

Equality Impact Assessment Full Tool with Guidance

This document has been produced to help you assess the likelihood of impacts on equality groups – including where people are represented in more than one strand – with regard to your new or proposed policy, strategy, function, project or activity. It has been designed to complement the e-learning tool for Equalities Impact Assessments and to help with your business planning process, as well as to ensure that your policy/project does not incur a delay due to lack of equalities consideration.

Full Equality Impact Assessment Tool

Overall Information	Details of Full Equalities Impact Assessment
Financial Year and Quarter	2010/11 / Q4
Name and details of policy, strategy, function, project, activity, or programme	Title of EIA: Youth Service Commissioning: reconfiguration of youth services This proposal aims to reconfigure the way youth services are delivered within the borough. The aim is to increase access and the diversity of provision by transferring the directly delivered element of the service to 4 secondary school sites. This is part of a broader strategy which includes commissioning community based provision to compliment the school based provision. A separate OCA (organisational change assessment) has been completed.
Name of Service Department	Name: Jo Kendall Position: Head of Youth Commissioning Email: jo.kendall@hf-pct.nhs.uk Telephone No: 020 8753 6217
Date of completion of final EIA	04/02/2011

Section 02	Scoping of Full EIA
Plan for completion	Use of officer time and feedback from consultation
What is the policy, strategy, function,	Aim: To offer a broader local universal youth offer that meets the identified needs of young people.

project, activity, or programme looking to achieve?

Who is intended to benefit from it from across the six strands (including where people or groups are represented in more than one strand)?

Race	N/A	L	There are no race specific elements of the service currently and the review and consultation did not identify a need. Therefore there will be no change in this area. The profile of respondents by race is given at section 03.
Disability	N/A	L	The mainstream youth provision that is transferring to schools is accessible to disabled young people and is complimented by inclusive and targeted provision in the community. For those disabled young people attending mainstream schools the opportunities for accessing provision are potentially increased in terms of access, travel and continuity. Community provision will continue to be available.
Gender	N/A	L	There are no gender specific elements of the services currently and the review and consultation did not identify a need. Therefore there will be no change in this area. The breakdown of respondents by gender is given at section 03.
Age	+	H	The service is specifically targeted to meet the needs of young people. The proposed changes to service delivery have been identified through consultation with this group to increase access. There will initially be no access for 17+ young people on a number of sites. This may therefore have a negative impact but has been mitigated through the provision of community based projects. The breakdown of respondents by age is given at section 03.
Sexual Orientation	N/A	L	The service will be accessible to all young people. The exiting service does not currently provide specific provision for LGBT young people but sign posts and supports access for individuals for targeted support. This will continue to be the case.
Religion/belief (including non-belief)	N/A	N/A	There are no religious specific elements of the service currently and the review and consultation did not identify a need for any. Therefore there will be no change in this area.

Human rights

The key aims of the service support the UN Convention on the Rights of the Child. For example, Article

	<p>12 of the Convention stipulates that children have the right to express their views freely in matters that affect them and that their views should be given due weight. The development of the revised youth offer has followed extensive consultation with young people and their views have directly informed the decisions made.</p> <p>Article 31 recognises the right of the child to rest and leisure, to engage in play and recreational activities appropriate to the age of the child and to participate freely in cultural life and the arts. The service is designed to ensure that young people have these opportunities.</p>
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Section 03	Assessment of relevant data and/or undertake research
Documents and data reviewed	<p>The following strategies, policies and data were reviewed as part of the process to enable an accurate picture of Council priorities and those specifically relating to children, a thorough understanding of the needs associated with the local youth population, patterns of current service use and the views of key stakeholders including a range of professionals and young people themselves.</p> <ul style="list-style-type: none"> • Children and Young People’s Plan • Extended services strategy • Corporate Plan • Community Strategy • Aiming High for Young People • Borough Needs Analysis • Ofsted Guidance on youth inspections • Electronic Youth Service Management System (data on service usage) • 3rd Sector consultation • Consultation with Young People • Cross departmental officer focus groups • Youth commission findings • C3SP consultation
New research	<p>No new research was carried out, although the consultation yielded over 1000 (10% of youth population) responses from young people aged 11 to 19 and disabled young people up to 25yrs. The demographic breakdown of respondents was as follows:</p> <p>The profile of respondents was as follows:</p> <ul style="list-style-type: none"> • 60% of respondents were male and 40% female • 70% of respondents were aged 12-16yrs

- Over 87% of respondents gave their ethnicity as set out in the table below

Ethnicity	Percentage
White	33%
Mixed race	10%
Asian or Asian British	9.3%
Black or Black British	24%
Chinese	0.5%
Other	10.4%
Unknown	12.8%

This reflects the broad mix of the local youth population.

The revised youth offer has also been designed to be accessible to all young people but to ensure through location that those young people most in need of the service have ease of access.

1,906 young people from Hammersmith & Fulham attend one of the 4 community schools identified, of this 1011 are within the 0-10% deprivation index and 1063 are eligible for free school meals. 596 young people are both eligible for free school meals and in the 0-10% deprivation index.

Section 04	Assess or undertake consultation
Consultation	<p>In drawing up our proposals for the commissioning of youth services, stakeholder involvement throughout the development of the youth offer has been key in order to ensure we deliver improved outcomes for young people and joined up service delivery, not only within the children's services department, but across the council, H&FNHS and the 3rd sector. In order to achieve this, consultation events were held with senior officers, the 3rd sector representatives, head teachers and a borough-wide survey of young people's views. 1008 young people responded to the survey and a further 80 young people took part in focus groups (10% return rate).</p> <p>A number of round table meetings were held with officers from across the council. The key priorities for all were to work with schools for an integrated approach to the delivery of the youth offer and ensure that departmental strategies dove tail each other.</p>
Assessment	<p>Young people told us that they wanted activities available after-school (4-6pm), in the early evening during term time and in the afternoon during holidays and at weekends. They also wanted activities to</p>

	<p>take place in a variety of different locations (schools, park, youth clubs), in addition they wanted activities marketed in a number of different ways (websites, poster and through schools). The majority of young people are willing to travel 1 bus or tube ride to attend activities.</p> <p>The 3rd Sector told us that they would like to see activities offered through a range of providers which would allow young people to progress their interests. They would also like to see improved partnership working between schools, the council and between 3rd Sector organisations to maximise resources and services delivered.</p>
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Section 05	Assessment of impact and outcomes
Assessment	<p>It was agreed that the local youth offer would be secured through a shift to commissioned services rather than direct delivery to increase access and participation through an improved range of provision and better value for money. Based on the outcomes of the consultation and analysis of need a commissioning framework was identified and it was agreed that the revised youth offer would be delivered through the following:</p> <ul style="list-style-type: none"> • School based generic provision • Community based generic locality provision, • Positive Activities – holiday programmes • Youth Involvement projects <p>School based provision will be available at the following school sites, directly after school and during the holidays:</p> <ul style="list-style-type: none"> • Hurlingham & Chelsea School • Henry Compton School & Fulham Cross School (Fulham College) • Phoenix School • Cambridge School <p>In addition it is planned to commission community based provision to be delivered across the following wards during the evenings and holidays</p> <ul style="list-style-type: none"> • Wormholt & White City and Shepherds Bush Wards • College Park & Old Oak Ward

	<ul style="list-style-type: none"> • Askew and Shepherds Bush Wards • North End and Fulham Broadway Wards • Sand End Ward • Avonmore & Brook Green and Addison Wards <p>The aim is to have a good geographical spread of provision (taking account of existing community based provision) that is accessible all young people but located to enable effective targeting in the areas of highest need.</p>
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Section 06	Reducing any adverse impacts
Outcome of Assessment	<p>The initial transfer of the directly delivered service has the potential to impact on those young people aged over 16 years. These young people will be signposted to alternative community based provision.</p> <p>No other impact has been identified, the change is primarily concerned with shifting the access times and location of provision in line with those identified by young people through the consultation.</p>

Section 07	Action Plan
Action Plan	<ul style="list-style-type: none"> ▪ Issue identified: 16 to 18 year olds displaced when the directly delivered service is transferred to school sites ▪ Action (s) to be taken: Young people will be sign posted to alternative community based provision ▪ When: One month in advance of the transfer ▪ Lead officer: Eleanor Lincoln-Antoniou ▪ Expected outcome: Suitable provision will be identified for those requesting it

Section 08	Agreement, publication and monitoring
Chief Officer sign-off	<p>Name: Andrew Christie Position: Director of Children's Services Email: andrew.christie@lbhf.gov.uk Telephone No: 020 8753 5002</p>

Key Decision Report	Date of report to Adjudication Panel: 11/02/2011 Confirmation that key equalities issues found here have been included: Yes
Opportunities Manager	Name: Carly Fry Position: Opportunities Manager Email: PEIA@lbhf.gov.uk Telephone No: 020 8753 3430