

Impact Assessment Evidence Document (WORKING DOCUMENT – contact jane.graham@wiltshire.gov.uk to ensure that you have the most up to date version)					
Title: What are you completing an Impact Assessment on?					
Change in Service:					
Review of positive leisure-time activities for young people: Proposed operating model for community youth activities					
Why are you completing the Impact Assessment?					
Proposed New Policy or Service	Change to Policy or Service	MTFS		Service Review	
	✓				
Version Control					
Version control number	5	Date	06/05/2014	Reason for review (if appropriate)	Inclusion of consultation outcomes, refreshed user data and analysis of proposed operating model
Risk Rating Score (use Equalities Risk Matrix and guidance) **If the Risk Score is 1 or 2, an Impact Assessment does NOT have to be completed. Please check with equalities@wiltshire.gov.uk for advice				Risk score on proposal	4 MOD
				Risk score after mitigating actions have been identified	To be completed once action plan has been developed post 15 th May 2014
Section 1 – Description of what is being impact assessed					
a. Introductory note:					
Section 149 of the Equality Act 2010 sets out a general duty (referred here as the Public Sector Equality Duty or PSED) which requires the council to have due regard to the need to:					
<ul style="list-style-type: none"> - Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act, - Advance equality of opportunity between people who share a protected characteristic and those who do not. - Foster good relations between people who share a protected characteristic and those who do not. 					
The PSED is in relation to protected characteristic groups and has to be applied in the delivery of Wiltshire Council services and in the employment of its staff. The relevant					

protected characteristics include age (younger and older), disability, gender reassignment, marital and civil partnership, pregnancy and maternity, race, religion or belief, sex (male/female), and sexual orientation (heterosexual, lesbian, gay and bisexual).

All councillors are required to consider the equality issues and impacts of the proposal as part of the decision making process and this comprehensive Equality Impact Assessment (EIA) has been completed to support this.

Following extensive public consultation, this EIA accompanies the Cabinet paper (15 May 2014) which is proposing the implementation of a new operating model for meeting the council's statutory duty to secure for young people aged 13-19¹ access to sufficient positive leisure-time activities which improve their well-being, and the provision of sufficient facilities for such activities. In doing so, this EIA supports Wiltshire Council's compliance with the council's Public Sector Equality Duty (PSED) in the decision making process

This Equality Impact Assessment (EIA) is a working document. It details the equality analysis work undertaken so far and identifies the future work needing to be undertaken to ensure that Wiltshire Council meets its statutory obligations under the Public Sector Equality Duty. It is updated at various points as the project progresses and there is a strict version control process in place.

This EIA should be read in conjunction with version 2.0 that accompanied the Cabinet paper on 21 January 2014, please see [Agenda Supplement No. 2](#) PDF 2 MB

For the purposes of this EIA the terms 'youth activities', 'youth provision', 'youth offer' and 'youth work' are all used to describe positive leisure-time activities for young people.

b. What is being Impact Assessed:

This EIA is the 2 that has been completed as a result of a review of positive leisure time activities for young people. The focus of this EIA is to inform the proposal being made to Cabinet on the 15 May 2014 for the development of a new community-led model for open access youth service. This model is being proposed following a period of comprehensive consultation (see 1d).

For the detail about the operating model, please refer to the Cabinet report 15 May 2014 (section 5.12).

This EIA has been updated from the original (version 2.0) and now includes an equality analysis of:

- **the key outcomes from the consultation data as part of the extensive consultation period (running from 3rd February 2014 to the 14 April 2014)**
- **refreshed service data including greater geographical analysis by protected characteristic group**

¹ Up to age 24 for young people with a learning difficulty.

- **the officer recommended option - community-led model of future delivery (based on the findings from the consultation)**

The review is being project managed and is overseen by an Operational Delivery Group and a Senior Officers Group together with Cabinet and Portfolio holder Councillors. For both groups, equality is considered as a rolling stand-alone agenda item as well as being integrated throughout the whole work of the project. For details about the members of the Operational and Senior Officers Groups, please see Appendix 1 attached to this EIA document.

c. Background to the decision making process so far:

As a result of a review of positive leisure activities for young people and a proposal to develop a new operating model, four options for future delivery of positive leisure-time activities for young people were originally identified. These were based on prior engagement work with young people. Partners/stakeholders were invited to submit alternative models during the consultation process. The four options were:

Option 1: Develop a community led approach.

Option 2: Outsource the service.

Option 3: Encourage and support staff to form a Public Service Mutual

Option 4: Retain the current in-house service but reduce value.

Each of the options was evaluated by assessing their advantages and disadvantages, including an analysis of their equalities impact.

The 4 options with equality analysis were presented within the following committee papers:

- Briefing Paper – Options appraisal for financial savings during 2013/14 within the Integrated Youth Service Budget, 24 June 2013
- Proposal relating to the future provision of positive activities for young people, 30 September 2013
- Cabinet Liaison on 24 June 2013, 30 September 2013, 9 December 2013 and 6 January 2014.
- Cabinet on 21 January 2014

The Cabinet Committee Paper (21/01/2014) included version 2.0 of the Equality Impact Assessment as well as integrating equality impacts throughout the paper.

Cabinet on the 21 January approved the officer provisional recommended option being proposed – to develop a community led approach subject to a period of formal consultation with staff, young people and other stakeholders (e.g. schools, local communities and Community Area Boards) on all 4 options listed above to inform the decision making process. The consultation methodology ensured that due consideration was given to engaging with and using the feedback from stakeholders as well as those representing protected characteristic groups as well as using a variety of communication channels for publicity. It is this information which is being used to update this version of the EIA and which will inform the Cabinet decision making process being made on the 15 May 2014

d. Background to the consultation process:

The consultation period ran from the 3rd February to the 14 April 2014.

This involved a range of:

- stakeholders (including voluntary and community sector organisations, Parish Councils and schools)
- Young people (including community based youth groups) and;
- Staff

The consultation was carried out using a variety of tools and methods (surveys, school assemblies, focus groups, engagement events, Sparksite website) and widely publicised (local papers, text messaging, Council website and local radio) to ensure that Wiltshire Council met its statutory duties under section 507B of the Education Act and section 149 of the Public Sector Equality Duty.

Targeted consultation was carried out with:

- disabled users and carers of disabled users: Children in Care Council, Wiltshire Youth Disabled Group, 3 SEN Schools, Wiltshire Parent Carer Council
- BoBs – the Chippenham LGBT Youth Group

A number of letters and emails were also received as part of the consultation process - some of these included correspondence from LGBT young people and disabled young people. The key points are referred to in section 3d of this EIA and referenced within the Cabinet report and the consultation outcomes report (attached as an appendix to the Cabinet report).

Participants were asked their opinions on the 4 options (as outlined in 1c above). This was in the form of a rating (very good, good, poor, very poor). Other qualitative feedback was also collected – for example, suggested alternative models for delivery and issues/concerns as well as positive comments

A full set of demographic data from those engaging in the consultation process via the focus groups and SNAP surveys (ethnicity, disability, age and sex) was collected.

On the 5 February 2014, following the Cabinet meeting on the 21 January a Scrutiny Task Group was established by the Children's Select Committee to provide a robust overview and scrutinising function to the proposals.

The Task Group has worked to a number of principles including 'Ensuring access to youth work and activities for all young people, including those from groups vulnerable to exclusion'. There have been 4 meetings which have received written and verbal evidence from a number of internal and external/community stakeholders and a focus group was held with 15 young people (service users and non service users). This included individuals representing the protected characteristics of disability (the council's disabled young people group), sexual orientation and gender reassignment (Lesbian Gay Bisexual and Transgender (LGBT) group) as well as looked after

children (Children in Care Council)

e. The proposed Community-led model – a summary (for more detail please see section 5.12 in the Cabinet Paper 15 May 2014)

The community-led model is an approach whereby communities will design, develop, deliver and monitor a unique youth offer in their area which is tailored to their need. They will be enabled by trained youth officers. Funding will be devolved to area boards to support this. New terms of reference will be developed for Youth Advisory Groups which will evolve into Local Youth Networks (LYN's). These will help facilitate key stakeholders including councillors, young people, voluntary and community sector groups, schools, businesses, council officers and other key partners to come together to shape and take the lead for coordination of youth work and activities in their area. Youth officers will help facilitate local provision and focus on community working and capacity building. They will also coordinate positive activities for young people with learning difficulties and disabilities (bridging projects).

Section 2A – People or communities that are currently **targeted or could be affected** by any change (please take note of the Protected Characteristics listed in the action table).

All young people living in Wiltshire aged between 13-19 years and up to 24 years for those with a learning disability (please see section 3 for more detail about young people currently using services broken down by protected characteristic (where collected)).

For the period 1 April 2013 to 31 March 2014 the total number of named individuals that the council's youth work team came into contact with was 4687. This represents nearly 11.5% of the 13-19 population of Wiltshire (40,934)². There is a degree of under reporting as this does not count those young people who are deemed "anonymous" under the system

	1/4/13 to 31/3/14
No of individual young people 13-19	4687
Total number of visits	67,526
% of individuals working with Youth Work Team based on the Wiltshire Census 13 – 19 population	11.45
% of individual young people with a learning disability (13-24)	14.98

It is important to note that with the implementation of a community-led approach, the following provision would continue for young people:

- targeted positive-leisure time activities for young people with learning difficulties and disabilities
- targeted youth support and early help to young people in most need of support e.g. those who are vulnerable

² This figure is taken from the mid-2012 (13-19 years) population estimate

Voice and influence work with vulnerable young people takes place via the Children in Care Council and Wiltshire Youth Disabled Group. This work will continue, however these groups currently use council buildings which are used for the provision of positive leisure-time activities for young people. A review of sufficient facilities on a community area basis is to be included with this project, to include plans for the development of community campuses. It will be important that any potential impacts on these young people is considered as part of the implementation phase of the project. A further process of consultation may be needed as with regards service users who have protected characteristic and who have a legitimate expectation of consultation on a specific closure.

The Council's Voice and Influence Team will continue to consult with young people on the development of council services which affect them, which will include a focus on those with protected characteristics. In doing so the team will continue to support LGBT (Lesbian, Gay, Bisexual, Transgender) youth groups in the county e.g. BoB's, GoG's.

Section 2B – People who are **delivering** the policy or service that are targeted or could be affected (i.e. staff, commissioned organisations, contractors)

There are 50.3 FTE (full-time equivalent) Wiltshire Council staff who are currently employed by the Integrated Youth Service Youth Work Team who could be potentially affected by this review (this equates to 144 individuals).

The staff profile is shown below (YS = Integrated Youth Service Youth Work Team):

Sex (Male/Female)	number of employees	% of overall workforce *rounded up	Numbers Part-time (% in brackets)	Numbers Full-time (% in brackets)
Female	111	70	97 (87.3)	14 (12.6)
Male	48	30	39 (81.2)	9 (18.7)
Grand Total	159	100	136 (85.5)	23 (14.4)

Age	Numbers of under 25 (% in brackets)	Numbers aged 25-34 (% in brackets)	Numbers aged 35-44 (% in brackets)	Numbers aged 45-54 (% in brackets)	Numbers aged 55-64 (% in brackets)	Numbers aged 65+ (% in brackets)
Female	20 (18)	28 (25.2)	28(25.2)	22 (19.8)	13 (11.7)	0
Male	9 (18.7)	12 (25)	7(14.5)	12(25)	7(14.5)	1(2)
Grand Total	29 (36.7)	40 (50.2)	35 (39.2)	34 (44.8)	20 (26.2)	1 (2)

Disability	number of employees	% of overall workforce	Numbers Part-time (% of	Numbers Full-time (% of

		*rounded up	overall YS workforce)	overall YS workforce)
Disabled	4	2.5	2 (1.25)	2 (1.25)
not disabled	126	80	109 (68.5)	17 (11)
Unknown	29	18	25 (16)	4 (2.5)
Grand Total	159	100	136	23

Ethnicity	number of employees	% of overall workforce *rounded up	Numbers Part-time (% of overall YS workforce)	Numbers Full-time (% of overall YS workforce)
Asian Indian	1	0.6	1	0
Black/Black British Caribbean	3	2	2	1
Mix White & Black Caribbean	3	2	3	0
Other Black/Black British	3	2	1	2
Other White	9	6	9	0
Total BME (inc. Other White)	19	12	16 (10)	3 (2)
White British	128	81	108 (70)	20 (12.5)
Total White British	128	81	108 (70)	20 (12.5)
Unstated (not known)	12	8	11(7)	1(1)
Grand Totals	159	93	135	24

Overall figures for Part/Full-time employment

	Part-time	Full-time
Numbers in overall workforce	136	23
% of overall workforce	85.5	14.4

Wiltshire Council work profile – as at 30th July 2013 (overall council averages)

Characteristic	Sub-categories	%	Unknowns %
Disability	N/A	2.6	27.8
Ethnicity	White British	79.6	15.3
	White Irish/White Other	3.0	
	BME	2.1	
Male	N/A	30.4	N/A
Female		69.6	
Age	Under 25	6.3	
	25-34	19.4	
	35-44	21.6	

	45-54	28.7	
	55-64	20.3	
	65+	3.7	
Part-time	N/A	44.2	N/A
Full-time		55.8	

Section 3 –The underpinning **evidence and data** used for the assessment (Attach documents where appropriate)

A. Detailed data about the young people who use current services:

(All service user data has been drawn from IYSS (Integrated Youth Support System)³ unless otherwise specified)

There is some national data which argues that young people are disproportionately affected by reductions to public service expenditure as they have less access to disposable income, are greater users of public services (including transport) and unemployment is higher for young people than other groups within the community⁴.

Although data from the youth work team within the Integrated Youth Service needs to be treated with caution due to possible under-recording by youth work staff, the latest figures show that 11.5% of 13-19 year olds are accessing council youth work provision. This equates to 4687 named individuals covering the period 1 April 2013 to 31 March 14.

Sex (Male/Female) (13-19 years)	Numbers of named individuals worked with	% Worked with (as a % of the overall totals)	Wiltshire Census mid population estimates 13-19 years 2012 (%)	Wiltshire Census mid population estimates 13-19 years 2012 (n)
Female	2131	45.47	51	20,048
Male	2556	54.53	49	20,886
Grand Totals	4687	100	100	40,934

Disability (13-19 years)	Numbers	%
Emotional behavioural difficulties	97	2.07
Long standing medical condition	18	0.38
Moderate learning difficulties	77	1.64
Other special needs	0	0.00
Physical disabilities	13	0.28
Problems with communication	26	0.55

³ A case management system for all the parts of the Integrated Youth Service that operates using a single base record for a young person and allows appropriate information sharing to safeguard young people. The system also provides reporting for all our statutory and local requirements.

⁴ <http://www2.warwick.ac.uk/fac/soc/law/chrp/projects/spendingcuts/resources/database/reportsgroups/#Children>

Severe learning difficulties	31	0.66
Specific learning difficulties	60	1.28
Aspergers syndrome	5	0.11
Autistic spectrum disorder	43	0.92
Hearing impairment	5	0.11
Mental health issues	8	0.17
Mild Learning Difficulties – Cognitive and Learning	3	0.06
Mild Learning Difficulties – Independence and Life Skills	1	0.02
Mild Learning Difficulties – Numeracy and Literacy	4	0.09
Mild Learning Difficulties – Understanding and Use of Language	5	0.11
Problems with Behaviour – ADHD	14	0.30
Problems with Behaviour – Oppositional Behaviour	8	0.17
Problems with Hand Function		
	4	0.09
Problems with Mobility	4	0.09
Problems with Social Interaction	7	0.15
Sensory impairments	4	0.09
Severe Learning Difficulties – Cognitive and Learning	7	0.15
Severe Learning Difficulties – Independence and Life Skills	5	0.11
Severe Learning Difficulties – Numeracy and Literacy	5	0.11
Severe Learning Difficulties – Understanding and Use of Language*	6	0.13
Specific Learning Difficulties – Cognitive and Learning	9	0.19
Specific Learning Difficulties – Independence and Life Skills	3	0.06
Specific Learning Difficulties – Numeracy and Literacy	7	0.15
Specific Learning Difficulties – Understanding and Use of Language	9	0.19
Grand Total	488**	10.43
Wiltshire Census 2011, 15 – 19 years residing in households whose*:	Numbers	% of the 15-19 years Wiltshire population
Day to day activities are limited	1,326	4.9

* Census 2011 data for disability and ethnicity are only available for 15 –19 years, **not** 13-19 years. This is the closest age group to 13-19yrs for which data is available and so is proxy-data.

** The actual number of named disabled young people accessing positive leisure activities is 358 and represents 7.6% of the overall named young people worked with (n = 4687). The grand total figure of 488 is higher because disabled young people may have more than one impairment and could be counted more than once in the disability figures

Ethnicity (13-19 years)	Numbers	%	Wiltshire Census 2011 15 – 19 years (n)*
Mixed/multiple ethnic group: Total	38	0.81%	604
Mixed/multiple ethnic group: White and Black Caribbean	18	0.38%	256
Mixed/multiple ethnic group: White and Black African	3	0.06%	64
Mixed/multiple ethnic group: White and	6	0.13%	184

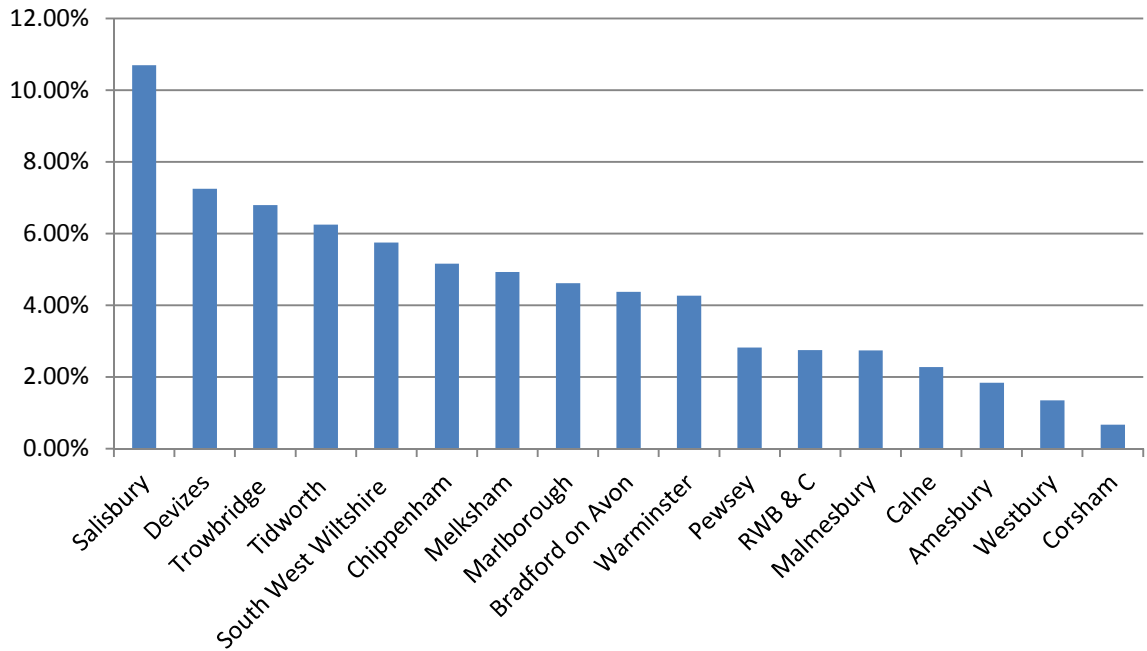
Asian			
Mixed/multiple ethnic group: Other Mixed	11	0.23%	100
Asian/Asian British: Total	17	0.36%	492
Asian/Asian British: Indian	1	0.02%	54
Asian/Asian British: Pakistani	1	0.02%	12
Asian/Asian British: Bangladeshi	12	0.26%	46
Asian/Asian British: Chinese	1	0.02%	227
Asian/Asian British: Other Asian	2	0.04%	153
Black/African/Caribbean/Black British: Total	13	0.28%	130
Black/African/Caribbean/Black British: African	6	0.13%	58
Black/African/Caribbean/Black British: Caribbean	3	0.06%	45
Black/African/Caribbean/Black British: Other Black	4	0.09%	27
Other ethnic group: Total	155	3.31%	42
Other ethnic group: Arab	0	0.00%	12
Other ethnic group: Any other ethnic group	155	3.31%	30
Total BME (total numbers and % of overall total of named individuals youth work teams are in contact with)	223	4.76%	1268
Total White (total numbers and % of overall total of named individuals youth work teams are in contact with)	4445	94.84%	27,929
White: English/Welsh/Scottish/Northern Irish/British	4397	93.81%	27,286
White: Irish	6	0.13%	63
White: Gypsy or Irish Traveller	3	0.06%	59
White: Other White	39	0.83%	521
Prefer not to say/not known	19	0.41%	N/A
Grand Total	4687	N/A	29,197

A. Service user data by geographical location and protected characteristic

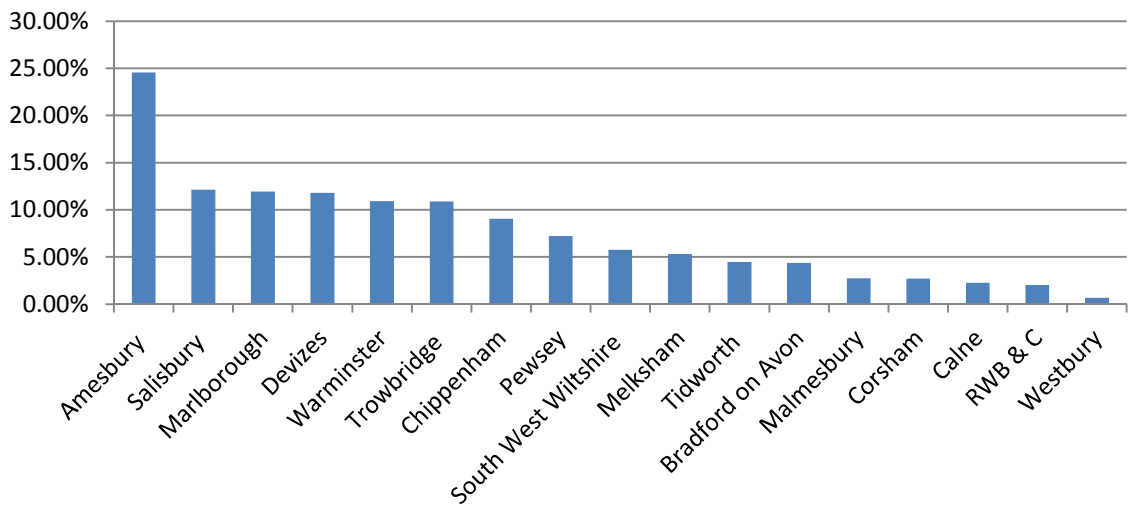
Youth Work Team Delivery Area user data by Community Area Board area												
Community Area Board area	BME Total (n)	BME* %	BME Census 2011 15-19* (n)	Disability Total (n)	Disability * %	Disability Census 2011 15-19* (n)	Female (n)	Female %	Female mid-pop 2012 estimates** (n)	Male (n)	Male %	Male mid-pop 2012 estimates** (n)
Amesbury (including Durrington)	3	1.84%	87	40	24.54%	107	75	46.01%	1288	88	53.99%	1578
Bradford on Avon	8	4.37%	34	8	4.37%	48	73	39.89%	669	110	60.11%	699
Calne	5	2.27%	81	5	2.27%	60	103	46.82%	1231	117	53.18%	1062
Chippenham	16	5.16%	116	28	9.03%	151	93	30.00%	2048	217	70.00%	2131
Corsham	1	0.67%	69	4	2.68%	77	67	44.97%	814	82	55.03%	916
Devizes	35	7.25%	47	57	11.80%	80	224	46.38%	1432	259	53.62%	1490
Malmesbury	8	2.74%	32	8	2.74%	46	112	38.36%	726	180	61.64%	788
Marlborough	12	4.62%	48	31	11.92%	49	117	45.00%	979	143	55.00%	1168
Melksham	13	4.92%	55	14	5.30%	79	128	48.48%	1231	136	51.52%	1266
Pewsey	9	2.82%	45	23	7.21%	33	157	49.22%	511	162	50.78%	542
Salisbury (Grosvenor and YDC)	37	10.69%	160	42	12.14%	129	124	35.84%	1670	222	64.16%	1685
South West Wiltshire (including Mere, Wilton, Tisbury)	18	5.75%	46	18	5.75%	66	156	49.84%	916	157	50.16%	748
Tidworth (Ludgershall)	7	6.25%	38	5	4.46%	28	60	53.57%	645	52	46.43%	1015
Trowbridge (Court Mills)	25	6.79%	68	40	10.87%	113	171	46.47%	1820	197	53.53%	1854
Warminster	9	4.27%	89	23	10.90%	51	84	39.81%	1018	127	60.19%	1021
Westbury	2	1.35%	95	1	0.68%	41	93	62.84%	893	55	37.16%	796
Royal Wootton Bassett & Cricklade (including Purton)	15	2.75%	68	11	2.01%	78	294	53.85%	1247	252	46.15%	1258
Total Unique Young People	223	4.76%	1268	358	7.64%	1326	2131	45.47%	20048	2556	54.53%	20886

* Census 2011 data for disability and ethnicity are only available for 15 –19 years, **not** 13-19 years. This is the closest age group to 13-19yrs for which data is available and so is proxy-data.

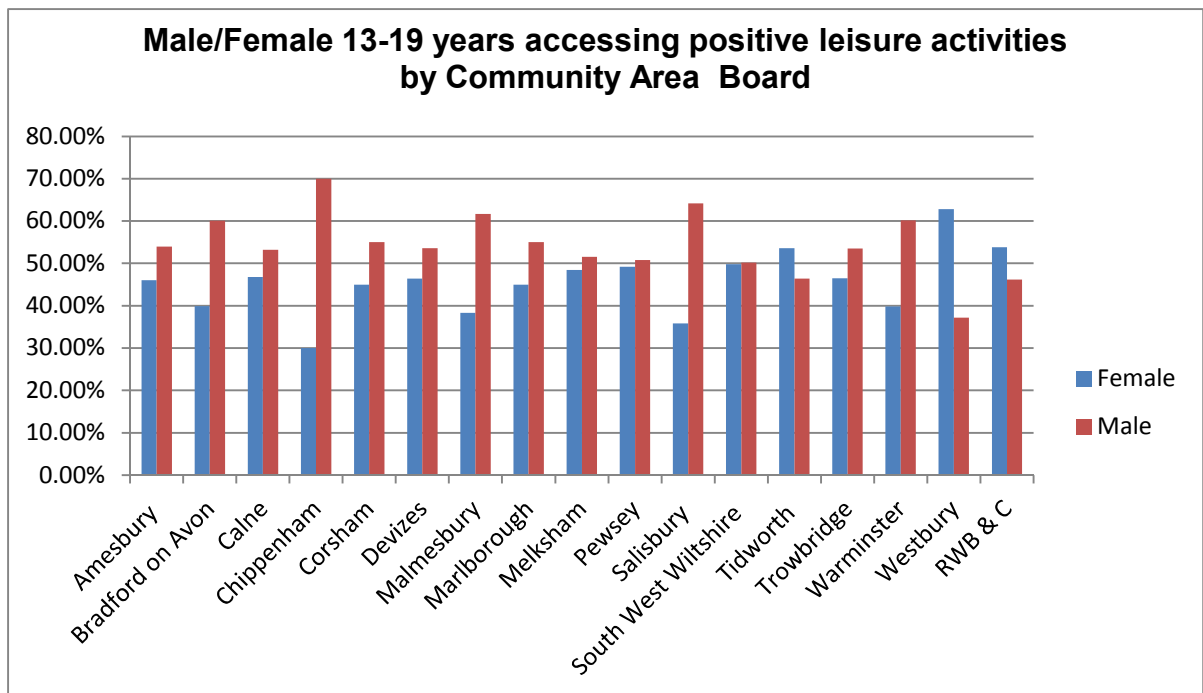
BME 13-19 years accessing positive leisure activities by Community Area Board



Disability 13-19* years accessing positive leisure activities by Community Area Board



* up to 24 years for people with a learning disability



B. Youth Groups

Sexual Orientation: Lesbian, Gay, Bisexual (LGB) – including Trans (T):

There are 4 LGB & T Young People's Groups in Wiltshire:

- Bob's Chippenham – 17 young people (4 males, 13 female including 1 female BME)
- GoG's Trowbridge – 12 young people (6 male, 6 female and 1 BME young person)
- Pod's Devizes – 5 young people (2 males, 1 trans, 2 female)
- Salisbury LGBT group – (1 male, 1 trans and 2 female)

Although the scope of the review does not directly include the LGBT youth groups, the reduction in youth service staff who currently support the LGBT youth groups may indirectly impact them if the new community led model is implemented. There are implications also in terms of the wider estate rationalisation programme

Looked After Children (not in scope for this review although there are possible implications in terms of the wider estate rationalisation programme):

- Children in Care Council – 14 young people (3 male, 11 female)

Disability (not in scope for this review if a community led approach is selected although there are possible implications in terms of the wider estate rationalisation programme):

Wiltshire Youth Disabled Group – 12 young people (5 male, 7 female)

C. Consultation/Engagement data:

The consultation period which ran from 3rd February to the 14th April has collected a wealth of information from a wide range of stakeholders and through various channels. 5854 individuals took part:

- 23 face to face focus groups were held with young people as well as 3 secondary school assemblies. 557 young people participated in the focus groups with 21% of those taking part being disabled young people and 3.4% being young people from a BME background.
- Specific consultation took place with disabled young people, children in care, young carers, those not in education, employment or training, and young people who are lesbian, gay, bisexual and transgender. A county wide consultation event for Youth Advisory Groups was also held on 19th February
- A staff consultation ran for four weeks from 31st January to 28th February 2014. During this period 95 staff attended one of three collective consultation events held in Chippenham, Trowbridge and Salisbury. Over 40 e-mails and written communications were received. 22 employees (mainly team leaders and youth development coordinators) met directly with the Head of Service for Early Intervention, Youth and Prevention on 19th February 2014 to feedback their views and comments
- 1760 survey responses were received from young people across the county mainly aged 11-19 with 4.6% respondents declaring a disability and nearly 8% from a BME background
- Presentations were given at open public meetings of Wiltshire's 18 Community Area Boards
- An engagement event was held for the voluntary and community sector involving 10 organisations
- On 28th January 2014 the Children's Select Committee established a task group to scrutinise proposals and respond to the consultation
- Representing nearly 1,000 parents/carers, three consultation events were facilitated by the Wiltshire Parent Carer Council (WPCC) with parents/carers of young people with learning difficulties and disabilities across the county
- Angus Macpherson submitted a response to the consultation dated 14th April from the Office of the Police and Crime Commissioner.

Overall analysis:

A breakdown in demographics of respondents to the SNAP Survey and attendees at the 23 Focus Groups compared with those using the service and Census 2011 and Census 2012 mid population data shows very little variation (i.e. the responses received by the protected characteristic groups of sex, disability and ethnicity are nearly in line, if not exceeding (disability and ethnicity) with those accessing the service and mid-population estimates). This indicates that the survey and focus groups reached and heard from a representative sample of young people:

Protected characteristic	% respondents	% accessing service	Census 2011 data and 2012 mid-population estimates *

Males	53.2	54.3	49
Females	46.74	45.47	51
Disability	8.5	7.64	4.9
BME	6.9	4.76	4.34
White	93	94.84	95.65

* 2012 Census mid-population estimates for males/females is for the 13-19 year age range. For Disability and BME the Census 2012 provides data for the 15-19 year age range only. This is the closest age group to 13-19yrs for which data is available and so is proxy-data

The community-led option (Option 1) was supported across a range of stakeholders and the majority of young people (47.7%) who responded to the SNAP survey were in favour of this approach, including those from protected characteristic groups (see comment below re: [disabled young people's feedback](#) where targeted focus group work indicated support for Option 1 but the SNAP survey indicated this option as a 2nd preference and the [LGBT Focus group](#) which favoured Option 4 – the in-house model)

Breakdown of SNAP respondents' preferences to options via protected characteristic group (preferred option in bold)				
	Option 1	Option 2	Option 3	Option 4
Disabled	32%	14%	19%	36%
BME	41%	14%	20%	25%
Male	49%	11%	15%	24%
Female	47%	14%	15%	24%

When consulting about the options, we also took the opportunity to ask young people what they like to access in their area to update our intelligence on young people's needs. A question was asked in the survey and focus groups, 'What activities would you like to have in your area?' The responses indicated that clubs and groups for protected characteristic groups come up as a high need from young people in the focus groups and still ranked 9 (disabled young people's group) and 10 (LGBT group) out of 14 in the survey. It should also be noted that the need for a Young Carers Group also ranked a significant 8 in the focus group work whereas faith or church based groups elicited a small response - none in the focus group and ranking 14 in the survey with 3.9% of the overall response to this question

Question: 'What activities would you like to have in your area?'	Survey		Focus Group	
	Responses	Ranking	Responses	Ranking
Disabled young people's group e.g. barnardos.	157	9	72	6
Lesbian, gay, bisexual or transgender youth groups e.g. GoGs or BoBs	144	10	113	4

Specific messages from lesbian, gay, bisexual and transgender (LGBT) young people are included below in addition to those highlighted in the key messages above.

The second part of the focus groups and SNAP survey asked young people about their priorities and what they felt the council should be prioritising when making the changes to youth activities. An equality analysis of the responses to Questions 10a-i 'When we plan these changes what do you think should be our top two priorities (tick your top 2)' showed very little difference between disabled and BME young people and young people in general

Key messages from staff consultation:

There were no specific issues around protected characteristic groups raised apart from the continued importance of the Bridging Projects scheme. Staff had a range of options to engage with the consultation to ensure equality of access to the process. A total of 95 took part in the collective consultation process. This represents 66% of the overall workforce. In addition there were also over 40 emails received and 22 staff met with the Head of Service. Staff felt that the only viable options were the Community Led model (Option 1) and the reducing the service model (Option 4) given the timescales and financial savings needing to be made.

Key messages from targeted consultation with LGBT Youth Groups:

A focus group was held with the BoBs LGB & T Group in Chippenham on 17th February 2014. A total of 8 took part. The new delivery model Options 1 – 3 scored 'very poor' with 5 of the 8 participants stating that keeping the service in-house was a 'good' option. This may be because there seems to be a high value from this group on having 'A place to go and hang out that is warm and has someone there to give support. Somewhere to meet up without a pressured time limit.' (comments received back as part of the focus group). Other key messages were:

- LGBT young people want to have access to an LGBT youth group within their area
- LGBT young people want somewhere to go to talk and not feel pressured, particularly time pressured

Key, specific messages from disabled young people around equality of provision:

A focus group was held with Wiltshire Youth Disabled Group on the 18th February 2014 with 6 participants. Unlike the LGBT Youth Groups, 5 of the participants voted for the new delivery model Option 1 – developing a community-led approach with 1 person voting for keeping the service in-house. However, it must be noted that Option 4 (keeping the service in-house) received the highest preference from disabled young people in the SNAP Survey followed by a close 32% for Option 1.

Other key messages were that they also felt that support and activities should be targeted at young people most in need of support

Other comments received:

- Campuses could be big / overcrowded / noisy and disabled young people could be fearful of entering a building where they do not know everyone
- Change is not good for disabled young people, especially autistic young people - things have to be done gradually

- Disabled young people need somewhere to go where they feel safe
- Swimming was an activity of particular importance to disabled young people

Key messages from Wiltshire Parent Carer Council around equality of provision:

- Overall bridging projects are highly valued particularly as they bring young people with learning difficulties and disabilities together with mainstream young people in safe, supportive and secure environments. Provision; however is 'hit and miss' in some areas.
- The community-led option is favoured by parents and carers who took part in the consultation events but bridging projects should continue in those areas where they are working i.e. Devizes and Salisbury.
- The voice of young people with learning difficulties and disabilities and their parents and carers must be considered as part of any future operating model to ensure needs are met. WPCC should be involved in the design, development and review of any new service.
- Specific funding for bridging projects should be allocated and ring-fenced for this purpose.
- Youth work and activities which promote independence, local friendships and trying out new and varied opportunities is important as well as 1:1 support.
- To meet the needs of young people with learning difficulties and disabilities, provision must be local, easily accessible, inclusive, safe, structured and provided regularly by trained and experienced staff. The needs of those with personal care requirements, severely challenging behaviour and medication needs should also be provided for.
- Sessions need to give parents/carers enough time to do other things (2 hours minimum).

Key messages from looked after young people::

- Looked after young people think there will be a rise in anti social behaviour if youth clubs close
- Looked after young people highlighted the real importance of having somewhere to go that you feel comfortable and isn't full of staff and young people that you feel look down on you

General key messages derived from the consultation

There were many respondents across all stakeholder groups who stressed the importance of continuing to provide services and support for vulnerable young people, particularly those with learning difficulties and disabilities. The value of bridging projects were highlighted, however some parents/carers of young people with learning difficulties and disabilities felt this provision could be more consistent across the county and improved further. A number of letters were also received from disabled young people and LGB&T people stressing the importance of the personal support received via the current youth service offer. The importance of trained/knowledgeable staff that know how to work with young people was particularly highlighted by disabled young people and LGB&T young people

***Section 4 – Conclusions** drawn about the impact of the proposed change or new service/policy

The proposed new operating model being recommended to Cabinet on the 15th May for implementation is the Community-led model (described in section 1 above). The community-led option was broadly supported across a range of stakeholders, including those from particular characteristic groups although please note the comment made above re: the [disabled young people's](#) focus group and [LGBT focus group](#)

Equality Analysis of Community-led model:

- a. Community area boards are an executive arm of the council and would need to comply with the Public Sector Equality Duty (PSED).
- b. There would be significant human resources impacts in this proposal regarding the numbers of existing youth work team staff affected by redundancy. When looking at the make-up of the current service in terms of gender, the workforce data collected suggests it is likely that redundancies would affect women more than men. There is also a higher percentage of BME staff in the existing youth work team than the Council's average (see point k)
- c. There would need to be clear monitoring arrangements in place to ensure that the PSED is being met; any guidance to area boards and quality assurance framework would need to integrate equalities performance outcomes/criteria and these would need to be built into any review process. This will support Area Boards, LYNs and staff in the design of local services which meet the needs of all young people in their area. This would also demonstrate what funding is being allocated to the range of opportunities being offered, take up and satisfaction of provision and evidence the involvement and engagement of young people in the development of positive leisure-time activities by protected characteristic groups for example.
- d. Data broken down by Community Area Board level and by the protected characteristic groups of age, sex (male/female), ethnicity and disability needs to be made readily available and updated regularly to support Area Board members, LYNs and staff in the design of local youth provision to meet local need, particularly to those most vulnerable. Other locally held data, not collected on IYSS (for example, those accessing LGB & T provision) would also need to be made available to Area Boards, LYNs and staff in designing and supporting local open access youth provision. This data will need to be translated into specific provision which is in turn monitored so that identified needs are acted upon.
- e. Although this model would build on a current scheme of delegation of funding to area boards for youth projects, there needs to be consideration of the capability of all Community Area Board members and LYNs to deliver this model, in particular their understanding around the consistency and practical application of the PSED to ensure equality of access and inclusion. A training needs analysis of Community Area Board members and LYNs will need to be undertaken as part of the implementation process. This is necessary for the Council to ensure that it meets its

statutory obligations under the Public Sector Equality Duty.

- f. The voice of young people with learning difficulties and disabilities, their parents and carers and the voice of LGB & T young people must be considered as part of any future operating model to ensure needs are met. Particularly related to this is the identification and development of suitable facilities for youth activities (including campuses) as part of the proposed new operating model. Continued involvement by all young people, especially those from protected characteristic groups needs to be maintained as suitable facilities are identified/developed.
- g. Although the scope of the review does not directly include the LGBT youth groups, the reduction in integrated youth service staff who currently support the LGBT youth groups may indirectly impact them if the new community led model is implemented. There are implications also in terms of the wider estate rationalisation programme (see point n).
- h. The model could potentially advance equality of opportunity and foster good relations due to the intergenerational elements – i.e. younger/older people and those from different backgrounds working together through the area board. In addition, the model presents an opportunity to ensure the views from a more diverse range of young people are heard in decisions that could affect them and be innovative in meeting the needs of more ‘hard to hear’/vulnerable groups of young people.
- i. Comparing the current take up by disabled and BME young people with the Census 2011 15-19 years data by Community Area Board area suggests that more could be done to increase take-up of locally designed open access youth work and activities; a new operating model provides good opportunities to address this and therefore could potentially advance equality of opportunity and improve outcomes and life chances for these protected characteristic groups
- j. Equality considerations would have to be continued to be built into any implementation phase as the review of positive leisure-time activities project moves forward. The equality analysis will need to be updated at appropriate points during the implementation

Other analysis:

- k. There is a higher % of BME staff working in the council’s youth work team (12%) than the council average (5.1%). These figures include ‘Other White’ but not White British. If ‘Other White’ is removed from the BME workforce totals, this would still mean that the % of BME staff in the youth work team (6%) is significantly higher than the Wiltshire Council average (2.1%). This needs to be monitored during any redeployment/redundancy work as part of the implementation of the new model
- l. The SNAP survey and focus groups reached and heard from a representative sample of young people. However, responses indicated that clubs and groups for protected characteristic groups come up as a high need from young people in the focus groups and still ranked 9 (disabled young people’s group) and 10 (LGBT group) out of 14 in the survey. It should also be noted that the need for a Young Carers Group also ranked a significant 8 in the focus group work. This feedback needs to be considered

as part of the implementation phase.

- m. There are higher percentages than the overall average of BME young people and disabled young people accessing current services in the Salisbury, Devizes, Trowbridge, and Chippenham Community Area Board areas. It should be noted that the Amesbury Community Area Board area has a significantly higher than average percentage of disabled people accessing the current youth service provision in that area (24.54% as opposed to the overall figure of 7.64%). The implementation and operating principles of the community-led model needs to build in the importance of using local disaggregated data and monitoring take-up of service to ensure equality of access and needs are met (see point d. above)
- n. There needs to be a greater understanding of the impact of the councils estate rationalisation programme as part of this project on particular youth groups and that resources are secured to continue initiatives such as the Bridging Project and the continuation of the LGBT Youth Groups. This is particularly important given the level of feedback received from staff, disabled young people and the Wiltshire Parent Carer Council as part of the recent consultation process.

***Section 5 – How will this Impact Assessment be monitored and reviewed?**

The Impact Assessment will be reviewed at regular intervals during the implementation phase and will be a stand-alone rolling agenda item at all appropriate meetings.

For all Cabinet/Committee and Corporate Leadership Team (CLT) meetings, a full copy of the most current Equality Impact Assessment will be attached and used as part of the discussions with decision-makers

The Equality Impact Assessment document is a working document which will be added/amended to at various stages of the implementation phase of the project. Each version will be version controlled to demonstrate the development in the process and evidence the due regard to the Public Sector Equality Duty.

An action plan detailing equality issues and actions to mitigate will be developed as part of the implementation process

***Copy and paste sections 4 & 5 into any Committee, CLT or Briefing papers as a way of summarising the equality impacts where indicated**

Completed by:	Jane Graham, James Fortune, Christina Gregory, Kevin Sweeney, Steve Milton, Sukdave Ghuman, Andrew Boynton, Zandra Letts
Date	06/05/2014
Senior Manager and Councillor sign off:	Terence Herbert – Associate Director Councillor Allison Bucknell - Portfolio Holder for Staffing Equalities, Customer Care and Systems

	Thinking
Date	06/05/2014
Compliance sign off	Frank Cain, Head of Legal Services & Deputy Monitoring Officer
Date	06/05/2014
To be reviewed by: (officer names)	Jane Graham, James Fortune, Christina Gregory, Kevin Sweeney, Steve Milton, Sukdave Ghuman, Andrew Boynton, Zandra Letts
Review date:	Timescales to be confirmed as part of the Implementation phase
Published on internet date:	

Appendix 1

