

Equality Impact and Outcome Assessment (EIA) Template - 2015

EIAs make services better for everyone and support value for money by getting services right first time.

EIAs enable us to consider all the information about a service, policy or strategy from an equalities perspective and then action plan to get the best outcomes for staff and service-users¹. They analyse how all our work as a council might impact differently on different groups². They help us make good decisions and evidence how we have reached these decisions³.

See end notes for full guidance. Either hover the mouse over the end note link (eg: Age¹³) or use the hyperlinks ('Ctrl' key and left click).

For further support or advice please contact the Communities, Equality and Third Sector Team on ext 2301.

1. Equality Impact and Outcomes Assessment (EIA) Template

First, consider whether you need to complete an EIA, or if there is another way to evidence assessment of impacts, or that an EIA is not needed⁴.

Title of EIA⁵	Changes to Council Youth Work Service	ID No.⁶	
Team/Department⁷	Youth Service, Stronger Families Youth and Communities		

Focus of EIA⁸

Brighton & Hove City Council is proposing to reduce funding to its Youth Work Service by £400,000.

This is due to budget pressures caused by a reduction in Government funding and a rise in demand for council services. It will not be possible to provide the same level of service with the proposed reduction in funding to the youth service budget.

The council's in-house youth service will therefore continue to focus on targeted provision, but will no longer provide any open-access youth work or run any of its own youth centres. Open-access provision will only be commissioned from local community and voluntary sector providers. It is envisaged that this will continue to be through the Youth Collective and with the organisations currently commissioned to provide additional support to young people with protected characteristics.

The proposals are informed by the 2015 Youth Service Review chaired by the Director of Children's Services and attended by partners and four young people.

Council Youth Work Service Provision

The Council's in-house youth work service currently includes:

- *Targeted Youth Work: street based youth work, one-to-one and group work*
- *Open-Access Youth Work: Youth club sessions run by the council*
- *Participation and Advocacy: including support for Brighton & Hove Youth Council, Young Ambassadors Project, Youth Advocacy team*
- *Duke of Edinburgh (D of E) Awards Scheme: bronze, silver and gold awards*
- *Youth Arts Project: Youth Arts bronze, silver and gold awards*
- *Outdoor Education Advisory Support: supporting schools and other organisations to provide appropriate safety and recording levels for off-site trips.*
- *Management and Administrative Support: including operational management, strategic leadership and contract management*

Between April 2016 and April 2017, it is proposed that the council provides a reduced youth work service:

- *City-Centre Street-Based Youth Work: delivering a range of targeted interventions to*

- vulnerable young people, including detached youth work and youth arts work*
- *Public Health Specialist posts: teenage pregnancy, sexual health and substance misuse advice and support*
 - *An integrated Youth Participation and Advocacy Team*
 - *D of E Awards: targeting vulnerable groups, including young people with special educational needs*
 - *Outdoor Education Advisory Support*
 - *Management and Administrative Support*

Four targeted Youth Work posts will transfer to the Integrated Team for Families (ITF) as specialist Youth Work Family Coaches as part of the Stronger Families Stronger Communities (SFSC) programme. The post holders will continue to provide targeted interventions to vulnerable young people, working with their families and continuing to run groups and other targeted youth work activities.

The proposed changes mean the council's youth work service will no longer provide any open-access provision from council youth centre buildings.

- *67 Centre Moulscot*
- *Portslade Village Centre*
- *Patcham Youth Centre (school site)*
- *Hangleton Youth Centre (schools site)*

Short-term arrangements for the use of council youth facilities between April 2016 and March 2017 are under discussion which may include a reduced level of open-access youth work provided by the Youth Collective and equalities groups, or other services for young people delivered by community, voluntary or independent sector organisations.

Options for the long-term use or development of these buildings will be considered as part the City Neighbourhood Programme and/or the development of an alternative delivery model.

2. Update on previous EIA and outcomes of previous actions

What actions did you plan last time? (List them from the previous EIA)	What improved as a result? What outcomes have these actions achieved?	What <u>further</u> actions do you need to take? (add these to the Action plan below)
This section is not relevant to this EIA which focuses on changes to the service rather than a continuation of the current service.		

Draft 26/02/2016

Protected characteristics groups from the Equality Act 2010	What do you know ⁹ ? Summary of data about your service-users and/or staff	What do people tell you ¹⁰ ? Summary of service-user and/or staff feedback	What does this mean ¹¹ ? Impacts identified from data and feedback (actual and potential)	What can you do ¹² ? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Age ¹³	<p>A summary needs analysis was included in the 2015 Youth Services Review presented to the Children Young People and Skills Committee in November 2015 – link to review'</p> <p>Brighton & Hove has an estimated 18,000 young people aged 13-18 years, and 1,573 aged 19-25 with special educational needs (SEN).</p> <p>Local census information has been compiled in the City Snapshot of Statistics (2014)</p> <p>This assessment is also informed by the Safe And Wellbeing Schools Survey (SAWSS) 2016</p> <p>As of May 2015, 674</p>	<p>Of those responding to the council's recent public consultation (Jan-Feb 2016) about proposed changes to youth services in the city, 76% defined themselves as young people, 33% defined themselves as under 16 and 43% over 15.</p> <p>The majority (91%) either disagreed or strongly disagreed with the proposed cuts to youth services.</p> <p>Those who either disagreed or strongly disagreed with closing their youth centre ranged from 71% to 76%.</p> <p>Respondents mostly agreed with proposals to continue the city centre street team (69%), to continue to work with young people and their families (79%) and to continue sexual health and substance misuse</p>	<p>Changes to youth services will specifically impact on young people and their families.</p> <p>Young people may suffer personal disruption during the service changes and may be confused about what support is available and how to get it.</p> <p>In 2014/15, 474 young people received 1 to 1 support of which 64% evidenced positive improvements. 15 group work programmes were run by the Youth workers and 150 young people attended. These programmes were for young people at risk of substance misuse and early sexual activity and / or teenage pregnancy</p> <p>The reduction in the staffing level of 7.48 fte qualified youth workers</p>	<p>Section 507b of the Education Act 1996 places a specific duty on the Council to secure 'as far as reasonably practicable' sufficient educational and recreational activities for the improvement of young people's well-being, and sufficient facilities for such activities. Young people are defined as those aged 13-19, and those with learning difficulties to age 24. There is no requirement to directly fund or deliver services to a particular level.</p> <p>The proposals described in this EIA do not compromise the council's statutory duty. A universal offer, including open-access youth work commissioned by the council, will still be accessible through school activities, sports, arts and culture clubs, D of E Award scheme and/or by accessing leisure centres and youth activities provided commercially, or through the community and voluntary sector, across the city. Please see attached link to "where to go for: a guide to support services for young people in Brighton & Hove". http://www.wheretogofor.co.uk/</p> <p>Youth Work services provided and commissioned by the council are one part of the educational and recreational activities available to young people in Brighton & Hove. Changes set out in this report only affect the council's in-house Youth Work service. It is proposed that the value of youth work commissioned by the council from local community and voluntary sector organisations will remain the same for the 2016/17 financial</p>

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	<p>(4%) of young people were referred to the Early Help Weekly Allocation Meeting for emotional wellbeing.</p> <p>22.2% of young people live in low income families (defined as less than 60% of median national income).</p> <p>3,333 young people aged 13-18 years were identified as living in one of the 20% most deprived Lower Super Output Areas in England.</p> <p>Schools in East Brighton report more bullying than the rest of the city – possibly linked to higher levels of deprivation.</p> <p>Carers in vulnerable communities or families with low income will have reduced options for their children to be</p>	<p>support (82%).</p> <p>When asked to state the importance of youth clubs, the most frequently occurring responses were:</p> <ul style="list-style-type: none"> • A place to meet others and socialise/improve social skills • A safe space to go • Something to do, learn new things • Having an adult to talk to for non-judgemental guidance and support • Increasing confidence and motivation <p>Access to opportunities were important to young people .</p> <p>Service user 1: <i>"It gives me motivation, a goal in life, something to focus on, keep my mind of things, talk, have a life , have guidance"</i></p> <p>Service user 2:</p>	<p>to 5 fte will have an impact for 2016/17 on these programmes and interventions.</p> <p>In 2014/15, 731 young people participated regularly in open-access provision, of which 74% gained a learning outcome. 353 young people achieved Duke of Edinburgh (D of E) Award bronze or above. It is likely that the stopping of open-access delivery and the loss of 1.34fte Youth support workers will reduce the numbers of young people achieving a learning outcome. The recent consultation has indicated that the impacts may also result in less young people benefiting from confidential, non-judgemental advice and support, having access to opportunities and activities and signposting to other services. It may also</p>	<p>year.</p> <p>The ambition for the new delivery model was summarised in a report to the Children, Young People and Skills Committee in November 2015: 'This report supports plans to move to a cooperative model of service delivery, including exploration of new delivery arrangements to attract alternative sources of revenue, and ways of bringing Council services closer to those who need them by forging stronger links with local people'. A Shadow Board for the new delivery model, the Youth Trust or Foundation, will be established in April 2016 with a view to new entity being in place by April 2017. Our intention is to bring together investment and services to build an improved and sustainable 'youth offer' for young people. This will include joint commissioning of youth work and health and wellbeing services for vulnerable young people, as well as strengthening opportunities for learning and skills through the new City Employment and Skills Plan. We will improve how we provide information about opportunities and services to young people and their families, building on current arrangements, such as Youth Collective promoting other sites such as mylifeBH.</p> <p>http://www.bhcommunityworks.org.uk/member-directory/</p>

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	<p>involved in positive activities.</p> <p>The rate of family homelessness is higher in Brighton & Hove than the England average.</p>	<p><i>“A safe space to hang out with friends - something to do and to talk about stuff with adults who are trained to listen.”</i></p> <p>Service user 3: <i>“Getting to talk to the youth workers and meeting new people and having so much fun and I have learned so much about cooking and I love doing the art things as well”</i></p> <p>Service user 4: <i>“No structure can lead young people down the wrong path. We need a place to hang out.”</i></p> <p>A summary of Public Consultation results is attached as a separate appendix.</p>	<p>increase social isolation, feelings of anxiety and exclusion. The refocusing of the current D of E team will maintain support to SEN. Schools will be responsible for the delivery of the D of E Award. There should be no reduction in the take up of the award.</p> <p>20 young people gained Youth Arts Award (GCSE equivalent), of which 12 were SEN. The dismantling of the Youth Arts Project will mean that the open-access work of the Youth theatre will close as will arts clubs, consequently there will be a reduction in the number of young people who will be able to achieve the arts award through the council Youth Service.</p> <p>198 young people achieved the local</p>	<p>We are working on a coordinated approach across the local authority, community and voluntary sector, to construct an offer to young people, providing opportunities to take part in a wide range of sports, arts, music and other social activities.</p> <p>We are currently working with Extra-time regarding young people with Special Educational Needs and Disabilities (SEND). Through this offer, young people can develop and socialise safely with their peers, enjoy social mixing, and develop relationships with adults they trust. This can connect young people with their communities, enabling them to belong and contribute to society, including through volunteering.</p> <p>We are reconfiguring existing resources, exploring shared and changed use of buildings, i.e. Children’s Centres, community venues and council and voluntary sector youth centres. We are also exploring community asset transfer options.</p> <p>We are working towards improved information and links for activities for young people provided by other council departments and youth sectors, such as uniformed and faith based groups.</p> <p>The eligibility criteria for the extended national Troubled Families Programme (our Stronger Families Stronger Communities Programme) are now much wider, and we anticipate young</p>

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			<p>youth award bronze or above. Young people will not be attending youth clubs where this was offered, so they will only have access to this through the Brighton & Hove Youth Collective (B&HYC) youth clubs. The numbers of young people entering the award will be smaller.</p>	<p>people who would have been considered for targeted youth work will meet the criteria. Where that is not the case, the needs of those young people will be considered by the Early Help Hub in respect of other services, including those provided by the council and/or the Youth Collective or Equalities groups.</p> <p>Four targeted Youth Work posts will transfer to the Integrated Team for Families (ITF) as specialist Youth Work Family Coaches as part of the Stronger Families Stronger Communities (SFSC) programme. The post holders will continue to provide targeted interventions to vulnerable young people, working with their families and continuing to run groups and other targeted youth work activities.</p> <p>It is proposed that the council continues to commission the current level of open-access youth work from the Youth Collective, a consortium of eight local voluntary sector providers, and from three local voluntary sector organisations which provide youth work to young people with protected characteristics.</p> <p>It is anticipated that the new delivery model will be able to access funding currently unavailable to the Local Authority. This has the potential to create opportunities for the joint commissioning and integrated provision of additional services young people. Improvements will be made to publicising information about activities and services for</p>

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				young people, for example through sites such as: http://www.mylifebh.org.uk/families-and-young-people/information-for-young-people/
Disability¹⁴	<p>Of the young people who have participated in Brighton & Hove Youth Services (Q1 to Q3 2015/16), 87% have no learning difficulty and/or disability (LDD), 1% were LDD not stated, 1% had a learning difficulty assessment, 3% were School Action Plus, 3% had an education, health and care plan (EHCP), 9% were stated and 1% were over 20 years and were ex-stated / EHCP.</p> <p>There are significant numbers of referrals for sexual health support and concerns around sexual exploitation for young women with SEN.</p>	<p>See notes in the first section (Age) Relating to feedback from the recent consultation on proposed changes to youth services.</p> <p>22% of those who responded to the consultation on proposed changes to youth services said they had a disability, learning difficulty, mental health condition or a long-term illness.</p> <p>The Disabled Young People's Council are concerned that inclusive provision is still lacking both locally and nationally.</p> <p>Carers are asking for affordable and accessible provision.</p>	<p>See notes in the first section (Age)</p> <p>Further work is required to develop the capacity and systems systematically to collect data about the engagement of young people with protected characteristics in youth work provision and the views of those young people about those services.</p> <p>Young people with a disability, learning difficulty, mental health condition or a long-term illness are likely to face additional barriers to accessing services or are likely to be more dependent upon them. They may also be disproportionately</p>	<p>See notes in the first section (Age) We will continue through the contract management arrangements in 2016/17 to collect the views and experiences of young people with a disability.</p> <p>We are working on a coordinated approach across the local authority, community and voluntary sector, to construct an offer to young people, providing opportunities to take part in a wide range of sports, arts, music and other social activities.</p> <p>Current contracts will be extended with Community & Voluntary Sector (CVS) open-access providers until April 2017. The council will seek variations to increase support for young people with protected characteristics, including disabled young people.</p> <p>Development of the new delivery arrangements for the city will prioritise and take account of the parallel development of services for young people with SEND provided or commissioned by the Council and its partners. The contract between the council's Youth Service and Extra-Time will be extended until April 2017 and we will also require youth work commissioned from the Youth Collective</p>

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	Young people with SEN are more likely to report that they have experienced bullying as well as being more likely to bully others.	Young people said 'having an adult to talk to for non-judgemental guidance and support', 'increasing confidence and motivation' and 'access to opportunities' were important to them. Carer 1: "I have visited the FAB Group and it was such a wonderful place. Everyone was so kind and friendly towards me and each other. It was such a lovely environment to be in. I cannot comment on the other services as I haven't been to them in a very long time and don't remember a lot about them. However, these youth groups are run in areas where I feel the need is high and you should think very carefully about this. In my opinion, no youth services should be cut ideally but I understand cuts have to be made somewhere."	affected by any changes or reductions to services. There will continue to be other activities for young people across the city, for example library-run youth arts projects and community-led young people's sporting activities. However, young people with disabilities may face physical, social or psychological barriers to participation.	to demonstrate a greater impact on young people with protected characteristics. We will undertake further consultation with disabled young people and their families/carers. We will improve information and links to activities accessible to disabled young people provided by other BHCC departments and youth sectors such as uniformed and faith-based groups.

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Gender reassignment ¹⁵	<p>The Trans Needs Assessment states that 55 young trans people are in contact with local specialist youth provision.</p> <p>Transgender young people leave school earlier than any other group and are more likely to report bullying and harassment at school.</p>	<p>See notes in the first section (Age), relating to feedback from the recent consultation on proposed changes to youth services.</p> <p>One person who completed the consultation on changes to youth services identified as Trans.</p> <p>Having access to LGBT run space is very important for young people. One service user said: "Allsorts have stopped me from feeling lonely and made me feel like I'm actually making a difference. All of the things I have done have positively impacted my mental health and made me so much more confident in myself."</p>	<p>Trans young people are more likely to suffer from social isolation, exclusion and bullying, so a reduction in youth support services may exacerbate this.</p> <p>Further work is required to develop the capacity and systems systematically to collect data about the engagement of young people with protected characteristics in youth work provision and the views of those young people about those services.</p> <p>There is a gap in our data as the views of young people with respect to youth services is not systematically collected. Therefore, we are limited in what we know about service outcomes and barriers to participation for this</p>	<p>See notes in the first section (Age) Building on the partner expertise of Allsorts we will continue through the contract management arrangements in 2016/17 to collect Trans young people's views and experiences.</p> <p>Youth clubs are where young people often find out information and receive early help about issues which affect them and they have not shared with anyone else. Through the Youth Collective and other organisations, we will ensure that young people are aware of services for them and what is available in the city through the youth offer.</p> <p>The youth service contract with Allsorts will be extended until April 2017 and the council will also require youth work commissioned from the Youth Collective to demonstrate a greater impact on young people with protected characteristics.</p> <p>During the transitional year (2016/17) leading up to the launch of a new delivery model, we will continue to collect information about the views and experiences of Trans young people and the numbers who are involved in the council's targeted youth work provision or the open-access, and specialist, provision commissioned from the Youth Collective and Equalities Groups.</p>

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			group.	
Pregnancy and maternity ¹⁶	Data for under-18 conceptions is lagged and the latest data available relates to Q2 2014/15. The current rolling average indicates a 45% reduction from the 1998 baseline (December rate), lower than the reduction seen over this time period in the South East (50%) and England (50%). The latest local rate is 26.5 per 1,000 15-17 year olds calculated as a rolling average, which is above the 2015/16 target of 24.5. The 2015/16 target has been set according to the under 18 conception rate for England and Wales in 2013. This is a 6% increase	See notes in the first section (Age) relating to feedback from the recent consultation on proposed changes to youth services. Young people said 'having an adult to talk to for non-judgemental guidance and support', 'increasing confidence and motivation', 'access to opportunities' were important to them.	See notes in the first section (Age) Support around teenage pregnancy funded by Public Health will continue. Delivery of the school-based Health and Relationships Programme will be reduced. Further work is required to develop the capacity and systems systematically to collect data about the engagement of young people with protected characteristics in youth work provision and the views of those young people about those services.	See notes in the first section (Age) It is anticipated that Public Health will maintain the current level of funding for 2016/17. Public Health have commissioned B&HYC to develop school-based drop-ins and programmes. The youth service will continue to work with the Family Nurse Partnership (FNP) to support young mothers.

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	<p>locally compared to the same quarter in 2013 (24.9 per 1,000), compared with a decrease in England of 6% and a decrease in the South East of 10%.</p> <p>Brighton & Hove has a lower percentage of births to teenage girls compared with the national average.</p> <p>The city has a high level of need for sexual health support and often includes concerns around sexual exploitation. Referrals are mainly for young women – a significant number of whom have special education needs (SEN).</p>			
Race ¹⁷	714 young people participated in Brighton & Hove Youth Services (Q1 to Q3 2015/16). This is the breakdown of	See notes in the first section (Age) relating to feedback from the recent consultation on proposed changes to youth services.	See notes in the first section (Age) Further work is	See notes in the first section (Age) Building on the partner expertise of BMEYPP, we will continue through the contract management arrangements in 2016/17 to collect BME young people's views and

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	<p>these participants by ethnicity:</p> <p>84% White British, 2% Mixed – other background 2% Mixed – White and Asian 2% Asian or Asian British 2% Mixed – White and Black Caribbean 1% Black or Black British – African</p> <p>The following groups represented less than 1% of the participants. Black or Black British – Caribbean; Black or Black British – other; Chinese/Other ethnic group Chinese; Mixed- White and Black African; White other and other ethnic groups.</p> <p>In Brighton & Hove there are 5,218 0-19 year olds from a Mixed Ethnic background. This is</p>	<p>BME young people report their main issues are education, employment, racism and racial discrimination and mental health and well-being.</p> <p>More BME young people report being bullied than white British young people.</p> <p>Young people said 'having an adult to talk to for non-judgemental guidance and support', 'increasing confidence and motivation', 'access to opportunities' were important to them.</p>	<p>required to develop the capacity and systems systematically to collect data about the engagement of young people with protected characteristics in youth work provision and the views of those young people about those services.</p> <p>Reduction in support through the one to one and group work interventions will impact on accessibility</p>	<p>experiences and monitor contract performance and impact against outcomes.</p> <p>Development of the new delivery arrangements for the city will prioritise and take account of the parallel development of services for BME services provided or commissioned by the Council and its partners. The contract with BMEYPP will be extended until April 2017 and the council will require youth work commissioned from the Youth Collective to demonstrate a greater impact on young people with protected characteristics.</p>

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	<p>the second largest ethnic group of children and young people in the city next to White UK/British.</p> <p>Locally Black and Minority Ethnic (BME) young people are over represented on Child Protection Plans.</p> <p>White British boys in receipt of Free School Meals are most likely to underachieve at School.</p>			
Religion or belief¹⁸	The council's youth work service does not hold data in relation to this issue - see Community Cohesion data.	See notes in the first section (Age) relating to feedback from the recent consultation on proposed changes to youth services.	See notes in the first section (Age) Further work is required to develop the capacity and systems systematically to collect data about the engagement of young people with protected characteristics in youth work provision and the	See notes in the first section (Age) The community and voluntary sector youth work partners are leading discussions with the local faith organisations. Chichester Dioceses 'Common Good Strategy' and the recent review of youth provision provided by Diocesan seeks to support links across sectors and faiths. YMCA Downs Link Group, one of the 8 members of the B&H Youth Collective now has

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			<p>views of those young people about those services.</p> <p>We are also limited in what we know about service outcomes and barriers to participation for young people identifying with different religions or from different religious backgrounds. Understanding this is important because: People of different religions often have different cultures, traditions, needs and preferences. What they need and expect from services might be influenced by their religious beliefs and practices. They may experience hate crime and/or Anti-Social Behaviour.</p>	a post dedicated to developing this area of work.
Sex/Gender¹⁹	9,355 (48%) of young people in Brighton & Hove are male. 10,218 (52%) young people in Brighton &	See notes in the first section (Age) relating to feedback from the recent consultation on proposed changes to	See notes in the first section (Age) The closure or reduction in open-	See notes in the first section (Age) More work will be undertaken to collect information from young people on their experiences of youth services. Building on the

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	<p>How are female.</p> <p>Of those participating in youth services (Q1-Q3 2015/16), 56% were male and 44% were female.</p> <p>Youth work in the city engages with more boys (60%) than girls (40%).</p> <p>Boys are more physically active than girls.</p> <p>Girls are more likely to experience bullying than boys.</p> <p>Girls are more likely to smoke and drink alcohol than boys. However, boys are more likely to have tried prescription drugs.</p> <p>White British boys in receipt of Free School Meals are most likely to underachieve at</p>	<p>youth services.</p> <p>37% of those who responded to the consultation on proposed changes to youth services identified as female and 21% identified as male.</p> <p>There is a higher representation of males than females accessing youth services (compared to the population) but more females responded to the consultation.</p> <p>Young people said 'having an adult to talk to for non-judgemental guidance and support', 'increasing confidence and motivation', 'access to opportunities' were important to them.</p>	<p>access youth services will disproportionately impact on boys since they tend to use youth services the most.</p> <p>Our data indicates that there is a higher need for girls around support with bullying, smoking and alcohol whereas for boys more support is needed with discouraging the misuse of prescription drugs.</p>	<p>work of the CVS youth work providers to address the balance of young women and young men we will work services across the city to address the needs of both boys and girls.</p>

Protected characteristics groups from the Equality Act 2010	What do you know ⁹ ? Summary of data about your service-users and/or staff	What do people tell you ¹⁰ ? Summary of service-user and/or staff feedback	What does this mean ¹¹ ? Impacts identified from data and feedback (actual and potential)	What can you do ¹² ? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	School.			
Sexual orientation ²⁰	<p>There is an estimated 3,200 (16%) LGBT young people aged 13 to 24 in Brighton & Hove.</p> <p>LGBT young people are 'very likely' to experience bullying.</p>	<p>See notes in the first section (Age) relating to feedback from the recent consultation on proposed changes to youth services.</p> <p>Of those who responded to the consultation on changes to youth services, 23% identified as heterosexual/straight, 8% preferred not to disclose their sexuality, 5% identified as a lesbian/gay woman, 4% identified as a gay man, 4% identified as bisexual, 1% identified as pansexual, 1% identified as asexual and the rest did not leave any information.</p> <p>Young people said they had the opportunity to: "explore their identities (including sexual identities)."</p>	<p>See notes in the first section (Age)</p> <p>Further work is required to develop the capacity and systems systematically to collect data about the engagement of young people with protected characteristics in youth work provision and the views of those young people about those services.</p>	<p>See notes in the first section (Age)</p> <p>Building on the partner expertise of Allsorts we will continue through the contract management arrangements in 2016/17 to collect the views and experiences of LGBT young people and monitor contract performance and impact against outcomes</p> <p>Development of the new delivery arrangements for the city will prioritise and take account of the parallel development of services for LGBT young people provided or commissioned by the Council and its partners. The contract with Allsorts will be extended until April 2017 and the council will require youth work commissioned from the Youth Collective to demonstrate a greater impact on young people with protected characteristics.</p>

Protected characteristics groups from the Equality Act 2010	What do you know ⁹ ? Summary of data about your service-users and/or staff	What do people tell you ¹⁰ ? Summary of service-user and/or staff feedback	What does this mean ¹¹ ? Impacts identified from data and feedback (actual and potential)	What can you do ¹² ? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
		<p>LGBT young people say they want to have an LGBT only space</p> <p>Service user 5: <i>“Allsorts Youth Project is a safe place I can go to so I can be me and be with other LGBT young people like myself and there are a lot of young people like me who need places like Allsorts to go to who are unhappy, lonely and insecure that need love and support and this is why young people need youth groups so there have a safe place to go to instead of being out on the streets causing trouble.”</i></p>		
Marriage and civil partnership²¹	<p>The council’s youth work service does not hold data in relation to this issue - see Community Cohesion data.</p>		See notes in the first section (Age)	See notes in the first section (Age) <p>The council’s youth work service will review the extent to which topics such as marriage and civil partnerships are discussed as part of the youth work curriculum for example through Healthy Relationships groups</p>

Protected characteristics groups from the Equality Act 2010	What do you know ⁹ ? Summary of data about your service-users and/or staff	What do people tell you ¹⁰ ? Summary of service-user and/or staff feedback	What does this mean ¹¹ ? Impacts identified from data and feedback (actual and potential)	What can you do ¹² ? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Community Cohesion ²²	<p>We ranked 66th most deprived authority in England out of 326 authorities according to the 2010 Index of Deprivation.</p> <p>12% of the city's areas (19 out of 164 areas) were within the ten per cent most deprived in England.</p> <p>Two-fifths of the total BME population (20,549 people, 39 per cent) live in the six city centre wards of Goldsmid, Central Hove, Brunswick & Adelaide, Regency, St. Peter's & North Laine and Queen's Park and accounting for 26 per cent of the total population in this area. North Portslade, Patcham and Woodingdean wards have BME populations of ten per cent or less.</p>	<p>See notes in the first section (Age) relating to feedback from the recent consultation on proposed changes to youth services.</p> <p>Young people said 'having an adult to talk to for non-judgemental guidance and support', 'increasing confidence and motivation', 'access to opportunities' were important to them.</p> <p>Young people tell us that they will travel to youth clubs that are relevant to them and their peer group in different parts of the city. Young people do enjoy meeting young people from different backgrounds and cultures. They also like to have a place that feels like it belongs to them in their community.</p> <p>Resident1: <i>"I am not a young person but from my perspective as a resident of Brighton &</i></p>	<p>See notes in the first section (Age)</p> <p>The closure of the council's open-access youth services across the city is likely to reduce community cohesion as the youth clubs are places where young people can meet and socialise with others from different backgrounds.</p> <p>Further work is required to develop the capacity and systems systematically to collect data about the engagement of young people with protected characteristics in youth work provision and the views of those young people about those services.</p> <p>Therefore, we are limited in what we know about service barriers to participation and inclusion which</p>	<p>See notes in the first section (Age)</p> <p>As the council works on a coordinated offer to young people, it will need to consider how to ensure sports, arts, music and other social activities bring together young people from different social backgrounds.</p> <p>Youth work provided or commissioned by the council, and the development of a new delivery model for services to young people, are closely aligned with the aims and objectives of the Neighbourhood, Communities and Equalities Committee and the work programme of the City Neighbourhoods Board which supports that committee.</p>

Protected characteristics groups from the Equality Act 2010	What do you know ⁹ ? Summary of data about your service-users and/or staff	What do people tell you ¹⁰ ? Summary of service-user and/or staff feedback	What does this mean ¹¹ ? Impacts identified from data and feedback (actual and potential)	What can you do ¹² ? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	About one in five people (22 per cent) perceived one or more of six types of anti-social behaviour to be a problem in their local neighbourhood in 2012/13.	<i>Hove, access to a locally provided, community based, open-access youth provision is an imperative to neighbourhood and community cohesion.”</i> <i>Service user 7: “Local access for young people potentially isolated by living on the edges of the city, and where geographic/social mobility is limited.”</i> <i>Service user 8: (youth clubs) “They allow young people, like myself, in often vulnerable areas, to feel safe, secure and be young people.”</i>	are relevant for understanding issues around community cohesion.	
Other relevant groups²³	Criminal Behaviour In 2011, 200 young people were recorded as being First Time Entrants (FTE) into the Youth Justice System NEET In July 2015, Brighton	See notes in the first section (Age) relating to feedback from the recent consultation on proposed changes to youth services. Young people said ‘having an adult to talk to for non-judgemental	See notes in the first section (Age) There is a limitation in our data as the views of young people with respect to youth services is not systematically collected.	See notes in the first section (Age) The NHS, Schools, Public Health, Police, Youth Employability Service and Youth offending service, along with local and national charities, continue to provide services to these groups of young people. We have retained a core targeted service which we will provide to vulnerable young

Protected characteristics groups from the Equality Act 2010	What do you know⁹? Summary of data about your service-users and/or staff	What do people tell you¹⁰? Summary of service-user and/or staff feedback	What does this mean¹¹? Impacts identified from data and feedback (actual and potential)	What can you do¹²? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	<p>& Hove reported that 5.1% of young people were not in education, employment or training (NEET), with 90% of 16 and 17 year olds participating in education and training.</p> <p>Alcohol and Substance Misuse The number of young people reporting trying alcohol has decreased over the last three years (52% in 2014, 62% in 2011). Only 4% of 11-14 year olds have taken non-prescribed drugs – this figure rises to 21% for 14-16 year olds.</p> <p>Domestic Violence In 2013, 52% of children who were subject to a Child Protection Plan had domestic violence/abuse recorded as a</p>	<p>guidance and support’, ‘increasing confidence and motivation’, ‘access to opportunities’ were important to them.</p>	<p>Further work is required to develop the capacity and systems systematically to collect data about the engagement of young people with protected characteristics in youth work provision and the views of those young people about those services.</p>	<p>people.</p> <p>City-Centre Street-Based Youth Work will continue to provide a range of targeted interventions to vulnerable young people, including detached youth work and youth arts work.</p> <p>Public Health Specialist posts will continue to provide advice and support on teenage pregnancy, sexual health and substance misuse.</p> <p>An integrated Youth Participation and Advocacy Team will lead the involvement of a young people’s voice across the city through youth voice vehicles such as AHA! And Brighton & Hove Youth council.</p> <p>D of E Awards: targeting vulnerable groups, including young people with special educational needs.</p> <p>The youth service plays a key role in providing 1 to 1 and group work interventions for young people referred to Early Help in identifying and addressing these issues such as DV, radicalisation, substance misuse, smoking and sexual exploitation. The role of other organisations in meeting the need will need to be explored and a co-ordinated approach be developed.</p>

Protected characteristics groups from the Equality Act 2010	What do you know⁹? Summary of data about your service-users and/or staff	What do people tell you¹⁰? Summary of service-user and/or staff feedback	What does this mean¹¹? Impacts identified from data and feedback (actual and potential)	What can you do¹²? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	<p>contributory factor for becoming subject to a CPP. The police reported that 29% of domestic violence cases had a victim aged between 16 and 25 years old.</p> <p>Radicalisation Activities designed to engage and support young people at risk of radicalisation has increased over the last two years. The vast majority of young people (94%) thought that schools were the best environment in which to discuss terrorism.</p> <p>Sexual Exploitation The Brighton & Hove LSCB confirmed child sexual exploitation as a priority area in 2013. In 2014, 6% of Single Assessments identified child sexual exploitation as a factor at the end of the assessment. The</p>			

Protected characteristics groups from the Equality Act 2010	What do you know ⁹ ? Summary of data about your service-users and/or staff	What do people tell you ¹⁰ ? Summary of service-user and/or staff feedback	What does this mean ¹¹ ? Impacts identified from data and feedback (actual and potential)	What can you do ¹² ? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	WiSE Project in Brighton & Hove worked with 86 young people in 2013-14 who were experiencing sexual exploitation or were at risk of experiencing it.			
Cumulative impact²⁴	Across the city there continues to be a range of provision. There will be a reduction in the number of youth clubs and spaces that young people can call their own. There will be a reduced number of youth workers able to respond to the needs of potentially vulnerable and vulnerable young people who may not find their way to another service.	See notes in the first section (Age) relating to feedback from the recent consultation on proposed changes to youth services.	See notes in the first section (Age) Further work is required to develop the capacity and systems systematically to collect data about the engagement of young people with protected characteristics in youth work provision and the views of those young people about those services.	See notes in the first section (Age) Section 507b of the Education Act 1996 places a specific duty on the Council to secure 'as far as reasonably practicable' sufficient educational and recreational activities for the improvement of young people's well-being, and sufficient facilities for such activities. Young people are defined as those aged 13-19, and those with learning difficulties to age 24. There is no requirement to directly fund or deliver services to a particular level. The proposals described in this EIA do not compromise the council's statutory duty. A universal offer, including open-access youth work commissioned by the council, will still be accessible through school activities, sports, arts and culture clubs, D of E Award scheme and/or by accessing leisure centres and youth activities provided commercially, or through the community and voluntary sector, across the city. Attached link to "where to go for: a guide

Protected characteristics groups from the Equality Act 2010	What do you know ⁹ ? Summary of data about your service-users and/or staff	What do people tell you ¹⁰ ? Summary of service-user and/or staff feedback	What does this mean ¹¹ ? Impacts identified from data and feedback (actual and potential)	What can you do ¹² ? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
				<p>to support services for young people in Brighton & Hove".</p> <p>http://www.wheretogofor.co.uk/</p> <p>Youth Work services provided and commissioned by the council are one part of the educational and recreational activities available to young people in Brighton & Hove. Changes set out in this report only affect the council's in-house Youth Work service. It is proposed that the value of youth work commissioned by the council from local community and voluntary sector organisations will remain the same for the 2016/17 financial year.</p>

Assessment of overall impacts and any further recommendations²⁵

The proposed changes are to the council's in-house youth service. The changes mean the council will no longer provide open-access youth work. The council's youth work service will continue to provide targeted youth work services. The council will also continue to commission open-access youth work from the local Youth Collective and specialist open-access youth work from 3 local equalities groups.

Put together these arrangements support the recommendation of the 2015 Youth Service Review for a 'flexible continuum of youth work provision' – from open-access to targeted and specialist provision. The arrangements also support the views of young people currently using youth work services which recognised and prioritised the importance of having the opportunity to form relationships with youth workers.

The proposed arrangements are designed to avoid negative impact on any particular group. Rather, during the 2016/17 transitional year, the council is asking the Youth Collective and Equalities groups to work together to increase provision to young people with protected characteristics as well as promoting gender balance, community cohesion etc.

Protected characteristics groups from the Equality Act 2010	What do you know ⁹ ? Summary of data about your service-users and/or staff	What do people tell you ¹⁰ ? Summary of service-user and/or staff feedback	What does this mean ¹¹ ? Impacts identified from data and feedback (actual and potential)	What can you do ¹² ? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
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We will be reducing or stopping

Open Access Youth Work: Youth club sessions run by the council at the 67 Centre Moulsecoomb, Village Centre Portslade, Hangleton Youth Centre, Patcham Youth Centre and BHCC youth club sessions at Carden Community Centre in total approx. 11 sessions pw . **See attached tables (Contact by council youth centre)**

Youth Arts Project: Closure of weekly sessions of Brighton youth theatre, art clubs delivered in Whitehawk and Moulsecoomb and a reduction in the number Youth Arts bronze, silver and gold awards to young people. **See Appendix 1 contacts and participants by council youth centre)**

It is proposed that the council provides a reduced youth work service:

City-Centre Street-Based Youth Work: delivering a range of targeted interventions to vulnerable young people, including detached youth work and youth arts work the contact and participation of young people is expected to remain at the same or similar level approximately contacted 500 young people with 4<> group work programs and 20<> youth arts awards

Public Health Specialist posts: teenage pregnancy, sexual health and substance misuse advice and support – resources level is unchanged so will retain a similar number of contacts and participation 50 – 60 young people

An integrated Youth Participation and Advocacy Team- resource level remains unchanged so will retain a similar number of contacts and participation 60 – 80 young people.

Duke of Edinburgh Awards: targeting vulnerable groups, including young people with special educational needs – resources level remains unchanged so will retain a similar number of contacts and participation 40 -60 young people.

Outdoor Education Advisory Support - resource level will remain the same - support to schools, not direct work with young people, and is funded by schools.

Note: interventions with young people will be continued to be delivered by the 4 youth worker posts that will be transferring to ITF. They will each carry a case load of approximately 15 -25 young people.

Protected characteristics groups from the Equality Act 2010	What do you know⁹? Summary of data about your service-users and/or staff	What do people tell you¹⁰? Summary of service-user and/or staff feedback	What does this mean¹¹? Impacts identified from data and feedback (actual and potential)	What can you do¹²? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations

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3. List detailed data and/or community feedback which informed your EIA

Title (of data, research or engagement)	Date	Gaps in data	Actions to fill these gaps (add these to the Action plan below)
<p>Youth Service Review 2015</p> <p>To comply with Statutory Guidance, the 2015 Youth Service Review Group included 4 young people from the Youth Council, the Hangleton & Knoll Youth Manifesto and Allsorts, as well as representatives from Community Works. In addition, task & finish groups set up during the review also consulted with a range of partners and were co-chaired by 3 of the young people who sat on the Youth Service Review Group. The Group also met with the young people's Reference Group to hear their views on the future of youth work provision for the city.</p> <p>Young people supported the idea of a 'flexible continuum' of youth work provision as recommended by the Youth Work, and shaped the proposed principles and intended outcomes of that provision.</p> <p>Young people were closely involved in writing the final report, specifically highlighting key parts of the text to draw attention to the key issues and proposals for young people.</p> <p>Task groups were formed that reported to the steering group: 3 were formed to focus on Outcomes, buildings and delivery model. These groups were co-chaired by the young people.</p>	<p>April - Dec 2015</p>	<p>Religion and belief Marriage and civil partnership</p>	<p>A systematic process for ongoing consultation, data collection and monitoring will be required to support the proposed developments</p>

<p>A young people's reference group was formed and had an open membership and was attended by up to 30 young people to which the steering group fed findings back to this group The above groups ended with the production of the Youth Review document in November 2015.</p> <p>Based on the content of the review, the proposal of savings of £400,000 to the Youth service budget and reshaping existing provision was taken to the Children and Young People &Skills board in November 2015.</p> <p>Youth support workers and Youth workers started informing young people of proposed change to the youth service in December 2015</p>			
<p>Young People's View of Youth Work in Brighton & Hove</p> <p>As part of developing the proposal to change the Council's Youth Work Service in order to make a £400,000 saving, and to explore further the Youth Service Review recommendation for a 'flexible continuum of joined-up services', an event was held at the end of October 2015: 'Young People's View of Youth Work in Brighton & Hove'.</p> <p>Organised by the council's Youth Work service and the Youth Collective, the event was externally facilitated and attended by 40 young people from across the city. The focus was 'cutting the cake', acknowledging that funding is reducing for youth work and seeking young people's</p>			

<p>views on how they as young people would prioritise spending a sum of roughly £1m.</p> <p>Young people were asked to consider three aspects of youth work: support, activities and access. In summary they said:</p> <ul style="list-style-type: none"> - The most important aspect of youth work is the support they got from youth workers: with general support being most important; special support when things are tough; and support to get involved in local decision making - Developing personal social skills is the most important activity - Links to local clubs and centres is the most important access issue <p>In addition, young people explored and commented on different ways youth work might be provided. Their strengths, weaknesses, opportunities and threats analysis will inform the development of an alternative local delivery model. Young people were asked to consider four broad models:</p> <ul style="list-style-type: none"> - Local authority run youth services - Local authority and voluntary sector running youth services in partnership - A new company established, run by adults to run the youth services - A new company led by young people to run youth services (where young people are the majority of members) 			

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<p>Public Consultation on proposed changes to the council's youth work service:</p> <p>Following the decisions of the November 2015 Committee, young people were consulted about the proposed changes to the council's youth work service. Youth Workers supported young people to complete the questionnaire between January 18th and February 12th, and the questionnaire was available on the council's consultation portal between February 1st and 12th. There were 103 respondents to the questionnaire.</p> <p>Key results</p> <ul style="list-style-type: none"> - Total number respondents is 103 (majority of on line responses from young people but also included some parent/carers and adults from provider organisations) - When asked if they agreed or disagreed with the cuts to the council's youth work budget of £400,000: 70% strongly disagreed and 21% tended to disagree - When asked if they agreed or disagreed with the suggestion to focus our youth services on young people and communities with the greatest need: 34% strongly agreed and 25% tended to agree <p>See Appendix 2: Summary of consultation on proposed changes.</p>	<p>26th Jan– 12th Feb 2016</p>		
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4. Prioritised Action Plan²⁶

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
Limitation of data on the impact of specific protected groups.	To gather further data on the views of young people with respect to youth services, how these affect their outcomes, barriers to participation etc.	To have a clearer understanding of the impacts on young people if services are reduced or stopped.	Robust data on the impact of specific protected groups.	Implementation April 1 st
Increased vulnerability of young people, including those with protected characteristics following the closure or reduction of youth work provision where they can access confidential support and guidance from an adult with respect to exploring their identity, finding acceptance or finding out about other services	<p>Subject to the decisions of the CYP & Skills committee on March 7th and in light of the decision of Budget Council to reduce funding for the council's in-house youth work service three action plans will be put in place:</p> <ul style="list-style-type: none"> - A Team Plan for the council's remaining youth service, implementing the proposed arrangements during 2016/17 as part of developing an alternative delivery model for the city by April 2017 - An extended contract between 	Youth work provision continues during 2016/17 leading to new delivery arrangements by April 2017	Service delivery and outcomes monitored through existing performance and contract management arrangements. A new delivery arrangement is in place by April 2017	By April 2017

	<p>the council, the Youth collective and 3 Equalities Groups for the provision of open access youth work during 2016/17 as part of developing an alternative delivery model for the city by April 2017</p> <ul style="list-style-type: none">- A work programme, including funding for specialist and advice and support from the Cabinet Office to explore and develop new delivery arrangements for the city by April 2017			
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