

Initial Scope of a Community Impact Assessment Achieving Excellence for Young People

Community Impact assessments (CIAs) should be used whenever there is a policy or service change. The template will enable staff to record how they have taken account of the following essential areas within proposals;

- Strategic Priorities
- Public Sector Equality Duty
- Health inequalities
- Rural issues
- Climate change

The Public Sector Equality Duty is a legal requirement and must be applied in all that we do, and in particular whenever there are changes. See guidance note and frequently asked questions for further information.

Name of proposal: Achieving Excellence for Young People		
State here which of the County Council priorities the proposal will deliver against:		
County Council Outcome	People's Service Area Outcome	Project Outcomes
Be healthier and more independent;	Independent - People manage their own life, make their own choices, deal with issues their own way	That young people are: <ul style="list-style-type: none"> • Healthy & happy • Safe & supported • Independent & prosperous
Feel safer, happier and more supported in and by their community.	Healthy & Well - People live long and fulfilling lives, being able to address the health and wellbeing issues that affect them	That young people are: <ul style="list-style-type: none"> • School ready • Work ready • Life ready
Project lead: (s) Michael Harrison, Commissioner for Community Safety Sharon Moore, Commissioner for Families		
Names of other officers involved Members of the Achieving Excellence Project board		
Date: November 2013		

Executive summary of the assessment

This is an initial scope Community Impact Assessment (CIA) for the *Achieving Excellence for Young People* Cabinet Report that provides an initial analysis of the currently available information to inform a full CIA which will take place once approval from Cabinet has been gained to conduct a full public consultation on the proposal set out in the *Achieving Excellence for Young People* Cabinet Report (December 2013).

This initial scope CIA has been informed by national public consultation findings with young people, local service data and an engagement exercise with key stakeholders that took place between 9th September and the 31st October 2013.

Subject to Cabinet approval, a full public consultation will seek the views of all groups of young people, their families, providers and staff. As a result of this public consultation, a full CIA will take into account the views of young people on the Council's proposal to deliver a new Youth Offer, and will analyse the potential impacts, both positive and negative. Where there is potential risk of adverse impact on any groups, a clear understanding of what that impact is will be provided so that any decisions made are informed, and where appropriate, action taken to address those risks

Signature

Michael Harrison, Commissioner for Community Safety

1. Describe in summary the aims, objectives and purpose of the proposal, including desired outcomes.

Staffordshire County Council's vision for young people is that:

All young people in Staffordshire can achieve their full potential and will prosper, be healthy and happy and live safely supported within their communities.

By helping young people become rounded, capable adults results in lasting social benefits throughout a lifetime that includes happiness and security in childhood, achievement in education, readiness for productive work, culminating in resilient and independent adults and parents of the next generation of young people.

A proposed new Youth Offer aims to increase choice for young people and work with our partners to connect young people to opportunities in the community.

The way local authorities have traditionally operated in the past is no longer financially sustainable. Public organisations have a duty to make the most effective use of whatever resources they have available, and Staffordshire County Council and the wider public sector must change the way it works together to make the most of all available resources to help improve the lives of local people.

In order to realise this vision for young people whilst making the most of available resources, Staffordshire County Council has begun a review of its current expenditure on services for young people. This review is a part of a broader strategic approach looking at how Staffordshire County Council collectively commissions for better outcomes for young people across Staffordshire.

The proposed offer for young people aims to achieve the vision outlined above against three key outcomes – that young people are supported to be:

- **Healthy and happy**
- **Safe and supported**
- **Independent and prosperous**

Against these outcomes young people will be prepared for adulthood so that they may be **school ready, work ready and life ready**.

Achieving Excellence for Young People – the proposal:

In order to achieve these outcomes the County Council needs to change how it works and proposes to focus its commissioning activities on three priority areas. Part of our commissioning role entails both influence and leadership to bring about change, as well as direct commissioning of services. These are:

- **Enable access to excellent universal provision:**
 - Work with schools, colleges and other providers to ensure access to high quality education and training opportunities to give young people the skills to become work and life ready
 - Support Public Health campaigns to keep young people safe, healthy and well, for example through sexual health and alcohol education programmes
 - Improve access to transport to increase independence eg consideration of expansion of the Your Staffordshire Card to under 25 year olds
 - Ensure access to the right information, advice and guidance in order that young people are able to make informed choices, for example through Purple Pages and careers advice in schools and colleges.
 - Continue to support the Duke of Edinburgh and National Citizenship Schemes as a key part of our approach to increasing the employability, resilience and social and life skills of young people.
- **Commission high quality targeted and specialist services:**
 - Maintain investment in services for vulnerable young people with the highest level of needs.

- Working through the Children and Young People's Strategic Partnership Board to jointly commission effective services for safeguarding, disability support, teenage pregnancy, substance misuse, youth offending and good mental health.
 - Continue to support the Family Intervention Project as part of the Building Resilient Families and Communities Programme
 - Review our other in-house provision and commissioned services for young people within the County Council, including Entrust, Families First Local Support Teams and the Youth Offending Service to ensure outcomes are achieved aligned to priorities
- **Make it local:**
 - Re-distribute resources and build community capacity in each district by allocating a District Commissioning Budget of £50,000
 - Support participation arrangements that will include a place shaping role to connect young people to opportunities in their communities,
 - Work with VAST to develop social capital through volunteering, making Staffordshire a better place to live
 - Undertake a review of the contract with Staffordshire Council for Voluntary Youth Services, to incorporate learning from Northamptonshire
 - Review the existing property portfolio including the future management by the community of Chesterton Vision, aligned to the Strategic Property Partner project.

It is anticipated that this model can be delivered by shifting from traditional universal provision whilst retaining investment in services for vulnerable young people and developing locality approaches. A number of alternative models have been considered during the process including reconfiguration of existing arrangements, commissioning a single provider, and total disinvestment. It is not thought that any of these approaches would enable the County Council to deliver on its future offer which remains a balance between protecting support for the vulnerable whilst allowing the community, with transitional support, to meet the needs of its young people.

Subject to approval from Cabinet to consult on this proposal, there will be a seven week public consultation with young people and their families, key stakeholders (including communities) staff and volunteers, and trade unions on the above proposal and its implications. This public consultation will likely start on January 8th 2014.

The results of this public consultation will then inform a detailed appraisal of a final proposal that will go to Cabinet for approval in March 2014, along with an in depth Community Impact Assessment. A detailed impact assessment is a high priority for this review, and will analyse all of the potential health and equalities impacts on all different groups of people in the community.

2. Who are the main people that will be affected?

The main groups of people that will be affected are children and young people aged 13-19 and their families. There are 73,000 young people aged 13-19 in Staffordshire making up 8.6% of the total population. Within this group of young people, it is acknowledged that the following specific groups could be affected as identified as part of the Public Sector Equality Duty. As part of this process a detailed equalities analysis of existing data and data that emerges during the public consultation exercise will be used to improve equality of outcomes.

- **Age** (people belonging to a particular age group)
- **Disability** (people who are wheelchair or cane users; blind, deaf, visually or hearing impaired; can't stand for a long time; have a long-term illness such as HIV or a neurological condition such as dyslexia)
- **Gender reassignment** (people who identify as transgender)
- **Marriage & Civil Partnership**
- **Pregnancy & Maternity**
- **Race** (different ethnic groups, including Gypsies and Travellers)
- **Religion/belief** (different faiths, including people with no religion or belief)
- **Sex** (men/women)
- **Sexual orientation** (lesbian, gay and bisexual people)

A new Youth Offer aims to increase choice for young people and work with our partners to connect young people to opportunities in the community.

In 2012/13 the total number of attendances at Staffordshire Youth and Community Service provision was 103,457. Of these attendances, 15,902 were unique attendees (that is 15,902 different young people attended provision that year).

Also current staff of the Staffordshire Youth and Community Service could be affected by the review subject to the outcome of the public consultation and

subsequent Cabinet decision. There are currently 400 staff in the service, consisting of 105 full time equivalents (47 full time, 347 part time), and 280 volunteers.

3. Who is currently using the service?

Staffordshire County Council currently collects data as to who uses the Staffordshire Youth and Community Service. However, there is still more to know about the use of other activities for young people available from other providers. Further information will be gathered as part of the full public consultation mentioned above to ensure there is a clear understanding of any impact on the groups identified above and how such impact may be mitigated if appropriate. .

We already have some data which provides information on gender, ethnicity and location of the young people attending Staffordshire County Council provision in 2012/13. Highlights from this data for consideration include:

- The majority of service users are White British young people
- However, there is a significant number of attendees from other ethnicities, most notably Pakistani, Caribbean and groups who identify themselves as 'Other White'.
- Most common age range of attendees is between the ages of 12 and 16.
- 1442 more males attended than females in 2012/13.
- East Staffordshire and Cannock Chase district have the highest number of attendees.

These trends will need to be taken into consideration during the public consultation period and the full Community Impact Assessment to ensure that these groups are not unduly affected by any changes.

Also, this data will be important in ensuring that all groups, particularly those that are currently underrepresented, are encouraged to access the new Youth Offer.

Figure A: Young people in Staffordshire by district:

Cannock	8,753
East Staffordshire	9,938
Lichfield	8,337
Newcastle	11,491
South Staffordshire	9,312
Stafford	10,813
Staffordshire Moorlands	7,852
Tamworth	6,819

Figure B: Age and gender of young people attending provision:

Age	Female	Male	Totals
10	72	74	146
11	467	534	1001
12	1132	1220	2352
13	1238	1509	2747
14	1092	1262	2354
15	1210	1425	2635
16	1078	1217	2295
17	508	694	1202
18	266	400	666
19	94	149	243
20	24	88	112
21	17	46	63
22	12	22	34
23	11	16	27
24	5	9	14
25	3	2	5
26	1	4	5
27		1	1
	7230	8672	15902

Figure C: Ethnicity breakdown of young people attending provision:

Asian or Asian British – Bangladeshi	15
Asian or Asian British – Indian	77
Asian or Asian British – Other	78
Asian or Asian British – Pakistani	536
Black or Black British – African	27
Black or Black British – Caribbean	20
Black or Black British – Other	14
Chinese or Other Ethnic Group Chinese	17
Gypsy/Roma	3
Mixed - Other Mixed Background	97
Mixed - White and Asian	80
Mixed - White and Black African	39
Mixed - White and Black Caribbean	116
No Information	139
Other Ethnic Group	49
Other Ethnic Group – Arab	1
White – British	14356
White – Irish	37
White - Other White	201
	15902

Figure D: Young people attending provision by district:

Cannock Chase	2123
East Staffordshire	3762
Lichfield	1392
Newcastle-Under-Lyme	1872
South Staffordshire	696
Stafford	1818
Staffordshire Moorlands	1441
Stoke-On-Trent	469
Tamworth	1932
Out of Area/New Postcode	397
	15902

4. Will the proposal have an impact on staff (If yes, please summarise here what this means for the workforce)?

Any changes to Staffordshire County Council's current Youth Offer may have an impact on staff. The nature type and level of potential impact upon staff is yet unknown and will be informed as a result of the outcome of public consultation.

Subject to Cabinet approval, the proposal outlined in the Achieving Excellence for Young People Cabinet Report will be consulted on with the public and staff will be a stakeholder in this public consultation. The findings will inform the full CIA that will be brought back to Cabinet in March 2014.

Further details on how the review may impact staff will be considered in the full CIA following public consultation

5. Are there any gaps in your evidence or conclusions that makes it difficult for you to quantify potential adverse impact (If so, please explain how you will explore the proposal in greater depth)?

As a public consultation has yet to be conducted on the proposed Youth Offer, there is still much evidence to gather from the community. Therefore, this initial CIA gathers information that is currently available in order to inform any future consultation.

In order to build upon the phase 1 stakeholder engagement a more extensive full consultation will set out the proposal for the future of youth provision in Staffordshire, ask for comments and views on the proposal and generate ideas and suggestions for further potential options. It is also proposed that this consultation is used to gather further insight into the needs, wants and perceptions of young people in Staffordshire.

Current information includes data on service use (section 3) a stakeholder consultation (section 7) and the findings of national engagement with young people (section 6).

The response to the stakeholder engagement conducted in September and October 2013 featured some gaps in representation which will need to be addressed in the full public consultation. These gaps included responses from Black & Minority Ethnic (BME) and Lesbian, Gay, Bisexual & Transgender groups (LGBT), SCIO (voluntary sector) and the Staffordshire and Stoke on Trent Partnership NHS Trust. Where there it has been identified there are hard to reach groups who may be affected by the proposals we will proactively contact and work with local bodies and community organisations.

6. Please provide details of all consultation undertaken specific to the proposal you are making, either prior to the CIA or as part of it and the results of this.

Although a full public consultation is still to take place which will gather in the views of young people and their families, there has been some past consultation which will provide some useful context for this Initial CIA.

Staffordshire's Youth Action Council (YAK) Manifesto (2010) and Staffordshire County Council's work on localities identified common issues of importance to young people, such as the importance of affordable and reliable transport, building independence, and being supported to try new things. Also important were learning new skills, having places to relax and socialise with friends, and having enough money to make choices. Key issues for older young people were getting a job, having an affordable place to live and a good social life.

Young people have also told us what is important for them in order to feel safe, healthy and well. This included education and advice on sex and relationships, affordable and positive activities, feeling safe and free from bullying, strong relationships with family members and increasing positive perceptions of young

people.

During 2013 Staffordshire Young People's Service held a number of focus groups with youth groups across Staffordshire to find out what a 'good' day in the life of a young person might look like from their point of view. Over 100 young people took part. 'Headline' feedback shows the *most important* aspects, at different parts of an ordinary day to make it a 'good' day, for young people are:

- Early morning - being presentable (washed, clean clothes, hair) and having time for TV, music, and/or time on the computer
- Going to school – being on time and meeting up with friends on the way
- School day – being with friends and being treated with respect by teachers
- School breaks – a good choice of food and time to socialise
- After school (home) – social networking and talking with friends
- After school (activities) – important to have a good choice of regular activities that do not cost too much

This information has informed the development of the proposed Youth Offer and will also be used to inform a full CIA. The public consultation that will take place on the proposal subject to Cabinet approval will also build on this further.

7. Consultation with customers & stakeholders

It was agreed with Scrutiny on the 9th September that an engagement exercise would be undertaken in order to develop Staffordshire County Council's approach. Its purpose was to develop an understanding of future priorities and take feedback on what is felt to be working and what could be done differently.

This focused engagement exercise took place during September and October 2013. Key partners in Staffordshire were identified and engaged with either in writing or in person, including:

- All head teachers in secondary, middle and special schools
- All District Council Leaders
- Staffordshire Youth Action Council
- The third sector - including VAST, SCIO, Staffordshire Council for Voluntary Youth Services (SCVYS).
- SCC departments and providers – including Families First, YOS, Youth and Community Service, and Public Health, Independent Futures, Children's Disability Service
- Key partners including the Police (PCC) & Fire Services, Entrust, Staffordshire and Stoke on Trent Partnership NHS Trust, Clinical Commissioning Groups (CCGs) and Sport Across Staffordshire & Stoke on Trent

The key message from the engagement exercise was a broad support from all stakeholders for the direction of travel and the principles which have been incorporated within the new Youth Offer.

A number of other key themes emerged :

- There was recognition of the need to maintain targeted provision for vulnerable young people
- Affordable, accessible universal provision for young people in the local community was seen as important
- Better quality information, advice and guidance for young people, particularly regarding what opportunities are available in their community was also flagged.
- Stakeholders acknowledged the current approach is no longer sustainable and that opportunities for young people must be delivered through multi-agency partnership working and a pooling of local resources.
- Specific issues raised included improved transport options in rural areas and more activities designed for young women and black and minority ethnic groups

It is clear from the feedback that there is a large and diverse amount of provision for young people that is being delivered independently of Staffordshire County Council that many young people are already accessing. This point is also endorsed by the audit of provision conducted by Staffordshire Council for Voluntary Youth Services as part of the review (can be seen as an attachment to the associated Cabinet Report)

8. Consultation with staff

Staff and trade unions will be briefed on the intended public consultation in December, and encouraged to participate in the Public Consultation scheduled for January 2014. Appropriate formal engagement with staff and TU's will take place, following public consultation and a final decision from Cabinet in March 2014.

As this is an outline public consultation, no recommendations have been made for implementation. As such, monitoring and review of equalities impacts would be premature at this stage

9. Making a decision

The following are the key dates for decisions to be made regarding the new Youth Offer:

- **18th December - Cabinet Meeting** - Decision to be made on whether to consult on Youth Offer proposal
- **19th March – Cabinet Meeting** – Final decision to be made on the proposed Youth Offer informed by findings of the consultation, a business case appraising the proposal and a full Community Impact Assessment

10. Actions

Subject to Cabinet approval, a consultation on a Youth Offer will need to engage with a range of groups in the community to gather their views.

Any consultation will ensure that Staffordshire County Council makes efforts to consult with the following groups who have been traditionally identified as 'hard to reach' to ensure their views are heard;

- Looked After Children
- Children with Disabilities
- People from minorities and ethnic communities (inc travelling communities)
- Groups that are in transition from children's to adults services
- Young people living in rural areas

The insight gained from the stakeholder consultation also indicates a need to engage in more detail with girls and BME communities as feedback suggests that there is a more could be done to ensure a range of appropriate positive activities for these groups.

Feedback provided during the earlier engagement exercise will be further explored through the substantive consultation process.

11. Monitoring and review

As this is an outline public consultation, no recommendations have been made for implementation. As such, monitoring and review of equalities impacts would be premature at this stage

However, once a public consultation has taken place, subject to Cabinet approval, and a full CIA has been conducted, any potential equalities and health impacts of the new Youth Offer need to be monitored with regards to the performance of the identified mitigating actions.

12. Rural considerations:

Staffordshire has a significant rural population, and as such any public consultation on a proposed offer will need to take into consideration the needs of young people and families who live in rural communities.

So far, district summaries of the initial engagement with key stakeholders carried out by District Commissioning Leads have been produced and have fed into the findings from the stakeholder engagement.

A full public consultation will include further engagement held in each district to ensure that local issues and concerns are taken into consideration. Also, local members will be actively engaged to promote the needs and concerns in their areas.

13. Health considerations

Key identified outcomes of the Youth Offer are to ensure young people are healthy and happy, safe and supported, and independent and prosperous. As part of the proposed Youth Offer, Staffordshire County Council will work with partners to improve health outcomes for young people.

As part of the proposed public consultation, the views of young people, families, staff and stakeholders on the potential health impacts, both positive and negative, of the proposed Youth Offer will be considered. This will then inform the full CIA that will be presented to Cabinet in March 2014.

14. Climate change implications

The climate change implications of the proposal are not yet clear. This will be further explored in the full CIA. However, it is expected that the implications will not be major.

	Question	Answer
1	Business mileage by officer or;	TBC
2	Mileage of our badged fleet or;	TBC
3	Mileage under contract (e.g. taxis or;	TBC
4	Fuel use in our building or other infrastructure (e.g. street lighting) or;	TBC
5	Fuel use in the building or on the sites of private sector contractors delivering a service on our behalf or;	TBC
6	Waste generated in the workplace	TBC
7.	Other	TBC

Publication

The Equalities Team will quality-assure CIAs, and prepare for publishing

Please return copy of the CIA to the county's Equality Team

Rashida Gilkes

Communities & Equalities Policy manager

Tel: 01785 276821

rashida.gilkes@staffordshire.gov.uk

Suzanne Jenkins

Communities & Equalities Policy Officer

Tel: 01785 854553

Suzanne.jenkins@staffordshire.gov.uk

Author:

Adam Rooney

Strategic Policy Support Officer

E: adam.rooney@staffordshire.gov.uk T: 01785854884

