



Youth Service Remodelling

Decision to be taken by: Assistant City Mayor, Children,
Young People and Schools

Decision to be taken on: 3rd August 2017

Lead director: Frances Craven

Children, Young People and Schools Scrutiny Commission:
5th July 2017

Useful information

- Ward(s) affected: All
- Report authors Julia Conlon - Service Manager Targeted Youth Support and IAG
Nicola Odom - Project Manager
- Author contact details: Julia Conlon 0116 454 1777, Nicola Odom 0116 454 1678
- Report version number (Final) 31/05/2017

1. Summary

- 1.1. This report presents the responses received following the public consultation, on three options of a remodeled Youth Service, which took place 18th January 2017 to 12th April 2017. The outcome of the consultation has been taken into consideration and informed the recommendations within this report.
- 1.2. It is proposed that **Option 2** with 55% support is recommended as the preferred option for a remodeled Youth Service offer for young people receiving the highest vote and the most positive comments. Option 1 received 28% support and Option 3 received 4% support from respondents; no option chosen 7% and other suggestions 6%.
- 1.3. In December 2016, the Executive approved proposals for a public consultation on three options, which looked to reduce the Youth Service and save between £925,000 up to £1 million annually from the Education and Children's Service's budget for Youth services that are either delivered or commissioned by the council.
- 1.4. In developing proposals and a vision for future service provision, considerable information was reviewed by the project team and scrutinised by the council's Targeted Youth Support remodelling board. This included a review of:
- quantitative data regarding usage of services in relation to postcodes and volume;
 - the impact of service provision on service users with protected characteristics
 - all commissioned youth services applying best value principles;
- 1.5. The vision for the proposed new service continues to be underpinned by the Education and Children's Service's priorities, which ensure that:
- children and young people are involved in the planning and delivery of services;
 - we target and support children, young people and families who are most in need (0-19, or 25 for young people with special educational needs or disabilities);
 - services are accessible across the city;
 - develop and strengthen statutory and voluntary partnerships to ensure co-ordinated delivery of services and respond to need.
- 1.6. The public consultation presented 3 proposed models to members of the public and stakeholders for feedback: refer to Appendix A – Consultation Analysis for full details. Consultation was carried out in line with advice from the council's communication, legal and equality services and in-line with the Local Authority's statutory consultation duties set out in the Childcare Act 2006 and revised Best Value guidance.

- 1.7. Consultation was undertaken in three main ways: an online questionnaire for the public and stakeholders (including staff); a paper booklet; and briefings for parents, young people and other stakeholders. Some people also provided a response by email and social media (e.g. Facebook comments). Consultation was supported by a communication plan that identified the key groups that could be impacted by the proposals; these were contacted with consultation details: refer to Appendix B – Consultation Briefing Schedule for the list of attendees and dates.
- 1.8. In total 1142 people took part in the consultation, which is broken down as follows:
- 144 (13%) individuals took part online;
 - 998 (87%) individuals completed a paper booklet;
- 1.9. The revised proposal Appendix C – Final Service Proposals, if approved, will result in:
- a) An indicative recurring financial saving of **£923,000**
 - b) An estimated reduction of approximately 19.6 (FTE) posts from 39.44 (FTE) posts that fall within the scope of the proposals (this is dependent on the outcome of the staff organisational review). Please note there are 74 members of staff due to a large part time workforce.
 - c) A reduction of open access youth clubs offer and
 - d) A new service model focused on vulnerable young people identified as most in need to improve outcomes.
- 1.10. Table 1 below on page 5 provides the results of the work outlined above at 1.15. It sets out:
- the current service offer;
 - the initial service proposals that we consulted upon; and
 - Revisions to the initial service proposals, leading to a final set of service proposals for approval and implementation.

2. Recommendations

- 2.1. Note the contents of the paper and direct any comments, observations and actions to the Head of Service: Early Help Specialist Services.
- 2.2. Approve the revised model for the Youth Service set out in Option 2 in Table 1 on page 6 and its implementation in order that the targeted £923,000 saving can be realised.

3. Report

- 3.1. The purpose of this report is to inform the Executive of the outcome of the public consultation and the proposed revised model of service delivery, which will result in achieving recurring savings

4. Background information and rationale for remodelling Youth Services

- 4.1. Following the loss of dedicated youth work funding from central government many local authorities have significantly reduced or ceased direct provision of youth work. The National Youth Agency conducted a review of the changes and trends in provision of services in late 2014 and concluded that there is no longer a common form of youth service across England.

- 4.2. The revised statutory guidance for local authorities released by the Department for Education in June 2012 states that in securing access to sufficient services the government will not prescribe which services and activities for young people local authorities should fund or deliver or to what level.
- 4.3. The remodelling of the Youth Service is part of a programme of spending reviews initiated by the council in response to budgetary pressures and ongoing funding reductions imposed by central government since 2010 and which will continue at least until the end of this parliament. For the Council this means that we will need to have found savings of £155m over the period 2010- 2020, £100m of these savings were found before 2016/17 but a further £55m is still required. These further savings are being addressed through a series of spending reviews across the council, including the Education and Children's Service, which has a £58m budget and a spending review target of £5m.
- 4.4. In presenting proposals to achieve savings, the service has thought about new ways of supporting the needs of young people, in line with legislation, statutory guidance and improving outcomes for our most vulnerable young people and to ensure that the council's Youth Service continues to support these needs.
- 4.5. The aims of a remodeled Youth Service are to develop a reduced, remodeled and effective youth offer and achieve up to £1m savings by September 2018.
- 4.6. To achieve the project aims we undertook a piece of scoping work that resulted in the development of four draft options (Options 1 – £925,000 savings, Option 2 – £923,000 savings, Option 3 – £1m savings and Option 4 - £1.3m savings). The Executive gave approval in December 2016 to undertake a public consultation on Options 1, Options 2 and Option 3.
- 4.7. The scoping work was overseen by the Targeted Youth Support remodelling board, which is responsible for putting forward options and recommendations to the Executive for a decision. The team undertaking the scoping work was subject to regular scrutiny and challenge by the project board, which includes a range of key stakeholders including representatives from the Using Buildings Better (UBB) programme and from the council's legal, HR and finance services. Scrutiny was also provided by senior council managers and the Lead Member (Education and Children's Service).

Timeline and Process

- 4.8. The timeline for completing the remodeled service is set out in table 1a; the project is currently on schedule.

Table 1a – Youth Service Remodelling project stages and timeline

Project stages	Key dates
1. Project set up/information gathering	September – November 2016
2. Analysis and report writing	November – December 2016
3. Pre-consultation report	8 th December 2016
4. Public consultation (12 weeks)	18 th January – 12 th April 2017
5. Consultation analysis	13 th April 2017 – May 2017
6. Post consultation decision report	15 th June 2017
7. Phased Implementation (1) Organisational review and (2) commissioned	1 st September 2017 onwards

Table 1 – Youth Service offer - final service proposals (Changes to Option 2 in response to consultation feedback are highlighted below)

	(1) Current service offer	(2) Initial service proposals (pre consultation) Option 2	(3) Final service proposals pending a decision (post consultation)
Posts	39.44 full time equivalent (FTE)	18.3 FTE (dependent on staff org review outcome)	19.82 FTE (depending on outcome of staff org review)
Base Budget	£1,825,300	£664,944	£724,944
Saving	N/A	£983,056	£923,056
Buildings	£194,200	£194,200	£194,200
Universal Youth Services - Open Access (13 – 19 Years)	Youth Work Curriculum Social and Personal Development Sexual Health Services Summer Youth Activities Transition to Adulthood	Open Access Sessions 12 x per week Youth Work Curriculum Social and Personal Development Sexual Health Services Summer Youth Activities Transition to Adulthood	Combined Open Access and Street Based sessions 8 x per week in 8 x locations Youth Work Curriculum Social and Personal Development Sexual Health Services Summer Youth Activities Transition to Adulthood Engage with young people outside of formal settings to address:- Anti-Social Behavior/ Low level offending activity Intelligence lead in partnership with police and community safety
Targeted Youth Work – Closed Sessions for SEND, Young Carers, Children In Care	Youth sessions for SEND Youth sessions for Young Carers Youth support for LAC	Working with identified Vulnerable Groups x 300 sessions Youth Sessions for SEND Young People Youth Sessions for Young Carers Youth support for LAC	Working with identified Vulnerable Groups x 208 sessions Youth Sessions for SEND Young People Youth Sessions for Young Carers Youth support for LAC
Targeted 1:1 work with young people referrals from Early Help	CSE Support At risk of Offending Anger Management and relationships Social Isolated/low self-esteem/confidence Missing educations/poor attendance Behavioral issues	Targeted work with young people referrals from Early Help x 72 young people CSE support At risk of Offending Social Isolated/low self-esteem/confidence Behavioral Issues Poor school attendance, missing education	Targeted Youth Support x 108 young people CSE support At risk of Offending Social Isolated/low self-esteem/confidence Behavioral Issues Poor school attendance, missing education
Street based Youth Work - engaging with young people outside of formal settings	Anti-social behavior Intelligence lead in partnership with police	Mobile provision - areas of identified ASB x 9 sessions per week Engage with young people outside of formal settings to address:- Anti-Social Behavior/ Low level offending activity Intelligence lead in partnership with police and community safety	Mobile provision x 8 sessions per week x 8 locations (as above)
Youth Participation	Young Advisers Young People’s Council British Youth Parliament	Voice of Young People and Democracy Young Advisers Young People’s Council British Youth Parliament	Voice of Young People and Democracy Young Advisers Young People’s Council British Youth Parliament
Commissioned Youth Provision	Commissioned Youth Provision £30,000	Commissioned Youth Provision £30,000	Commissioned Youth Provision £30,000

5. Information about the Youth Service

Summary of current offer

- 5.1 The Youth Service provides personal and social development activities and interventions to young people aged 13 – 19 years or up to 25 years for Special Educational Needs and Disabilities (SEND).
- 5.2. The current youth service delivery model is involves:
- Six youth work teams based in locations across the city delivering targeted and universal open access youth activities
 - A street based youth work team which responds to police intelligence regarding nuisance youth and Anti-Social Behaviour (ASB) and other community concerns
 - Targeted 1:1 support for identified young people via Early Help referrals
 - Targeted youth group interventions with vulnerable adolescents e.g. young carers
 - Targeted work with young people with Special Educational Needs and Disabilities
 - A youth involvement team supporting young people's participation and involvement
- 5.3 The Youth Service has a budget of £1,825,300 which is made up of
- Premises costs £194,200
 - Commissioned voluntary sector youth activity £252,600
 - Staffing costs of £1.4m
- 5.4 Appendix D – Map of Youth Centres provides a map showing the location of the Youth Buildings.
- 5.5 Appendix E - Commissioned Youth Services details providers, including funding.
- 5.6. The service offer is split into **universal** (open to all levels of need via its Open Access Youth Clubs) **and targeted provision** (open to those who are identified as vulnerable and focused on specific needs). Targeted provision is focused on, young people attending SEND and Young Carer only groups. One to one support for young people identified through Early Help referrals that would benefit from targeted youth support.
- 5.7 Street based Youth Work engages with young people who do not participate in formal youth club settings and may be involved in, or at risk of being drawn into, Anti-Social Behavior.
- 5.8. A Youth Involvement Team works with the elected Young People's Council, Young Advisers and British Youth parliament representatives.
- 5.9. The Youth Service is delivered by 39.44 FTE posts, which equates to 74 members of staff. Of the 39.44 posts, 9.48 are either vacant or being filled on a temporary basis.

6. Consultation analysis

- 6.1. Below is a summary of our analysis of consultation feedback. For full details please refer to Appendix A – Consultation Analysis.
- 6.2 The public consultation presented 3 proposals for feedback from members of the public and stakeholders.
- 6.3. In total, 1124 people took part in the consultation, which is broken down as follows:
- 144 (13%) individuals took part online
 - 998 (87%) individuals completed a paper booklet

- 6.4 Of the 3 proposals, which present a key change to the current Youth Service Offer, we asked respondents to tell us how the proposals would affect them and provided a tick box option for them to choose which option was their preferred model. The consultation also provided an opportunity for respondents to provide comments on all three models presented.
- 6.5 Respondents could also choose an 'Other' option which would enable the gathering of suggestions on new or different ideas that the respondents felt the council should consider. **No alternative models were proposed.**
- 6.6 We analysed the comments and grouped them into 6 themes
- Resources
 - Service Offer
 - Impact of Change
 - Consultation Approach
 - Preferred option
 - Other ideas/suggestions
- 6.7 Some of the responses will also inform our lessons learned log and the questions will be answered in an FAQ document to be distributed on Citizen Space at the appropriate time and will also inform our future communication strategy.
- 6.8 Young people were the largest group to take part in the consultation (804/1142, 70%), followed by Other 203/1142 (18%) which includes responses from colleagues, Health, Police, teachers etc. and 63 responses (5.5%) received from LCC employees and volunteers.
- 6.9 We analysed the comments provided by respondents and grouped them into six thematic areas, comments about resources; service offer; impact of change on young people and the community; the consultation approach; their preferred option and ideas for new models.
- 6.10 Of the 2231 comments that we grouped together, we identified only two comments that referred to the consultation process, which included not having sufficient information to make valid comments, not enough financial information and didn't know enough about the service to comment. In addition, where appropriate, individual questions have been responded to and others will be answered in an FAQ document, to be distributed on Citizen Space and other mechanisms available to the public after a key decision has been made about the proposals, and will also inform our future communication strategy.
- 6.11 Options are being explored separately to early help remodelling to merge the reduced number of participation roles within different children's services into one citywide participation team. This will reduce duplication and develop a stronger infrastructure for participation and engagement work.
- 6.12 A Participation and Engagement Manager will be created to further develop the participation offer.
- 6.13 Consideration of the consultation feedback and equality impact assessment has resulted in a recommendation to change some of the make-up of Option 2. This included a high number of comments about service delivery i.e. 204 comments to keep open access; 62 comments to focus resources on vulnerable young people. SEND young people requested consideration of a central venue for youth groups to add transport and independence; 17 young people wanted a consistent offer; 31 recommended improved advertising of youth services including use of social media; and 18 comments in favour of increasing one to one support.

- 6.14. In arriving at the decision some comments were ruled out as not being viable or practical to implement such as: charging young people to use the service; allocating all funding to one VCS provider; reducing the wages of council employees and young people running a youth service for other young people.
- 6.15. There were suggestions to purchase a bus and provide a mobile youth offer. Although this would not be financially viable and it would incur ongoing expenditure, we have taken on board this comment and will deliver a more mobile responsive offer in new areas across the city. By not being building focused the service will be more responsive to developing areas and where needs are identified i.e. increased Anti-social behaviour or risk of CSE.
- 6.16. The remodelling of the service has also given the opportunity to respond to the increased numbers of young people in the city, including new housing developments around Hamilton and to remodel the service to respond to increased concern regarding CSE hotspot areas which will be incorporated in the new delivery arrangements
- 6.17. The proposal maintain £30,000 funding for specialist youth provision that adds value to the core youth offer including LGBT services, youth support for unaccompanied asylum seekers and 1:1 counselling support.
- 6.18. A full description of the final set of proposals is given in [Appendix C – Final Service Proposals](#).

7. Implementation

- 7.1. The draft delivery model and implementation plan will be presented in the business case and subject to a staff consultation as part of the staff organisational review expected to start in August 2017.

Proposed stage	Time line
Staff organisational review (consultation starts)	<i>August 2017</i>
Staff organisational review (consultation ends)	<i>October 2017</i>
Phased implementation of the new service	<i>November 2017 to March 2018</i>

8. Conclusion

As outlined within this report, the current delivery model needs to change to ensure that the council can provide the right youth services for those young people most in need. The budgetary pressures together with the need to target more of our resources on vulnerable young people means that the current offer of support and help based on a universal open access model cannot be sustained. Leicester is not in isolation in facing this type of challenge; most other local authorities have already or are in the process of reshaping their youth services.

9. Financial, legal and other implications

Financial implications

The Education and Children's Services department has a £5m spending review savings target, £3.5m of which is being addressed through the agreed re-modelling of Early Help and Children's Centre provision. The Department also has a number of other spending pressures principally in children's social care which need addressing.

The savings of £0.9m from option 2 noted in the report will result in £4.4m of the spending review savings being met. The department will have to find a further £0.6m to reach the £5m spending review target as well as dealing with other spending pressures in order to meet the department's financial projections to 2019/20.

Martin Judson, Head of Finance

10. Legal implications

This report outlines the responses received following the public consultation in relation to the future provision of Youth Services in Leicester City Council. As stated above three options were the subject of consultation and upon consideration of the responses a revised Option 2 model is being put forward for implementation in accordance with the suggested timeline above. Full details of the proposal are contained within this report and attached appendixes. It is important that the decision maker has regard to the public sector equality duties as specified within section 149 of the Equalities Act 2010 when making a decision about implementation.

Pretty Patel, Head of Law, Social Care & Safeguarding Tel. 0116 454 1457

- Option 2 proposes savings which will be made in part through an organisation review, staffing reductions and possibly, if alternative posts cannot be found elsewhere within the Council redundancies. It is recommended that legal services and HR are involved throughout this process to ensure that the Council meets its legal obligations in relation to the proposals including in relation to collective consultation (if applicable).

There is also a reduction in the proposed budget for external organisations providing youth services. This has the potential to lead to redundancies within the voluntary sector. Alternatively should the Council need to procure a similar service TUPE is likely to apply. Despite the reduced budget any individuals permanently employed in the provision of this service are likely to transfer on their existing terms and conditions. This may affect the viability of any procurement exercise.

Hayley McDade
Solicitor

The report indicates that the Council has taken the findings of the consultation into account in arriving at its recommendation. The Council should ensure that any queries received through the consultation are properly responded to. The risk of challenge arising from the consultation process is considered fairly low on the basis that instructing officers have reflected on the consultation and taken the consultation findings into account in arriving at the recommended option.

It is noted that the Council proposes to amend its original proposals to reflect the results of the consultation process. The Council will not need to re-consult on the amended proposals so long as the factors leading to the change were discussed during the consultation.

In relation to the termination or expiry of any VCS service provision, the Council should also ensure that VCS providers receive at least three months' notice of termination prior to the expiry of relevant contracts in accordance with the Best Value Statutory Guidance. Further and ongoing legal advice should be taken in relation to this as appropriate.

Nilesh Tanna, Solicitor, (Commercial, Property and Planning), Extension 371434

11. Climate Change and Carbon Reduction implications

The reduced level of service provision recommended in the revised proposals in Table 1 is likely to lead to a reduction in the Council's carbon footprint, contributing to the corporate target for halving the 2008/09 footprint by 2025/26. Any reduction will be the result of reduced travel by youth workers and other staff, as well as reduced use of buildings for youth work – with attendant reductions in requirements for lighting and heating. Whilst the recommendations do not include any closure of buildings, the reduced level of service being proposed may facilitate the rationalization of the Council's property portfolio through the Using Buildings Better programme.

Duncan Bell, Senior Environmental Consultant. Ext. 37 2249

12. Equalities Implications

The draft Equality impact assessment (EIA) conducted details the potential impact that children and young people across protected characteristics may experience. Adverse impacts identified include having a reduced service; having to access a service from a different location which would entail travelling further across the city or a total loss of service.

To mitigate against these adverse impacts (which will affect all groups but may have more of an impact on young people with the protected characteristic of disability), the service have stated that they will regularly monitor and analyse data and staff/service user feedback by protected characteristics to inform prioritisation of service delivery making changes where necessary. They will focus on maintaining their support to young people with SEND, young carers and children in care services identified as the most vulnerable and likely to experience an adverse impact.

Monitoring and analysing data regularly on the protected characteristics of children and young people accessing services can be useful if the information collected is consistent. The service must ensure that the provision they deliver and also commission collect the same information on children and young people across all relevant protected characteristics; and that all provision/providers understand the need to collect this information and how it will be used to encourage this to be collected routinely.

The EIA details a commitment to ensuring all new locations identified to deliver services will meet inclusive design principles ensuring they are accessible for children and young people with disabilities.

The impact on youth service council employees and those employed directly by services commissioned are touched on in this EIA acknowledging that a separate EIA under the Appendix R process will need to be conducted once an organisational review is ready to commence.

Equality impact assessments (EIAs) must be conducted alongside the decision making process highlighting any potential for adverse impact and how this will be addressed. The mitigating actions arising from the EIA conducted must be thoroughly considered and then implemented. It is only by ensuring these things take place, at the right time, that we fully meet our public sector equality duty.

Sonya King
Ext 37 4132

13. Is this a private report (If so, please indicated the reasons and state why it is not in the public interest to be dealt with publicly)?

No

14. Is this a “key decision”?

Yes

If a key decision please explain reason

If the proposals are approved, this will result in a key decision which will be of substantial public interest and result in the council making of savings which are significant having regard to the council’s budget for the Youth Service.

Appendix Ref	Appendix Title
A	Consultation Analysis
B	Consultation Briefing Schedule
C	Final Service Proposals
D	Map of Youth Centres
E	Commissioned Youth Services
F	Equalities Impact Assessment

Youth Service Remodelling –

Consultation Analysis

Date: April 2017

1. Introduction

Consultation approach

- 1.1. The Education and Children’s service undertook a 12 week public consultation, from the 18th January to 12th April 2017, on its proposals to remodel Youth Services. This report presents the results of the consultation analysis to aid decision making and is therefore a detailed analysis. We have also produced a summary report, which will be published following the Executive’s consideration of consultation feedback and the final service proposals, (expected to take place September 2017).
- 1.2. In undertaking the consultation we took advice from the council’s communication, legal and equality services and feedback is that the consultation process meets the local authority’s statutory duties set out in the Childcare Act 2006 and revised Best Value Guidance. The consultation contained 12 questions overall, 6 of which were specifically for young people. Three questions asked respondents for their views on the proposed options and one further question was provided to allow people to make any other comments.
- 1.3. We developed a communication plan with the aim of identifying and reaching key groups who could be impacted by the proposals and may have wanted to take part in the consultation. The communication plan included council members, council staff, service users at all Youth Clubs, Young Peoples’ Council, Young Carer and Big Mouth Forums and key partner organisations (e.g. Commissioned Youth Providers, Children’s Trust Board, Early Help Locality Partnerships chairs, and key parent and child service user groups e.g. SEND).
- 1.4. We provided two main ways for people to take part in the consultation:
 - 1.4.1. Online – for everyone (service users, staff and stakeholders)
 - 1.4.2. Paper questionnaire (service users and stakeholders); A Makaton version of the questionnaire was produced for SEND young people.
- 1.5. To allow for a wider reach, we also included comments submitted by email, letters and social media (e.g. Facebook).

1.6. The consultation focused on three options for the way youth services are delivered which includes the following services: one to one support for young people; open access youth clubs; Streetbased youth services; youth clubs for young carers; youth clubs for young people with Special Educational Needs and Disabilities; youth involvement and participation and other youth services funded by Leicester City Council.

How we analysed the data

1.7. The analysis was undertaken in Excel and was split into two parts: analysis of a 'tick box option' and analysis of the written statements made by respondents.

1.8. In the first part, the 'tick box option', we asked respondents to tell us which of the three options would they prefer to see introduced : Option1, Option 2 or Option 3 and also gave them the option of selecting 'Other' in order to gather suggestions they may have on how we could reduce the cost of youth support services.

1.9. For the second part, we read all the written statements made in response to each proposal and identified a range of **key messages**. We also identified that these key messages fell into **six themes**:

- a. **Resources** – e.g. allocate more funding; charge young people, reduce wages etc.
- b. **Service Offer** – e.g. impact on children with additional needs, impact on other vulnerable groups, develop a mobile offer, some respondents chose to focus on impacts (e.g. what may be lost) as a result of a proposal.
- c. **Impact of change** – e.g. increase in anti-social behaviour, other negative impacts on young people and the local community
- d. **Consultation approach** – things that people are unclear about or wanted more information
- e. **Preferred Option** - stay the same/no change; outsource to schools and voluntary sector; proposed new models
- f. **Proposed New Model** – combination of options; improve quality and training

1.10. It should be noted that the **1142** people taking part in the consultation did not answer all questions. Some took part in the 'tick box option' only, some provided a written response only and some did both.

1.11. The results of the analysis were considered by the project leads and a council response is presented below for consideration and endorsement by the Executive.

Summary analysis

1.12 In total **1142** people took part in the consultation:

- a) 144 (13%) took part on line and 998 (87%) took part through a paper booklet.
- b) Young people submitted the highest number of responses 804 (70%); followed by Other 203 (18%) which includes responses from colleagues Health, Police, Teachers, Students etc.; followed by 63 (5.5%) LCC employees and volunteers.

1.13 Ethnic monitoring of responses to the consultation has not been consistently recorded and was only collected through the on line portal. However the service holds data that informs the youth service about user needs and requirements based on their protected characteristics. To ensure a meaningful consultation, briefings were provided to the SEND youth groups, Big Mouth Forum and Young Carer forums to ensure they were able to engage with the process. In addition briefings were provided to LGBT youth groups and to the funded Centre Project an asylum seeker youth group based in the city centre. A full Equality Impact Assessment (EIA) will be included in the post consultation report.

1.14 We asked respondents which option they would prefer to see introduced or to provide other suggestions on how to reduce the costs of youth support services in Leicester.

Option 1 - Reduce the level of funding for open access youth clubs and services costs £690,000 per year Key changes: <ul style="list-style-type: none"> • LCC would not provide open access youth clubs, • Voluntary sector would receive funding for open access • Reduced Targeted Youth Support sessions • Reduce Streetbased Youth Work • Reduce Youth Participation and Involvement • Reduce one to one 	Total 319 (28%)
Someone who has used youth services in the past 12 months	90
Someone who may be interested in using youth services in the future	116
Filling in for someone who has used youth services in the past 12 months	9
Filling in for someone who may be interested in using youth services in the future	14
A parent or carer of someone who has used youth services in the past 12 months	4
A parent or carer of someone who may be interested in using youth services in the future	1
A youth service provider (not working for LCC)	5
A volunteer involved in youth services	8
A LCC employee	13
Other (health, teachers, students, police, city resident etc.)	59
Total	319

Option 2 - Reduce the level of funding for open access youth clubs and services costs £692,000 per year Key changes: <ul style="list-style-type: none"> • LCC would continue to provide a reduced open access youth club offer • Voluntary sector would receive funding for targeted sessions for vulnerable young people • Reduced Targeted Youth Support sessions • Reduce Streetbased Youth Work • Reduce Youth Participation and Involvement 	Total 624 (54.7%)
---	--------------------------

• Reduce one to one support	
Someone who has used youth services in the past 12 months	266
Someone who may be interested in using youth services in the future	189
Filling in for someone who has used youth services in the past 12 months	25
Filling in for someone who may be interested in using youth services in the future	14
A parent or carer of someone who has used youth services in the past 12 months	3
A parent or carer of someone who may be interested in using youth services in the future	3
A youth service provider (not working for LCC)	5
A volunteer involved in youth services	10
A LCC employee	21
Other (health, teachers, students, police, city resident etc.)	88
Total	624

Option 3 - The council would not run or fund any youth clubs and reduce other youth services costs £536,000 per year Key changes: <ul style="list-style-type: none"> • No open access youth clubs • Voluntary sector would receive funding for targeted sessions for vulnerable young people • Reduced Targeted Youth Support sessions • Reduce Streetbased Youth Work • Reduce Youth Participation and Involvement • Reduce one to one support 	Total 46 (4%)
Someone who has used youth services in the past 12 months	7
Someone who may be interested in using youth services in the future	16
Filling in for someone who has used youth services in the past 12 months	0
Filling in for someone who may be interested in using youth services in the future	6
A parent or carer of someone who has used youth services in the past 12 months	1
A parent or carer of someone who may be interested in using youth services in the future	0
A youth service provider (not working for LCC)	0
A volunteer involved in youth services	0
A LCC employee	1
Other (health, teachers, students, police, city resident etc.)	15
Total	46

Not chosen an option	Total 82 (7.2%)
----------------------	------------------------

Other - Suggestions for providing a reduced youth support services	Total 70 (6.1%)
--	------------------------

The council's response to consultation feedback – at a glance

1.15 The table below provides a list of the initial options that featured in the consultation and highlights if consideration of consultation feedback has led the council to propose a change to the options

List of initial option proposals that featured in the consultation and the council's proposed responses

Option 1	Did consideration of consultation feedback lead to a change to the initial proposal? (y/n)	
Leicester City Council would not run any open access youth clubs - voluntary youth organisations would receive funding to do this	No	
Targeted youth support sessions would reduce from 325 to 300 per year	No	
One to one support for referred young people would reduce from 145 to 108 sessions a year	No	
Street based youth work would reduce from 12 to nine sessions a week	No	
There would be a reduction in the number of staff supporting the Youth Council and UK Youth Parliament	No	
Option 2	Did consideration of consultation feedback lead to a change to the initial proposal? (y/n)	Where to find full details in this report.
Leicester City Council would continue to run open access youth clubs, though the number of sessions would be reduced from 42 to 12 sessions per week	Yes	See pages 8 & 28
Targeted youth support sessions would reduce from 325 to 300 per year	Yes	See pages 8 & 28
One to one support for referred young people would reduce from 145 to 72 sessions a year	Yes	See pages 8 & 28
Street based youth work would reduce from 12 to nine sessions a week	Yes	See pages 8 & 28
There would be a reduction in the number of staff supporting the Youth Council and UK Youth Parliament	Yes	See pages 8 & 28

Option 3	Did consideration of consultation feedback lead to a change to the initial proposal? (y/n)	
Leicester City Council would not run or fund open access youth clubs. However, other youth clubs would still be available	No	
Targeted youth support sessions would reduce from 325 to 300 per year	No	
One to one support for referred young people would reduce from 145 to 126 sessions a year	No	
Street based youth work would reduce from 12 to nine sessions a week	No	
There would be a reduction in the number of staff supporting the Youth Council and UK Youth Parliament	No	

2 Summary of who took part in the consultation and how they took part

How did people take part in the consultation?

Type of response	How many responses were submitted?	Comment
Online questionnaires	144 online questionnaires	Completed by service users and stakeholders
Paper booklet questionnaires	998 paper booklet questionnaires	Completed by service users and stakeholders
Total	1142 individual and group responses	

Who responded and how many?

Respondent type	Total
Someone who has used youth services in the past 12 months	397 (34.8%)
Someone who may be interested in using youth services in the future	372 (32.6%)
Filling in for someone who has used youth services in the past 12 months	35 (3.1%)
Filling in for someone who may be interested in using youth services in the future	37 (3.2%)
A parent or carer of someone who has used youth services in the past 12 months	11 (1.0%)
A parent or carer of someone who may be interested in using youth services in the future	6 (0.5%)
A youth service provider (not working for LCC)	17 (1.5%)
A volunteer involved in youth services	23 (2.0%)
A LCC employee	40 (3.5%)
Other	203 (17.8%)
Total	1142

3 Questions for young people

Young People's Feedback

Which of these best describes you?	Total	In your view, who should provide youth services and activities in Leicester?					
		The council	The council and voluntary organisations	No preference	Don't know	Not Answered	Other
Filling this in for someone who has used youth services in Leicester in the past 12 months	35	18	10	0	1	3	1
Filling this in for someone who may be interested in using youth services in Leicester in the future	37	8	20	2	5	2	0
Someone who has used youth services in Leicester in the past 12 months	397	179	130	11	26	25	8
Someone who may be interested in using youth services in Leicester in the future	372	109	138	19	65	25	3
Other	203	27	30	4	21	114	1
Total	1044	341 (33%)	328 (31%)	36 (3%)	118 (11%)	169 (16%)	13 (1%)

Which of these best describes you?	Total	Do you attend any of the following:		
		Leicester City Council youth club / session / project	Young People's Council, UK Youth Parliament or other democratic meeting / group	Young Advisors
Filling this in for someone who has used youth services in Leicester in the past 12 months	35	17	0	0
Filling this in for someone who may be interested in using youth services in Leicester in the future	37	9	0	1
Someone who has used youth services in Leicester in the past 12 months	397	290	30	8
Someone who may be interested in using youth services in Leicester in the future	372	43	9	5
Other	203	20	2	1
Total	1044	379 (36)%	41 (4)%	15 (1)%

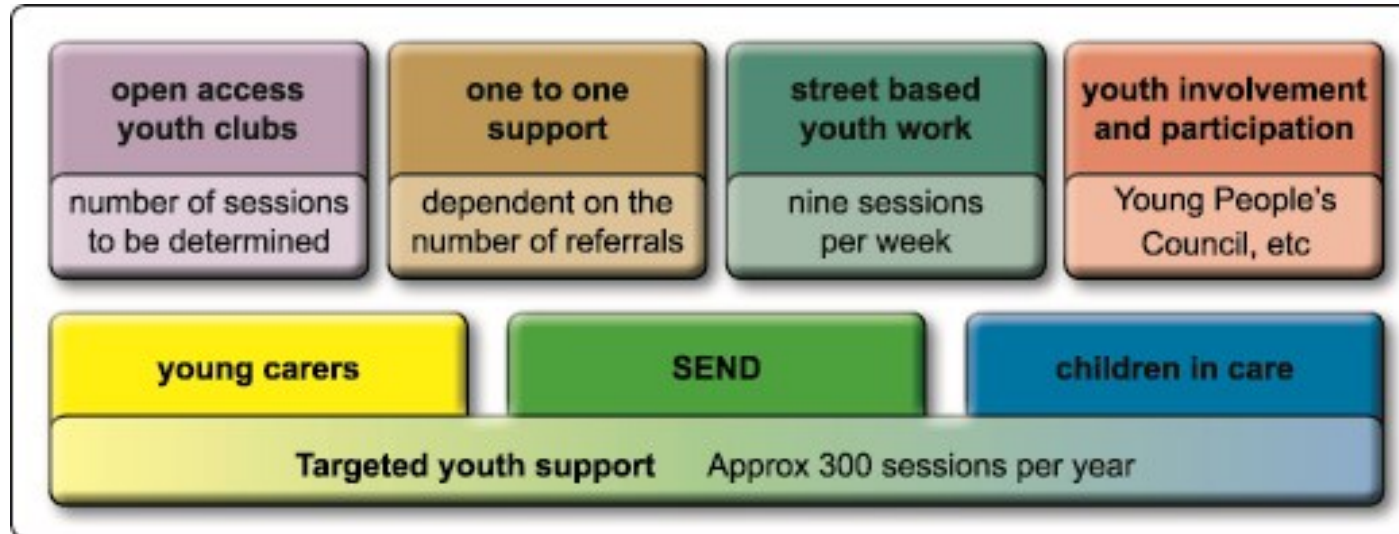
Which of these best describes you?	Total	Which type of clubs, activities, projects do you attend, or would be likely to attend?							
		Dance or drama	Faith based youth club	Sports club	Uniformed club (guides, scouts, cubs, etc.)	Youth club run by a charity, volunteers or the voluntary sector	None	Other	Other activity
Filling this in for someone who has used youth services in Leicester in the past 12 months	35	4	1	14	4	5	5	4	10
Filling this in for someone who may be interested in using youth services in Leicester in the future	37	9	3	11	6	12	7	2	1
Someone who has used youth services in Leicester in the past 12 months	397	67	24	168	23	103	29	83	111
Someone who may be interested in using youth services in Leicester in the future	372	88	47	160	44	77	50	32	40
Other	203	16	15	42	2	12	23	6	7
Total	1044	184 (18)%	90 (9)%	395 (38)%	79 (8)%	209 (20)%	114 (11)%	127 (12)%	169 (16)%

Which of these best describes you? (Please choose only one)	Which of these activities are you / might you be interested in?																	
	Total	Confidence building	Cooking skills	Dance	Democracy / political engagement	Discos / social activities	Drama	Drug / alcohol support / advice	Keep fit	Music	Outdoor activities	Running your own home (i.e. paying rent, bills, etc)	Sexual health services	Sports	Volunteering / mentoring	Young Advisors	Other	Other
Filling this in for someone who has used youth services in Leicester in the past 12 months	35	12	14	7	4	8	2	3	9	12	10	7	4	16	9	1	2	4
Filling this in for someone who may be interested in using youth services in Leicester in the future	37	12	21	9	4	7	7	5	14	12	21	10	7	20	12	7	1	0
Someone who has used youth services in Leicester in the past 12 months	397	147	144	72	49	82	58	83	116	139	137	67	78	214	79	41	12	19
Someone who may be interested in using youth services in Leicester in the future	372	114	182	76	49	42	78	20	147	105	154	69	22	174	83	33	10	9
Other	203	16	47	20	9	7	15	9	23	15	30	13	5	43	11	3	6	8
Total	1044	301 (29)%	408 (39)%	184 (18)%	115 (11)%	146 (14)%	160 (15)%	120 (11)%	309 (30)%	283 (27)%	352 (34)%	166 (16)%	116 (11)%	467 (45)%	194 (19)%	85 (8)%	31 (3)%	40 (4)%

Which of these best describes you? (Please choose only one)	Total	Which of these are important to you when you go to a club / session / activity? (Please tick your top two)							
		Having a place to meet friends	Being able to express views about things that matter	Being able to take part in regular activities	Confidential support and advice from trusted adults	Making friends and meeting new people	Being involved in decision making about services for young people	Being able to discuss issues such as friendship, relationships, sexual health, bullying, home life, etc	Other
Filling this in for someone who has used youth services in Leicester in the past 12 months	35	22	6	14	4	10	3	8	2
Filling this in for someone who may be interested in using youth services in Leicester in the future	37	25	17	9	8	17	7	4	2
Someone who has used youth services in Leicester in the past 12 months	397	243	120	133	103	173	66	85	16
Someone who may be interested in using youth services in Leicester in the future	372	177	122	113	59	171	47	57	5
Other	203	50	23	22	14	38	12	14	5
Total	1044	517 (50)%	288 (28)%	291 (28)%	188 (18)%	409 (39)%	135 (13)%	168 (16)%	30 (3)%

4 Section 3 – Proposed Changes

Proposed Change Option 1



Key changes at a glance (option 1)

- Leicester City Council would not run any open access youth clubs - voluntary youth organisations would receive funding to do this
- Targeted youth support sessions would reduce from 325 to 300 per year
- One to one support for referred young people would reduce from 145 to 108 sessions a year
- Street based youth work would reduce from 12 to nine sessions a week
- There would be a reduction in the number of staff supporting the Youth Council and UK Youth Parliament

Consultation responses - Option 1

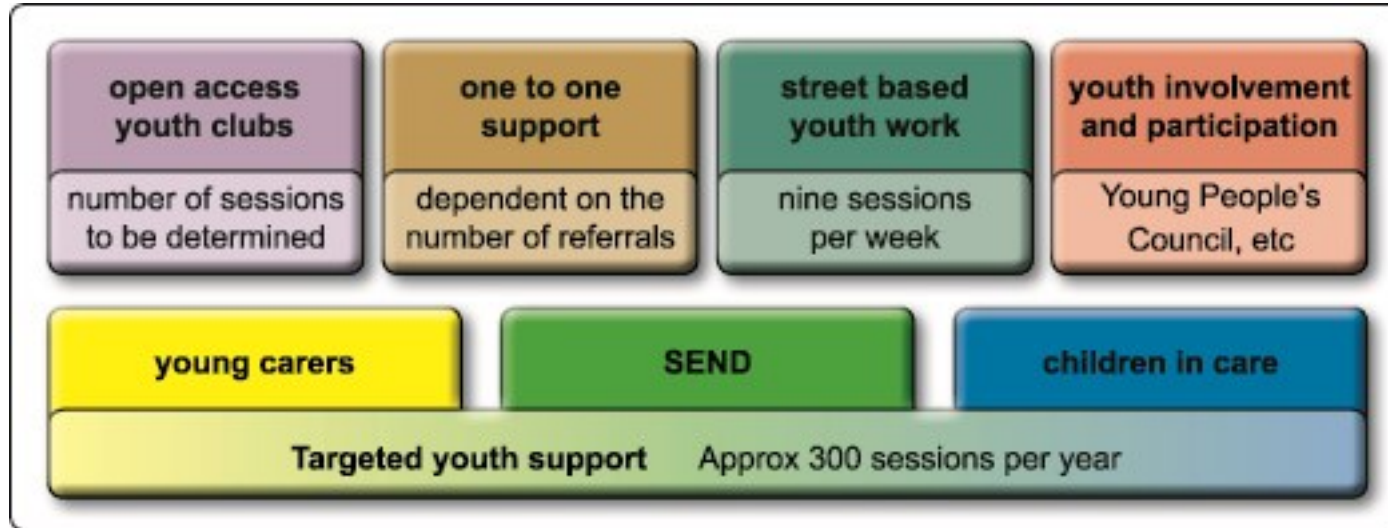
Responses

Respondent type	Preferred Option 1 and in favour of change	It will affect me/us in a negative way	Alternative ideas / suggestions (other than option 1)	Consultation Approach	No response	Numbers of responses
Someone who has used youth services in the past 12 months	94	70	7	0	55	226
Someone who may be interested in using youth services in the future	122	48	6	0	68	244
Filling in for someone who has used youth services in the past 12 months	10	10	0	0	4	24
Filling in for someone who may be interested in using youth services in the future	16	3	0	0	7	26
A parent or carer of someone who has used youth services in the past 12 months	5	5	0	0	4	14
A parent or carer of someone who may be interested in using youth services in the future	1	4	1	0	0	6
A youth service provider (not working for LCC)	7	8	1	0	0	16
A volunteer involved in youth services	11	11	1	0	3	26
A LCC employee	14	23	1	0	7	45
Other	63	27	5	0	41	136
Total	343	209	22	0	189	763

Option 1 Consultation feedback – themes and key messages

Themes	Key message	Number of statements	Councils response
Resources	Allocate more money to YS	0	<p>Feedback</p> <p>a) All comments have been considered and noted.</p> <p>b) Suggested impacts are referenced within the equality impact assessment and will be subject to regular scrutiny to inform future planning and decision making.</p> <p>c) A lessons learnt log has been developed to take into account processes undertaken for this consultation</p> <p>d) Where appropriate, questions have been responded to, otherwise, they have informed our future communication strategy.</p> <p>e) Of the four service suggestions submitted to the consultation on option 1; two were new suggestions to be considered; one would not be cost effective and one would not be viable/practicable to implement.</p> <p>Comments on Service suggestions</p> <p>1) Youth participation and consultation could be part of school councils and the council should provide a grant to schools.</p> <p>2) Streetbased Youth Work should have priority over open access youth clubs.</p> <p>3) One to One support should be given to all young people, not via Early Help referrals</p> <p>4) Increase sessions over the weekend.</p> <p>Decision</p> <p><u>Option 2 is preferred Option</u></p>
	Charging Young People / Buildings	0	
	Fundraise	3	
	Reduce wages	0	
	Advertise	0	
Service offer	Council to provide YS	3	
	Focus on vulnerable young people/services	8	
	Keep open access	11	
	Mobile provision/Bus	0	
	Increase Participation	1	
	Increase Streetbased	4	
Impact of change	Cut some youth clubs	0	
	Increase in Anti-Social Behaviour	12	
Consultation approach	Negative impact on young people / community	29	
	Need more information	0	
	Confusing questionnaire	0	
Preferred option	Listen to us/hear our voice	0	
	In favour of change	8	
	Stay the same /No change	15	
	Outsource to voluntary sector	7	
	Outsource to school	0	
Propose new model	No preference	0	
	Combine options 1 & 2	1	
	Not option 3	0	
	New model proposed	3	
	Quality / Training needed	4	

Proposal Change Option 2



Key changes at a glance (option 2)

- Leicester City Council would continue to run open access youth clubs, though the number of sessions would be reduced from 42 to 12 sessions per week
- Targeted youth support sessions would reduce from 325 to 300 per year
- One to one support for referred young people would reduce from 145 to 72 sessions a year
- Street based youth work would reduce from 12 to nine sessions a week
- There would be a reduction in the number of staff supporting the Youth Council and UK Youth Parliament

Consultation responses Option 2

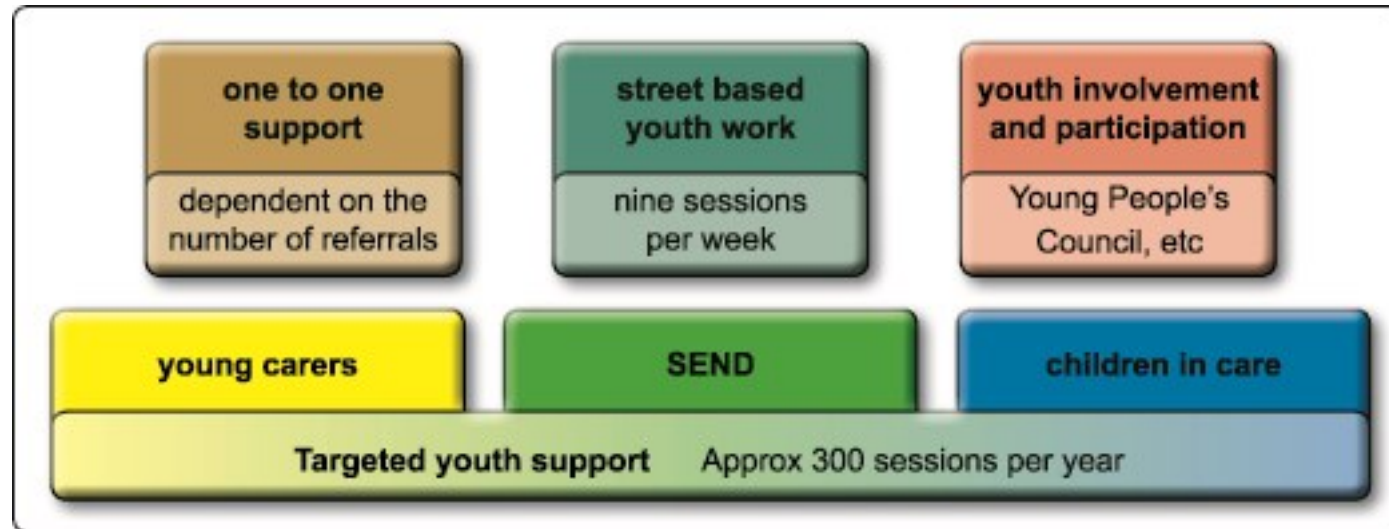
Responses

Respondent type	Preferred Option 2	It will affect me/us in a negative way	Alternative ideas / suggestions (other than option 2)	Consultation Approach	No response	Numbers of responses
Someone who has used youth services in the past 12 months	268	25	2	1	123	419
Someone who may be interested in using youth services in the future	199	21	2	0	145	367
Filling in for someone who has used youth services in the past 12 months	25	0	1	0	9	35
Filling in for someone who may be interested in using youth services in the future	15	0	1	1	6	23
A parent or carer of someone who has used youth services in the past 12 months	3	5	0	0	3	11
A parent or carer of someone who may be interested in using youth services in the future	3	1	1	0	1	6
A youth service provider (not working for LCC)	6	4	2	0	3	15
A volunteer involved in youth services	12	6	1	0	6	25
A LCC employee	24	5	3	0	8	40
Other	92	17	7	0	67	183
Total	647	84	20	2	371	1124

Option 2 Consultation feedback – themes and key messages

Themes	Key message	Number of statements	Councils response
Resources	Allocate more money to YS	3	Feedback a) All comments have been considered and noted. b) Suggested impacts are referenced within the equality impact assessment and will be subject to regular scrutiny to inform future planning and decision making. c) A lessons learnt log has been developed to take into account processes undertaken for this consultation d) Where appropriate, questions have been responded to, otherwise, they have informed our future communication strategy.
	Charging Young People / Buildings	0	
	Fundraise	0	
	Reduce wages	0	
	Advertise	0	
Service offer	Council to provide YS	55	two were new suggestion to be considered; one would not be cost effective; one would not be viable/practicable to implement; and five are already a feature of the proposed service offer
	Focus on vulnerable young people/services	7	Comments on Service suggestions 1) In support of maintaining open access youth clubs and partnership with voluntary sector. 2) Want more open access youth sessions ; synergy and communication vital between teams 3) A specialist youth participation team is not required 4) Positive comments about team of targeted one to one support workers 5) Streetbased Youth Work should be linked to open access team 6) Link between open access and targeted youth support required
	Keep open access	34	
	Mobile provision/Bus	0	
	Increase Participation	2	
	Increase Streetbased	0	
	Cut some youth clubs	0	
Impact of change	Increase in Anti-Social Behaviour	12	
	Negative impact on young people / community	39	
Consultation approach	Need more information	2	Decision <u>Option 2 is preferred Option</u>
	Confusing questionnaire	0	
	Listen to us/hear our voice	0	
Preferred option	In favour of change	92	
	Stay the same /No change	41	
	Outsource to voluntary sector	0	
	Outsource to school	0	
	No preference	6	
Propose new model	Combine options 1 & 2	1	
	Not option 3	1	
	New model proposed	2	
	Quality / Training needed	0	

Proposal Change Option 3



Key changes at a glance (option 3)

- Leicester City Council would not run or fund open access youth clubs. However, other youth clubs would still be available.
- Targeted youth support sessions would reduce from 325 to 300 per year
- One to one support for referred young people would reduce from 145 to 126 sessions a year
- Street based youth work would reduce from 12 to nine sessions a week
- There would be a reduction in the number of staff supporting the Youth Council and UK Youth Parliament

Consultation responses Option 3

How Young People responded Option 3

Respondent type	Preferred Option 3	It will affect me/us in a negative way	Alternative ideas / suggestions (other than option 3)	Consultation Approach	No response	Numbers of responses
Someone who has used youth services in the past 12 months	10	80	3	0	5	98
Someone who may be interested in using youth services in the future	19	43	4	0	13	79
Filling in for someone who has used youth services in the past 12 months	1	5	0	0	0	6
Filling in for someone who may be interested in using youth services in the future	6	1	1	0	6	14
A parent or carer of someone who has used youth services in the past 12 months	1	3	1	0	0	5
A parent or carer of someone who may be interested in using youth services in the future	0	3	0	0	0	3
A youth service provider (not working for LCC)	0	7	3	0	0	10
A volunteer involved in youth services	1	11	1	0	0	13
A LCC employee	2	23	2	0	1	28
Other	19	25	4	0	12	60
Total	59	201	19	0	37	316

Option 3 Consultation feedback – themes and key messages

Themes	Key message	Number of statements	Councils response
Resources	Allocate more money to YS	0	<p>Feedback</p> <p>a) All comments have been considered and noted.</p> <p>b) Suggested impacts are referenced within the equality impact assessment and will be subject to regular scrutiny to inform future planning and decision making.</p> <p>c) A lessons learnt log has been developed to take into account processes undertaken for this consultation</p> <p>d) Where appropriate, questions have been responded to, otherwise, they have informed our future communication strategy.</p> <p>e) Of the seven service suggestions submitted to the consultation; one because they would not be cost effective; three would not be viable/practicable to implement; and three are already a feature of the proposed service offer</p> <p>Comments on Service suggestions</p> <p>1) Funding should be available for open access</p> <p>2) One to One targeted support is important that the VCS could deliver</p> <p>3) The council should have a strategic overview and commission out all youth services to VCS</p> <p>4) No requirement for Streetbased Youth Work</p> <p>5) Achieves savings but does not provide quality service to young people</p> <p>6) Close some youth clubs with low attendance</p> <p>Decision</p> <p><u>Option 2 is preferred Option</u></p>
	Charging Young People / Buildings	0	
	Fundraise	0	
	Reduce wages	0	
	Advertise	0	
Service offer	Council to provide YS	0	
	Focus on vulnerable young people/services	0	
	Keep open access	2	
	Mobile provision/Bus	0	
	Increase Participation	0	
	Increase Streetbased	0	
Impact of change	Cut some youth clubs	0	
	Increase in Anti-Social Behaviour	2	
Consultation approach	Negative impact on young people / community	4	
	Need more information	0	
	Confusing questionnaire	0	
Preferred option	Listen to us/hear our voice	0	
	In favour of change	1	
	Stay the same /No change	0	
	Outsource to voluntary sector	0	
	Outsource to school	0	
Propose new model	No preference	0	
	Combine options 1 & 2	0	
	Not option 3	0	
	New model proposed	1	
	Quality / Training needed	0	

Section 4 – Other Suggestions/Final Comments

Respondents were asked to provide any suggestions they may have on how we can reduce the cost of youth support services - comments are detailed in the following table.

Consultation feedback – themes and key messages

Themes	Key messages	Number of statements	Councils response
Comments about the service, proposals and	Supportive of the proposal eg, as it benefits young people/service users	1	Feedback
Suggested potential impacts (of the proposals)	Impact of access to the service eg reduction in youth service offer will impact on access to the service	6	a) All comments have been considered and noted. B) Suggested impacts are referenced within the equality impact assesment and will be subject to regular scrutiny to inform future planning and decision making.
Suggestions concerning the service proposal	Suggestions concerning service delivery eg target the service at vulnerable users, deliver at times suited to young people, deliver at weekends, advertise more.	57	c) A "Lessons learnt" log has been developed to take into account processes undertaken for this consultation. d) Where appropriate, questions have been responded to, otherwise they have informed our future communication strategy.
	Commision differently eg not a priority for the service, allow other providers/young people to deliver eg schools	6	e) Of the 57 service suggestions submitted to the consultation 18 would not be viable/practical to implement: and 20 are already a feature of the proposed service offer: 19 will form part of the new delivery model. From the comments received we have revisited Option 2 and made the following changes
Questions	Various questions	1	i) Merged Streetbased and Open Access teams to ensure synergy and communication in delivery and a co-ordinated response across the city ii) Delivery of 416 Open Access and Streetbased sessions iii) Increased the referral for targeted one to one support from 72 to 108 young people iii) Maintained the focus on vulnerable young people ensuring a consistent central offer is delivered for SEND and Young Carers 208 sessions iv) Maintained a Youth Involvement team to collaborate with the whole council approach to young people's participation v) The open access offer will provide a safe exit strategy from one to one targeted support vi) Improve communication of the youth offer using social media and building key partnerships i.e. police, health, schools etc. vii) Commission additional targeted support that's adds value to the LCC youth offer viii) Front line youth support workers will have increased contractual hours to improve consistency and trust in the service viii) New areas of the city have been identified and will receive a stronger youth offer i.e. Hamilton, West End etc.

Additional Information Received –

SEND Engagement:

28 comments and suggestions from young people with Special Educational Needs and Disabilities which have been included in the consultation and all comments have been considered and noted.

Information was presented to the Big Mouth Forum with case studies and differentiated questions/images to make sure young people could engage with the process (see page 25.)

Youth Involvement Team:

The Youth Involvement team submitted a response to the Youth Service remodelling providing ideas for the development for a citywide participation model for the city. These comments have been considered and noted and will contribute to the options to progress participation within children's services teams in the development of one citywide participation team.

Young People's Council:

The Young People's council engaged with the remodelling of the Youth service hosting a discussion meeting with National Youth Agency, De Montfort University and other interested parties. The minutes of the meeting were submitted to the consultation by email (below)

Roundtable discussion on current provision of youth work and threats to future provision – 29th March 5pm @ City Hall

- Leicester City Young People's Council
- John Boagey: Director, National Youth Agency
- Momodou Salah: DMU YDC Course lead
- Sam Merry: Leicester City council Youth service

Welcome, introductions,& housekeeping – YPC Chair.

Setting the scene:

Bez Killeen: Introduction and background to this discussion: following discussions with young people through the youth service remodeling, it is apparent that the loss of youth services to young people will have an impact. This is happening on a national scale, and other authorities have seen their services completely decimated. The session tonight is about the start of a broader conversation between young people and partner organisations who all have an vested interest in the sustainability of youth work.

Jon Boagey: The NYA has been in Leicester for over 50 years, starting as the National training college to train youth leaders. Leicester has a proud history in the development of youth work. The purpose of the NYA is to advocate for youth work and for young people; supporting the work force through training and getting more young people accessing youth work. As such it has developed programmes for young people in Leicester including young people in the St Matthews Estate including training programmes for young people such as financial skills, managing money, apprenticeships in youth work as well as developing youth work in different settings: the police, schools and hospitals. The NYA has developed work with partners such as the National space programme around youth work and astronomy, and currently is looking at young people and sleep following evidence that more and more young people are unable to find adequate sleep which can be the cause of mental health problems. The NYA is also trying to establish the impact of youth work on the lives of young people. The NYA set up the Institute for youth work which is the membership body for youth workers and as the main body responsible for developing and promoting youth work policy, the NYA would be interested in what comes out of this conference today.

Sam Merry (Operational lead citywide specialist): Youth service overview including the core ethics and values underpinning the youth work profession, evidenced in the way we work. Using methods that are evidence based (cluster of Capabilities, outcomes framework).

Discussions: 1:

Why have we seen youth work hit so hard by austerity? What has contributed to this?

Votes count

Do governments actually see young people as a priority?

Youth services are a non-statutory service: governments will only focus on people that will influence election results. Young people don't vote, so government has no interest in them. Young people have no political power or influence; young people are feeling more and more disengaged. Why are the YPC and the work of the YIT team not seen as part of the youth service by young people? What is different about their offer?

Perception of youth work

There is a lack of understanding of what youth work really is which has led to people not seeing the value of youth work and its impact on the lives of young people. That it is not just about playing pool and table tennis, the service is very poor at promotion and articulating its impact, has this contributed to the loss of this service?

The invisibility of youth work

Accounting for low numbers accessing youth services: While every young person that goes to a youth centre has nothing but good things to say about youth work and how it has impacted on their lives, unfortunately not many young people are accessing these services. Could this be as a result of: Inadequate advertisement, publicity and promotion:, services (should use more of social media to promote services, give young people access to Wi-Fi within youth settings).

Provide youth work within locations that are convenient for young people: city Centre based youth services would be more convenient because that is where young people tend to congregate. City Centre provision will not have the same "territorial" issues as locally based youth clubs would have.

Have youth centers become outdated? Youth clubs shouldn't just offer young people a place and time to "disconnect" from the world. Youth clubs should give young people attending the opportunity to still feel "connected" to the world while they are inside through access to social media. Why has youth work become so dependent on buildings? Is it just a place for young people to meet friends? Is the offer adequate? Street based youth work is not recognised as similar to engagement within centers, it can be perceived as an extension of the work of the police, and more about control than choice, workers simply walking the streets keeping an eye out for naughty young people.

Negative perception surrounding youth centers and the young people who attend them Youth workers not doing enough to evidence impact of youth work. Youth workers not providing a varied curriculum (same activities, not interesting) should we concentrate on more project based approach?

The low profile of youth work in schools: Schools not encouraging young people to consider careers in youth work, while favoring careers like law, medicines, the Army.

In evaluating impact of youth work, Government stats count mostly figures and do not often take into account soft outcomes, how can young people tell their youth work story? Would anyone actually listen? Would rather see investment in a service that changes the lives of 10 young people and all can share how that has happened than fund a center that works with 100 young people where no one can share the difference it has made.

Government channeling resources on into “priority areas” of need means access to a universal offer is seriously reduced for young people. But again, could this be down to previous cuts to youth services which have resulted in staff losses?

Discussion 2 – Has Youth Work and services for young people failed to keep up with an ever developing world? Has technological advancement changed how young people wish to engage?

Young people are moving towards more and more virtual interactions as more and more young people are introduced at an early stage to technology. For many young people, social media represents a safe place: virtual reality. Is there a link between more and more young people using social media and the drop in numbers of young people accessing youth services?

This calls for more interactive youth work with use of more technology. Using internet as an outreach tool would increase participation, more online promotion. Leicester city hub: media based project should be used more Virtual youth work? Can this actually be a real thing? Would it become even more difficult to measure impact for?

The lack of Wi-Fi in youth clubs prevents young people from accessing their social world while inside. At the same time, chat groups within a youth setting would defeat the purpose of getting together and the benefits of human interaction. As far as youth work is concerned, there is a need to find a balance between technology and human interaction.

How do we manage organisational / concerns fears about the dangers of technology? Encourage positive use of social media, and appropriate use of technology geared at fun and learning.

Youth work staff should be trained in the use of other communication tools. We could use augmented reality; develop apps that can be used as informal education tools.

Discussion 3 - Has a lack of political education had an impact on young people’s engagement? Should schools embrace a youth work methodology?

There is a lack of political education in schools, this is a problem, and young people are not adequately prepared to engage in democratic structures when they come of age.

Schools focus on formal curriculum (Maths English, Science) at the expense of life skills and informal education curriculum. OFSTED Inspections have put pressure on schools to focus on achieving GCSE A to C grades, yet young people felt that half the things that are taught in these subjects will not be relevant to them in later life. This has resulted in many young people leaving school with GCSEs but without the life skills needed for today's society.

There is a perceived irrelevance young people feel disconnected because politics is so distant from them, they feel that their voices are not heard within adult arenas, and the platforms that are designed to facilitate their voice politically are not powerful enough. Politics can be scary if "you" are not familiar with the systems/ structures and procedures. Knowledge is power and maybe there's a reason adults don't want to teach us?

If taught in schools using youth work methods, political education can be used to empower young people to effect change, they will become in control of their own learning and influence. It will help to enable young people to understand the reason and value, to engage of voting, and educate them on the need to effect change. Through political education, life skills including simple things like knowing how to pay council tax, how my council is run, etc.

Offering youth work while being employed by the city council has its constraints to how youth workers can effect change with young people particularly using the power of protest (as can be seen as defiant, challenging or engaging in antisocial behavior). However, it is about understanding the strategy skills for effecting change through the power of protest. Is protest the only tool available to young people? How do we bring groups like the YPC higher in profile so young people see them as a means to engage? How young person led is the YPC?

Next steps:

In the midst of the impending demise of youth work and youth services, more and more young people feel disenfranchised , with no voice nor power to make their feelings known

Youth services: Are they still fit for purpose? Have our national bodies for youth work actually failed young people? This question still remains. Generation SELECT – could we use Generation Select to explore deeper through examining evidence the impact of youth services to young people locally?

Who should we be engaging in dialogue with? How can we as young people be supported to become present in this national debate as presently we are excluded from it?

John Boagey: The Department for Media and culture is organizing regional workshops and online consultations in the next few weeks : opportunity for YPC to have their voice heard by those who shape national policy. Conversations are currently going on with Leicester mercury and Radio Leicester on changes to youth work locally and nationally: but these are not hitting the headlines.

How do we feed these conversations locally? More lobbying needs to be done with local media to promote these conversations

UKYP: there is a broader discussion on the loss of a profession that can be taken nationally through UKYP Position statement from young people to the youth service which says this is how the delivery of youth services should look like, which can become a mission statement, young people should play a more central part in the design of any future models of youth service locally, maybe look to be an example of good practice that can be shared in future locally.

Appendix B: Briefings Timetable

1. Communication Timetable V10

Date of Activity	Time	Location	Stakeholder (Individual or group)	Purpose of Communication Activity	Information to be Communicated	Method of Communication	Person Responsible for Activity
Monday 16 th January 2017	4.30pm	CH 3.10	Cllr Russell / Scrutiny	Approval/advice	Share draft consultation plan with Scrutiny	Meeting	Cllr Russell
Tuesday 17 th January 2017	9am	Tbc	Heads Of Service / Directorate	Consultation Briefing	Share Consultation Document	GDL Email	Paul Clark
Tuesday 17 th January 2017	10am	CH 4.07	Trade Unions	Consultation Briefing	Share Consultation Document (Embargoed until Wednesday 18 th January)	Meeting	David Thrusell
Tuesday 17 th January 2017	11am	CH	Local Media	Briefing & Press release	Briefing (Embargoed until Wednesday 18 th January)	Briefing	Lis
Tuesday 17 th January 2017	12pm & 6.30pm	Hansom Hall Adult Education Centre	Youth Service Staff	Consultation Briefing	Share Consultation Document	Meeting	David Thrusell
Tuesday 17 th January 2017	4.45pm	Hansom Hall Adult Education Centre	Young Peoples Council	Consultation Briefing	Share Consultation Document	Meeting	David Thrusell
Tuesday 17 th January 2017	5.30pm	CH	Members	Consultation Briefing	Share Consultation Document	Meeting	Cllr Russell
Wednesday 18 th January 2017	9am	n/a	Customer Service Centre's / Frontline Staff	Consultation Briefing	Share Consultation Document	Email / Staff Briefing (Natalie Stacey, CSC Manager)	Paul Clark
Wednesday 18 th January 2017	9am	n/a	Other Frontline LCC Staff	Consultation Briefing	Share Consultation Document	Email / Staff Briefing	Paul Clark & Nicola Odom
Wednesday 18 th January 2017	00.01	Online	Public / Service Users & Partners	Consultation Live	Consultation document goes live to public	Online & Paper form LCC Website, Posters, Media, Social Media & Press	Paul Clark / Press & Digital Media
Thursday 19 th January 2017	n/a	n/a	Keith Vaz MP	Consultation Briefing	Share Consultation Document	Email – Invite to meet	Cllr Russell & David Thrusell
Thursday 19 th January 2017	n/a	n/a	Jon Ashworth MP	Consultation Briefing	Share Consultation Document	Email – Invite to meet?	Cllr Russell
Thursday 19 th January 2017	n/a	n/a	Liz Kendal MP	Consultation Briefing	Share Consultation Document	Email – Invite to meet?	Cllr Russell

Date of Activity	Time	Location	Stakeholder (Individual or group)	Purpose of Communication Activity	Information to be Communicated	Method of Communication	Person Responsible for Activity
Friday 27 th January 2017	11-1.30PM	CH 1.13	Leicester Children's Trust	Leicester Children's Trust Board Meeting	Share Consultation Document	Meeting	David Thrusell
February 2017	n/a	n/a	Schools/youth centres	Engage with Young People and their views	Posters	Posters	Julia Conlon & Nicola Odom
1 st February 2017	9.00am	n/a	Schools	Engage with Young People and their views	Outline Youth Service Remodelling Proposals Q&A	Schools Extranet /link	David Thrusell & Nicola Odom
Wednesday 1 st February 2017	6.30-7.30pm	St Matthews Youth Centre	St Matthews Focus Group	Engage with Young People and their views	Outline YSR proposals Q&A	Meeting	Julia Conlon & Nicola Odom
Friday 3 rd February 2017	2.30pm	Mr. Vaz's Office	Keith Vaz MP	Consultation Briefing	Share Consultation Document	Meeting	Cllr Russell & David Thrusell
Tuesday 7 th February	6-7pm	New Parks Youth Centre	New Parks Focus Group	Engage with Young People and their views	Outline YSR proposals Q&A	Meeting	David Thrusell & Nicola Odom
Tuesday 7 th February 2017	7-8pm	Belgrave Youth Centre	Belgrave Focus Group	Engage with Young People and their views	Outline YSR proposals Q&A	Meeting	David Thrusell & Nicola Odom
Thursday 16 th February 2017	12-1pm	CH 4.03	Streetvibe Focus session Consultation	Consultation Briefing	Outline Youth Service Remodelling Proposals Q&A	Meeting	David Thrusell & Nicola Odom
Thursday 16 th February 2017	1.45-2.45pm	CH 4.03	UR Choice Focus Session Consultation	Consultation Briefing	Outline Youth Service Remodelling Proposals Q&A	Meeting	David Thrusell & Nicola Odom
Thursday 16 th February 2017	6pm – 6.45pm	Braunstone Grove Youth Centre	Braunstone Grove Focus Group	Consultation Briefing	Outline Youth Service Remodelling Proposals Q&A	Meeting	David Thrusell & Beejal Madhvani
Thursday 16 th February 2017	7pm – 7:45pm	Thurnby Lodge Youth Centre	Thurnby Lodge Focus Group	Engage with Young People and their views	Outline YSR proposals Q&A	Meeting	David Thrusell & Beejal Madhvani
Friday 17 th February 2017	12pm – 1pm	CH 3.09	EHLP Chairs	Consultation Briefing	Outline Youth Service Remodelling Proposals Q&A	Meeting	David Thrusell & Beejal Madhvani
Tuesday 21 st February 2017	7 – 7.45pm	Gilmorton Youth Centre	Gilmorton Focus Group	Engage with Young People and their views	Outline YSR proposals Q&A	Meeting	David Thrusell
Wednesday 22 nd February 2017	5pm	CH Main Hall	Young Peoples Council	Provide updates to YPC	Relevant points of Youth Service Remodelling dependent on stage	Meeting	David Thrusell & Nicola Odom
Wednesday 22 nd February 2017	7-7.45pm	Kingfisher Youth Centre	Kingfisher Focus Group	Engage with Young People and their views	Outline YSR proposals Q&A	Meeting	David Thrusell & Nicola Odom

Date of Activity	Time	Location	Stakeholder (Individual or group)	Purpose of Communication Activity	Information to be Communicated	Method of Communication	Person Responsible for Activity
Wednesday 22 nd February 2017 Meeting cancelled due to staff sickness at the centre	7.45-8.30pm	Allextion Youth Centre	Allextion Focus Group	Engage with Young People and their views	Outline Youth Service Remodelling Proposals Q&A	Meeting	David Thrusnell & Nicola Odom
Thursday 23 rd February 2017	1-2pm	4.07 CH	Trade Unions	Provide updates to unions	Relevant points of Youth Service Remodelling dependent on stage	Meeting	David Thrusnell & Nicola Odom
Tuesday 28 th February 2017	1-2.30pm	CH G.04	Commissioned Providers	Engage with Commissioned Providers and their views	Outline Youth Service Remodelling Proposals Q&A	Meeting	David Thrusnell & Nicola Odom
Tuesday 28 th February 2017	7-7.45pm	Stocking Farm Youth Centre	Stocking Farm Focus Group	Engage with Young People and their views	Outline YSR proposals Q&A	Meeting	David Thrusnell & Nicola Odom
Tuesday 28 th February 2017	7.45-8.30pm	Maggie Youth Centre	Maggie Focus Group	Engage with Young People and their views	Outline YSR proposals Q&A	Meeting	David Thrusnell & Nicola Odom
Monday 6 th March 2017	6-7pm	CH G.02	SEND	Engage with Young People and their views	Outline Youth Service Remodelling Proposals Q&A	Meeting	David Thrusnell & Nicola Odom
Tuesday 7 th March 2017	11.00- 1pm	VAL	Voluntary organisations	Engage with Voluntary sector and their views	Outline Youth Service Remodelling Proposals Q&A	Meeting	David Thrusnell & Nicola Odom
Wednesday 8 th March 2017	6pm – 7pm	CH	Young Carers Forum	Engage with Young People and their views	Outline Youth Service Remodelling Proposals Q&A	Meeting	David Thrusnell & Nicola Odom
Wednesday 8 th March 2017	7-7.45pm	Armadale Youth Centre	Armadale Focus Group	Engage with Young People and their views	Outline YSR proposals Q&A	Meeting	David Thrusnell & Nicola Odom
Tuesday 14 th March 2017	6-6.45pm	Centre Project (Young Asylum Seekers)	Centre Project	Engage with Young People and their views	Outline YSR proposals Q&A	Meeting	David Thrusnell & Nicola Odom
Tuesday 14 th March 2017 Cancelled due to no young people attending	7-7.45pm	Coleman Youth Centre	Coleman Focus Group	Engage with Young People and their views	Outline YSR proposals Q&A	Meeting	David Thrusnell & Nicola Odom
Monday 20 th March 2017	5-6pm	LGBT	LGBT (Trans Group)	Engage with Young People and their views	Outline Youth Service Remodelling Proposals Q&A	Meeting	David Thrusnell & Nicola Odom
Tuesday 28 th March 2017	9.30am	St Andrews Adventure Playground	Adventure Playgrounds	Engage with Voluntary sector and their views	Outline Youth Service Remodelling Proposals Q&A	Meeting	David Thrusnell & Nicola Odom

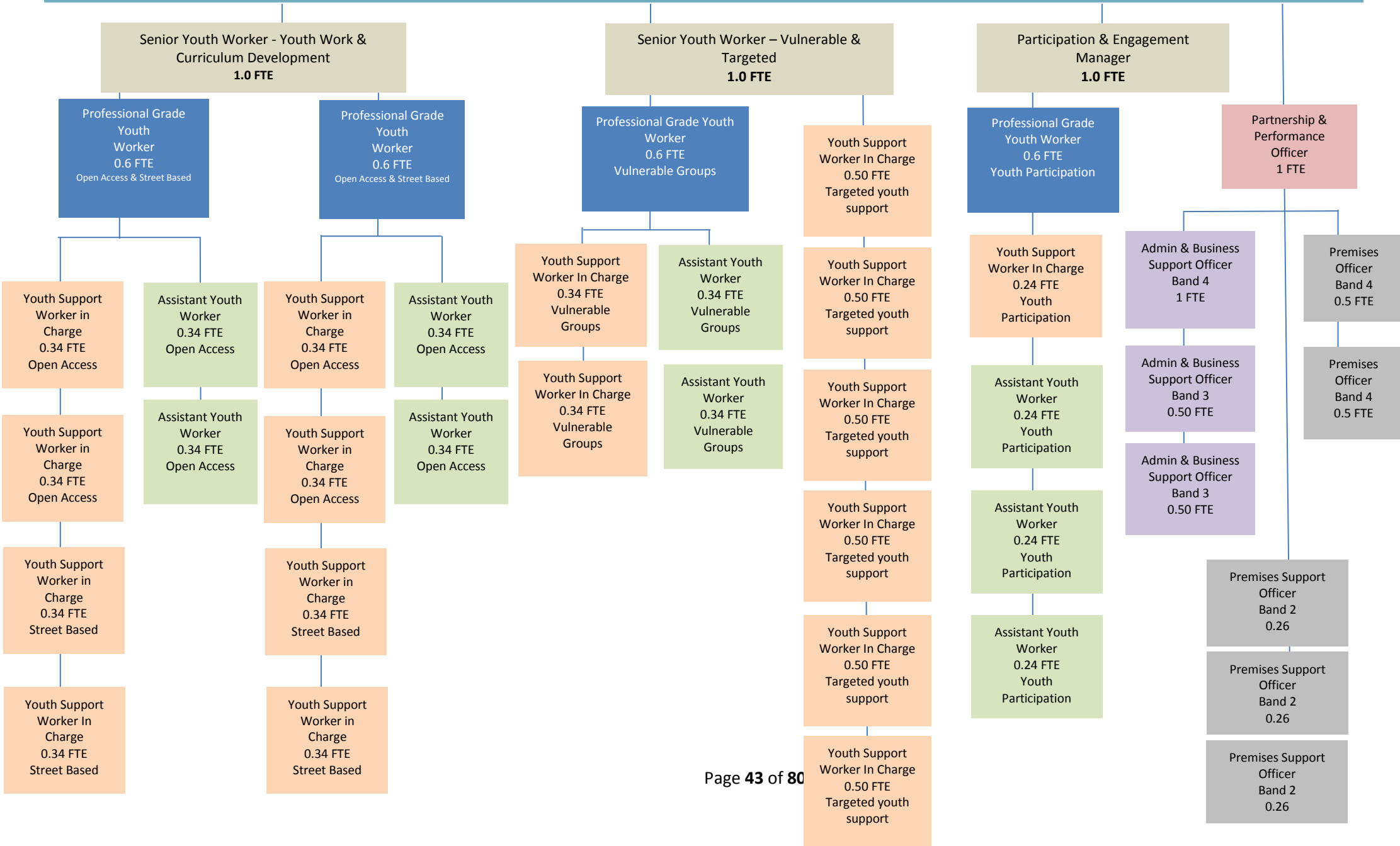
Date of Activity	Time	Location	Stakeholder (Individual or group)	Purpose of Communication Activity	Information to be Communicated	Method of Communication	Person Responsible for Activity
Wednesday 29 th March 2017	5pm	CH Main Hall	Young Peoples Council	Provide updates to YPC	Relevant points of Youth Service Remodelling dependent on stage	Meeting	David Thrusell & Nicola Odom
Thursday 30 th March 2017	2-3pm	4.07 CH	Trade Unions	Provide updates to unions	Relevant points of Youth Service Remodelling dependent on stage	Meeting	David Thrusell & Nicola Odom
Thursday 30 th March 2017	5.30 – 6.30pm	CH	Big mouth Forum CICC	Engage with Young People and their views	Outline YSR proposals Q&A	Meeting	David Thrusell & Nicola Odom
Thursday 6 th April 2017	7-8pm	LGBT	LGBT	Engage with Young People and their views	Outline Youth Service Remodelling Proposals Q&A	Meeting	David Thrusell & Nicola Odom
Thursday 27 th April 2017	2-3pm	4.07 CH	Trade Unions	Provide updates to unions	Relevant points of Youth Service Remodelling dependent on stage	Meeting	David Thrusell & Nicola Odom
April 2017	Tbc	Tbc	Young Peoples Council	Provide updates to YPC	Relevant points of Youth Service Remodelling dependent on stage	Meeting	David Thrusell & Nicola Odom
Tuesday 30 th May 2017	1-2pm	4.07 CH	Trade Unions	Provide updates to unions	Relevant points of Youth Service Remodelling dependent on stage	Meeting	David Thrusell & Nicola Odom
Thursday 29 th June 2017	2-3pm	4.07 CH	Trade Unions	Provide updates to unions	Relevant points of Youth Service Remodelling dependent on stage	Meeting	David Thrusell & Nicola Odom
June 2017	Tbc	Tbc	Young Peoples Council	Provide updates to YPC	Relevant points of Youth Service Remodelling dependent on stage	Meeting	David Thrusell & Nicola Odom
Thursday 27 th July 2017	2-3pm	4.07 CH	Trade Unions	Provide updates to unions	Relevant points of Youth Service Remodelling dependent on stage	Meeting	David Thrusell & Nicola Odom
Thursday 31 st August 2017	2-3pm	4.07 CH	Trade Unions	Provide updates to unions	Relevant points of Youth Service Remodelling dependent on stage	Meeting	David Thrusell & Nicola Odom
Thursday 28 th September 2017	2-3pm	3.09 CH	Trade Unions	Provide updates to unions	Relevant points of Youth Service Remodelling dependent on stage	Meeting	David Thrusell & Nicola Odom

APPENDIX C – Final Service Proposals

Summary of Service Offer	
*subject to staff consultation where it impacts on staffing structures and roles	
Key Changes	<ul style="list-style-type: none"> - Merged Streetbased and Open Access teams to ensure synergy and communication in delivery and a co-ordinated response across the city - Delivery of 416 Open Access and Streetbased sessions - Increased the referral for targeted one to one support from 72 to 108 young people - Maintained the focus on vulnerable young people ensuring a consistent central offer is delivered for SEND and Young Carers 208 sessions - Maintained a Youth Involvement team to collaborate with the whole council approach to young people's participation - The open access offer will provide a safe exit strategy from one to one targeted support - Improve communication of the youth offer using social media and building key partnerships i.e. police, health, schools etc. - Commission additional targeted support that's adds value to the LCC youth offer - Front line youth support workers will have increased contractual hours to improve consistency and trust in the service - New areas of the city have been identified and will receive a stronger youth offer i.e. Hamilton, West End etc. - Increased in proposed FTE from 18.3 to 19.58
Posts	19.58 FTE (41 posts) flexible working between 8am and 10pm Monday to Sunday
Buildings	<p>3 x Youth Centres (Armadale - Netherhall, Kingfisher - Saffron Lane and New Parks YC)</p> <p>Other venues subject to UBB including Stocking Farm, St Matthews, Northfields, Braunstone, Highfields, Magpie, Coleman, Belgrave and Thurnby Lodge</p> <p>New venues to be determined in Beaumont Leys, West End, Hamilton, Tudor Road/Woodgate, Central</p>
Open Access and	<ul style="list-style-type: none"> - 2 x youth work teams covering 8 locations per week

Streetbased	<ul style="list-style-type: none"> - Curriculum lead working face to face with young people delivering activities such as drug and alcohol awareness, CSE and on line safety, sexual health, health and wellbeing, confidence and self esteem - Streetbased youth work delivering a response to engage young people where there are issues of concern including ASB and those on the fringes of criminal activity - Develop key partnerships to develop the service - Recording IO database
Vulnerable Young People - Youth Clubs	<ul style="list-style-type: none"> - 2 closed youth groups 1 for Special Educational needs and Disabilities (SEND) and 1 for Young Carers - Work face to face with vulnerable young people delivering a wide range of prepared curriculum activities including Independent Travel Training, Health and Wellbeing, Sexual Health, Independent living skills, confidence and self-esteem, behavioural issues, CSE and online safety - Develop key partnerships to develop the service and support the needs of SEND, Young carers and Children In Care - Recording IO database
Targeted - One to One support	<ul style="list-style-type: none"> - Youth Workers with a dedicated caseload to work one to one with young people requiring personal and social development who may be facing a range of issues including social isolation, poor attendance, risky behaviours, missing episodes, at risk of CSE or on the edge of care, low self-confidence and self-esteem, anger management - Referrals through Early Help Targeted Youth Support pathway - Recording on Liquid Logic and IO database
Youth Involvement and participation	<ul style="list-style-type: none"> - Dedicated team ensuring that the voice of young people is heard encouraging and enabling them to participate in democratic processes - Contribute to the strategic vision of participation and involvement across children's services. - Recording on IO database

Service Manager Targeted Youth Support & IAG - Julia Conlon



Open Access and Streetbased Staffing & Delivery Schedule

Week 1-Team 1

Day of Week	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Time of Session			6pm - 9pm (3 Hours)	6pm - 9pm (3 Hours)	6pm - 9pm (3 Hours)	6pm - 9pm (3 Hours)	
Session Location	Professional Grade youth worker in 9am - 5pm (7.5 Hours) Supervision, attend meetings, planning, data analysis	No sessions	New Parks Youth Centre	Eyres Monsell Magpie Youth Centre	Stocking Farm (Location to be determined)	Braunstone (Location to be determined)	No sessions
Staffing			Professional Grade youth worker	Professional Grade youth worker	Professional Grade youth worker	Professional Grade youth worker	
			YSWIC (1)	YSWIC (1)	YSWIC (1)	YSWIC (1)	
			YSWIC (2)	YSWIC (2)	YSWIC (2)	YSWIC (2)	
			AYSW (1)	AYSW (1)	AYSW (1)	AYSW (1)	
			AYSW (2)	AYSW (2)	AYSW (2)	AYSW (2)	
			SB (1)	SB (1)	SB (1)	SB (1)	
			SB (2)	SB (2)	SB (2)	SB (2)	

Open Access and Streetbased Staffing & Delivery
Schedule

Week 2-Team 1

Day of Week	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Time of Session		6pm - 9pm (3 Hours)	6pm - 9pm (3 Hours)	6pm - 9pm (3 Hours)	6pm - 9pm (3 Hours)		
Session Location	Professional Grade youth worker in 9am - 5pm (7.5 Hours) Supervision, attend meetings, planning, data analysis	Saffron Lane Kingfisher Youth Centre	Highfields CYP&F Centre	Beaumont Leys (Location to be determined)	West End (Location to be determined)	No sessions	No sessions
Staffing		Professional Grade youth worker	Professional Grade youth worker	Professional Grade youth worker	Professional Grade youth worker		
		YSWIC (1)	YSWIC (1)	YSWIC (1)	YSWIC (1)		
		YSWIC (2)	YSWIC (2)	YSWIC (2)	YSWIC (2)		
		AYSW (1)	AYSW (1)	AYSW (1)	AYSW (1)		
		AYSW (2)	AYSW (2)	AYSW (2)	AYSW (2)		
		SB (1)	SB (1)	SB (1)	SB (1)		
		SB (2)	SB (2)	SB (2)	SB (2)		

Open Access and Streetbased Staffing & Delivery Schedule

Week 1-Team 2

Day of Week	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Time of Session	Professional Grade youth worker in 9am - 5pm (7.5 Hours) Supervision, attend meetings, planning, data analysis	No sessions	6pm - 9pm (3 Hours)	6pm - 9pm (3 Hours)	6pm - 9pm (3 Hours)	6pm - 9pm (3 Hours)	No sessions
Session Location			Netherhall (Location to be determined)	Northfields (Location to be determined)	Coleman Youth Centre	St Matthews Neighbourhood Centre	
Staffing			Professional Grade youth worker	Professional Grade youth worker	Professional Grade youth worker	Professional Grade youth worker	
			YSWIC (1)	YSWIC (1)	YSWIC (1)	YSWIC (1)	
			YSWIC (2)	YSWIC (2)	YSWIC (2)	YSWIC (2)	
			AYSW (1)	AYSW (1)	AYSW (1)	AYSW (1)	
			AYSW (2)	AYSW (2)	AYSW (2)	AYSW (2)	
			SB (1)	SB (1)	SB (1)	SB (1)	
			SB (2)	SB (2)	SB (2)	SB (2)	

**Open Access and Streetbased Staffing & Delivery
Schedule**

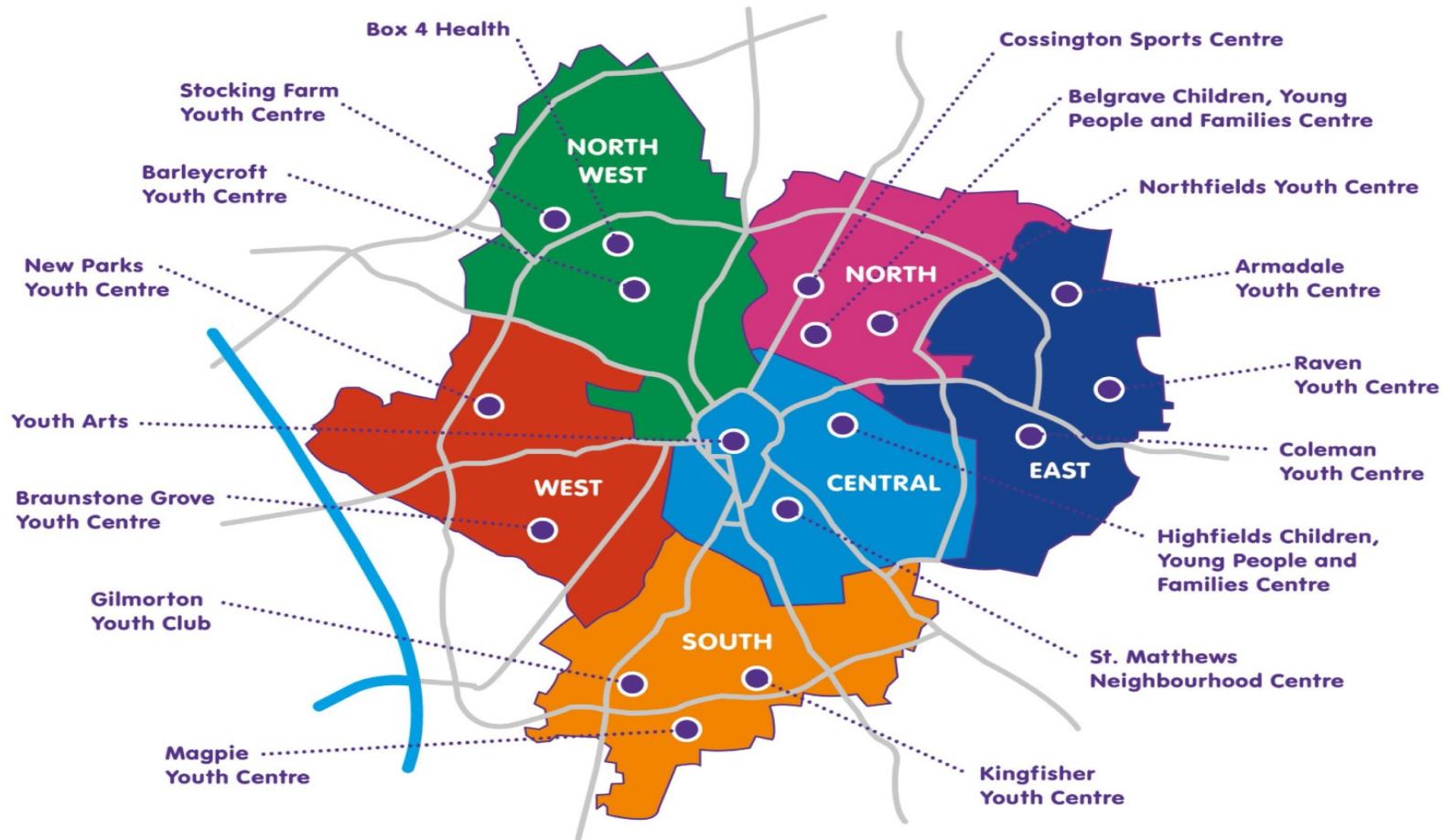
Week 2-Team 2

Day of Week	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Time of Session		6pm - 9pm (3 Hours)	6pm - 9pm (3 Hours)	6pm - 9pm (3 Hours)	6pm - 9pm (3 Hours)		
Session Location	Professional Grade youth worker in 9am - 5pm (7.5 Hours) Supervision, attend meetings, planning, data analysis	Thurnby Lodge Youth Centre	Belgrave CYP&F Centre	Tudor Road, Woodgate Area (Location to be determined)	Hamilton (Location to be determined)	No sessions	No sessions
Staffing		Professional Grade youth worker	Professional Grade youth worker	Professional Grade youth worker	Professional Grade youth worker		
		YSWIC (1)	YSWIC (1)	YSWIC (1)	YSWIC (1)		
		YSWIC (2)	YSWIC (2)	YSWIC (2)	YSWIC (2)		
		AYSW (1)	AYSW (1)	AYSW (1)	AYSW (1)		
		AYSW (2)	AYSW (2)	AYSW (2)	AYSW (2)		
		SB (1)	SB (1)	SB (1)	SB (1)		
		SB (2)	SB (2)	SB (2)	SB (2)		

SEND & Young Carers Staffing & Delivery Schedule

Day of Week	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Time of Session		6pm - 9pm (3 Hours)	6pm - 9pm (3 Hours)	6pm - 9pm (3 Hours)	6pm - 9pm (3 Hours)		
Session Location	Professional grade youth worker in 9am - 5pm (7.5 Hours) Supervision, attend meetings, planning, data analysis	Netherhall (Location to be determined) SEND	City Centre (Location to be determined) Young Carers	Saffron Lane Kingfisher Youth Centre SEND	New Parks Youth Centre SEND	No sessions	No sessions
Staffing		Professional grade youth worker	Professional grade youth worker	Professional grade youth worker	Professional grade youth worker		
		YSWIC (1)	YSWIC (1)	YSWIC (1)	YSWIC (1)		
		YSWIC (2)	YSWIC (2)	YSWIC (2)	YSWIC (2)		
		AYSW (1)	AYSW (1)	AYSW (1)	AYSW (1)		
AYSW (2)	AYSW (2)	AYSW (2)	AYSW (2)	AYSW (2)			

MAP OF YOUTH CENTRES



APPENDIX E: Commissioned Youth Services

Tender Organisations Contact Details

NAME OF ORGANISATION	CONTACT NAME	ADDRESS	TELEPHONE NUMBER	EMAIL ADDRESS
B- Inspired	Sally Davis	Business Box, Oswin Road Leicester LE3 1HR	0116 2795046 07850747999	Sally.davis@b-inspired.org.uk
Boxercise4health services	Kelton McKenzie	6 Phillips Crescent Leicester LE4 1HF	07976704585	Box4health@live.co.uk
The Centre for Fun and Families	Jayne Ballard	177-179 Narborough Road Leicester LE3 0PE	0116 2234254 07745 800202	jayne@funandfamilies.org.uk
Leicester Lesbian Gay Bisexual and Transgender Centre		15 Wellington Street Leicester LE1 6HH	0116 2547412 07548 742944	dennis@leicesterlgbtcentre.org
Leicester YMCA (Consortium) - Delivered by HCA and YMCA	Paul Brown	7 East Street Leicester LE1 6EY	0116 2046200	pbrown@leicesterymca.co.uk
Northeaster Narrow Boat Project	Mike Wallace	Andrew Cooper 139 Kitchener Road Leicester LE5 4AW	0116 2779689 07817 777365	enquiries@northeaster.org.uk
Relate	Suzanne Prince	83 Aylestone Road Leicester LE2 7LL	0116 2543011 07796 146094	Suzanne@relateleics.org Suzanne.prince1@btinternet.com
Social Training Activities and Recreational Sports Ltd (STARS)	Jevon Payne	The Emerald Centre, Gypsy Lane Leicester LE5 0TB	07817 641238	Jevon.payne@thestars.org.uk
Somali Community Parents Association (SOCOPA)	Abdikayf Farah	19 Brunswick street Leicester LE1 2LP	01162628632 07853290875	socopa@hotmail.co.uk www.socopa.org.uk
Streetvibe Young Peoples Service (SYPS)	Brian Quinn	Braunstone Grove youth Centre, Cort Crescent Leicester LE3 1QH	0116 2292549 07709 438657	Brian.quinn@streetvibeyouth.com

The Centre Project Ltd	Eric Waweru	1 Alfred Place Leicester LE1 1EB	0116 2554013	centralproject@btconnect.com
UR Choice Young Peoples Project	Michelle Gamble	7 Home Farm Square, Beaumont Leys Leicester LE4 0RU	0116 2354705 07876 348103	Ur.choice@live.com
Young Leicestershire	Alison Jolley	Blaby and Whetstone Youth Club, Warwick Road Whetstone Leicestershire LE8 6LW	0116 2750489 07767 774508	Alison.jolley@youngeicestershire.org.uk

Equality Impact Assessment (EIA) Template: Service Reviews/Service Changes

Title of spending review/service change/proposal	Youth Service Remodelling
Name of division/service	Children Young People & Families
Name of lead officer completing this assessment	Julia Conlon/Nicola Odom
Date EIA assessment completed	Version 5: 18 th May 2017
Decision maker	e.g. City Mayor/Assistant Mayor/Director
Date decision taken	

EIA sign off on completion:	Signature	Date
Lead officer		
Equalities officer		
Divisional director		

Please ensure the following:

- (a) That the document is understandable to a reader who has not read any other documents, and explains (on its own) how the Public Sector Equality Duty is met. This does not need to be lengthy, but must be complete.
- (b) That available support information and data is identified and where it can be found. Also be clear about highlighting gaps in existing data or evidence that you hold, and how you have sought to address these knowledge gaps.
- (c) That the equality impacts are capable of aggregation with those of other EIAs to identify the cumulative impact of all service changes made by the council on different groups of people.

1. Setting the context

Describe the proposal, the reasons it is being made, and the intended change or outcome. Will current service users' needs continue to be met?

1. **Introduction**

This Equality Impact Assessment (EIA) will be a working document and will inform the implementation of the Youth Service remodelling.

- This project has been set up to contribute to the financial savings the council needs to make.
- The service currently offers:
- Open access youth clubs across 6 clusters of the city for young people aged 13-19, and “closed” sessions for young carers and young people with Special Educational Needs and Disabilities.
- Streetbased - The street based team is a citywide resource and is a mobile response to engage young people where there are issues of concern including anti-social behaviour and those on the fringes of criminal activity.
- Targeted youth support 1:1 working with vulnerable young people who are referred to the youth service via the early help process
- The new service will be remodelled based on the response from the consultation focusing on the most vulnerable young people across the city. The Youth Service remodelling Project Board, which is chaired by Frances Craven, is responsible for managing this project and for putting forward recommendations to the Executive for a decision.

1.1. **Scope of this EIA**

This EIA specifically focuses on young people aged 13 -19 (up to 25 years with Special Educational Needs and Disabilities) who may be affected by proposals to remodel youth services across the city. This includes Open Access Youth Clubs; Targeted Youth sessions for young people with Special Educational Needs and Disabilities and Young Carers; Targeted one to one youth support; Streetbased Youth Work; Youth participation and Involvement as well as commissioned youth provision that adds value to the youth offer.

1.2. **Commissioned Services**

- 1.3. 17 services are commissioned by youth services are also considered in this EIA. This includes frontline services provided in Braunstone (currently delivered by Streetvibe) and Beaumont Leys (currently delivered by Ur Choice).

2. Equality implications/obligations (TO BE COMPLETED FOLLOWING A DECISION, EXPECTED JUNE 2017)	
Which aims of the Public Sector Equality Duty (PSED) are likely be relevant to the proposal? In this question, consider both the current service and the proposed changes.	
	Is this a relevant consideration? What issues could arise?
Eliminate unlawful discrimination, harassment and victimisation How does the proposal/service ensure that there is no barrier or disproportionate impact for anyone with a particular protected characteristic	For the service to complete.
Advance equality of opportunity between different groups How does the proposal/service ensure that its intended outcomes promote equality of opportunity for users? Identify inequalities faced by those with specific protected characteristic(s).	For the service to complete.
Foster good relations between different groups Does the service contribute to good relations or to broader community cohesion objectives? How does it achieve this aim?	For the service to complete.

3. Who is affected?
Outline who could be affected, and how they could be affected by the proposal/service change. Include current service users and those who could benefit from but do not currently access the service.
<p>3.1. Background</p> <p>3.2. The remodelling of youth services may potentially affect the following groups:</p> <p>3.3. Current and potential future users of youth services – this includes children, young people aged between 13 and 19 (up to age 25 for young people with Special Educational Needs and Disabilities) who may be affected because services may be re-designed, reduced, ceased or they may have to access services from different locations.</p>

3.4. **Youth Service council employees**, who may be affected by redundancy following an organisational review or a change to their place(s) of work. The impact of the proposed models on these employees will be subject to a separate EIA as part of an organisational review.

3.5. **Services commissioned by Youth Service and the employees of these services**, who may be affected by having to work with a remodelled service, by redundancy, and by a change to their place(s) of work.

4. Information used to inform the equality impact assessment

What **data, research, or trend analysis** have you used? Describe how you have got your information and what it tells you. Are there any gaps or limitations in the information you currently hold, and how you have sought to address this, e.g. proxy data, national trends, etc.

4.1 We analysed the user/footfall data for each youth centre over a 12 month period from our database (profile) and identified which young people attended each youth group, their age, sex, and race. This data includes the user data of commissioned providers in Beaumont Leys and Braunstone areas.

4.2 The Street based data is limited as the team engage with young people in areas of the city they congregate i.e. outside shops/parks and are who may not be willing to provide their full names, address date of birth etc. This data is based on postcode location and gender, rather than of names users.

Streetbased Youth Work	13 - 19			
	Male	Female	Gender (Not Known)	Total
	2489	764	47	3330

4.3. We have mapped the distance travelled by service users in accessing youth services across the city this informed us that 144 young people use more than one youth centre and are prepared to travel to access the provision. (maps are available if required)

4.4

Ethnicity	All Age Groups																No Data	TOTAL	
	Asian or Asian British				Black or Black British			Chinese	Dual / Multiple Heritage				White			Other			Refused Info
	Bangladeshi	Indian	Pakistani	Other Asian background	African	Caribbean	Any other Black Background	Chinese	White & Asian	White & Black African	White & Black Caribbean	Any other mixed multiple ethnic backgrounds	White British	White Irish	Any other white background	(Not Stated)			
Young People	0	14	0	0	5	5	13	0	2	3	14	1	83	0	1	1	1	1	144

SEN Status whilst at school	EHCP	LDD	School Action	School Action +	Statemented	Blank	Total
Young People	1	2	7	11	10	113	144
Gender	Male	Female	Gender (Not Known)	Total			
Young People	105	39	0	144			

SEN Status Post-16	LDD no statement	No LDD	Statemented	Blank	Total
Young People	4	2	2	136	144

Equality & ethnic monitoring of the responses to the consultation has not been consistently recorded and was only collected through the on line portal. However the service holds data that informs the youth service about user needs and requirements based on age, gender, ethnicity and disability. To ensure a meaningful consultation, briefings were provided to the SEND youth groups, Big Mouth Forum and Young Carer forums to ensure they were able to engage with the process. In addition briefings were provided to LGBT youth groups and to the funded Centre Project an asylum seeker youth group based in the city centre. A full Equality Impact Assessment (EIA) will be included in the post consultation report.

Armada Youth Centre

Ethnicity	All Age Groups																No Data	TOTAL				
	Asian or Asian British				Black or Black British			Chinese	Dual / Multiple Heritage				White			Other			Refused Info			
	Bangladeshi	Indian	Pakistani	Other Asian background	African	Caribbean	Any other Black Background	Chinese	White & Asian	White & Black African	White & Black Caribbean	Any other mixed multiple ethnic backgrounds	White British	White Irish	Any other white background	(Not Stated)						
Gender	0	1	0	1	1	0	0	Male 0	Female 0	2	9	0	Gender (Not Known) 0	Total 5	0	0	0	0	0	85	105	
Armada								71	32		2		105									
Armada																						

Belgrave Youth Centre

Ethnicity	All Age Groups																No Data	TOTAL	
	Asian or Asian British				Black or Black British			Chinese	Dual / Multiple Heritage				White			Other			Refused Info
	Bangladeshi	Indian	Pakistani	Other Asian background / or Asian British	African	Caribbean	Any other Black Background	Chinese	White & Asian	White & Black African	White & Black Caribbean	Any other mixed ethnic multiple ethnic backgrounds	White British	White Irish	Any other white background	(Not Stated)			
Belgrave	0	6	0	72	0	0	0	0	0	0	0	0	2	0	0	1	0	21	102

Gender	Male	Female	Gender (Not Known)	Total
Belgrave	101	0	1	102

Coleman Youth Centre

Gender	Male	Female	Gender (Not Known)	Total
Coleman	41	19	1	61

Ethnicity	All Age Groups																	No Data	TOTAL
	Asian or Asian British				Black or Black British			Chinese	Dual / Multiple Heritage				White			Other	Refused Info		
	Bangladeshi	Indian	Pakistani	Other Asian background / or Asian British	African	Caribbean	Any other Black Background	Chinese	White & Asian	White & Black African	White & Black Caribbean	Any other mixed multiple ethnic backgrounds	White British	White Irish	Any other white background	(Not Stated)			
Coleman	0	0	0	7	0	0	0	0	0	0	0	0	5	0	0	1	0	48	61

Kingfisher Youth Centre

Gender	Male	Female	Gender (Not Known)	Total
Kingfisher	68	48	0	116

Ethnicity	All Age Groups																	No Data	TOTAL
	Asian or Asian British				Black or Black British			Chinese	Dual / Multiple Heritage				White			Other	Refused Info		
	Bangladeshi	Indian	Pakistani	Other Asian background / or Asian British	African	Caribbean	Any other Black Background	Chinese	White & Asian	White & Black African	White & Black Caribbean	Any other mixed multiple ethnic backgrounds	White British	White Irish	Any other white background	(Not Stated)			
Kingfisher	0	0	0	30	0	0	0	0	0	0	0	1	84	0	0	0	0	1	116

Magpie Youth Centre

Gender	Male	Female	Gender (Not Known)	Total
Magpie	49	34	0	83

Ethnicity	All Age Groups																No Data	TOTAL	
	Asian or Asian British				Black or Black British			Chinese	Dual / Multiple Heritage				White			Other			Refused Info
	Bangladeshi	Indian	Pakistani	Other Asian background / or Asian British	African	Caribbean	Any other Black Background	Chinese	White & Asian	White & Black African	White & Black Caribbean	Any other mixed multiple ethnic backgrounds	White British	White Irish	Any other white background	(Not Stated)			
Magpie	0	0	0	0	0	0	0	0	0	0	0	0	70	0	0	0	0	13	83

New Parks Youth Centre

Gender	Male	Female	Gender (Not Known)	Total
New parks	145	72	2	219

Ethnicity	All Age Groups																No Data	TOTAL	
	Asian or Asian British				Black or Black British			Chinese	Dual / Multiple Heritage				White		Other	Refused Info			
	Bangladeshi	Indian	Pakistani	Other Asian background / or Asian British	African	Caribbean	Any other Black Background	Chinese	White & Asian	White & Black African	White & Black Caribbean	Any other mixed multiple ethnic backgrounds	White British	White Irish	Any other white background	(Not Stated)			
New parks	0	0	0	5	0	0	0	0	0	0	0	1	61	0	0	2	0	150	219

Northfields Youth Centre

Gender	Male	Female	Gender (Not Known)	Total
Northfields	28	6	1	35

Ethnicity	All Age Groups																No Data	TOTAL	
	Asian or Asian British				Black or Black British			Chinese	Dual / Multiple Heritage				White			Other			Refused Info
	Bangladeshi	Indian	Pakistani	Other Asian background / or Asian British	African	Caribbean	Any other Black Background	Chinese	White & Asian	White & Black African	White & Black Caribbean	Any other mixed multiple ethnic backgrounds	White British	White Irish	Any other white background	(Not Stated)			
Northfields	0	0	0	7	0	0	0	0	0	0	0	0	11	0	0	0	0	17	35

Raven Youth Centre

Gender	Male	Female	Gender (Not Known)	Total
Raven	41	25	1	67

Ethnicity	All Age Groups																	No Data	TOTAL
	Asian or Asian British				Black or Black British			Chinese	Dual / Multiple Heritage				White			Other	Refused Info		
	Bangladeshi	Indian	Pakistani	Other Asian background / or Asian British	African	Caribbean	Any other Black Background	Chinese	White & Asian	White & Black African	White & Black Caribbean	Any other mixed multiple ethnic backgrounds	White British	White Irish	Any other white background	(Not Stated)			
Raven	0	2	0	0	1	0	0	0	0	1	1	0	43	0	1	2	0	17	67

St Matthews Youth Centre

Gender	Male	Female	Gender (Not Known)	Total
St Matthews	225	3	11	239

Ethnicity	All Age Groups																	No Data	TOTAL
	Asian or Asian British				Black or Black British			Chinese	Dual / Multiple Heritage				White			Other	Refused Info		
	Bangladeshi	Indian	Pakistani	Other Asian background / or Asian British	African	Caribbean	Any other Black Background	Chinese	White & Asian	White & Black African	White & Black Caribbean	Any other mixed multiple ethnic backgrounds	White British	White Irish	Any other white background	(Not Stated)			
St Matthews	0	0	0	1	0	2	0	0	0	0	2	0	5	0	0	2	0	227	239

Commissioned Providers male/female data

Provider	13 - 19				All Other Age Groups			
	Male	Female	Gender (Not Known)	Total	Male	Female	Gender (Not Known)	Total
Streetvibe	55	17	4	76	76	35	958	1069
Centre for Fun and Families	12	5	0	17	20	9	0	29
Leicester Lesbian Gay Bisexual and Transgender Centre	69	55	0	124	69	55	0	124
Relate Counselling	3	12	0	15	3	15	0	18
Streetvibe	93	40	0	133	107	49	1	157
The Centre Project	30	0	0	30	31	0	0	31
Young Leicestershire	47	21	0	68	55	26	0	81
Leicester YMCA (Consortium)	220	62	0	282	285	93	0	378
Northeaster Narrow Boat	29	15	0	44	120	64	133	317
Somali Community Parents Association (SOCOPA)	9	12	0	21	19	25	1	45
STARS	225	98	1	324	270	113	120	503
Streetvibe	138	54	1	193	202	74	3	279
UR Choice Young Peoples Project	73	46	2	121	84	65	4	153
	1,003	437	8	1,448	1,341	623	1,220	3,184

Commissioned Providers Ethnicity data

Provider	All Age Groups															No Data	TOTAL	
	Asian or Asian British				Black or Black British			Chinese	Dual / Multiple Heritage				White					Other
	Bangladeshi	Indian	Pakistani	Other Asian background	African	Caribbean	Any other Black Background	Chinese	White & Asian	White & Black African	White & Black Caribbean	Any other mixed multiple ethnic backgrounds	White British	White Irish	Any other white background			(Not Stated)
Streetvibe							1				1	1	33		47	3	983	1069
Center for Fun and Families				2								2	24		1			29
LGBT				28	2	1					2	86	5					124
Relate			2	1	1	1			1		1	11						18
Streetvibe					29		3				9	111	2	1			2	157
The Centre Project				3	24										1	3		31
Young Leicestershire		3		3		1	1				1	3	68		1			81
Leicester YMCA	8	99	12	9	77	3	10		1	2	3	8	108		6	6	26	378
Northeastern Narrow Boat				3			3						178				133	317
(SOCOPA)					44												1	45
STARS		22	2	61	1	22	2				12	5	201		2	2	171	503
Streetvibe				3	41		16	1				13	167	15	5	1	17	279
UR Choice		4		3	7	6	2				3	11	98		8		11	153
	8	128	16	116	226	34	38	1	2	2	20	55	1085	22	72	15	1344	3184

4. Consultation

What **consultation** have you undertaken about the proposal with current service users, potential users and other stakeholders?

What did they say about:

- What is important to them regarding the current service?
- How does (or could) the service meet their needs?
- How will they be affected by the proposal? What potential impacts did they identify because of their protected characteristic(s)?
- Did they identify any potential barriers they may face in accessing services/other opportunities that meet their needs?

4.1. Stakeholders have been informed through briefings and at partner meetings. Staff from this service area have had regular updates at service meetings and bespoke briefings delivered at a range of venues and times to meet the needs of the workforce, many of whom are working for the service on a part time basis in the evenings. Service users have been informed.

4.2. Recent information has been disseminated to Youth centres service users informing them that there are planned changes for youth services. A 12 week public consultation has been completed between 18th January and 12th April 2017 which included on line and paper questionnaires and briefing meetings.

Schedule of briefings held throughout the consultation

Stakeholder (Individual or group)	Date of Activity	Stakeholder (Individual or group)	Date of Activity	Stakeholder (Individual or group)	Date of Activity
Cllr Russell / Scrutiny	Monday 16th January 2017	New Parks Young peoples brief	Tuesday 7th February 2017	Armadale Young peoples brief	Wednesday 8th March 2017
Heads Of Service / Directorate	Tuesday 17th January 2017	Belgrave Young peoples brief	Tuesday 7th February 2017	Centre Project Young peoples brief	Tuesday 14th March 2017
Trade Unions	Tuesday 17th January 2017	Streetvibe Focus session Consultation	Thursday 16th February 2017	Coleman Young people's brief	Tuesday 14th March 2017 Cancelled due to no young people attending
Local Media	Tuesday 17th January 2017	UR Choice Brief	Thursday 16th February 2017	LGBT (Trans Group) Young people's brief	Monday 20th March 2017
Youth Service Staff	Tuesday 17th January 2017	Braunstone Grove Young people's brief	Thursday 16th February 2017	Adventure Playgrounds	Tuesday 28th March 2017
Young Peoples Council	Tuesday 17th January 2017	Thurnby Lodge Young people's brief	Thursday 16th February 2017	Young Peoples Council	Wednesday 29th March 2017
Members	Tuesday 17th January 2017	EHLP Chairs	Friday 17th February 2017	Trade Unions	Thursday 30th March 2017
Customer Service Centers / Frontline Staff	Wednesday 18th January 2017	Gilmorton Young people's brief	Tuesday 21st February 2017	Big mouth Forum CICC	Thursday 30th March 2017
Other Frontline LCC Staff	Wednesday 18th January 2017	Young Peoples Council	Wednesday 22nd February 2017	LGBT Young people's brief	Thursday 6th April 2017
Public / Service Users & Partners	Wednesday 18th January 2017	Kingfisher Young people's brief	Wednesday 22nd February 2017	Trade Unions	Thursday 27th April 2017
Keith Vaz MP	Thursday 19th January 2017	Allextion Young people's brief	Wednesday 22nd February 2017 Meeting cancelled due to staff sickness at the centre	Young Peoples Council	Apr-17

Jon Ashworth MP	Thursday 19th January 2017	Trade Unions	Thursday 23rd February 2017	Trade Unions	Tuesday 30th May 2017
Liz Kendal MP	Thursday 19th January 2017	Commissioned Providers	Tuesday 28th February 2017	Trade Unions	Thursday 29th June 2017
Leicester Children's Trust	Friday 27th January 2017	Stocking Farm Young people's brief	Tuesday 28th February 2017	Young Peoples Council	Jun-17
Schools/youth centres	Feb-17	Magpie Young people's brief	Tuesday 28th February 2017	Trade Unions	Thursday 27th July 2017
Schools	Wednesday 1st February 2017	SEND Young people's brief	Monday 6th March 2017	Trade Unions	Thursday 31st August 2017
St Matthews Young people's brief	Wednesday 1st February 2017	Voluntary organisations	Tuesday 7th March 2017	Trade Unions	Thursday 28th September 2017
Keith Vaz MP	Thursday 19th January 2017	Young Carers Forum	Wednesday 8th March 2017		

5. Potential equality Impact

Based on your understanding of the service area, any specific evidence you may have on service users and potential service users, and the findings of any consultation you have undertaken, use the table below to explain which individuals or community groups are likely to be affected by the proposal because of their protected characteristic(s). Describe what the impact is likely to be, how significant that impact is for individual or group well-being, and what mitigating actions can be taken to reduce or remove negative impacts.

Looking at potential impacts from a different perspective, this section also asks you to consider whether any other particular groups, especially vulnerable groups, are likely to be affected by the proposal. List the relevant that may be affected, along with their likely impact, potential risks and mitigating actions that would reduce or remove any negative impacts. These groups do not have to be defined by their protected characteristic(s).

Protected characteristics	Impact of proposal: Describe the likely impact of the proposal on people because of their protected characteristic and how they may be affected. Why is this protected characteristic relevant to the proposal? How does the protected characteristic determine/shape the potential impact of the proposal?	Risk of negative impact: How likely is it that people with this protected characteristic will be negatively affected? How great will that impact be on their well-being? What will determine who will be negatively affected?	Mitigating actions: For negative impacts, what mitigating actions can be taken to reduce or remove this impact? These should be included in the action plan at the end of this EIA.
Age¹	Young people 13-19(24 SEND)	The changes will affect the	1. Data and staff/service user

¹ Age: Indicate which age group is most affected, either specify general age group - children, young people working age people or older people o Young people 13-19(24 SEND) will be affected

Some changes may potentially affect locations across the City and this could result in some parents and young people having to travel further to access a service. In addition the changes will affect the type of services young people can access.

r specific age bands

	<p>will be affected Some changes may potentially affect locations across the City and this could result in some parents and young people having to travel further to access a service. In addition the changes will affect the type of services young people can access.</p>	<p>type of services young people can access. Universal provision will be significantly reduced with a stronger focus on providing services for young people identified as vulnerable.</p>	<p>feedback will be reviewed to inform prioritisation of service delivery.</p>
Disability²	<p>Young people 13-19(24 SEND) will be affected Some changes may potentially affect locations across the City and this could result in some parents and young people having to travel further to access a service. In addition the changes will affect the type of services young people can access.</p>	<p>The changes will affect the type of services young people can access. Universal provision will be significantly reduced with a stronger focus on providing services for young people identified as vulnerable.</p>	<ol style="list-style-type: none"> 1. Data and staff/service user feedback will be reviewed to inform prioritisation of service delivery. 2. In order to minimise the impact of changes to the youth service, the new service is focused on maintaining our support of young people with SEND, young carers, Children in care services. <p>We will ensure that any new locations identified are accessible and meet the needs of children and young people with disabilities ensuring compliance with the reasonable adjustment duty within the Equality Act 2010.</p>

² Disability: if specific impairments are affected by the proposal, specify which these are. Our standard categories are on our equality monitoring form – physical impairment, sensory impairment, mental health condition, learning disability, long standing illness or health condition.

Gender Reassignment³	Young people 13-19(24 SEND) will be affected Some changes may potentially affect locations across the City and this could result in some parents and young people having to travel further to access a service. In addition the changes will affect the type of services young people can access.	In addition the changes will affect the type of services young people can access. Universal provision will be significantly reduced with a stronger focus on providing services for young people identified as vulnerable.	<ol style="list-style-type: none"> 1. Data and staff/service user feedback will be reviewed to inform prioritisation of service delivery. 2. In order to minimise the impact of changes to the youth service, the new service is focused on maintaining our current offer supporting identified groups of young people. 3. in procurement of youth services that add value to the LCC youth offer we will ensure that LGBT services are procured
Marriage and Civil Partnership	n/a	n/a	n/a
Pregnancy and Maternity	Young people 13-19(24 SEND) will be affected Some changes may potentially affect locations across the City and this could result in some parents and young people having to travel further to access a service. In addition the changes will affect the type of services young people can access.	In addition the changes will affect the type of services young people can access. Universal provision will be significantly reduced with a stronger focus on providing services for young people identified as vulnerable.	<ol style="list-style-type: none"> 1. Data and staff/service user feedback will be reviewed to inform prioritisation of service delivery.

³ Gender reassignment: indicate whether the proposal has potential impact on trans men or trans women, and if so, which group is affected.

Race⁴	Young people 13-19(24 SEND) will be affected Some changes may potentially affect locations across the City and this could result in some parents and young people having to travel further to access a service. In addition the changes will affect the type of services young people can access.	In addition the changes will affect the type of services young people can access. Universal provision will be significantly reduced with a stronger focus on providing services for young people identified as vulnerable.	2. Data and staff/service user feedback will be reviewed to inform prioritisation of service delivery. So that communities with high levels of BME are not more adversely affected.
Religion or Belief⁵	Young people 13-19(24 SEND) will be affected Some changes may potentially affect locations across the City and this could result in some parents and young people having to travel further to access a service. In addition the changes will affect the type of services young people can access.	In addition the changes will affect the type of services young people can access. Universal provision will be significantly reduced with a stronger focus on providing services for young people identified as vulnerable.	1. Data and staff/service user feedback will be reviewed to inform prioritisation of service delivery. So that communities are not more adversely affected.
Sex⁶	Young people 13-19(24 SEND) will be affected Some changes may potentially	In addition the changes will affect the type of services young people can access. Universal provision	1. Data and staff/service user feedback will be reviewed to inform prioritisation of

⁴ Race: given the city's racial diversity it is useful that we collect information on which racial groups are affected by the proposal. Our equalities monitoring form follows ONS general census categories and uses broad categories in the first instance with the opportunity to identify more specific racial groups such as Gypsies/Travellers. Use the most relevant classification for the proposal.

⁵ Religion or Belief: If specific religious or faith groups are affected by the proposal, our equalities monitoring form sets out categories reflective of the city's population. Given the diversity of the city there is always scope to include any group that is not listed.

⁶ Sex: Indicate whether this has potential impact on either males or females

	<p>affect locations across the City and this could result in some parents and young people having to travel further to access a service. In addition the changes will affect the type of services young people can access.</p>	<p>will be significantly reduced with a stronger focus on providing services for young people identified as vulnerable.</p>	<p>service delivery.</p>
<p>Sexual Orientation⁷</p>	<p>Young people 13-19(24 SEND) will be affected Some changes may potentially affect locations across the City and this could result in some parents and young people having to travel further to access a service. In addition the changes will affect the type of services young people can access.</p>	<p>In addition the changes will affect the type of services young people can access. Universal provision will be significantly reduced with a stronger focus on providing services for young people identified as vulnerable.</p>	<ol style="list-style-type: none"> 1. Data and staff/service user feedback will be reviewed to inform prioritisation of service delivery. 2. In order to minimise the impact of changes to the youth service, the new service is focused on maintaining our support for young people 3. We will ensure that any new locations identified meet DDA legislation. 4. in procurement of youth services that add value to the LCC youth offer we will ensure that LGBT services are procured
<p>Summarise why the protected characteristics you have commented on, are relevant to the proposal?</p>			

⁷ Sexual Orientation: It is important to remember when considering the potential impact of the proposal on LGBT communities, that they are each separate communities with differing needs. Lesbian, gay, bisexual and transgender people should be considered separately and not as one group. The gender reassignment category above considers the needs of trans men and trans women.

Summarise why the protected characteristics you have not commented on, are not relevant to the proposal?

Other groups	Impact of proposal: Describe the likely impact of the proposal on children in poverty or any other people who we consider to be vulnerable. List any vulnerable groups likely to be affected. Will their needs continue to be met? What issues will affect their take up of services/other opportunities that meet their needs/address inequalities they face?	Risk of negative impact: How likely is it that this group of people will be negatively affected? How great will that impact be on their well-being? What will determine who will be negatively affected?	Mitigating actions: For negative impacts, what mitigating actions can be taken to reduce or remove this impact for this vulnerable group of people? These should be included in the action plan at the end of this EIA.
Children in poverty	For the service to complete.		
Other vulnerable groups	For the service to complete.		
Other (describe)	For the service to complete.		

6. Other sources of potential negative impacts

Are there any other potential negative impacts external to the service that could further disadvantage service users over the next three years that should be considered? For example, these could include: other proposed changes to council services that would affect the same group of service users; Government policies or proposed changes to current provision by public agencies (such as new benefit arrangements) that would negatively affect residents; external economic impacts such as an economic downturn.

<p>7. Human Rights Implications Are there any human rights implications which need to be considered (please see the list at the end of the template), if so please complete the Human Rights Template and list the main implications below:</p>			
<p>8. Monitoring Impact You will need to ensure that monitoring systems are established to check for impact on the protected characteristics and human rights after the decision has been implemented. Describe the systems which are set up to:</p> <ul style="list-style-type: none"> ▪ monitor impact (positive and negative, intended and unintended) for different groups ▪ monitor barriers for different groups ▪ enable open feedback and suggestions from different communities ▪ ensure that the EIA action plan (below) is delivered. 			
<p>9. EIA action plan Please list all the equality objectives, actions and targets that result from this Assessment (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.</p>			
Equality Outcome	Action	Officer Responsible	Completion date
Monitor the impact of service redesign on service users and make changes if required.	Review of Equality Impact Assessment annually as part of the Self-Assessment or when there has been a significant change.	David Thrussell - Head of Service	

Ensure there is regular feedback from service users, stakeholders and staff on service provision	Monthly service meetings with staff and dedicated email to send queries/comments/ideas to. Regular consultation with young people to influence shaping of services and decision making.	David Thrussell - Head of Service	
Ensure resources are targeted to the most Vulnerable service users.	Monthly performance reports and regular performance meetings highlighting trends to Inform targeting of resources.	David Thrussell - Head of Service	

Human Rights Articles:

Part 1: The Convention Rights and Freedoms

- Article 2:** Right to Life
- Article 3:** Right not to be tortured or treated in an inhuman or degrading way
- Article 4:** Right not to be subjected to slavery/forced labour
- Article 5:** Right to liberty and security
- Article 6:** Right to a fair trial
- Article 7:** No punishment without law
- Article 8:** Right to respect for private and family life
- Article 9:** Right to freedom of thought, conscience and religion
- Article 10:** Right to freedom of expression
- Article 11:** Right to freedom of assembly and association
- Article 12:** Right to marry
- Article 14:** Right not to be discriminated against

Part 2: First Protocol

- Article 1:** Protection of property/peaceful enjoyment
- Article 2:** Right to education
- Article 3:** Right to free elections