

Equality Impact Assessment (EIA): **Torbay Youth Trust – The Way Forward**

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Since the Equality Act 2010 came into force the council has continued to be committed to ensuring we provide services that meet the diverse needs of our community as well as ensure we are an organisation that is sensitive to the needs of individuals within our workforce. This Equality Impact Assessment (EIA) has been developed as a tool to enable business units to fully consider the impact of proposed decisions on the community.

This EIA will evidence that you have fully considered the impact of your proposal / strategy and carried out appropriate consultation with key stakeholders. The EIA will allow Councillors and Senior Officers to make informed decisions as part of the council's decision-making process.

Executive Lead / Head Sign off:

Executive Lead(s)		Executive Head:	
Date:		Date:	

Relevance Test – 'A Proportionate Approach'

Not all of the proposals or strategies we put forward will be 'relevant' in terms of the actual or potential impact on the community in relation to equality and vulnerable groups. For instance, a report on changing a supplier of copier paper may not require an EIA to be completed whereas a report outlining a proposal for a new community swimming pool or a report proposing a closure of a service would.

Therefore before completing the EIA please answer the following questions. If you answer 'yes' to any of the questions below you must complete a full EIA.

1)	Does this report relate to a key decision?	Y√	N <input type="checkbox"/>
2)	Will the decision have an impact (i.e. a positive or negative effect/change) on any of the following: <ul style="list-style-type: none"> • The Community (including specific impacts upon the vulnerable or equality groups) • Our Partners • The Council (including our structure, 'knock-on' effects for other business units, our reputation, finances, legal obligations or service provision) 	Y√ Y√ Y√	N <input type="checkbox"/> N <input type="checkbox"/> N <input type="checkbox"/>

Section 1: Purpose of the proposal/strategy/decision

No	Question	Details
1.	<p>Clearly set out the proposal and what is the intended outcome?</p>	<p>The proposal is that existing youth services currently delivered by the Local Authority is delivered and developed through an alternative structure, a Youth Trust, which will be a charitable trust. This proposal would bring cohesion to the youth sector as a whole, offering opportunities for joint working with community and voluntary groups and also with commercial partnerships such as Brixham YES, The Children’s Society or local businesses towards greater youth training and employment for example. The proposal would create a separately constituted organisation through which the Local Authority and Partners can deliver key and critical priority services such as those for young people at risk of teenage pregnancy or risk of youth unemployment and through which it can develop a youth strategy (Youth Offer) led by an independent, sector-based organisation.</p> <p>The changes would be in the governance arrangements for youth services planning and delivery, and in the capacity of a new organisation to access funding streams currently unavailable to the Local Authority. In addition, in-house services that continue to provide for our young people in Torbay will be managed through the new delivery organisation, with staff being transferred across through TUPE arrangements where appropriate.</p> <p>Key objectives of the Youth Trust will be to:</p> <ul style="list-style-type: none"> • Sustain and develop services for young people that are critical to ensuring they reach their potential. This means that they are healthy, happy, informed and skilled and can contribute positively to their social and economic landscape. • Enable greater involvement by young people and their communities in the design and delivery of services that they will use. • Enable a more flexible and diverse sector capable of adding value to services for young people. <p>In order to maximise the potential to develop services through the new Youth Trust, Parkfield Youth Centre will be leased to the new organisation. The new Youth Trust will work under contract to the Local Authority to deliver services and will additionally source income streams that see a council contribution reduce year on year for the five year term of the agreement. Other organisations, such as Careers South West, aligned with a youth priorities agenda will be offered space to work within Parkfield under the Youth Trust.</p>
2.	<p>Who is intended to benefit / who will be affected?</p>	<p>Young people receiving services will be affected in the longer term through an improvement in the range of partners involved in the delivery of their services and in the development of services. In the short term, the contracted services will be maintained at their existing level.</p>

No	Question	Details
		<p>It is anticipated that the potential increase in funding opportunities may also extend the range of services, and will support the sustainability of services for youth that may be vulnerable within future budget setting exercises. However, there is a risk that services will diminish if the Youth Trust cannot source additional funding.</p> <p>Staff delivering on-going services will be impacted in that they will be directly employed by a Youth Trust rather than the Local Authority. Under the TUPE regulations, terms and conditions for these staff will be protected on transfer.</p> <p>The Community and Voluntary Sector will benefit in having a more formal profile in which to operate where they become members of the Youth Trust. Opportunities will be more readily available for co-operative working and to consolidate services and to develop new areas of service delivery within the Trust.</p> <p>Young people are intended to benefit from a broader youth offer. Other services co-working and using Parkfield are likely to deliver services to meet the needs of young people, bringing further benefit.</p>

Section 2: Equalities, consultation and engagement

Torbay Council has a moral obligation as well as a duty under the Equality Act 2010 to eliminate discrimination, promote good relations and advance equality of opportunity between people who share a protected characteristic and people who do not.

The **equalities, consultation and engagement** section ensures that, as a council, we take into account the Public Sector Equality Duty at an early stage and provide evidence to ensure that we fully consider the impact of our decisions / proposals on the Torbay community.

Evidence, consultation and engagement

No	Question	Details
3.	Have you considered the available evidence?	<p>In Torbay, according to the Census 2011 (ONS) there were 27,630 young people aged 0-19, accounting for 21.1% of the whole population.</p> <p>Issues particularly relevant for young people in Torbay include:</p> <ul style="list-style-type: none">• Employment opportunities and low paid work with 3% of people aged under 25 claiming state benefits compared to 2.3% nationally and 1.9% for the South West (source: Nomis, ONS)• Health and lifestyle issues such as the relatively high teenage conception rate – in 2011 for Torbay the rate of teenage conceptions per 1,000 women under 18 was 53.1, compared to 30.7 for England (source ONS) <p>In spite of this, most of our young people have good school attainment, there is a comparatively low rate of those not in education, employment or training, at below 6% yearly, and the highest participation rate in the region (NEET).</p> <p>Young people using Parkfield have been routinely involved in the Executive Board and will continue to be represented within the new Organisation within the proposed governance structure, contributing to decision making around operational services and also supporting development of the Trust through fundraising and awareness campaigns.</p>

No	Question	Details
4.	How have you consulted on the proposal?	<p>In February 2013, a full range of stakeholders (staff, service providers, Councillors) were invited to attend a Visioning Day where views were sought about the future of youth services and a youth offer. Over 60 attendees from the community and voluntary sector and across youth associated sectors attended the day. This contained not only local information, but was supported by the consultant for the National Lottery who had overseen the My Place centres including Parkfield. In addition, a national youth delivery charity, Catch 22 attended to put Torbay's situation into a national context. At the end of the Visioning Day, all attendees had contributed to an overall vision, and over twenty people stated their desire to remain engaged in progressing a Youth Offer in Torbay.</p> <p>A small reference group was set up with members of the Liberal Democrats, the Conservative Party and the non-Coalition party who agreed to support the progression of the preferred model for delivery, which was the establishment of a Youth Trust. This group has met twice, predominantly looking at where to access funding in support of establishing a new delivery organisation.</p> <p>The Cabinet Office funded two prospective members of the Youth Trust to attend a business course prior to applying for funding support to develop a business case. The business plan has been completed and staff have been consulted with as well as stakeholders in the development of this.</p> <p>A proposal for the funding of the Youth Trust has been discussed with the Conservative group, the Liberal Democrat group as well as the non-Coalition group. This has also gone to the Integrated Executive Group for consideration.</p> <p>Young people have been consulted in two consecutive years around sufficiency and their views of services. There were 155 responses in year one and 152 in year two. The general response indicated a high satisfaction with youth provision and a good rate of access taking account of geography, finance and diversity. Many responses included views about Parkfield as a facility: most evidence a satisfaction with the service it provides while others indicate that there is not enough on offer there and insufficient staff.</p> <p>Consultation in general supports the need to retain a focal point for youth services and indicates a reality that youth provision is likely to diminish due to budgetary constraints without this change.</p> <p>Young people will be asked to complete a third Youth Offer questionnaire in June 2015 and will be engaged in the development of services within the new Youth Trust</p>

No	Question	Details
5.	Outline the key findings	This information is included in section 4 above
6.	What amendments may be required as a result of the consultation?	<p>The consultation process described above led to amendments as the process developed. A summary of these are:</p> <ul style="list-style-type: none"> • A report was submitted to the Cabinet Office to obtain funding to develop a business case. • There will be consideration as to how the new organisation can embrace a whole community approach and maximise opportunities through the tourist industry while maintaining a focus on delivering excellent services for young people.

Positive and negative equality impacts

No	Question	Details		
7.	Identify the potential positive and negative impacts on specific groups			
		Positive Impact	Negative Impact & Mitigating Actions	Neutral Impact
	Older or younger people	<p>Older people - No direct Impact</p> <p>Younger people may see more diverse services which meet their needs and may be more engaged in design and delivery. Services for young people may be more sustainable in the longer term.</p>	<p>Older people - No direct Impact</p> <p>Younger people may see existing services change causing interruption. There is a risk that services will diminish if the Trust cannot attract funding.</p>	
	People with caring Responsibilities	<p>Services for Young Carers will be included within the Trust arrangements. A contract with the Local Authority/Youth Trust will define the services to be delivered. Provision may increase through access to different funding streams.</p>	<p>Funding may reduce if the Service cannot attract additional funding. There needs to be a review of potential income to mitigate this risk including seeking to reclaim some costs from beneficiary services such as schools.</p>	
	People with a disability			No differential impact

No	Question	Details	
	Women or men		No differential impact
	People who are black or from a minority ethnic background (BME) <i>(Please note Gypsies / Roma are within this community)</i>		No differential impact
	Religion or belief (including lack of belief)		No differential impact
	People who are lesbian, gay or bisexual		No differential impact
	People who are transgendered		No differential impact
	People who are in a marriage or civil partnership		No differential impact
	Women who are pregnant / on maternity leave		No differential impact
	Socio-economic impacts (Including impact on child poverty issues and deprivation)	The ability to access external funding unavailable to the Local Authority will enable the Trust to develop areas of work that will positively affect deprivation.	If services are reduced then there is a potential impact on child poverty if those young people most in need of support cannot access this, resulting in poorer health, social and education outcomes. The Trust needs to be clear as to which services most critically address deprivation and to be tasked to build this into core business, using the same young people to help design services.
	Public Health impacts (How will your proposal impact on the general health of the population of Torbay)	The ability to access external funding currently unavailable to the Local Authority will enable the Trust to develop areas of work that will support healthy lifestyles, thereby having a positive impact on general	If services are reduced then there is a potential impact on the ability to support young people in developing and maintaining healthy styles i.e. physical activity, teenage conceptions.

No	Question	Details	
		health. There is a good opportunity to combine commissioning arrangements within the Trust benefiting health outcomes in general.	
8.	Cumulative Impacts – Council wide	If services are reduced in the event that the Youth Trust is unable to attract funding, then there is a risk that other areas within Children’s Services will see an increase in demand.	
8b	Cumulative Impacts – Other public services (proposed changes elsewhere which might worsen the impacts identified above)	At this time, other sectors and internal services are being challenged in their ability to deliver services. Those services required by children and youth are intrinsically linked to the social and economic health and wellbeing of their parents and communities. A decline in opportunities and support for parents and communities may put youth services under increased pressure, although the proposal for a Youth Trust is more likely to build resilience for young people by its ability to grow and develop through additional funding and through smarter collaboration.	

Section 3: Mitigating action

No	Action	Details	
9.	Summarise any negative impacts and how these will be managed?	<p>There may be some service interruption and that a new delivery organisation will need to source additional funding to sustain the current level of provision over subsequent funding years. The LA will seek to organise current services so that there is continuity of service while a new Trust is being formed. A shadow Board has been set up and a firm business plan is in place recommending a financial model to ensure growth. The LA will remain involved in the management of the Trust, and through its funding of the Community Development Trust, will enable sector support for funding and growth.</p> <p>Co-work within Parkfield will be managed through a Parkfield User group where organisations work together to ensure optimum use of their service by users. This group will then have a place within the governance structure proposed. Alongside this there will be a clear communication plan to ensure new services, access times and information is widely available.</p>	

Section 4: Monitoring

No	Action	Details	
10.	Outline plans to monitor the actual impact of your proposals	<p>Young people will be asked to complete a third Youth Offer questionnaire in June 2015 and will be engaged in the development of services within the new Youth Trust. The services joining the Trust will do so under contract to deliver back against outcomes and priorities. This will be contract managed within the Local Authority for compliance and ensuring value for money.</p> <p>The new organisation will develop a constitution and purpose in agreement with the LA ensuring that provision is designed to meet the needs of potentially disadvantaged groups and individuals. Business accounts will be available and open to access through the Board.</p>	

Section 5: Recommended course of action *TO BE COMPLETED WHEN ALL SECTIONS COMPLETE AND EIA FINALISED*

No	Action	Outcome	Tick	Reasons/justification for recommended action
11.	<p>State a recommended course of action <i>Clearly identify an option and justify reasons for this decision. The following four outcomes are possible from an assessment (and more than one may apply to a single proposal). Please select from the 4 outcomes and justify the reasons for your decision</i></p>	<p>Outcome 1: No major change required - EIA <i>has not identified any potential for adverse impact in relation to equalities and all opportunities to promote equality have been taken</i></p>	✓	<p><i>Through the consultation the options appraisal have been considered, a wide variety of organisations and agencies have been involved in developing the proposal to ensure the Youth Trust is viable and sustainable.</i></p>
		<p>Outcome 2: Adjustments to remove barriers – <i>Action to remove the barriers identified in relation to equalities have been taken or actions identified to better promote equality</i></p>		
		<p>Outcome 3: Continue with proposal - Despite <i>having identified some <u>potential</u> for adverse impact / missed opportunities in relation to equalities or to promote equality. Full justification required, especially in relation to equalities, in line with the duty to have ‘due regard’.</i></p>		
		<p>Outcome 4: Stop and rethink – EIA has <i>identified actual or potential unlawful discrimination in relation to equalities or adverse impact has been identified</i></p>		