilities in mainstream youth provision.</p>
Where possible please include numbers likely to be affected:	<p>There is not a comprehensive data set for this, but in relation to the protected groups, and using the 715 survey responses from young people as indicative of the overall composition of the user cohort, up to 14% of young people using positive activities may have a disability. Given the total of 10,121 young people reached by commissioned provision in 2014-15 this would equate to 1,417 young people.</p> <p>Those whose background / identity is other than White British represent 16% of the total cohort, the indicative number being</p>



	1,619.
Where potential adverse impact has been identified, can continuation of the proposed policy be justified?	<p>Yes</p> <p>If yes, please explain your reasons:</p> <p>Whilst any change that includes a potential reduction and/or greater targeting of resources can be seen as negative by those who would consequently cease to or have reduced access to the service, the wider context of other available activities has to be taken into account in this instance. In terms of general access to activities, there are 1,300 sports groups and club (<i>ref. Herefordshire & Worcestershire Sports Partnership</i>) and at least 88 voluntary and charitable youth organisations (<i>ref. Youth Solutions Worcestershire affiliated groups</i>) in the county that make provision for the wider youth population. It is also estimated that 6,000 children and young people a week access uniformed organisations such as Scouts, Guides, Cadets etc.</p> <p>The proposals for the next round of funding and commissioning of positive activities clearly take this into account and consequently prioritise the needs of those not likely to access or benefit from existing provision made by other organisations.</p>
Do you consider that this policy will contribute to the achievement of the three aims of the Public Sector Equality Duty ?	<p>Please indicate which of these aims is achieved through this policy: All</p> <p>Please explain how the policy contributes to achievement of any aims you have selected</p> <p>All commissioned positive activities provision for young people will be based on a service specification and outcomes framework that seeks to raise awareness and support the personal development of young people to become positive, tolerant and inclusive members of their communities.</p> <p>Even if changes to scope or scale of services are required, the priority for any more focussed targeting will be on those most in need and/or least able to access other activities for any particular reason, including those pertaining to individuals and groups with protected characteristics.</p>
<p>The Public Sector Equality Duty has the following three aims:</p> <ol style="list-style-type: none">1. To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.2. To advance equality of opportunity between persons who share a relevant Protected Characteristic and persons who do not share it.3. To foster good relations between persons who share a relevant Protected Characteristic and persons who do not share it.	

Stage 4 - Action planning and time frames

Please list any actions you will take to mitigate any adverse impact you have identified:

*** These will be identified once the relevant Cabinet decision confirming the recommendations described above for the future of Positive Activities is made (expected October 2015)**

Planned action	By who	By when	How will this be monitored

Please indicate how these actions will be taken forward as part of your team/service/directorate planning:	Once the October 2015 Cabinet decision is made, responsibility for implementation, service design etc. will be with the Commissioning Manager : Young People (ChS Early Help & Partnerships Team)
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Stage 5 - Monitoring & Review

How frequently will proposed action be monitored?	Quarterly
How frequently will intended outcomes be evaluated?	Quarterly
Who will be responsible for monitoring and evaluation?	ChS Commissioning Manager: Young People (Paul Finnemore)
How will you use the monitoring and evaluation results?	<ul style="list-style-type: none"> On-going feedback, challenge and service development with provider organisations Impact measurement and performance monitoring



Stage 6 - Publication

Worcestershire County Council requires all assessments to be published on our website. Please send a copy of this assessment to the Corporate Equality and Diversity Team for publication.

	Signature	Date
Completing Officer:		07/09/2015
Lead Officer:	As above	07/09/2015
Service Manager:	Hannah Needham	09/09/2015