



Cabinet Meeting

25 February 2014

Report title	Savings Proposals for Youth Services	
Decision designation	AMBER	
Cabinet member with lead responsibility	Councillor Val Gibson Children and Families	
Key decision	Yes	
In forward plan	Yes	
Wards affected	All	
Accountable director	Sarah Norman, Community	
Originating service	Youth Service	
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Report to be/has been considered by	Community Departmental Management Team	13 January 2014
	Councillor Gibson	14 January 2014
	Strategic Executive Board	16 January 2014
	Budget Working Party	20 January 2014
	Pre Scrutiny	28 January 2014

Recommendation(s) for action or decision:

The at Cabinet is recommended to:

1. Give due regard to the Equality Analysis completed before approving the recommendations in this report Appendix H.

2. Agree to implement the following recommendations for the development and transformation of the Youth Service in light of the findings from the consultation exercise and Equality Analysis:
 - a) A new structure is established to deliver the £1.1 million saving and £750,000 saving identified in the 23 October 2013 and 24 July 2013 Cabinet Reports in respect of the youth offer for young people in Wolverhampton.
 - b) The establishment of a strategic youth work lead and integrated targeted youth work team directly managed through Children and Families Support Teams (C & F) (formerly Multi-Agency Support Teams (MASTs)) across eight areas.
 - c) A budget of £100,000 to be made available to support a range of provision including: small grants to local community organisations, some commissioned voluntary sector re-provision on local open-access youth provision in areas of particular need, and some specific pieces of targeted needs led work including support for local youth democracy.
3. Agree the proposed staffing structure for formal consultation.
4. Take into account the comments made during pre-decision scrutiny by the Children and Young People Scrutiny Panel on 28 January 2014.

Recommendations for noting:

The Cabinet is asked to note:

1. The findings of the consultation exercise that has taken place in relation to the proposed savings for the Youth Service.
2. That the proposals agreed in the 24 July 2013 Cabinet report 'Transformation and Development of Youth Services' will now be amalgamated into the proposal contained in this report.

Appendices

Appendix	Information
A	List of groups consulted
B	Summary of young people's consultation
C	On-line consultation responses
D	Summary of voluntary and community organisations consultation
E	Summary of partner's consultation
F	Summary of staff consultation
G	Summary of consultation with trade unions (CYW Unite and UNISON)
H	Equalities Analysis
I	Youth Service current organisational structure chart
J	Youth Service proposed organisational structure chart
K	Youth Service proposed transitional organisational structure chart

1.0 Purpose

1.1 The purpose of this report is to:

- a) Inform Cabinet of the outcome of the consultation exercise previously approved by Cabinet on 23 October 2013.
- b) Set out the findings of the Equalities Analysis (Appendix H) of the proposals submitted for consultation and the recommendations made in response to these findings, giving due regard to the relevant equality implications.
- c) Seek Cabinet's approval on the recommendations now made, including approval to receive further reports on proposals for the restructure of the youth service and the terms and conditions of its' employees.

2.0 Background

2.1 The Council has a statutory duty under section 507b of the Education Act 1996 to secure services and activities for young people aged 13 to 19, and those with learning difficulties to age 24, to improve their well-being.

2.2 Whilst the duty does not prescribe what services and activities for young people should be funded or delivered, the Local Authority should take the strategic lead to work with young people and other stakeholders in order to assess needs and secure a sufficient local offer, that so far as is reasonably practicable, promotes equality of access for all young people, Nevertheless statutory guidance states local authorities should not assume the role of default provider of positive activities and should instead use planning and commissioning processes to identify the most appropriate provider; utilising the strengths of organisations within the voluntary and private sectors alongside those of the local authority itself.

2.3 The duty sets out two forms of activity (not mutually exclusive) to improve well-being. The first activity is "educational leisure-time activities". The legislation also includes sufficient educational leisure time activity and associated facilities that are for the improvement of young people's personal and social development. This sub-set relates to activities that are delivered using youth work methods and approaches. The second activity is "recreational leisure-time activities" which includes sports and informal physical activities as well as a wide range of cultural activities including music, performing and visual arts.

2.4 Currently, the Youth Service provides 31 delivery points across the City, 15 Youth Centres, 9 Community Centres, 7 Schools and other buildings, as well as detached youth work undertaken in priority hotspots and areas that currently lack centre based provision.

- 2.5 Youth Services Staff (85FTE) currently deliver both open access sessions in delivery points across the City as well as undertaking targeted youth work with young people identified and referred through MAST Teams. To support open access provision the service employs 20FTE (in the region of 70 part-time staff) to deliver evening and weekend sessions of youth work alongside the full time established staff. All employees including managers carry out a percentage of face to face work.
- 2.6 The savings proposed in the 23 October 2013 Cabinet Report require the Youth Service to make savings of £1.1 million (2015/16) in addition to the £750,000 (2013/15) identified in the 24 July 2013 Cabinet report.
- 2.7 The 23 October 2013 Cabinet Report set out the Council's strategy to address the projected budget deficit, proposed council tax levels and a programme of savings proposals to be implemented over the next five years.
- 2.8 The savings programme extends the whole of the Council in light of the projected budget deficit, requiring all service areas to be reviewed in line with their statutory duties.
- 2.9 The proposed savings for the Youth Service are made within this context. The proposals within this report have been formulated in light of the Local Authority's duties as set out under Section 507b.
- 2.10 The proposals also need to be considered in the wider context of youth provisions and activities that are available across the city. These include both open-access and targeted provision delivered by voluntary and community organisations, uniformed organisations etc.; some of which have been financially supported by the local authority whilst other provision is independently funded.
- 2.11 This report was taken to Children and Young People Scrutiny Panel for pre – decision scrutiny on 28 January and is therefore not eligible for call in once a decision is made by Cabinet. The Panel expressed their sadness at the cuts but most accepted they were necessary. Their key concerns were:

Youth Service reductions:

- Concerns around increase in youth offending as a result of loss of provision.
- Youth Council expressed their concern around the continuation of youth democracy in the city.
- Youth Council also asked to be consulted more widely on any changes.
- To report back to the panel when appropriate.

Youth Zone:

- Accessibility issues for young people who live on the outskirts of the city and do not have access to a car. They expressed their enthusiasm for the local authority to influence OnSide to provide transport.

- Quality assurance of service provision and the importance of the local authority influencing and monitoring OnSide as far as is practicable.
- The gap between open access provision ending and Youth Zone opening. An enquiry was made as to whether open access provision could continue until the Youth Zone was completed. The employee explained that budget constraints would make this impossible.

3.0 Outline of the proposals

3.1 Proposed Youth Service Offer 2015/16

3.2 From April 2015 the local authority youth offer will focus on the following 3 areas;

- a) A strategic youth work lead and integrated targeted team directly managed through Children and Families Support Teams (C & F) across eight areas.
- b) A budget of £100,000 will be available to support a range of provision including; small grants to local community organisations, some commissioned voluntary sector re-provision on local open-access youth provision in areas of particular need, and some specific pieces of targeted needs led work including support for local youth democracy.
- c) Continue to encourage the establishment of Wolverhampton Youth Zone (WYZ) as a provider of open-access delivery. Wolverhampton Youth Zone will be an independent youth provision managed by the Wolverhampton Youth Zone charity and will offer a complementary open-access service to other provision in the City.

4.0 Response to the consultation exercise

- 4.1 Cabinet agreed on 23 October 2013, to submit for consultation the proposals for the fulfilment of the Council's savings for the Youth Service, with a view to considering the outcome of that consultation exercise and an Equality Analysis (Appendix H) before making any final determination on the proposals. That consultation exercise and Equality Analysis have now been concluded and have helped to inform the recommendations now made in this report.
- 4.2 The details of the original proposals submitted for consultation, and the responses received to the consultation exercise, are set out in Appendices A to G.
- 4.3 The consultation outcomes identify a number of concerns received in the course of the consultation exercise, which broadly fall into a number of recurring themes. These themes may be broadly summarised as follows:

- general comments about the proposals;
 - comments about specific aspects of the proposals;
- 4.4 During October to January the Council consulted with stakeholders on the proposed changes in the delivery of youth work across the city.
- 4.5 The following stakeholders were consulted (Appendix A):
- Young people (users and non-users)
 - Local Communities (on-line survey)
 - Voluntary and community sector with Youth Organisations Wolverhampton (YOW)
 - Children and Young People Strategy Groups
 - Multi Agency Support Team Managers and MAST Locality Boards
 - Employees and trade unions
- 4.6 At all of the meetings and focus groups above, the need for the service to make savings was explained in the context of the considerable savings having to be made across the Council.
- 4.7 The Council's recommended response to each of the key concerns emerging from the consultation exercise is set out below.
- 4.8 **General comments about the proposals:**
- 4.8.1 A range of different views were received in response to the proposals. While many respondents recognised the need for the proposals, there was also a significant degree of general opposition to them particularly from employees within the current workforce and young users of the service.
- 4.8.2 Young people were very vocal in championing the services that they currently receive. They were equally disappointed that any reduction in youth services should be proposed particularly if it affects their own provision directly. There was also concern about the accessibility of the proposed Youth Zone and their ability to both travel to it and afford to use it.
- 4.8.3 The voluntary and community sectors were keen for the profession of youth work to be continued to be recognised by the local authority. The sector has expressed interest in re-providing some local services and championing the role of the community sector.
- 4.8.4 Objections were more particularly pronounced at employee and trade union consultation meetings. The objections particularly centred on the risk of large scale redundancies across the service and any change in the terms and conditions of youth workers.
- 4.8.5 A number of respondents expressed the view that decisions had already been made and that they therefore had little confidence that the consultation would have any impact. Many took the view that there was so much detail provided

that it was evidence that the outcome of the proposals had already been pre-determined.

4.8.6 The Council believes that it has taken all reasonable steps to undertake an effective, meaningful and successful consultation exercise with residents, local communities and other stakeholders; that it has carefully considered all the responses received; and that the responses received have informed the decisions the Council now has to make after all due consideration of the outcome of the consultation exercise.

4.9 The Council's response to general comments about the proposals

4.9.1 The Council acknowledges the views expressed by a number of respondents objecting to the proposals made. The Council also acknowledges the wide range of differing and sometimes opposing views expressed about different aspects of the proposals from various communities and particularly young people who currently use the service and staff employed by the Youth Service. The Council also acknowledges the degree of general anxiety and uncertainty about proposals that will involve changes to current and traditional models of service. The Council is, however, also gratified to note the degree of attachment to, and appreciation of, the youth services that the Council currently provides for the benefit of its local young people and communities.

4.9.2 Whilst the Council sympathises with the concerns expressed that there should be no changes to the existing arrangements, the Council has to balance such wishes with the budget challenges now facing the City. The Council has a duty to local council taxpayers to ensure that all of its community services represent good value for money. The Council believes that its vision for the development of the proposed youth offer is a way to protect some local services whilst achieving the savings necessary. The Council is encouraging the establishment of Wolverhampton Youth Zone as a charitable initiative that will go some way to mitigating the loss of local open-access youth services.

4.9.3 The Council notes that the most forceful views expressed in opposition to the proposals were reinforced in consultation with staff and trade unions.

4.9.4 The Council is left with the challenge to maintain services that are clearly valued by local communities while reducing costs in the face of unprecedented Government spending cuts. The scale of cuts to government grants means that the Council cannot continue to provide the same level of services that the residents of Wolverhampton have enjoyed. The Council believes that the recommendations now made will help it to support the most vulnerable young people within the City and to support organisations who wish to re-provide current open-access services or provide new ones for our young people.

4.10 Specific comments about the proposals

4.10.1 The Council notes that there were particularly prevalent or forceful views expressed about specific aspects of the proposals, in particular the concerns expressed by:

- Youth Council Consultation Appendix B
- Community Consultation (on-line survey) Appendix C
- Voluntary and Community Sector Consultation Appendix D
- Partners Consultations Appendix E
- Employee Consultation Appendix F
- Trade Union Consultation Appendix G

4.11 The Council's response to the specific comments about the proposals

4.11.1 The Council acknowledges the wide range of views held on the services it provides to local communities. The Council is committed to supporting the development of youth services albeit on a reduced budget and through other providers. The Council recognises, however, that it has a duty to continue to strive to find more efficient and effective ways of meeting needs than hitherto. In order to do so, changes are inevitable.

4.11.2 The Council recognises that it is not possible to make changes that will satisfy everybody. Changes will be perceived as impacting on some services that some individuals hold more dearly than others. A large body of responses have demonstrated objection to any change at all. However, the Council has to take a broader view.

5.0 The Implementation of the Youth Service Savings Programme

5.1 In order to fulfil the current 2014/15 savings target of £500,000 the service will defer the current savings plan to implement alongside the 2015/16 savings.

5.2 Savings will be implemented from August 2014 in order to achieve the target savings.

5.3 From April 2015 the local authority youth offer will focus on the following 2 areas:

- a) A strategic youth work lead and integrated targeted team directly managed through C & F Support Teams across 8 areas.
- b) A budget of £100,000 will be available to support a range of provision including; small grants to local community organisations, some commissioned voluntary sector re-provision on local open-access youth provision in areas of particular need, and some specific pieces of targeted needs led work including support for local youth democracy.

5.4 Strategic Leadership and Targeted Youth Service

5.4.1 Strategic Leadership

The strategic lead will manage and co-ordinate the open-access and targeted youth work response across the city in line with the structures described:

- Management and co-ordination of youth work in line with city priorities and identified needs.
- Management and monitoring of externally funded programmes of activity.
- Development and co-ordination of the youth activity small grant scheme.
- Commissioning of priority open-access provision based on identified need.
- Liaison with local community structures to identify need and allocate resources (PACT Partners and Communities Together) and (Local Neighbourhood Partnerships (LNP's), etc.).
- Liaison with community and voluntary sector organisations (including infrastructure support).
- Management of resources dedicated to Wolverhampton Youth Council and United Kingdom Youth Parliament.
- Co-ordination and liaison with key partner agencies to deliver the best package of interventions based on the need for targeted youth support in the areas defined above.

5.4.2 Targeted Youth Service

The targeted youth service will be hosted geographically within local C & F Support Teams (formerly MAST's) across the eight areas through the deployment of JNC qualified youth workers and will include:

- 1 FTE dedicated post to be linked with the Youth Offending Team (YOT).
- 7 FTE posts to be integrated within the C & F Support teams. These posts will be allocated once a needs audit is completed across the eight teams.
- Deliver individual/group support to young people identified within C & F Support Teams settings/communities and schools.
- Make a contribution to the anti-social behaviour agenda both locally/geographically and as a link to Youth Offending Team (YOT).
- Facilitate lone and team working. This can be done in partnership with other agencies (including YET, Anti-Social Behaviour (ABS) Team, Police, voluntary sector etc.).
- Support the YET in offering step-down support to young people exiting the criminal justice system.
- Development of lead city-wide youth work responsibilities which will include; health, training, anti-social behaviour (including gangs and youth violence), sexually exploited, missing and trafficked (return interviews), education/accreditation, youth engagement and participation, community support and support within the Youth Offending Team.
- Operate as a youth work team across geographical boundaries dependent on need

5.4.3 A geographical base at Graiseley Centre (C & F Support Team base, formerly MAST 3) will be maintained in order to provide an administrative base for the restructured service, as well as the base for the transitional service. There will be no open access youth provision offered from this base. The targeted Youth Service will be co-located within the new Children and Families Support teams.

5.5 Community sector support and commissioned voluntary sector provision

5.5.1 Supported community sector provision

5.5.2 The service will co-ordinate the development of a commissioned/grant funded process to develop increased community youth activity. The small grants scheme will be informed by local structures with knowledge of local priorities. This fund aims to help support new activity or continue current activity by proven providers. The management of safeguarding will continue to be a priority. This work will be co-ordinated by the Strategic Lead and will include adherence to youth work quality standards.

5.5.3 Resources have been identified to support the community and voluntary sector to deliver local provision by creating a small grants fund to develop and seed fund additional activity or continue current activity. It is also acknowledged that these smaller organisations will require additional infrastructure support in order to offer safe and effective opportunities for local young people.

5.5.4 A small grants fund of £20,000 will be used to support local community providers to provide open-access youth activities in priority local areas. The grant funding will aim to help organisations deliver this additional activity by enabling support for room hire costs, equipment and programme development funds.

5.5.5 £40,000 will be allocated to the commissioning of priority targeted and open-access provision in areas of particular need or with young people most vulnerable in their communities. These programmes will be closely monitored to ensure quality standards are adhered to and that delivery represents value for money.

5.6 Infrastructure support

5.6.1 It is acknowledged that these organisations will continue to require on-going infrastructure support which is at present supported by both the Youth Service and other local providers (e.g. Youth Organisations Wolverhampton).

- Level of infrastructure support is to be determined.
- Monitoring and evaluation of provision (commissioned/grant funding) will be based on a set of quality standards.
- Administration of payments and applications.
- The Youth Service currently supports the sector with Level 2 and 3 youth work qualifications via the Open College Network. Future support will need to be developed.
- There is potential to draw down funding for level 3 qualifications to part fund training/infrastructure.

5.6.2 £20,000 will be allocated to fund infrastructure support for the voluntary and community sectors. This will support Safe and Sound safeguarding, training support, and individual programme support.

5.6.3 The Youth Service currently holds the licence for the National Open College Network level two and level three awards and has a qualified trainer who also modifies and verifies accreditation. Buying in training would cost approximately £8,000 per course. It is envisaged that level three courses will draw down additional funding which will potentially enable this support to continue in the future.

5.7 Community and Youth Democracy Support

5.7.1 Wolverhampton Youth Council and United Kingdom Youth MP's have traditionally been well supported by the Youth Service. It is proposed that the

Council continue to support the Youth Council and its' Youth MP's although it is acknowledged that a new model will need to be developed. An analysis will be undertaken across the Council to assess all resources associated with youth participation and engagement. This would include Youth Council/Youth MP's, Children in Care Council, Commissioning etc. with a view to developing a shared support resource.

5.7.2 £20,000 will be used to support youth democracy across the city.

5.8 Youth Zone

5.8.1 Wolverhampton Youth Zone (WYZ) is currently being proposed by the Wolverhampton Youth Zone Charity. Wolverhampton Youth Zone (The Way) plans to provide an independent open-access city centre facility managed by Wolverhampton Youth Zone charity with support from OnSide. The Youth Zone plans to offer a range of activities for children and young people aged 8-21, 7 days a week, 52 weeks per year from an iconic city centre facility.

5.8.2 It should be noted that the provision of services and activities at the WYZ will be determined by a separate legal entity, the WYZ Board, subject to the conditions of the lease and associated agreements. The council is encouraging this development as a private sector and charitable investment in the City but is not commissioning the service.

6.0 Implications of Implementation

6.1 Transition Strategy (April 2014 – March 2015)

6.1.2 A planned exit strategy including a phased restructure, will take into account the following factors:

- Savings as a result of voluntary redundancies and other factors which will influence what can continue to be delivered from April 2014. This will have an impact on the shape and nature of delivery which will need to be planned.
- Operational resource savings (e.g. fleet, operational budgets etc.).
- Priority provision based on diminishing resources (as staff exit less will be delivered and this will need to be planned. i.e. community centre delivery, Youth Service buildings).
- Disposal of buildings, disposal of assets.
- The exit date for the majority of the service to finish is 31 July 2014.
- Costings to take into account transitional arrangements from 1 August 2014 to 31 March 2014 2015 (targeted service. EPIC Youth Café, Participation etc.).

6.2 Service Transition - services that will cease from 31 July 2014

6.2.1 It is anticipated that the current workforce will be put at risk in early March 2014 in order to recruit to a new structure including a temporary structure which would include fixed term holding posts (including participation, health, training, Duke of Edinburgh Award and youth café).

6.2.2 The Service would then delete the following areas of delivery from 31 July 2014:

- Open-access youth provision.
- All youth service buildings (except EPIC Youth Cafe and Graiseley Youth Centre).
- Disability team.
- Detached youth work.
- Sector management team.
- Support for volunteering.
- 2 YOT youth workers.
- Music provision (formerly Sam Sharpe).
- Infrastructure support for Youth elections.
- Post 16 support.
- Holiday activities and summer programme.
- Youth offer development.
- Apprenticeship scheme.
- Operational Support.

6.3 Transitional programmes

6.3.1 The following programmes will continue until end of March 2015. This is in order to allow addition time to review these areas of service in terms of longer term sustainability. Costs will continue to be incurred during this transition period and a revised temporary staffing structure will be established for this period (see Appendix J).

- EPIC Youth Café will remain open as part of transitional arrangements until the end of March 2015. Costings assume that the premises costs for the café continue to be taken out of the reserve for 2014/15.
- Support for the Youth Council will continue with staffing support linked to the continued delivery from EPIC Youth Café.
- Health – the Senior Youth Worker post continues to manage the Hospital Youth Work team until funding ceases in March 2015. Any further funding will need to include management arrangements for the team.

- Disabilities-a reduced service for young people with disabilities will continue for as long as current Short Breaks funding continues. This will be managed by the Senior Youth Worker (Health)
- Training – one Senior Youth Worker plus an operations fund continue to support infrastructure for the voluntary sector.
- Duke of Edinburgh Scheme will continue whilst a business case to make the service self-sufficient is implemented. Some income may be attainable in 2014/15 to reduce these costs.

- Operational/management closedown – it is anticipated that one full time administration post will be required until the end March 2015 to undertake the following tasks around closing down of resources currently used by the service.
 - finalising budgets
 - cancelling services
 - securing buildings and transferring assets to asset management
 - clearing out equipment from buildings
 - removal of scrap items
 - movement or sale of equipment,
 - transfer of confidential files.

6.3.2 Some of these tasks will need undertaking prior to youth work staff leaving, meaning that youth work provision may need to cease in June in order to provide several weeks for youth work staff to “clear out” buildings before they leave. The operational support post will continue to support the transitional structure.

6.4 Alternative provision

6.4.1 A number of alternative delivery methods have been explored over the last two years both with staff and stakeholders. These have included the exploration of the development of social enterprises, mutual organisations and community interest companies. The Council has also explored models developed within other local authorities. Unfortunately these proposals have not been viable due to both finance and capacity issues.

6.4.2 The service is currently exploring the creation of business cases to maintain a self-sustaining Duke of Edinburgh Award service and further income generation to maintain training and infrastructure support for youth work going forward.

7.0 Financial Implications

7.1 The 2013/14 approved controllable budget for the Youth Service is £2.4 million.

- 7.2 The approved Budget Strategy 2013/14 and Medium Term Financial Strategy includes savings of £750,000 (£250,000 2013/14 and £500,000 2014/15) for the development and transformation of the Youth Service.
- 7.3 The savings proposed in the 5 Year Budget and Medium Term Financial Strategy 2014/15 to 2018/19 Cabinet report of the 23 October 2013 requires the Youth Service to make further savings of £1.1 million in 2015/16. The implementation of the recommendations detailed in this report, including the transitional structure, in addition to achieving the £1.1 million, would result in savings of £500,000 being achieved earlier than previously planned, in 2014/15.
- 7.4 The table below summaries the Youth Services budget requirements for the financial years 2014/15 and 2015/16 following the implementation of the savings proposals detailed in this report:

	2014/15 £000	2015/16 £000
Available Budget	2,440	1,040
Less Savings Target	(500)	(590)*
Base Budget	1,940	450
Budget Requirements		
Current Structure (April – July)	830	0
Transitional Costs (Aug – March)	320	0
Target Youth Work	220	350
Community Support Grants	70	100
Total Budget Required	1,440	450
Early achievement of October savings target	(500)*	0

*Original savings proposal detailed in the October Budget Report £1.1 million for 2015/16. £500,000 achieved early in 2014/15 leaving a balance of £590,000 to be met in 2015/16.

[AS/13022014/Y]

8.0 Legal implications

- 8.1 The Council has a statutory duty under section 507b of the Education Act 1996 to secure access to sufficient educational and recreational leisure-time activities and sufficient facilities for such activities 'so far as reasonably practicable' and for the improvement of the young peoples' well-being.

- 8.2 Before taking action in relation to that duty, the Council is under an obligation to consider whether it is expedient for the proposed action to be taken by another person and consult 'such persons as the authority think appropriate' on that proposal.
- 8.3 In carrying out any function under s507B the Council must take steps to ascertain the views of qualifying young persons (qualifying young persons are those persons between the ages of 13 and 19 or those persons between 13 and 25 if they have a learning difficulty) in the authority's area about:
- positive leisure-time activities, and facilities for such activities, in Wolverhampton
 - the need for any additional such activities and facilities; and
 - access to such activities and facilities; and
- 8.4 The Council must also make sure that the views of qualifying young persons in the authority's area are taken into account.

[RB/14022014/H]

9.0 Equalities implications

- 9.1 The Equality Duty requires the Council to have "due regard" to the objectives set out in section 149 of the Equalities Act 2010, when exercising any of its functions. This includes when considering and making decisions on funding for the Youth Service. "Due regard" means the regard that is appropriate in all the particular circumstances in which the Council is carrying out its functions.
- 9.2 In summary, the Equality Duty requires the Council to have due regard to the need to eliminate discrimination, and both (a) to advance equality of opportunity as well as (b) to foster good relations, in each case between persons who share one or more of the "protected characteristics" and persons who do not share it. The protected characteristics are: age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.
- 9.3 The Equality Duty is not necessarily to achieve the objectives or take the steps set out in section 149. Rather, it is designed to bring these important objectives relating to discrimination and equality into consideration when the Council is setting policies or making decisions.
- 9.4 Where it is apparent from the analysis of the information before the Council that a proposed policy or decision would have an adverse effect upon equality, then adjustments should be made to avoid that affect, *i.e.* mitigation. Furthermore, compliance with the Equality Duty may involve the Council treating some people more favourably than others.
- 9.5 At the same time as paying the necessary "due regard", members must also pay regard to any countervailing factors, which it is proper and reasonable for them to consider. Budgetary pressures, economics and practical factors will

often be important. The weight of these countervailing factors in the decision making process is a matter for Councillors, subject to the principles of public law.

- 9.6 An Equality Analysis has therefore been undertaken, as it was considered that any restructure of the current Youth Service could impact on some groups of persons with relevant protected characteristics, in particular on the grounds of age, disability and race.
- 9.7 This Equality Analysis for the development and transformation of the Youth Service is attached at Appendix H and needs to be read and carefully considered. The Equality Analysis finds that although some young people with the relevant equality characteristics may consider themselves to be adversely affected by these proposals, those adverse implications will be counterbalanced by the positive equality implications that will arise from the flexible open access and targeted delivery of the new service which will increase access to the youth services by young people who do not currently use the service, many of whom will share the relevant protected characteristics.
- 9.8 In considering the proposals and recommendations in this report, Councillors are reminded that they should give consideration to users of the Youth Service, and the adverse impacts on it and its service users/client groups affected individually and cumulatively, upon
- a) persons with one or more of the protected characteristics and
 - b) the objectives of the Equality Duty, which it is clearly desirable for the Council to promote.
- 9.9 So far as concerns mitigation measures, Paragraph 5.4 sets out that:
- a) The Council has explored the development of social enterprises, mutual organisations and community interest companies and the proposed Youth Zone as well as a self-sustaining Duke of Edinburgh Award service and further income generation to maintain training and infrastructure support for youth work going forward
 - b) Councillors should therefore consider whether all reasonable mitigation measures have been considered, in an endeavour to alleviate some of this adverse impact. In reaching their decisions, the legal advice to Councillors is that they may nevertheless reasonably conclude that:
 - the extreme budgetary pressures facing the Council, as described in this Report, present a significant countervailing factor to the Equality Duty;
 - the absence of further mitigation measures being available results from these same budgetary pressures; and

- for all the reasons set out in this Report, the recommendations may properly be accepted.

10.0 Environmental implications

10.1 There are no environmental implications arising from this proposal.

11.0 Human resources implications

- 11.1 The Council is committed to maximising front line provision across its services. The proposal is to harmonise the terms and conditions for youth workers to those in the recently negotiated Single Status Collective Agreement for NJC employees. There is work in progress to explore the inclusion of Youth Work in the job family framework which may include moving from JNC terms and conditions.
- 11.2 Before finalising the recommendations and savings from terms and conditions changes the Council is currently undertaking a review of specific staff groups who are currently not on NJC terms and conditions.
- 11.3 It is anticipated that following formal consultation a restructure of the Youth Service will be required, which may result in a reduction in employees required for the restructured service.
- 11.4 Full and timely consultation, at the earliest opportunity, will take place with the affected staff groups and trade unions, and wherever possible the need for any compulsory redundancies will be minimised through managing both current and imminent vacancies, voluntary redundancy requests, and redeployment opportunities.
- 11.5 The service currently has 84FTE mainstreamed established posts (Appendix I).
- 11.6 The number of posts potentially at risk of redundancy across all proposals is approximately 75 FTE.
- 11.7 The Youth service currently holds 14.27FTE vacancies.
- 11.8 Proposed restructured organisational charts can be found in Appendices J and K.
- 11.9 The Council is committed to full and meaningful consultation with staff and trade unions on all aspects of the restructure of the Youth Service.
- 11.10 Any unavoidable reductions in employee numbers, which may result in compulsory redundancies, will be carried out in accordance with Council's

standard Human Resources policies and procedures under the advice and guidance of Human Resources department.

- 11.11 Those employees who are subject to compulsory redundancy will be given full outplacement support by the Council to assist them in their search for suitable opportunities elsewhere (e.g. time off to attend job interviews).

12.0 Schedule of background papers

- 12.1 24 July 2013 Cabinet Report Transformation and Development of Youth Services.
- 12.2 23 October 2013 Cabinet Report: Five year budget and medium term financial strategy 2014/15 to 2018/19

APPENDIX A

YOUNG PEOPLE'S GROUPS CONSULTED

C & F Support Team	GROUP
1	Stowlawn and Portobello
1	Eastfield and Brooklands Youth Clubs
1	Bilston Youth Centre
2	Rocket Pool Youth Club
2	Lunt Youth Club
2	Ettingshall Youth Club
3	Lanesfield Youth Club
3	Duke Street Youth Club
3	All Saints Youth Club
3	Graiseley Youth Club
4	Pennfields Girls Group
4	Oakley / Buckley Youth Club
4	St Chad's Youth Club
5	Dunstall Youth Centre
6	Mirage Youth Club
6	Bushbury Youth Club
7	Low Hill Youth Resource Centre
7	Moreton CoPE Group
8	Hickman Youth Club
8	Ashmore Park Youth Club

8	Heath Town Youth Club
8	Park Village Youth Club #1
8	Park Village Youth Club #2
8	Springfield Youth Club
Citywide	Diabetic Group
Citywide	Twilight Group– Disabilities group
Citywide	Unicorns – Disabilities group
Citywide	Griffins– Disabilities group
Citywide	Wolverhampton City Youth Council
Citywide	EPIC Youth Café – open session

VOLUNTARY AND COMMUNITY SECTOR
GROUPS CONSULTED

GROUP
Gloucester Street Community Association
TLC College
Gazebo TIE
Re-entry
Believe to Achieve
Wolverhampton YMCA Triangle Youth Project
Base 25
Heantun Foyer
YOW

PARTNERSHIP
GROUPS CONSULTED

C & F Support Team	GROUP
5	MAST Team 5 Referral meeting
6	MAST Team 6 Referral meeting
City-wide	Sexually Exploited, Missing & Trafficked Group (SEMT)
City-wide	West Midlands Police

YOUNG PEOPLE'S FEEDBACK

Wolverhampton Youth Zone

- If you are in a different area you will have to travel too far
- It could possibly become a place for gangs to meet
- Won't provide the support we need i.e. Anti-bullying or problems at home
- Bus fares, stranger danger, gangs in town
- Mum won't let me go into town
- Risk of fighting
- We will lose our youth workers who we already know and trust
- If I volunteer there, will I have a chance of getting a real job there?
- Could make new friends
- Might be a nice building
- Opportunities for volunteering
- This is not for us
- Expensive, there should not be any entry fee as young people will have to travel from across the city
- Entrance fees?
- Safety issues
- Traffic
- Young people from Heath Town would not access it at all
- Area codes, gangs
- Town centre is unsafe – nightclubs, drinkers and drugs
- Fights in town every night
- Personal safety
- I am not happy, I want a girls' group instead
- Drug dealing may take place where young people meet
- Will there be a mini bus service?
- We have a fantastic centre at Graiseley, they have spent lots of money on this centre and it is going to close after only 2 years.
- Don't agree with this option coming from the Czech community. It is the only youth club we attend (Graiseley) we come two nights a week and we will have nowhere else to go when it closes.
- Not going to get home from WYZ until after 10.00 pm on a school night. Mirage closes at 9.00 pm and it's a 5 min walk home.
- Will take us up to 1 hour to travel in from Mirage area.
- The city centre attracts certain groups and concerns are around racism.
- Waste of money would be better to replace existing LA provision.
- We don't like the idea. We already made this clear in the original consultation about the Youth Zone.
- Buses aren't safe.
- Worried about assault and rape etc.
- It will be overcrowded.
- Youth Zone will not look after our needs as the Hospital Youth Work Team do. We don't want to be with large groups of people.

- We don't want to lose the service that has made a difference to our lives.
- What is going to happen after youth clubs close and before Youth Zone opens?
- Why should we give money to Youth Zone? Why can't we keep it and have a club in our area?
- Every time we go into the town centre the police stop us, but never stop anyone else.
- All said that it is aimed at young people from rich areas. Only they could afford to go there. Parents would drop them off and pick them up.
- We would like to see a number of clubs across the city so young people can safely access them
- From Rocket Pool to Wolverhampton the buses only run every hour and we can't use the same day saver bus tickets as its different bus companies.
- The youth workers have known us and our families for years and we know they can support and help us. We don't think this would happen in Youth Zone as the workers don't know the area or our families.
- We trust our youth workers. We open up to them about our worries and concerns.
- Young people who do not want to go to Youth Zone will simply hang around their 'ends'.
- It seems like the Youth Zone is going to be a money making thing instead of a place for young people to go.

A strategic Youth Work lead and integrated targeted team directly managed through C & F Support Teams

- It means nothing to us.
- This will only be supporting a few young people.
- Targeted youth support is important. Some need extra support.
- Why lose a service and put it into another one that will have different ideas of how it should do things?
- There won't be enough youth workers to work with everybody.
- If youth clubs are going where will the targeted workers work with young people?
- Shocked that there will only be 1 youth worker per C & F Support Team area.
- Young people have said that they prefer and like the way the service was run before. Getting C & F Support Teams to run youth work will break up the trust and relationships built through having regular youth workers who they can trust.
- Where is this going to happen?
- Again the naughty ones get more things and help. What about us who are not being naughty? We are the ones who lose out.
- Having more workers would enable youth workers to discuss options and they will be swamped with all the work.
- Youth workers will only work with a few young people. Everybody else will lose out.
- One young person said "in my opinion it is stupid – not enough".

- The majority of young people will miss opportunities to get involved in projects that offer a chance to build their confidence and support them.
- Access to youth workers will be very hard so how could we access them. Only naughty kids will get youth workers.
- That's hard work.
- How many kids will they have to see? They won't have enough time to do any good work.
- We need more leaders, not less, who understand what to do.
- How will they manage a situation with fewer workers? How can they build relationships and do any good work?
- As we border Dudley/Sandwell/Wolves, our school is not covered by a C & F Support Team so we wouldn't get the help we are getting now off youth workers who come into school to help.

A budget of £100,000 would be made available to support a range of activity including: small grants to local community organisations and some commissioned voluntary sector re-provision of local open-access youth provision, as well as specific pieces of targeted needs led work including local youth democracy

- I want to know - will they be there for us and will it be safe?
- Local people haven't got the time or money to take on voluntary work.
- It will not work because they will be churches.
- They will not let us into the church clubs.
- Quality will suffer.
- Youth workers know everything about us. Wouldn't want people from the community coming in as they will know all our families.
- There are no clubs in Heath Town except for Hope. We cannot go there, so what is on offer for us?
- The money will be good if it helps young people in this area (Warstones).
- Why are the Council wasting valuable money on these organisations when they don't even understand young people?
- The Council wasted a lot of money over the last few years like spending money on the bus depot. They could have used that money to make the current youth clubs better for young people to use in the future.
- The local groups have different conditions e.g. Gujarati Youth Club you have to be a Gujarati – they won't let us in.
- Young people would rather pay an increased entrance fee to attend their own youth club in their own area to access different specific pieces of targeted work on offer.
- New workers might not be qualified.
- Not enough money to keep new clubs going, as they would start up and then close.
- Youth workers are safe. We do not trust anyone else. We will not have the privacy. Everyone will know our business.
- Not happy with voluntary organisations taking over such as a church because they have a different set of rules and a church might judge us because of the organisation's beliefs.

- Would not be happy for the club to be staffed by local people who we know. We want to be able to trust the workers.
- The money spent on this should be decided by young people like they used to do before in the Youth Service (Youth Bank).
- We don't trust that we would see any of the money. We don't trust the adults in our area so we wouldn't like a voluntary run youth club.
- The group said even though £100,000 seems a lot, it is not enough to go around when you are talking about the whole of the City.
- The venue has to be right.
- Would it be the same standards and if so who is going to measure it or keep an eye on these groups?
- A few went to a church youth club and they were kicked out (Heath Town).
- Young people wanted their own youth club and not someone else's.
- We don't think this will work for young people like us and others with medical issues or special needs. We have always had good advice and support from Hospital Youth Work Team and trust them, and we know we can rely on their knowledge and support.

Other issues

- Once again we feel like we won't be listened to because questions like this got passed already this year and we said we weren't happy about it, but we still thought we had our local youth club because we were meant to be moving to the Library at Priory Green. Now that is not happening.
- Girls like us will be in danger if we travel to and from the town centre each night. We will have to stay in or spend time hanging around on the streets as there will be nowhere to go that is safe.
- The group said they understood about the cuts but were frustrated as they said young people get a raw deal these days and instead of chopping the Youth Service to pieces they should look at other services.

Alternative Proposals

- We want to keep a Youth Service with clubs across the city. The Youth Zone should get a sponsor rather than taking money out of the Youth Service.

Youth Council response

Wolverhampton Youth Zone

- What if people can't get there?
- Transport too expensive.
- Young people already have a bond with their youth workers.
- Parents may not feel comfortable letting their children travel in from certain areas.
- Only young people with parents/carers with transport will be able to get to Youth Zone. What about the other young people?

- Expensive.
- Not safe especially in evening.
- Parents wouldn't want young kids out in dark - in winter it gets dark early.
- Keep youth clubs that are being used by young people open and put the money where it's more beneficial. What if the Youth Zone closed because of less people, maintenance problems etc. Where do young people go then?
- Privatisation means charges implemented for users of Youth Zone are unaffordable.
- Will be more people on streets/skate park because they can't or don't want to pay.
- More crime and gangs.
- Jobs lost for no reason.
- More people on dole.
- Less money for all the other services that fall in the same category.
- More people will be hanging around MOTH (Man on the Horse).
- More older clubs needed.

Targeted youth work being provided through a strategic youth work lead and integrated targeted team directly managed through C & F Support Teams

- No need for strategy just youth workers.
- Wording of question difficult for dyslexic (too ambiguous).
- Language too complex. What do you mean? What is the question?
- According to the Council, the Youth Service is a soft target for cuts.
- Unfair.
- How will the C & F Support Team system work if there is only the Youth Zone?
- Why all this jargon? (Words).

A budget of £100,000 would be made available to support a range of activity including: small grants to local community organisations and some commissioned voluntary sector re-provision of local open-access youth provision, as well as specific pieces of targeted needs led work including local youth democracy

- Used to be £2.8 million.
- Not enough.
- Make sure core costs are covered before spending on other services e.g. don't close any youth groups, community groups etc.
- £100,000 is not enough.
- How do we know if the money will be used on providing a youth provision or other services via the Voluntary Sector?
- What local community groups? Shutting all them down!
- Why is funding prioritised for certain groups of young people rather than others?

Disabilities Groups' (young people and parents) response

Wolverhampton Youth Zone

- When talking about young people and open-access we do not feel as parents / carers this is the correct description of our young people. Our young people have severe and complex disabilities which also includes personal care and issues around non-verbal communication, challenging behaviour, and learning disabilities.
- How will our young people be catered for? How will their individual needs be met?
- How will our young people be safe and secure, because the term open-access to us means just that it will be open to everyone. At present our young people are in a safe and secure place and have structure and the support of dedicated staff who understand their needs.
- How, where and when will they be able to meet their peers in a safe and secure place and not be a target for bullying, victimisation and ridicule? We are still not in an inclusive world and discrimination against our young people still goes on. The sessions that are available at present have a waiting list and young people can only attend every 2 weeks due to how popular it is.
- Will Youth Zone be able to offer continuity of staff, structured program and meet personal care needs? Our young people do not cope with change well and this affects routine and it has a knock on effect to the other services they receive (school, colleges, day centres).
- Will staff be trained in the specialised area that is needed to work with our young people? Will they be able to cope with the emotional needs, regression, challenging behaviour, personal care that includes toileting and feeding, build confidence, life skills and physical challenges? Will they be able to communicate with those who are non-verbal and those who have difficulty in expressing themselves? Will they be able to use sign language in a way that disabled people sign to communicate? Are workers going to have an awareness of the needs of young disabled people and how complex their lives are? How will staff be able to cope with the changes and behaviour in young people? Young People and parents need to feel confident and trust the staff that will work with them; they need to feel confident that all appropriate training and skills are gained.
- How will our young people be able to have social opportunities and integrate in the community as this is an important part of their development, will this mean the end of summer activity program, day activities, residential breaks, open evenings, social events when parents are invited these are very important events because it allows us to share information and meet other parents who understand our needs. Our young people access the community in their current setting and have learnt a lot about personal development and safety in the community.
- Will there be an assessment process so staff will know who they are working with and how the needs of young people can be met? Currently there is a very successful assessment process in place which helps both young people and parents to be assured that needs are met because they are placed in the appropriate group.

- Transport, will this be provided? Our young people are unable to travel independently and cannot travel without supervision / escort.
- Parents need to be able to trust staff and be confident that their young will be supported and looked after in the service they receive. At present we have that trust and confidence. The staff at the Gorge are very dedicated and are able to offer all that we require. We have personal contact with staff at present.
- Disabled people miss out all the time, they are losing services across the board, Windmill Respite is closing, Stowheath Day Centre is closing, they have reduced opportunities, and what age can young people attend Youth Zone because at present the age is up to 24 in the Youth Service. The mental age of our young people is not the same as their date of birth. What is Youth Zone going to be providing? Can a group meet within a group? We not only have a valued service provided for our young people it's also valued by parents / carers by enabling us to have quality time with other members of our family and time for ourselves. What people do not realise is that our role as parents is 24/7 and it is different than those who have non-disabled children because ours is a caring role and our young people are not able to be left alone at any time.
- It's disgusting that we are going to lose our provision where staff understand us and our needs. How do we know staff will be trained to accommodate us? We feel safe and secure as we are and changes can cause distress. How can we feel safe with lots of young people passing through we feel we will be an easy target for bullying and inclusion like this would not work for us, integrating young people in one building can and probably will cause trouble. Changes for disabled people can be too much, we require and need structure, consistency and a specialist service so that independence, life skills and communication can be supported. We need to be able to build relationships with staff and them with us so the important work that is delivered at present can be continued.
- At present parents are able to approach staff and staff support and work with parents and the group, being in a big place (Youth Zone) can be too over loading, there will be too many people and many different things going on that can cause us to melt down. There are also issues around our safety being in a large building. We like being a group who meet with our peers we do not have to explain difficulties we understand each other and accept each other, we find that the staff and young people are more tolerant towards each other because we understand each person has different needs and require different levels of support.
- We are very angry about the changes that are coming and upset because we feel young people with disabilities will miss out. This is confusing for staff and young people.
- What will happen to young disabled people when the Youth Service ends and Youth Zone opens? We are not able to travel independently and need an escort if we use public transport. Because of the type of my wheelchair, public transport is not really an option for me. How are we supposed to get to a Youth Zone. Not all parents drive or own a car so travel is an issue and our personal safety is also at risk because it will not be easy for us to get there?

- Imagine being reliant on someone because of the needs and support you may require this is our life every day every year why take what we have away from us.
- Why not put money into what we already have?
- Is Youth Zone going to be affordable?
- Would not be happy or comfortable in sending my child to Youth Zone.
- Difficulties of mixing with others.
- Can Youth Zone offer parents' evenings, summer programme, celebrations, residential and day trips?

Targeted youth work being provided through a strategic youth work lead and integrated targeted team directly managed through C & F Support Teams

- How can our young receive this service? Our young people are older than non-disabled peers when they are able to leave school. Also will the workers be trained to meet the needs of disabled young people?
- How will this benefit our young people?
- Having one worker per C & F Support Team will not work, how can this be enough one worker for each area how can they meet the needs of young people with special educational needs and disabilities let alone our non-disabled peers. There will be a further increase in paper work and this will reduce the "youth work".
- How will young disabled people's needs be met? It will not support leisure and social skills. Social interaction and social skills are important and need to be gained in the setting that currently serves young disabled people.
- Youth workers do CAFs and play a valued part in a young person's life. Young people with special educational needs and disabilities need to be supported and protected and the small group social setting they have now works for them.
- Will we be able to have a structured program and meet in a group setting like we do now, will there be a mix of male and female workers, some girls are not comfortable around male people?
- How are our needs going to be met?
- Disabled people will not be able to cope in this setting.
- Not possible to mix disabled young people with targeted young people.
- Young people have different needs.
- Disabled young people will be the ones to miss out.
- Disabled young people not having same options.
- Transitional support – who will provide this?

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- What a waste of money, keep things as they are. If volunteers take over this, it will limit things for disabled young people. Why build new buildings if it

means others are going to be shut or get knocked down. This is madness.
Why is the Council never happy?

- Use money to keep things as they are, what we have works.
- Safety of young people / voluntary organisations CRBs etc.
- How are staff going to be trained?
- How can volunteers be responsible? Will they cope with the pressure and differences in young people?
- Where do disabled young people stand?
- Miss out on funding opportunities.
- Transition – how would it be managed?
- Volunteer communications with parents.
- Would voluntary organisation be able to provide same service?
- Are they able to provide the same level of activities?

ONLINE CONSULTATION RESPONSES (64 responses)

Wolverhampton Youth Zone

- The Youth Zone will not cater for all children and young people, it will only attract some young people. It will fail. It has no long term future.
- How will young people travel from the four corners of the city into the City Centre due to cost of travel and safety concerns for late evening travel especially at night in the winter.
- In theory it is a good idea, however, it will meet a different clientele than those young people using the city's Youth Service, leaving more needy young people with no service in areas with guns and gangs and drugs and they would not be able to afford the bus.
- Youth Zone consultation based on complementing existing local youth provision.
- I wouldn't be able to afford to send my two teenage lads there. They currently go to their local youth club which provides plenty for them to do.
- The Youth Zone will not be able to cater for my son who has severe disabilities and is currently provided for by the Youth Service.
- Local open-access youth provision is an essential part of early intervention as it prevents countless young people escalating into higher tiered targeted and specialist services.
- I feel that it would be a good venue as it is based within the City Centre and as it opens all days of the week this will offer young people a place to go at all times.
- Placing the burden on the charitable sector is unacceptable.
- It will be difficult for many young people access due to the distance they have to travel and I have reservations about letting my child come into the city centre at night because of the pubs and clubs. However I can see the need for such provision.
- Why should my child have to travel into town to get youth provision when I don't like them being in town at night and especially where this new Youth Zone is going to be built. Also, why should they pay to get in?
- I think that having a Youth Zone one in one location will lead to the facility being underutilised as young people hate travelling.
- I don't think it's a good idea that over 50 youth workers are losing their jobs due to the opening of the Youth Zone. Postcode issues mean that young people won't use this facility whatever you think.
- Crazy!
- Youth work is not all about glitzy new premises it is about real lives in real communities and making a real difference.
- My message to Councillors is to stop this farce of public consultation, you were elected to lead not abdicate your responsibilities. Better to die standing and fighting than submitting on your knees.
- If elected members contract out youth work to either the commercial or voluntary sector then they have lost any moral authority to represent the interest of young people.

- How would a “one service fits all” provision possibly meet the needs of Wolverhampton’s young people?
- For many young people the Youth Zone will be very beneficial if it is run well with proper qualified experienced youth workers. It is good that it is open every day.
- Sounds interesting, could the Council staff be taken on there?
- Completely and utterly flawed.
- A city centre hub is great, but we can’t afford to lose our local centres so that one big one can be built.
- So when all these millions have been ploughed into the Youth Zone, how will the kids get there? No one has been able to answer this question yet. How will kids from low income families access the new services activities if their parents can’t afford the bus fare or to run a car.
- Most parents do not want their children in the City Centre as they foresee danger.
- There is an assumption with this that all young people will go to one venue. Some towns can cope with this well, but a city like Wolves needs a diverse range of provision to meet the needs of a diverse youth. However, OnSide’s previous projects demonstrate a high standard of provision so it could be good for some young people. There will always be a need for detached and outreach work in a city like Wolves as most young people most in need often don’t access the support.
- What you should do is take on board the residents’ views or you will continue to be seen in a bad light by the public, i.e. not listening to them and going ahead with your grandiose plans just because you’ve already made them.
- A lot of money has been put into this new building when less money could be invested in existing youth clubs.
- Whilst I applaud the concept of the Youth Zone and the investment it represents, I do feel it is very short-sighted to concentrate provision on one specific City Centre location. I am not convinced that parents will feel comfortable with their youngsters travelling into town of an evening to use a central facility, especially if there’s a perception that the facility be would be used by youngsters from areas with anti-social behaviour.
- Open-access is not suitable for all young people and I think disabled people are going to be excluded.
- High risk strategy including location, it should be closer to bus station.
- As much as I think it would be a good resource, will the services be free to young people? How about the young people that can’t afford to travel to Youth Zone, will it be safe? There will be a big age range, 8-21 years, how will this be staffed? Will the work being achieved there be issue based or will there be provision to hang out? Who will staff this?
- I believe that the removal of local based provision will furthermore impact negatively on communities leading to an increase in anti-social behaviour resulting in police time being redirected to deal with young people and there will be an increase in the number of young people entering the youth justice system.

- The vast majority of youths will not travel from outside the area to use this facility within the City. You will end up with a really great provision that will benefit a minority.
- As deputy Youth MP for the City, being a Youth Councillor and member of the WAYS young people development group myself, I feel that the WAY being the only provider of youth provision within our city will take all those great opportunities that so many young people have away from them. We all must agree that the facility will be a huge benefit to all, wanting a slice of the action, but we must bear in mind that the success of the Youth Service has been underestimated so badly that the Council practically told everyone that this is the right way forward. All we can ask is “How could they?”
- Don't think young people will travel from all over the City.
- Postcodes in the City don't get along with each other still need youth clubs across the City.
- EPIC Youth Café is perfectly adequate in providing young adults aged 13-18 with a place to learn, socialise and be safe off the streets. By taking that service away and replacing it with a new one it will cause more disruption than good for our age group in particular. Why not leave it be and instead set up something alongside it for other issues you plan to tackle.
- If it is well managed and well-resourced then it has the potential to provide a lot of facilities and support for young people.
- Youth Zone sounds like a fantastic idea but it really does depend on what services are likely to be cut. I myself am part of the D of E group and I think it would be a great loss if this service was cut as so many young people do participate and intend to participate in the future.

Targeted youth work being provided through a strategic youth work lead and integrated targeted team directly managed through C & F Support Teams

- No-one is denying that the Council needs to make huge savings but making further cuts to early intervention services will lead to greater cost pressures on specialist services in the future.
- I agree with youth work being delivered through the C & F Support Team but I also feel that the Youth Service supports many young people through the youth clubs as many young people fall through the net and the youth club is their only sanctuary.
- The existing Youth Service structure is actually very effective. I myself have seen vulnerable young people turn their lives around from the support they are receiving from the existing providers and structure. I have also been on the receiving end of this support from the existing structure and believe it to be very beneficial. You can't predict how any structure will work out until put into action but if something isn't broken, then why fix it.
- This will mean some people will not get spoken to but other kids might get spoken to loads. 7 youth workers aren't going to get around loads of kids.
- Good but a lot of young people who need help are a silent majority who have problems but keep them to themselves. These young people are not causing problems so may not be identified as needing help. They may come from known families etc. but are probably as much in need of help as the easily identifiable young people.

- The C & F Support Team have benefitted from working with the Youth Service to deliver multi-agency provision across the eight current C & F Support Team areas, the supervision and guidance of targeted youth workers may be best from supervisors who are trained in youth work.
- I don't feel the C & F Support Teams have the capacity, expertise or flexibility to do this role. They are not working terribly well as a model at the moment in my opinion and therefore it is dangerous to give further specialist work to this set up.
- There will be more problems on the street and not a lot of workers to deal with the problems.
- Good idea.
- I think that the C & F Support Teams are only open to school age children. What about older young people?
- Our local youth services are in need of more support, not being cut, scaled back and transferred to C & F Support Teams. If it does go to C & F Support Teams we need to ensure that the youth workers are trained, qualified and experienced youth workers.
- Where is the evidence that such a proposal has any merit?
- I like the Youth Service structure as it stands. Maybe some very small aspects could be improved, but why scrap something that is working well.
- The best thing to do would be to pilot it first to understand the problems that arise. Don't do a blanket scrapping and replacing until you know for sure it is more effective. Look at the case of universal credit replacing the various credits and what a shambles that has been.
- Targeted work is predicted on a deficit model of young people seeing them as a problem and as having problems. I would suggest that the only problem that young people have in Wolverhampton is weak Councillors.
- Everyone needs a little help advice and guidance, why should it be only be those who have been identified as vulnerable.
- There will be no real contact or relationship with needy young people. Youth workers have close contact with young people, this lets the young person be able to trust and have confidence in their youth worker.
- This worries me as I am a parent of a child with additional needs and I am used to multi-agency teams that do not provide continuity.
- I think it's a brilliant idea that kids get individual support but in honesty my son gets the support one to one from a local youth worker within the Youth Service.
- I like the idea of targeted youth work support and believe that this will work if the right structures are in place such as proper locations and venues to meet young people and detached youth staff.
- Are these arrangements 9-5? Who will the Councillors call after this time when young people are on the streets of Wolverhampton? 8 youth workers? Or members of the Council?
- A key mistake to be avoided is to think that because youth work is part of a multi-agency team it can be 9-5, that would be a big mistake and waste more money.
- Concerns exist that the role of youth work will be further diluted. Youth work is often misunderstood and the role it plays in supporting young people

undervalued. That said, if it means youth work still existing in a targeted way rather than completely disappearing then yes.

- The success of the Youth Service in supporting young people with unmet needs is through the voluntary relationship grown out of local open-access provision where young people choose to engage.
- I believe targeted work should be done but not to replace Youth Service, it's a good resource.
- It is not open access, you are targeting young people. The benefit of open-access was about working with young people on their terms. Check out your neighbouring local authorities, this model has not worked there, it does not replace good youth work.
- A budget of £300,000 will only likely employ 8 full time youth workers city-wide, this will not provide enough capacity for current or future demands.
- I am not convinced that there is sufficient specialist knowledge in the existing C & F Support Team structure to manage these posts effectively. The role of these posts could become seriously diluted if not managed effectively.
- Targeted youth support targeting individuals groups or young persons is already provided through the C & F Support Teams. This works well, especially PAYP. However due to cost cutting less and less individuals and groups are being accessed. This work has a massive impact on the anti-social behaviour in neighbourhoods throughout Bradley and Bilston and should continue in this very important area.
- Workers whose primary role is to offer additional support to specific young people in addition to a universal open service is positive. However, as the number of youth workers will be small, I don't feel that they will have the capacity to support the number of young people needing support and will need to prioritise those who are at the hard end leaving a large number of young people who are on the fringes with no support and unable to access support as there will be no local open-access provision with workers they have built relationships with.
- For my child to get to see a youth worker they will have to be referred to the C & F Support Team which will then put a label on my child.

A budget of £100,000 would be made available to support a range of activity including; small grants to local community organisations and some commissioned voluntary sector re-provision of local open-access youth provision, as well as specific pieces of targeted needs led work including local youth democracy.

- Are you being ironic, insulting or just plain ignorant?
- How crass to refer to "local youth democracy" whilst cutting services?
- Convene a series of public meetings in local communities, look the electorate and the future electorate in the eye and explain to them why you are running scared from this vile bunch of posh boys in Westminster.
- Get rid of Councillors' allowances, meals and other expenses and give the budget to locally elected young people's groups and let them determine the spend.
- In a sentence, this is youth clubs on the cheap. It may work to a limited degree where you have dedicated volunteers in already existing youth clubs.

- I think this is a very meagre budget to cover a lot of ground although any budget is welcomed.
- I feel that this would clearly help voluntary organisations as a start-up grant but question where the funding would then be in order to sustain a level of provision that I think would be needed.
- I feel that the figure will be far too small for the size of the City.
- I think young people need safe local space with specialist workers to support them.
- Youth democracy programmes are often elitist and tokenistic.
- Given levels of youth disaffection and increasing gang activity in the City it doesn't sound like very much money, but I recognise these are lean times so something is better than nothing.
- In principle not a bad idea, however provision may well end up patchy given the abilities of community led groups to bid for funding. Will there be any staff to support the groups this process and ensure that adequate protection is in place to ensure quality provision?
- You need to ensure that any organisation commissioned, or granted funds has robust safeguarding procedures such as the safe network standards by the NSPCC which also meet Section 11 of the Children's Act.
- £100,000 is not going to go a long way. I feel that areas with high ASB, deprivation and teenage pregnancy and jobless have the most spent on them whereas families can afford to use private companies or supply activities for themselves should have less of the budget.
- I am very angry, I'm raging as you are giving strangers our lives to look after and they could just use the £100,000 for their own benefit.
- It will be bitty, it will not be sustainable, it will not be joined up.
- Yes, in principle this sounds good but without details I cannot comment further.
- Has anyone spoke to the youth themselves? What do they think of these proposals? What happens if there are no voluntary groups, changes have already happened which it is why I am seeing youths walking the streets.
- It simply isn't enough money.
- This won't work as someone has to be in charge and there is never a fair system.
- Yes, it's a good idea, once you have subdivided the budget between the various concerns there will be very little left of the work across the City. An idea may be to allocate a sum to each constituency team for them to fund projects locally that will deliver a real impact.
- Allowing other people to have the opportunity to run a facility themselves will certainly gather interest. All we need is conditions on what they will need to follow and how much they can apply for.
- My children will be excluded as usual due to no issues or interests in politics. All the activities my children want to do I have to pay for. Why can't there be somewhere to go to, to have fun with their school friends.
- Not good use of public money at all, as services for young people need to be operated by qualified workers.
- I work in the voluntary sector, this may help smaller church and very localised groups to capacity build and to increase their offer to young people but it will

not replace mainstream 5 nights a week Youth Service, I could not deliver that on those figures.

- Who is going to control and give out these funds? Who will benefit, will it be just the rich families?
- It's not a lot of money, how will the money be monitored? How many young people are going to be affected?
- Close consideration must be given to evidence based predicted outcomes for young people from the range of activities e.g. The D of E Award create a huge number of certification and accreditation for young people to improve their skills, job opportunities, and self-esteem amongst other things. The allocation of financial support seems appropriate if the provision can prove it will make an evidence based difference to young people across Wolverhampton.
- £100,000 to support the whole of Wolverhampton? To be honest I think it's very insulting that whoever is making decisions believes that the young people and children of Wolverhampton are only worth £100,000. Surely we are supposed to be building tomorrow's leaders?
- The flexibility to commission/support good work and initiatives across the City should have the potential to have good outcomes.
- It's all good and well saying you have these fantastic ideas to improve the way the youth system works but no one has taken into consideration how the young adults feel. We don't want our Youth Service to change. We like it the way it is. This will just push us back into the streets by getting rid of EPIC Youth Café.
- The opportunity to apply for small grants is all well and good but my concern is who would monitor and ensure that the work is being delivered to a high standard and reaching the people who need it most not just small groups for the purpose of numbers and tick boxes.
- The Youth Service support a variety of young people across the City including young people with disabilities and in hospital to name a few. Would these groups still receive access to services?
- There is a big difference between youth work and youth activity. The Voluntary Sector provide the latter not the former.

Other issues or comments raised

- Rethink your current plan. If you lose the current Youth Service you will face more problems. You should not be losing your professional experienced staff.
- Young people who live in the city of Wolverhampton today are hopefully our good citizens and parents of tomorrow. It would be short sighted to cease to provide targeted multi-agency joined-up provision locally to vulnerable young people and expect that Wolverhampton will have a smooth and pain-free future. Balancing the budget now is no guarantee of a healthy community in the future.
- We could keep some buildings open by looking at figures and areas that need it most. We could have some workers walking the streets with kids going to the park, doing projects on the road, or any help we need. Youth clubs could do more charity work or fund raise.

- I realise cuts have to be made but why hit local youth services? Surely it would be better to provide a service locally than plough money into one building where most will not go?
- Joint working with the voluntary sector, co-located teams, shared buildings, targeted work with the most at risk still need a provision for all young people however.
- Have a contingency in place ready for a lot of youth related anti-social behaviour especially in deprived areas such as Bilston East. It's going to happen!!!
- Resign, because either you are not up to the job or you are seduced by the power and authority. If every Councillor resigned as a matter of principle and in solidarity of the people of Wolverhampton you might just save a vestige of respect.
- Do not get rid of the D of E. It is a vital youth service and many people find it so worthwhile, particularly due to the team leaders as they are accredited themselves and the Youth Service.
- Keep local youth clubs open for the sake of the local communities.
- There is going to be more ASB, more drug use because the youth clubs are shut down.
- Youth provision needs to consider closely to what extent youth services provide recognised outcomes for young people, in light of the current financial situation. Long-term, however, the City needs young people who are supported and in a position to benefit our City.
- Look at youth projects and see if they can be put somewhere else. Keep youth clubs though.
- Invest and improve what's already there.
- Listen to parents.
- Ensure the Youth Council are kept and supported.
- Ensure that the gap/void that there will be from when clubs shut to the WAY opening can be avoided.
- Key centres and key buildings need to be kept and other ways of keeping the centres open be thought of.
- Explore the potential of partnership with sports-based activity centres.
- Let the non-Local Authority provided Youth Zone fund itself.
- The situation is grave, but I believe young people's services are being disproportionately cut. Long-term it will not save money.
- Maybe not have it 52 weeks of the year or reduce hours.
- I myself have gone through Youth Service projects and I am now re-doing my A Levels, completed Level 2 Youth Work and being told by tutors to apply for top Universities. It is all down to their support. The only suggestion I have is to put every ounce of effort into this new Youth Zone and ensure it meets the standards set by so many youth centres already providing services. If it can't meet the standards of existing ones it is a dire shame.
- Preventative work is so important and if youth work provision was looked at properly and money was spent then things wouldn't cost the Council more in the future, i.e. gangs, ASBO's.
- Good youth work is, and always has been, under-valued. It is important to see the social cost. You need to support your VCS, but not by chucking small amounts of money at them that will not work. They need to be able to plan

ahead. Listen to young people, yes, but never forget there are a lot of young people who don't feel able to speak up and these are often those most in need. So listen to youth workers and local communities.

VOLUNTARY AND COMMUNITY SECTOR FEEDBACK

Wolverhampton Youth Zone

- Clarification around the previous agreement of £400,000 will now be funded from the Youth Service allocation as opposed to other local authority resources.
- Question around whether Youth Zone decision would be reconsidered given the current financial climate.
- Unhappy that change to decision around funding for Youth Zone that will have a negative impact.
- Young people making contribution to attend – how much, can they afford?
- What will happen to youth centre buildings? Will be up for asset disposal/transfer. Equipment will hopefully be given out to other organisations working with young people within the City. Need to ensure in the right place with correct skills to use specialist equipment.
- Asset transfer – Voluntary Sector will need support to ensure this is possible.
- Concern that Youth Zone consultation did not make clear that was instead of Youth Service – young people misled.
- Use of Youth Zone – will it cope with diversity if this is the only provision?
- Frustration that Youth Café – large investment and now likely to close, value to young people - Value for Money? Will Youth Zone face the same problem on a larger scale.
- Many parents of children won't let young people travel.
- Concerns around postcode and gang issues. Concern around when youth clubs close and no Voluntary Sector able to pick us as none left as cuts to grants mean they will close.
- Question around Youth Café – where will this be funded from. Funded from 2009 and funded Youth Opportunities and Youth Capital Fund. Building with lease to 2019.
- How do police feel about increase in anti-social behaviour?
- Concern expressed that Council funding to Youth Zone will be only grant funding available to Voluntary Sector that will mean there will be very little left to support local voluntary organisations.
- Need for young people being able to access any equipment and resources – joined up approach.
- Youth Zone needs to be involved with Voluntary Sector as a partner in co-ordinating and delivering services to young people across the city. Concern will be the “big school bully” and that voluntary sector will not have sufficient leverage in partnership.
- OnSide need to ensure that they engage voluntary sector partners and some assurances that they will work together with the voluntary sector.
- Voluntary sector organisations applying for funding but being turned down by likes of police as funding going to KICZ project instead. Feel that influence of businessmen is working against the voluntary sector. Mistrust of organisations, charities or not, not being partner orientated. No building on what is already available. Concern that the Youth Zone will be a similar organisation.

- How will the local authority monitor how their money has been used and whether it is doing what it needs to do? Will it have the same expectations as the voluntary sector has when given funding?

Targeted youth work being provided through a strategic youth work lead and integrated targeted team directly managed through C & F Support Teams

- Question about how targeted work will now work?
- How was this decision thought through? A lot of young people are referred in/out and remain in community setting. How will the youth work team work with the community? They would need to be based in community not in a C & F Support Team office.
- How will school issues be dealt with in the community, particularly for young people who travel across the City to go to school. Needs to be a locality based provision not a school response for some issues such as gangs etc.
- How will link between community groups and C & F Support Teams be facilitated and communication kept open.
- Need to ensure that skilled and experienced good youth workers are appointed, not desk bound workers who will be ineffective.
- Will lose some professionalism of workers as they will be directed by C & F Support Teams instead of looking at needs of community.
- Partnership working is key, particularly around ensuring young people feel part of the community – youth clubs are key in doing this at present.
- Increase of crime may also occur if partnerships currently used no longer happening.
- Partners from voluntary sector working with youth services are key at present. Will lose this.

A budget of £100,000 would be made available to support a range of activity including; small grants to local community organisations and some commissioned voluntary sector re-provision of local open-access youth provision, as well as specific pieces of targeted needs led work including local youth democracy.

- Funding opportunities need to be joined up in order to make best use of limited resources available across the city.
- Grant funding needs to have young people's support as part of the key support for grants available and making best use of buildings, equipment and resources. Ensure access to services still available to young people. Needs a collective approach across Council services.
- Question around what will happen to the Communities Initiatives funding that is currently available – will this continue or would this be instead of that funding?
- How will the Council stimulate the voluntary sector if it is being cut back anyway?
- Feel that “encourage and stimulate” wording is patronising to voluntary sector. People and groups that are interested in working with young people are already doing that so who is it going to encourage?

- Need to give support to groups already working to enable them to provide provision to young people after the Youth Service closes, particularly during period between closure and opening of Youth Zone.
- Voluntary sector is well placed to pick up of some of the issues and projects, but limited funding will mean the model won't work, particularly coupled with other cuts received by the voluntary sector.
- Short term proper investment is needed to stimulate long term voluntary sector growth.
- Need to ensure that the infrastructure within the voluntary sector is also sustained in order to assist in "bridging the gap".
- Concern that this could become very fragmented and a collective approach is needed.
- Voluntary sector needs to build a business case on a citywide basis.

Other Comments/issues and concerns

- Concern for young people – nothing for young people to do for the closed period. How will the Youth Zone re-engage young people who will be "lost" during this period? Young people exceptionally unhappy, disengaged and dissatisfied.
- Young people in organisations do not feel that they have been listened to and that engaging young people is difficult as they do not feel there is any point.
- Newhampton Arts Centre – proposed change of use of studios, now being changed to offices, loss of facilities for young people – waste of money and lack of joint up thinking across the local authority.
- Concern about equalities issues around how these direct cuts will reduce and minimise services to protected groups across the City.
- Concern that messages are not being listened to at a higher level in the Council. Voluntary sector to look at doing it as a collective group.
- Selling young people short. Young people need spaces to go to in communities where they live and have professional input from adults to support them. Will increase number of social issues as no Youth Service to support.
- Voluntary organisations receiving cuts will potentially mean that they will be unable to attract further funding into the City, which means that the City will lose out on not just the local authority service, but the ability of the voluntary sector to provide. Feel that Youth Zone funding would be better concentrated on supporting on what we already have.
- Voluntary sector organisations applying for funding but being turned down by likes of police as funding going to KICZ project instead. Feel that influence of businessmen is working against the voluntary sector. Mistrust of organisations, charities or not, not being partner orientated. Not building on what is already available. Concern that the Youth Zone will be a similar organisation.
- YOW in threat due to funding, another attack on young people of Wolverhampton.

PARTNERSHIP GROUPS FEEDBACK

Wolverhampton Youth Zone

- Vulnerable young people in local neighbourhood won't be able to access either due to transport cost or accessibility. Money to access Youth Zone?
- Postcode will become an issue again as neighbourhood work will cease.
- Issue in City Centre having that many young people in one area, safety in the City Centre, especially that part of town.
- How can they put the money from Youth Service budget to fund this Youth Zone if it's a charity?
- It won't be delivering targeted work in neighbourhoods, its just activity based.
- Several concerns noted that it is at the expense of local area youth clubs leaving communities without any provision.
- Negative effect on community identity.
- Have transport links / costs been considered / factored into the budget?
- Increase in youth crime and ASB as little or no local provision e.g. Low Hill Youth Club is to be closed even though it is the most well attended in the City.
- Postcode issues and gangs rivalry either real or perceived by partners, young people and their parents.
- Local youth clubs are a base for wider partnership, community and inter-generational work.
- Will an environmental survey be carried out to identify and locate the most travelled routes and their safety? Do they include adequate crossings, lit subways/alleyways? Location of CCTV?
- This goes against the current format of the Council's service whereby social care and C & F Support Teams are based on local need.
- Issues of access for young people who C & F Support Team work with in local areas, who are more vulnerable young people.
- It seems to be a leisure facility only. This is not what local provision currently offers.
- Not sure how this links with preventative work.
- How many young people are they meant to reach?
- This could attract a lot of young people into the City Centre at one time, and/or leaving at one time. How will this be managed?

West Midlands Police response

- Several concerns noted that it is at the expense of local area youth clubs, leaving communities without any provision.
- Have negative effect on community identity.
- Have transport links/costs been considered factored into the budget?
- Will an environmental survey be carried out, to identify and locate the most travelled routes and their safety? Do they include adequate crossings, lit subways and alleyways, location of CCTV.
- Increase in youth crime and ASB as little or no local provision. E.g. Low Hill Youth Club is to be closed although it is the most well attended in the city. It is

in a recognised priority area for youth anti-social behaviour and closing the club will remove local diversionary opportunities, in an area where young people are unlikely to want or be able to afford to travel from.

- Welcome the Youth Zone as the primary provider but not at the expense of local youth clubs, whose role in engaging young people and empowering them to take pride in their community is essential.
- Post code issues and gang rivalry either real or perceived by partners, young people and their parents.
- Local clubs are a base for wider partnership, community and inter-generational work.

Targeted youth work being provided through a strategic youth work lead and integrated targeted team directly managed through C & F Support Teams

- Early Intervention is high on the government agenda, so why are they cutting it?
- Targeted work will enable a more joined up approach
- Are the Council naive or short sighted? How is this going to save money in the long run?
- Thought the Council were committed to early intervention? This proposal doesn't show this.
- Improve information sharing. Ensure that all partners are part of the targeted team.
- Will this take into consideration work being done by community and voluntary organisations. Will there be a reporting mechanism and a two-way exchange of information?
- Too much for one person to do.

West Midlands Police response

- Targeted work will enable a more joined up approach.
- Ensure that all partners are part of the targeted team.
- Improve information sharing.
- Will this take into consideration work being done by community and voluntary organisations? Will there be a reporting mechanism and a two way exchange of information?

A budget of £100,000 would be made available to support a range of activity including; small grants to local community organisations and some commissioned voluntary sector re-provision of local open-access youth provision, as well as specific pieces of targeted needs led work including local youth democracy.

- How will the inconsistency of voluntary groups be addressed across the City?
- £100,000 is not a lot of money
- Where does early intervention come into this?

- There has been a lot of work to build knowledge locally which will be lost. Why isn't this money being used to support existing youth provision?
- Who are local community organisations and voluntary groups? Are they and will they be mapped? Has consideration been given to their capacity?
- If £100,000 includes specific targeted work, how will the money be divided between that and open-access provision, and how will it be decided?
- Is there a phased approach to changing youth provision?
- Are there any contingency plans in place?
- What geographical guidelines will be in place for commissioned work? Without one, one area of the City may have all of the provision.
- Who will co-ordinate the Youth Council, which is a vital part of Wolverhampton youth democracy and now includes the new Youth Police and Crime Commissioners.
- The withdrawal of funding has an impact on how Youth Services will perform their statutory functions. The movement of services to the voluntary and community sectors does not provide reassurance that the core statutory functions will be able to be carried out with such a significant cut to the service provision.

West Midlands Police response

- Who are local community organisations and voluntary groups?
- Are they or will they be mapped?
- Has consideration been given to their capacity?
- If the £100,000 includes specific targeted work, how will the money be divided between that and open access provision and how will it be decided?
- What about now / 2014.
- Is there to be a phased approach to the change in youth provision?
- Are there any contingency plans in place?
- What geographical guidelines will be in place for commissioned work? (Without which one area of the City may have all the provision).
- Who will run / co-ordinate the Youth Council, which is a vital part of Wolverhampton's youth democracy and now includes the new Youth Police and Crime Commissioners?

Other Comments

- The withdrawal of funding will leave gaps in service provision for those children and young people who are at the lower level of missing or at risk of Child Sexual Exploitation. This will ultimately mean the risk level needs to increase before that child or young person is then picked up by services.

STAFF FEEDBACK

Wolverhampton Youth Zone

- One building providing open-access to Wolverhampton will not work.
- Which group on young people will it benefit?
- Transport – getting to the City Centre.
- Cost implications and safety issues
- What will happen with the “gap” between the Youth Service ending and WYZ opening?
- Youth Zone was never meant to replace local provision. When was this changed and why was this not put across to staff until the meeting in October?
- The goal-posts have changed since the original Youth Zone consultation so the findings are no longer legitimate.
- Will there be anything put in place for our young people who have special needs and will the staff be well experienced?
- Will any of the staff be youth work trained/experienced? What will the minimum qualification be?
- Will any targeted work take place in Youth Zone?
- Area codes/gangs. This will not address it. It will put young people at risk.
- Who will support young people who can't access it?
- A number of local neighbourhood plans identify more local provision for young people as a priority.
- We feel that the Youth Zone would not be able to meet the needs of local young people and identify their specific/complex needs.
- A current important aspect of youth work builds a relationship/support for young people that are incredibly vulnerable through their adolescent years/development.
- If the Youth Zone is for 8-21, does the Play Service have to put part of their budget into the Youth Zone?
- Who will Councillors complain to about anti-social behaviour?
- Young people will be criminalised for behaviour rather than being worked with by youth workers who can help change their behaviour.
- We are concerned about the safety of young people getting to and from the Youth Zone, particularly at night. If young people are concerned about their safety and walk in groups, they are likely to get in trouble for being in a group and dispersal orders (Section 30) could be employed.
- If libraries are being retained on a skeleton basis to re-fund later, why aren't we doing this with our youth clubs?
- Will the Youth Zone provide outreach activity for young people in deprived areas and who are vulnerable?
- Why are Youth Service staff being made redundant midway through 2014 when opportunities for the Youth Zone become available from 2015?
- What is the back-up plan for Youth Zone when it becomes unsuccessful?
- Is this just going to be a glorified leisure centre?

- Youth Zone will cater for the affluent
- Youth Zone is a brilliant idea as an additional resource for young people, it may struggle without youth projects to support it.
- Youth Zones elsewhere rely on them sign-posting young people to Youth Services so what will they do in Wolverhampton?
- How will the delicate relationships with young people be managed as part of an exit strategy?
- We are a diverse workforce with specialist skills, qualifications, experience and life-skills. The Youth Zone will not cater for the diverse communities and dynamics of them that professional youth workers are able to cater for.
- There are individuals and groups of young people with specific needs who will not be able to access the Youth Zone because of disability, mental health needs, sensory issues, financial, self-esteem, debilitating illness and stigma of mixing with young people from outside their own environment.
- Work has been done in local areas to break down the issues regarding postcodes and boundaries. Who will continue this work in the communities, with a knowledge and experience of local issues?
- What will the Youth Zone deliver, how will the impact of the Youth Zone be measured and monitored? If Youth Zone fails to deliver, how will the local authority know this and what sanctions will it take?
- Busy traffic and dangerous roads, town centre pubs and nightclubs and drinkers.
- Why is the £400,000 coming out of the Youth Service budget?
- Youth crime will go up, opportunities for young people will diminish, anti-social behaviour will soar and teenage pregnancies will increase.
- Concerns about qualified and experienced staff being made redundant potentially eight months before they recruit to the Youth Zone when it is completed. It does not make sense. Staff should be offered the opportunity to apply for those jobs.

Targeted youth work being provided through a strategic youth work lead and integrated targeted team directly managed through C & F Support Teams

- If targeted youth work is to be directly managed by C & F Support Teams youth workers will be glorified social workers.
- As proposed, only JNC qualified staff will end up with jobs.
- Who will become strategic lead, will it be someone who will have prior knowledge and experience.
- Job description is unrealistic.
- Overload quantity over quality.
- Practitioners who work in C & F Support Teams do not work after 5.00 pm.
- By being assimilated into the C & F Support Team a concern would be that the traditional youth work roles which have been based on long term relationships with young people/families/communities and schools will be changed to more short term and reactive responses rather than early intervention to reduce the possibility of escalation into higher stages of the Wolverhampton Threshold Model.
- Lots of early intervention goes on in youth clubs which pre-empts CAFs. This will be lost and create more cost to the Council.

- Community based needs will be lost.
- C & F Support Teams deal with schools not communities.
- Current targeted work is based on the voluntary relationship with young people. Young people do not always engage when a relationship is forced upon them.
- Youth work is about social education, youth workers are not agents of social control.
- Because of youth workers' relationships with young people, they are able to advocate on behalf of young people within C & F Support Teams at present, but if being line managed by C & F Support Teams with non-youth work backgrounds, this will conflict with values/ethics etc.?
- What hours would be expected from youth workers within this team?
- Variations in the style of line management across teams will lead to youth workers being inconsistently utilised and losing professional identity.
- Concerns for targeted workers within each C & F Support Team.
- What is a strategic lead?
- Young people with disabilities will be totally lost within this, no youth work/support will be provided.
- One youth worker in each area is unrealistic. How will we meet the needs of all young people?

A budget of £100,000 would be made available to support a range of activity including; small grants to local community organisations and some commissioned voluntary sector re-provision of local open-access youth provision, as well as specific pieces of targeted needs led work including local youth democracy.

- Looking at the needs listed we think that this figure is so unrealistic. With the needs that are not listed, this figure is made more unrealistic.
- Youth clubs will now have to be run as a business.
- For this idea to work there would have to be administration costs. Where will admin costs come from?
- Voluntary sector will not provide open-access provision.
- How will vulnerable young people in the most deprived areas be supported?
- How will it be managed and quality assessed?
- What criteria will be used to ascertain the most priority areas?
- This will lead to a number of young people who are unable to access any provision.
- Will there be targets for the Voluntary Sector as there were for the statutory sector?
- Will this funding be withdrawn in future years when more cuts are needed as is happening with community initiatives.
- Young people should be decision makers on this type of funding, like how Youth Bank was.
- Not enough money to keep it going.
- Dependent upon good will.
- Quality will suffer.

- Young people accessing venues with other user groups could lead to safeguarding issues.

Other issues or comments raised

- All of the information that has been circulated to the public has political spin on it. People do not fully understand the reality and the TRUTH.
- We would like clarification on what the Council means by consultation as we have been through it many times and people just feel there is no point in saying anything.
- The impact on communities has not been thought through.
- Who will pick up the emotional reaction of young people and their families when they realise the impact?
- How can we influence how the £837,000 youth work budget be spent.
- How can senior managers justify the high level of redundancy within the Youth Service compared to other areas of the Council?
- How will publicity be co-ordinated during transition arrangements after April?
- What about specialist workers i.e. disability workers, targeted youth support workers, gang workers and workers with specialist qualifications – what will happen to them?
- Black and ethnic groups will be excluded.
- With youth clubs shutting, this will lead to community tension, more gang related issues and no qualified youth workers there to support them.

Alternative proposals

- Alternative proposal would be to fund a scaled down Youth Service with a budget of £837,000 to deliver a centralised Youth Service providing a service for young people with complex/localised needs across the city. This would see a symbiosis of Youth Zone and quality Youth Service providing centrally and locally for the complex and changing needs of the young people of Wolverhampton.
- This will be a more productive way of maintaining the grass roots of youth work that can be regenerated in the future.
- Staff feel that the £400,000 contribution towards the Youth Zone should be funded from elsewhere as was originally agreed in the Youth Zone proposal.

TRADE UNIONS FEEDBACK



**Joint Union (CYW/Unite and UNISON)
Formal response to Wolverhampton City Council's saving proposals for the
Wolverhampton City Youth Service.**

Introduction.

Unite the Union has a specialist professional section for Community, Youth Workers and Not for Profit organisations. We represent the majority of youth and community workers in the UK and in Wolverhampton.

UNISON is the largest Trade Union in Local Government.

This response including appendices is a Joint Union response for consideration in the budget setting consultation regarding the Youth Service

Attachments

It is vitally important that the reorganisation is seen within the professional and service based context. We have therefore provided a number of substantial, but necessary documents as Appendices for your close consideration.

These are:

The Future of Youth Work - a Unite document detailing Youth work principles and state of Youth Work currently.

The Benefits of Youth Work – a document researched for us by the National Youth Agency and jointly produced with the then sector Skills Council Lifelong Learning UK. This document also includes an important cost benefit analysis of youth work.

Youth Work Matters, a CYW/Unite response.

Statutory Youth Work – A document produced by the National Youth Agency which outlines local authorities' statutory duties for the youth services.

Positive for Youth – Unite Response – this is a comprehensive response to the government’s recent consultation on 20 consultative papers relating to the future delivery of services to young people. Many of the general observations of methods of delivery and funding made in this document are highly relevant to the Wolverhampton proposal.

James D Clarke Website Article – Wolverhampton Youth Zone a Disaster waiting to happen. Article by Chair of LNP

The Wolverhampton Proposal

Trade Unions are fundamentally opposed to the proposal to make 76 Youth Service staff redundant outsourcing the universal Youth Service by funding a charity £400,000 per annum to provide activities at a new central location.

We are disappointed at the manner of the implementation which we believe is a cynical attempt to avoid compliance with legislation (TUPE and European regulations). We will resist this proposal by every means possible.

An Alternative proposal would be to withdraw the £400,000 annual running costs from the Youth Zone and to use this additional money to provide a small in house Youth Service that can be rebuilt in 2015 when a different approach and culture to public services might be anticipated. If a Youth Service is completely outsourced it will be lost forever but by keeping a small remnant, rebuilding will be possible. This would also be consistent with the Council’s approach towards other services.

The reduced Service could meet identified needs in neighbourhoods in the City. If the Youth Zone charity is committed to providing activities in the City Centre, they will be able to seek alternative sources for this funding and the reduction will be not as high as the reduction faced by the In house youth service providing neighbourhood services.

Staff were advised (but not Members of Council) that in implementing the proposals they anticipated the redundancy of the majority of the Youth Service staff (76 FTE). Only 8 Youth Work posts are identified in the new structure proposed. The proposal anticipates that volunteers will fill the gap and maintain the current provision. We believe that this is a false expectation.

Work is being carried out nationally by Unions to secure Manifesto promises to ensure Youth Services are placed on a firmer statutory footing, including protection of name around Youth Work and a license to practise to ensure the work and profession is not undermined. You would not expect a volunteer to provide Brain

surgery because they have watched a few operations and the same is true of Youth Work.

We would expect the Council to use the controlling interest in Youth Zone to insure that the trade union agreed terms and conditions for Youth Work -JNC for youth and community workers should be used by the Youth Zone for staff employed. Management explain that staff are not to be employed into Youth Work posts but then how can they be expected to provide a Universal Youth Service? The argument that activity staff are to be used undermines the idea that they will provide Youth Work not activities for young people.

At a time of such acute and high unemployment generally (and the highest recorded youth unemployment levels at 1.4 million young people nationally) and increasing problems of youth alienation, we believe that now is a time to be positive for young people and increase investment in them. There are many aspects of detail that could be discussed further and we would strongly recommend that the authority set its proposals in the context of the attached documents.

Commissioning and Outsourcing of services in the context that we are in represents an untried, unpopular and costly and unnecessary development. Services that have commissioned out provision in the very early stages have taken services back in house. Businesses, as many declared in the parliamentary Select Committee proceedings cannot compensate for the scale of funding being withdrawn from Children's and Young Peoples Services in Government and in voluntary sector provision.

This is a proposal based on a cost benefit analysis in the short or medium term and we believe will be more costly to the Council tax and General tax payer in the long run. The Voluntary and Charitable sector throughout the country has been hit very severely and all the recent evidence shows that those organisations previously running youth support services have been affected the worst. 80% record cuts in children and young people's programmes and closure of delivery.

The Unions note the recommendation of the Education Select Committee for a 'mixed economy' of publicly provided Youth Services augmented by voluntary provision and remind Members that that is exactly what has been developed in Wolverhampton. The Union strongly applauds the local partnerships between voluntary organisations and the Local Authority Youth Service and the tremendous role of volunteers in Wolverhampton.

The unions are aware that such partnerships and such creative engagement exist because of the professional intervention of trained Youth Workers who attract and sustain volunteers and funding and motivate voluntary organisations. We believe a cut of this scale and these proposals will irreparably damage the service to young people and commence a process of total decline.

There is no real evidence that the voluntary sector and volunteers will pick up abandoned services. There is no mandate for this proposal of a Youth Zone at the

cost of neighbourhood provision from the electorate or from young people, professionals or the public at large.

We believe that the most cost effective and quality delivery guarantee for the service in the future will be to maintain a reduced in house publically provided publically delivered Youth Service for rebuilding in the future. We would resist the change of focus to so called targeted Youth Work in the savings proposal, which is about pseudo social work on the cheap and devalues the role and work of the Youth Service in providing group work based support to young people with an informal education approach (see benefits of Youth Work). We assert the importance of a universal service in Wolverhampton and further insist that support to individual young people at risk can only be effective in the context of a universal service.

Wolverhampton Youth Service has enjoyed a professionally staffed service and positive resources and has been an important public service for communities, recognised by all local administrations of whatever political party over the last twenty plus years. The resources have not been ill spent and numerous reviews and Ofsted inspections have found the service to be value for money.

The proposal fails to recognise that Voluntary Sector provision is currently dependent in many instances upon the support of the statutory service in many fundamental ways (free use of statutory service minibuses and Youth facilities and equipment as well as for the training of staff) Outsourcing/privatising/commissioning/re-provisioning will undermine that positive partnership.

Young people have significantly fewer opportunities in their lives than they did in 2010. The rate of Youth Unemployment is the highest it has ever been. Cuts to EMA, tuition fees, and lack of further education opportunities and lack of job opportunities should not be compounded by cutting the service that young people turn to for support to cope with these challenges.

We repeat our previous concern that the response from Wolverhampton Council to develop a strategy around youth unemployment has been slow, excluded the youth service and has been woefully inadequate. To say to young people 'you must get better qualifications to compete better' is no strategy. More recently there has been the development of an apprenticeship scheme, which will begin to lead the way though the number of apprenticeship places seems very low for the funding. More work should be done with Council contracts to require apprenticeships as part of the delivery as well as work with Wolverhampton Companies and voluntary and third sector to advocate clear policies. The Youth Service works with young people to get them to the stage where they can even apply for such schemes or work as often they have no regular routine, poor lifestyles and no confidence as a result of their experience. They are not interview ready let alone work ready

The removal of this level of funding from the local economy will add to the economic downturn and effect business and the local economy. This level of funding cut will inevitably produce higher instances of social and behavioural difficulties, which will require increased expenditure in other services. Any approach to tackling anti-social

behaviour such as providing effective alcohol and substance abuse education and working within communities to support good parenting, cannot successfully take place in the absence of an infrastructure of professional youth and community development services.

The proposal is an ideologically driven approach to public services that prioritises increased competition and outsourced delivery over evidence based service design. The outcome will be a return to the race to the bottom in service contract bids and will further undermine the viability of many not for profit organisations. This is a green light to bad employers to squeeze workers' conditions in order to make profits from public services and to local governments to cut costs in their service contracts. Will the Council ensure that arrangements with other parties to deliver services will pay the living Wage and fair wages negotiated with recognised trade unions?

We are particularly concerned at the approach to implementing the changes being proposed in Wolverhampton and can only deduce this is a cynical attempt to avoid commissioning legislation designed to protect service users, employees and providers. In addition it will be to the detriment of young people and service delivery, as there will be no strategic overview of needs and how these can be best met quickly by a cohesive service. We believe these services should remain a publicly funded, publicly provided service for young people at a moment when they need it most.

Appendix 1
Stage 1- Initial Analysis Form
We are seeking an immediate assurance that the relevant youth work professional qualifications and terms and conditions, the JNC terms and conditions will apply to posts in house and in Youth Zone.

We ask for any evidence that the voluntary sector will pick up the abandoned service projects to be made public.

We also request that further evidence is made available immediately demonstrating the mandate for this proposal from the electorate or from young people, professionals or the public at large.

We ask you to implement the alternative suggestion outlined at the start of this document.

Stage 1- Initial Analysis Form

Equality Analysis - Stage One – Initial Analysis

What you are analysing? Savings Proposals for the Youth Service

Is it a; service function policy procedure

Is it? A new service, function, policy or procedure

An existing service, function, policy or procedure

An amended or revised service/ function/ policy/ or procedure

<p>1. What are the main aims and objectives or purpose of the service, function, policy or procedure (proposal)? What needs or duties is it designed to meet?</p>	<p>The Council has a statutory duty under section 507b of the Education Act 1996 to secure services and activities for young people aged 13 to 19, and those with learning difficulties to age 24, to improve their well-being.</p> <p>Whilst the duty does not prescribe what services and activities for young people should be funded or delivered, the Local Authority should take the strategic lead to work with young people and other stakeholders in order to assess needs and secure a sufficient local offer, that so far as is reasonably practicable, promotes equality of access for all young people, Nevertheless statutory guidance states local authorities should not assume the role of default provider of positive activities and should instead use planning and commissioning processes to identify the most appropriate provider; utilising the strengths of organisations within the voluntary and private sectors alongside those of the local authority itself.</p> <p>The duty sets out two forms of activity (not mutually exclusive) to improve well-being. The first activity is “educational leisure-time activities”. The legislation also includes sufficient educational leisure time activity and associated facilities that are for the improvement of young people’s personal and social development. This sub-set relates to activities that are delivered using youth work methods and approaches. The second activity is “recreational leisure-time activities” which includes sports and informal physical activities as well as a wide range of cultural activities including music, performing and visual arts.</p>
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	<p>The current proposal is to establish a new reduced Youth service structure and offer in order to make saving of £1.1million.</p> <p>In order to make savings it is proposed that a new structure is established to deliver the youth offer for young people in Wolverhampton including:</p> <ul style="list-style-type: none">a) The establishment of a strategic youth work lead and integrated targeted youth work team directly managed through Children and Families Support Teams (C&F) (formerly Multi-Agency Support Teams (MASTs)) across 8 areas.b) A budget of £100,000 to be made available to support a range of provision including; small grants to local community organisations, some commissioned voluntary sector re-provision on local open-access youth provision in areas of particular need, and some specific pieces of targeted needs led work including support for local youth democracy <p>In order to fulfil the current 2014/15 savings target of £500,000 the service will defer the current savings plan to implement alongside the 2015/16 savings.</p> <p>Savings will be implemented midway through 2014 in order to achieve the target savings.</p>
<p>2. Who is or will be affected by this proposal?</p>	<p>Young people from the City in many neighbourhoods who currently access youth clubs and targeted youth provision directly delivered by the local authority youth service. It will also affect their parents and wider family members.</p> <p>Young people who access any of the followings services:</p> <ul style="list-style-type: none">• Open-access youth provision• All youth service buildings (Except Epic until March 2015)• A dedicated Disability Team• Detached youth work• Sector management• Support for volunteering

	<ul style="list-style-type: none"> • YOT youth workers • Music provision (formerly Sam Sharpe) • Infrastructure support for Youth elections • Post 16 support • Holiday activities and summer programme • Youth Offer development • Apprenticeship scheme <p>Closure of a number of youth service buildings will also impact on a number of voluntary and statutory partners and community groups.</p>
<p>3. Is the proposal affected by external drivers for change? (e.g. new or amended legislation, national policy, external inspections etc.)</p>	<p>The proposal is driven by the Council's need to save £123M as part of the Coalition Government's cuts to Wolverhampton City Council's budget.</p>
<p>4. Who is responsible for defining and implementing this proposal?</p>	<p>Emma Bennett – Assistant Director, Safeguarding, Business Support and Early Help Services. Robin Morris – Youth Service Manager.</p>
<p>5. How does Wolverhampton City Council interact with other bodies or organisations in relation to the implementation of the proposal?</p>	<p>Youth Service works with a range of partners to deliver open-access and targeted youth provision and specialist services across the City.</p> <ul style="list-style-type: none"> • Voluntary and Community Sectors • MAST professionals • Connexions • YOT • Schools • Health • Police • Social Care • LNP's <p>The Council will also work with the community and voluntary sectors as well as a range of partner agencies to deliver on youth programmes in line with resources available and will work to maximise external resources for youth services.</p>
<p>6. What analyses, information or data relating to the proposal already exist?</p>	<p>Census data for the 11-25 population. Current participation statistics, recorded outcomes, accredited achievements.</p> <p>Number of voluntary youth organisations within the city.</p>

	<p>The views of local communities and community groups, young people, local neighbourhood partnerships, secondary schools, Multi-Agency Support Teams, Youth Organisations Wolverhampton, WVSC, local youth organisations, trade unions, disabilities groups, PCT, Connexions, YOT.</p> <p>The views of disabled young people and their parents.</p> <p>A range of stakeholders were consulted with a view to gauging the views of a large range of communities. This generally worked well, however there are some groups who did not provide formal responses.</p> <p>The youth service works across the city but prioritises local need and thus provides a service disproportionately to those young people requiring a local service.</p>
<p>7. Is there any evidence of higher or lower take up under the proposal for any particular groups? (from formal monitoring or informal anecdotal evidence)</p>	<p>The proposal dictates that the Youth Service open-access provision will cease in line with these proposals. Therefore this provision will cease for all young people.</p> <p>Monitoring information, on the existing youth service shows that the Youth Service, is only collated on the race, gender and disability of service users. Monitoring systems will be looked at in capturing the other protected characteristics, where appropriate, when looking at further support for community based youth work of small grants and commissioning opportunities for local and voluntary sector providers.</p> <p>The local authority provision will take the form of targeted youth work based in multi-agency support teams. A significant budget reduction of £1.1 million on top of the previous reduction of £750,000 will result in a significant reduction in opportunities available locally, however it is yet to be seen if this will impact on the numbers of young people who are able to access a range of provisions in the future. Monitoring systems will be put in place to capture this.</p> <p>Closer co-ordinated links with the voluntary and community sector need to be established in order to build on any external funding that can support youth work and youth activity in community settings.</p>

<p>8. Is there any evidence that the proposal may be directly or indirectly discriminatory?</p>	<p>No. At present the Youth Service works with a diverse range of young people across the city targeting those in neighbourhoods requiring additional support. The service also targets resources at young people who are most vulnerable and where their additional needs are not met. The proposal will mean a complete withdrawal of service delivered by the local authority in a number of areas. Please also refer to EA undertaken relating to Council's MTFS (2014 – 2019).</p> <ul style="list-style-type: none"> • Open-access youth provision • All youth service buildings (Except Epic until March 2015) • Disability team • Detached youth work • Sector management • Support for volunteering • YOT youth workers • Music provision (formerly Sam Sharpe) • Infrastructure support for Youth elections • Post 16 support • Holiday activities and summer programme • Youth Offer development • Apprenticeship scheme <p>In relation to all the other services being withdrawn there will be no direct or indirect discrimination – the withdrawal will affect all groups of young people who currently access these services' Closer co-ordinated links with the voluntary and community sector need to be established in order to build on any external funding that can support youth work and youth activity in community settings.</p>
<p>9. If the proposal is discriminatory, can it be justified?</p>	<p>The proposal affects by definition young people who may be considered as having protected characteristics in terms of age, gender and disabilities, however impact is more likely to be differential as opposed to discriminatory, on the basis the services will be reduced or fully ceased in the case of open access provision.</p>
<p>10. If the proposal is not discriminatory, is there any evidence that it has a differential impact?</p>	<p>The proposal affect by definition young people who may be considered as having protected characteristics in terms of age, disability, race and gender.</p> <p>Young people from a number of disability groups directly supported by the youth service would lose this bespoke provision; however, it is planned that the</p>

	<p>proposed Wolverhampton Youth Zone will aim to mitigate this withdrawal of provision by offering opportunities for young people with additional needs.</p> <p>A differential impact may occur for disabled young people as the targeted disability team will cease. This will be mitigated through disabled young people being a priority for the Targeted Youth provision, together with alternate funding being identified through Short Breaks funding to continue a provision for this group.</p> <p>Youth provision which directly supports young people from a range of ethnic minorities particularly in neighbourhoods and wards with a particular concentration of population may also be directly affected.</p> <p>It is more difficult to identify direct discrimination against the other protected characteristics as the service does not collect data on these. The savings proposal affects the provision of services across the city and should not impact disproportionately on any group with protected characteristics.</p> <p>The 3 strands aim to mitigate for loss of local neighbourhood services by;</p> <ul style="list-style-type: none"> • Creating a significant city-centre open access provision. • Support for young people with identified additional unmet needs. • Additional support for neighbourhoods by providing seed funding to voluntary and community groups.
<p>11. If there is a differential impact, is it likely to have an adverse impact on any group?</p>	<p>Please see list of groups identified in 9 and 10.</p>
<p>12. If there is an adverse impact, can that impact be justified?</p>	<p>As previously outlined, all young people who access open access youth provision will be impacted, including those with protected characteristics. An adverse impact may be justified in the context of savings having to be made for non-statutory services across the council.</p>
<p>13. What evidence have you used to make your judgment of</p>	<p>Awareness of service users. Previous savings proposal consultation responses and equalities</p>

discrimination and/or adverse impact?	analysis.
14. If the discrimination/adverse impact cannot be justified, how do you intend to deal with it? Is there any alternative measure which would achieve the desired aim without the adverse impact identified?	See above.
15. Does or could, the proposal contribute to a specific duty in equality law? <ul style="list-style-type: none"> • eliminate discrimination, harassment and victimisation • advance equality of opportunity between people from different groups • foster good relations between people from different groups. 	The Council will aim to use its available, although limited resources to help support vulnerable young people across the city.
16. Are there any groups which might be expected to benefit from the intended outcomes but do not?	All young people, including those belonging to protected characteristics, accessing voluntary and community sector groups are expected to benefit from the proposals, however it remains to be seen what effect the grant available will have on opportunities for those groups.
17. Is the proposal intended to increase equality of opportunity by permitting or requiring action to redress disadvantages? If yes, is it lawful?	No, however the proposal aims to minimise the negative effect on young people with protected characteristics by proposing a dedicated targeted youth service together with the provision of additional funding for the voluntary and community sector for the development of on-going local youth activities. This is in line with legislation, in particular Section 507B of the Education Act 1996 places a duty on the Council to secure access to sufficient educational and recreational leisure time activities and sufficient facilities for such activities 'so far as reasonably practicable' and for the improvement of the young peoples' wellbeing.
18. Have you consulted as part of your analysis? Who have you consulted? What methods did you use?	Yes. <ul style="list-style-type: none"> • Young people • Users and non-users • Community Groups • Volunteers • Public • Local neighbourhood partnership

	<ul style="list-style-type: none"> • Staff • Trade unions • Stakeholders <p>Methods included face to face meetings, focus groups, on-line survey.</p>
19. Is there any public concern (in the media etc.) that the proposal is being operated in a discriminatory manner?	No.
20. Have there been any important demographic changes or trends locally? If so, are these anticipated or dealt with by the proposal?	No.
21. How is information about the proposal publicised?	See no.19. Through consultation including briefings, targeted information; mailing and e-mailing.
22. How will you monitor in future?	Equalities analysis will be continually monitored within the new structure by the Council through the direct provision of the new service or through contract monitoring including equalities by the Council.
23. Is there any other relevant information?	<p>This savings proposal cannot be looked at in isolation to further savings proposals of other services for children and young people across the city.</p> <p>Other examples include:</p> <ul style="list-style-type: none"> • Early intervention grant • Connexions including PAYP contract • Short breaks • YOT • Social Inclusion services • Voluntary and community sector reductions • Play service

Is there a need for a full Equality Analysis?

1. Are there any concerns or evidence that the proposal affects or could affect people differently or that the needs of certain groups would not be met?
(Consider all the equality strands – age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation;

Yes / No / Don't Know

- If the answer is **No**, then there is **no need to carry out any further analysis**, record the basis for your answer and send this form to be signed off.
- If the answer is **Yes**, record your concerns and any evidence and **move on to question 2**.
- If the answer is **Don't Know**, record what evidence is needed to help you make a decision and **move on to question 2**

2. If the proposal affects or could affect people differently, does this mean that some groups of people would experience a less favourable service than others or that the needs of some groups would not be met?

Yes / No / Don't Know

- If the answer is **No**, then there is **no need to carry out any further analysis**, record the basis for your answer and send this form to be signed off.
- If the answer is **Yes**, record what the worse service involves and any evidence and **move on to question 3**.
- If the answer is **Don't Know**, record what evidence is needed to help you make a decision and **move on to question 3**

3. Can this less favourable service be justified on the grounds of advancing equality of opportunity?

Yes / No / Don't Know

- If the answer is **No**, record the basis for your analysis and **move on to question 4**.
- If the answer is **Yes**, the basis for your analysis should also be recorded, now **move on to question 4**.
- If the answer is **Don't Know**, record what evidence is needed to help you make a decision and **move on to question 4**.

4. Can the proposal be amended so that no one experiences a worse service and the overall aims and objectives are still fulfilled?

Yes / No / Don't Know

- If the answer is **No**, unless the proposal can be justified on the grounds of advancing equality of opportunity, the proposal should be referred back

- If the answer is **Yes**, what amendments are required? When the necessary amendments have been identified, **move back to question 1**, to assess the likely impact of the amended proposal.
 - If the answer is **Don't Know**, record what evidence is needed to help you make a decision and **move on to question 5**.
5. Should there now be a full analysis of the proposal? Consider the responses to all the previous questions to decide whether to carry out a more detailed review. If necessary, take advice from colleagues and other stakeholders before reaching a decision.

Yes / No / Don't Know

- If the answer is **No**, set a review date, agree what monitoring will be required and send this form to be signed off.
- If the answer is **Yes**, move onto the full analysis form.
- If the answer is **Don't Know**, detail what information you need to make a judgement and outline how you will obtain this information with timescales

Officer(s) completing the analysis: Robin Morris

Job Title: Youth Service Manager Tel: 5117 Date: 5/2/14

Upon completion of this form please record the date sent to:

Authorising Officer

Date sent 5/2/14

Head of Equalities

Date sent 5/2/14

Equality Project Group (if appropriate)

Date sent 5/2/14

Stage 2 – Full Analysis Form

Equality Analysis - Stage Two – Full Analysis (to be completed after Stage One)

What you are assessing? *Savings Proposal for Youth services*

Step 4 – Collection and consideration of further information and data (steps 1 - 3 should have been completed in the initial analysis)

1. In Stage One, did you identify that you needed further information? If yes, what data and information would be useful?

Yes. The proposals will impact on all groups of young people given the open access youth provision will cease. The impact of this will need further analysis over time. The proposal to develop a more targeted youth service will ensure that the most vulnerable young people, including those from under-represented groups will continue to receive youth provision.

In developing a future Youth Offer, the analysis of the targeted youth provision will inform any future strategies that may need to be put in place to encourage usage by under-represented groups, including those who may have protected characteristics.

Wolverhampton Council will also need to work with those communities whose young people are disadvantaged from the removal of open access provision to stimulate, promote and support the voluntary or community sectors to provide youth activities.

2. How will you obtain this data and information and who will be responsible for collecting it?

Wolverhampton City Council will collect this data.

3. Does the information gathering have to be built into the equality action plan or can the information be acquired quickly?

It will be built into an equality action plan.

4. If you have been able to gather further information, what does it tell you?

Further information has not yet been gathered.

Step 5 Adverse Impact and Considering Alternatives

- Using all the information gathered, consider what impact your proposal will have on the following groups.

	Neutral	Positive *	Adverse	Unknown
Sex Women/Men			X	
Gender Reassignment				X
Race Asian/Black/Mixed/White/ Other			X	
Disability Consider the full range of impairments			X	
Sexual orientation Lesbian/Gay Man/ Bisexual/Heterosexual			X	
Religion or belief Buddhism/Christianity/ Hinduism/Judaism/Islam/ Sikhism/Other/No religion				X
Age Consider all age groups			X	
Pregnancy and Maternity				X
Any other equality issues				

*Advances equality or fosters good relations

- Have you identified an adverse impact on any group(s)?
Yes/No/Not Sure
 If yes or not sure, please give details.

The Youth Service works with young people aged 11 to 21 (and 25 if they have a disability.)

All local authority open-access provision will cease as part of this proposal, and although this loss in provision may be mitigated by the planned development of an independently managed Wolverhampton Youth Zone, all current users of the service will be affected.

The service currently works with a large constituency across the city which does include those with protected characteristics.

The proposal affects by definition young people who may be considered as having protected characteristics in terms of age.

Young people from a number of disability groups directly supported by the Youth Service would receive a reduction in this bespoke provision.

Youth provision which directly supports young people from a range of ethnic minorities particularly in neighbourhoods and wards with a particular concentration of population may also be directly affected.

It is more difficult to identify direct discrimination against LGBT populations, although the consultation aimed to target individuals who may be affected by these proposals.

The savings proposal affects the provision of services across the city and should not impact disproportionately on any group with protected characteristics.

If following work described above the Council finds that this has happened then the funds set aside will be used to target those groups so affected.

The savings proposal aims to mitigate for loss of local neighbourhood services by;

- Support for young people with identified additional unmet needs as part of an integrated targeted youth service.
- Additional support for neighbourhoods by providing seed funding to voluntary and community groups.

3. If a significant negative impact has been identified, can it be explained?

The Youth Service budget reductions will mean that all local authority open-access will cease from the end of July 2014.

This will affect all users including those identified as having protected characteristics.

4. Could the proposal lead to **direct discrimination**?

Yes/No/Not Sure

Please explain.

The proposal affects by definition young people who may be considered as having protected characteristics in terms of age however impact is more likely to be differential as opposed to discriminatory.

5. Could the proposal lead to **indirect discrimination**?

Yes/No/Not Sure

Please explain.

The proposal affects by definition young people who may be considered as having protected characteristics in terms of age however impact is more likely to be differential as opposed to discriminatory. Where the reduction in Council budgets will impact on specific groups mitigating actions will be taken to either maintain essential activities or signpost alternatives. This includes the proposals for a targeted youth service, together with the provision of small grants for the voluntary or community sector in order to potentially continue some youth activities. Both provisions will target the most vulnerable groups of young people including those with protected characteristics.

6. Does or could, the proposal contribute to a specific duty in equality law?

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity between people from different groups
- foster good relations between people from different groups.

No

7. If the analysis shows that the proposal is likely to have an adverse impact on some groups or could unlawfully discriminate, can you identify alternative ways of achieving the aims which will not result in an adverse impact or unlawful discrimination? (Remember to ensure that any option that reduces adverse impact on one group does not create adverse impact on another group.)

The proposal will mean that all service users across the city will cease to have access to open-access youth provision delivered by the Council.

This cessation of service will affect all of the service's current users. Users of the Youth Service include young people who have the protected characteristics highlighted above.

Wolverhampton Youth Zone (WYZ) is currently being proposed by the Wolverhampton Youth Zone Charity. Wolverhampton Youth Zone (The Way) plans to provide an independent open-access city centre facility managed by Wolverhampton Youth Zone charity with support from OnSide. The Youth Zone plans to offer a range of activities for children and young people aged 8-21, 7 days a week, 52 weeks per year from an iconic city centre facility. It should be noted that the provision of services and activities at the WYZ will be determined by a separate legal entity, the WYZ Board.

The Youth Service has produced a number of successful city centre programmes from its city centre venues including Epic Youth Café and Penn Island Skate-park. These projects have proved that with the appropriate support, young people will use city centre venues, even if they come from neighbourhoods associated with perceived gang and youth violence issues.

Further support for community based youth work will be provided in the form of small grants and commissioned opportunities for local community and voluntary sector providers.

The local authority provision will take the form of targeted youth work based in multi-agency support teams. A significant budget reduction of £1.1 million will result in a significant reduction in opportunities available locally; however it is yet to be seen if this will impact on the numbers of young people who are able to access a range of provisions in the future.

Closer co-ordinated links with the voluntary and community sector will be established in order to build on any external funding that can support youth work and youth activity in community settings.

8. If an adverse impact is unavoidable, are you satisfied that the decision to proceed can be justified, i.e.;
- it is essential in order to carry out our business;
 - there is no other way to achieve the aims;
 - the means employed to achieve the aims of the policy are proportionate, necessary and appropriate;
 - the benefits far outweigh any adverse effect.

Please see 7 above.

Due to the unprecedented cuts to local authority funding, the Council is forced to make difficult decisions on the on-going provision of services. In relation to the specific proposals for the Youth Service – there is no other way to achieve the savings and the proposals for the future Youth Offer are proportionate, necessary and appropriate. Further, both the proposals for the targeted youth service and the funding identified for the voluntary and community sectors for supporting local youth provision will ensure the most vulnerable young people, including those from protected characteristics can continue to access and receive youth services.

Step 6 - Formal consultation on the actual and likely impact of proposals

1. Who is directly affected by the proposal? (Groups, organisations, individuals)

The Youth Service currently works with young people aged 11-21 (aged 25 for disabled young people.)

The main benefactors of the current service include;

- Young people and their parents
- Local Communities
- Youth Service staff
- Schools
- MAST teams

2. What relevant groups have a legitimate interest in the policy?

- Young people and their parents
- Local Communities
- Youth Service staff
- Schools, MAST teams and other partnership agencies.
- Voluntary and community sectors.
- Trade unions

3. How will we ensure that those affected or with a legitimate interest in the policy are consulted?

All of the stakeholders identified above have been invited to take part in the Youth Service savings proposals consultation using a range of methods. This took place between October 2013 and January 2014.

4. What methods of consultation will be used?

The methods used during the consultation included:

- Social media – publicity of consultation opportunities (Facebook)
- Online Survey Monkey (advertised across social media and stakeholder networks).
- Facilitated meeting with the voluntary/community sector.
- Facilitated young people's consultations.
- Staff conference.
- Individual staff team meetings
- Formal trade union consultation.

5. How will information be made available to those consulted?

The collated Youth Service savings consultation form part of the appendices of the February 2014 Cabinet report.

This is a public document which will be shared with consulted stakeholders.

6. How can we ensure the information will be accessible to everyone?

As above.

7. Have previous attempts at consultation with particular groups been unsuccessful? If so, why, and what can be done to overcome any obstacles?

No

8. How will you report back to those you have consulted?

The collated Youth Service savings consultation will form part of the appendices of the February 2014 Cabinet report.

This is a public document which will be shared with consulted stakeholders.

Step 7 – Re- assess proposal in light of consultation and, if appropriate, consider alternatives

1. What have you learnt from the consultation?

A range of different views were received in response to the proposals. While many respondents recognised the need for the proposals, there was also a significant degree of general opposition to them particularly from employees within the current workforce and young users of the service.

Young people were very vocal in championing the services that they currently receive. They were equally disappointed that any reduction in youth services should be proposed particularly if it affects their own provision directly. There was also concern about the accessibility of the proposed Youth Zone and their ability to both travel to it and afford to use it.

The voluntary and community sectors were keen for the profession of youth work to be continued to be recognised by the local authority. The sector was also interested in re-providing some local services and championing the role of the community sector.

Objections were more particularly pronounced at staff and trade union consultation meetings. The objections particularly centred on the risk of large scale redundancies across the service and any change in the terms and conditions of youth workers.

A number of respondents expressed the view that decisions had already been made and that they therefore had little confidence that the consultation would have any impact. Many took the view that there was so much detail provided that it was evident that the outcome of the proposals had already been pre-determined. It was noted that the proposed development of the Youth Zone may be perceived to be at the expense of the local authority youth service.

The Council believes that it has taken all reasonable steps to undertake an effective, meaningful and successful consultation exercise with residents, local communities and other stakeholders; that it has rigorously considered all the responses received; and that the responses received have informed the decisions the Council now has to make after all due consideration of the outcome of the consultation exercise.

Given the scale of the savings being made by the Council, this is the only viable option available to consult on.

A number of alternative delivery methods have been explored over the last two years both with staff and stakeholders. These have included the exploration of the development of social enterprises, mutual organisations and community interest companies. The Council has also explored models developed within other local authorities. Unfortunately these proposals have not been viable due to both finance and capacity issues.

The service is currently exploring the creation of business cases to maintain a self-sustaining Duke of Edinburgh Award service and further income generation to maintain training and infrastructure support for youth work going forward. The service will continue to provide a reduced youth provision for disabled young people in line with current Short Breaks funding.

2. Do you need to make any changes to the proposal as a result of the consultation?

The Council acknowledges the views expressed by a number of respondents objecting to the proposals made. The Council also acknowledges the wide range of differing and sometimes opposing views expressed about different aspects of the proposals from various communities and particularly young people who currently use the service and staff employed by the Youth Service. The Council also acknowledges the degree of general anxiety and uncertainty about proposals that will involve changes to current and traditional models of service. The Council is, however, also gratified to note the degree of attachment to, and appreciation of, the youth services that the Council currently provides for the benefit of its local young people and communities.

Whilst the Council sympathises with the concerns expressed that there should be no changes to the existing arrangements, the Council has to balance such wishes with the budget challenges now facing the City. The Council has a duty to local council taxpayers to ensure that all of its community services represent good value for money. The Council believes that its vision for the development of the proposed youth offer is a way to protect some local services whilst achieving the savings necessary.

The proposed Wolverhampton Youth Zone as an independent youth provision will go some way to mitigating the loss of local open-access youth services.

The Council notes that the most forceful views expressed in opposition to the proposals were reinforced in consultation with staff and trade unions.

The Council is left with the challenge to maintain services that are clearly valued by local communities while reducing costs in the face of unprecedented Government spending cuts. To address this dichotomy, the Council remains convinced that its vision for the delivery of youth services provides the best model in the longer term for maintaining a level of service albeit delivered differently whilst achieving savings. The Council believes that the recommendations now made will help it to achieve a fair balance between those objectives.

3. If the consultation has shown that the proposal is likely to have an adverse impact on some groups or could unlawfully discriminate, can you identify alternative ways of achieving the aims which will not result in an adverse impact or unlawful discrimination? (Remember to ensure that any option that reduces adverse impact on one group does not create adverse impact on another group.)

The proposal will mean that all service users across the city will cease to have access to open-access youth provision delivered by the Council.

This cessation of service will affect all of the services current users.

The users of the Youth Service include young people who have the protected characteristics highlighted above.

Wolverhampton Youth Zone (WYZ) is currently being proposed by the Wolverhampton Youth Zone Charity. Wolverhampton Youth Zone (The Way) plans to provide an independent open-access city centre facility managed by Wolverhampton Youth Zone charity with support from OnSide. The Youth Zone plans to offer a range of activities for children and young people aged 8-21, 7 days a week, 52 weeks per year from an iconic city centre facility. It should be noted that the provision of services and activities at the WYZ will be determined by a separate legal entity, the WYZ Board.

The Youth Service has produced a number of successful city centre programmes from its city centre venues including Epic Youth Café and Penn Island Skate-park. These projects have proved that with the appropriate support, young people will use city centre venues, even if they come from neighbourhoods associated with perceived gang and youth violence issues.

Further support for community based youth work will be provided in the form of small grants and commissioned opportunities for local community and voluntary sector providers. Neighbourhoods where young people are unable, or find it difficult, to access any city centre provision will be prioritised as appropriate where there are options for alternative provision, although it noted that this is dependent on local community or voluntary sector providers.

The local authority provision will take the form of targeted youth work based in multi-agency support teams. A significant budget reduction will result in a significant reduction in opportunities available locally, however it is yet to be seen if this will impact on the numbers of young people who are able to access a range of provisions in the future.

Closer co-ordinated links with the voluntary and community sector will be established in order to build on any external funding that can support youth work and youth activity in community settings.

Human Resource Implications

The Council is committed to maximising front line provision across its services. The proposal is to harmonise the terms and conditions for youth workers to those in the recently negotiated Single Status Collective Agreement for NJC employees. There is work in progress to explore the inclusion of Youth Work in the job family framework which may include moving from JNC terms and conditions.

Before finalising the recommendations and savings from terms and conditions changes the Council is currently undertaking a review of specific staff groups who are currently not on NJC terms and conditions.

It is anticipated that following formal consultation a restructure of the Youth Service will be required, which may result in a reduction in employees required for the restructured service.

Full and timely consultation, at the earliest opportunity, will take place with the affected staff groups and trade unions, and wherever possible the need for any compulsory redundancies will be minimised through managing both current and imminent vacancies, voluntary redundancy requests, and redeployment opportunities.

The service currently has 84 FTE mainstreamed established posts.

The number of posts potentially at risk of redundancy across all proposals is approximately 75 FTE.

The Youth service currently holds 14.27 FTE vacancies.

Proposed restructured organisational charts can be found in Appendices J and K of the Cabinet report.

The Council is committed to full and meaningful consultation with staff and trade unions on all aspects of the restructure of the Youth Service.

Any unavoidable reductions in employee numbers, which may result in compulsory redundancies, will be carried out in accordance with Council's standard Human Resources policies and procedures under the advice and guidance of Human Resources department.

Those employees who are subject to compulsory redundancy will be given full outplacement support by the Council to assist them in their search for suitable opportunities elsewhere (e.g. time off to attend job interviews).

It is noted that there are no TUPE implications for staff that may be made redundant as part of the re-structure of the Youth Service.

4. If an adverse impact is unavoidable, are you satisfied that the decision to proceed can be justified, i.e.
 - it is essential in order to carry out our business;
 - there is no other way to achieve the aims;
 - the means employed to achieve the aims of the policy are proportionate, necessary and appropriate;
 - the benefits far outweigh any adverse effect.

Due to the unprecedented cuts to local authority funding, the Council is forced to make difficult decisions on the on-going provision of services.

Step 8 - Make a decision

- 1 Do you intend to adopt the proposal, and if so, will any changes be made as a result of this analysis and the available evidence collected, including consultation?

The proposal will be adopted as presented.

Step 9 – Setting equality objectives and targets

1. Please list any recommendations for action that you plan to take as a result of this equality analysis.

The Council will undertake an equalities action plan in order to assess, monitor and mitigate any impact on young people including those from protected characteristics.

2. Who will have responsibility for the objectives and targets?

The Council's Strategic Youth Lead will have responsibility for taking this forward.

3. What are the timescales?

The new structure will begin in August 2014.

Step 10 – Monitoring and review

1. What arrangements have you made to monitor the proposal once it is operational?

The Council will continue to assess the needs of the young people of Wolverhampton and address them as appropriate.

2. What analysis criteria will be used for monitoring the equal opportunity effects of the proposal?

The Children and Families Support Teams will continue to monitor the work of the targeted youth service and any funded voluntary or community youth provision via a clear performance management and outcomes framework for the youth service.

3. Who will be responsible for monitoring including collecting data, producing reports and monitoring information, and deciding how targets will be revised to achieve continuous improvement?

The Children, Young People and Families service area will be responsible for this.

4. When will the proposal and the Equality Analysis be reviewed?

The Proposal will continue to be reviewed as part of the overall implementation Process, initially in December 2014.

Step 11 - Publish the results

Please complete the summary form and then send the complete Equality Analysis to the corporate Equalities function who will publish the summary on Wolverhampton City Council's website.

Officer(s) completing the analysis: Robin Morris

Job Title: Youth Service Manager

Tel : 01902 555117

Date: 5th February 2014

Upon completion of this form please record the date sent to:

Authorising Officer

Date sent 5th February 2014

Corporate Equalities function

Date sent 5th February 2014

Equalities Advisory Group (if appropriate)

This report is PUBLIC
[NOT PROTECTIVELY PROTECT]

Summary Form for Publication

Equality Analysis Summary Form

1. What is the name of the service/function/policy/procedure (proposal) you have assessed?

Savings Proposal for Youth Services.

2. Please give a brief description and explanation of the proposal. What needs or duties is it designed to meet?

The Council has a statutory duty under section 507b of the Education Act 1996 to secure services and activities for young people aged 13 to 19, and those with learning difficulties to age 24, to improve their well-being, as defined in Subsection 13.

Whilst the duty does not prescribe what services and activities for young people should be funded or delivered, the Local Authority should take the strategic lead to work with young people and other stakeholders in order to assess needs and secure a sufficient local offer, that **so far as is reasonably practicable**, promotes equality of access for all young people to the positive, preventative and early help they need to improve their well-being, including youth services.

The duty sets out two forms of activity (not mutually exclusive) to improve well-being. The first activity is “educational leisure-time activities”. The legislation also includes sufficient educational leisure time activity and associated facilities that are for the improvement of young people’s personal and social development. This sub-set relates to activities that are delivered using youth work methods and approaches. The second activity is “recreational leisure-time activities” which includes sports and informal physical activities as well as a wide range of cultural activities including music, performing and visual arts.

A new structure is being proposed to deliver the £1.1 million saving and £750,000 saving identified in the 23 October 2013 and 24 July 2013 Cabinet Reports in respect of the youth offer for young people in Wolverhampton.

The establishment of a strategic youth work lead and integrated targeted youth work team directly managed through Children and Families Support Teams across 8 areas.

A budget of £100,000 to be made available to support a range of provision including; small grants to local community organisations, some commissioned voluntary sector re-provision on local open-access youth provision in areas of particular need, and some specific pieces of targeted needs led work including support for local youth democracy.

3. Please explain how the proposal was assessed for its likely effects on different groups, with clear references to the information and research used.

Young people from across the City.

It will also affect their parents and wider family members.

Young people who access any of the following services:

- Open-access youth provision
- All youth service buildings (Except Epic and Graiseley)
- A dedicated Disability team
- Detached youth work
- Sector management
- Support for volunteering
- YOT youth workers
- Music provision (formerly Sam Sharpe)
- Infrastructure support for Youth elections
- Post 16 support
- Holiday activities and summer programme
- Youth Offer development
- Apprenticeship scheme

Closure of a number of Youth Service buildings will also impact on a number of voluntary and statutory partners and community groups who currently use these buildings.

The proposed development of the independent Wolverhampton Youth Zone will offer a range of activities and services to young people, independent of the Council, who may not previously have accessed local authority services.

Census data for the 11-25 population.

Current participation statistics, recorded outcomes, accredited achievements.

Number of voluntary youth organisations within the city.

The views of local communities and community groups, young people, local neighbourhood partnerships, secondary schools, Multi-Agency Support Teams, Youth Organisations Wolverhampton, WVSC, local youth organisations, trade unions, disabilities groups, PCT, Connexions, YOT.

The views of disabled young people and their parents.

A range of stakeholders were consulted with a view to gauging the views of a large range of communities. This generally worked well, however there are some groups who did not provide formal responses.

The youth service works across the city but prioritises local need and thus provides a service disproportionately to those young people requiring a local service.

4. Is there any evidence to suggest that the proposal could affect some groups of people differently? Is there an adverse impact? What are the reasons for this adverse impact?

The youth service works with young people aged 11 to 21 (and 25 if they have a disability.)

All local authority open-access provision will cease as part of this proposal, and although this loss in provision may be mitigated by the proposed development of an independently managed Wolverhampton Youth Zone, all current users of the service will be affected.

The service currently works with a large constituency across the city which does include those with protected characteristics.

The proposal affects by definition young people who may be considered as having protected characteristics in terms of age.

Young people from a number of disability groups directly supported by the youth service would experience a reduction in this bespoke provision.

Youth provision which directly supports young people from a range of ethnic minorities particularly in neighbourhoods and wards with a particular concentration of population may also be directly affected.

It is more difficult to identify direct discrimination against LGBT populations, although the consultation aimed to target individuals who may be affected by these proposals.

The savings proposal affects the provision of services across the city and should not impact disproportionately on any group with protected characteristics.

The savings proposal aims to mitigate for loss of local neighbourhood services by;

- Support for young people with identified additional unmet needs as part of an integrated targeted youth service.
- Additional support for neighbourhoods by providing seed funding to voluntary and community groups.

5. If the service, function, policy or procedure does have an adverse impact, can that impact be justified?

Due to the Council's savings programme, the youth service budget reductions will mean that all local authority open-access will cease from the end of July 2014.

This will affect all users including those identified as having protected characteristics. Given the size of the savings required, it is not possible to retain any one of the current youth service facilities. In relation to the specific proposals for the Youth Service – there is no other way to achieve the savings and the proposals for the future Youth Offer are proportionate, necessary and appropriate. Further, both the proposals for the targeted youth service and the funding identified for the voluntary and community sectors for supporting local youth provision will ensure the most vulnerable young people, including those from protected characteristics can continue to access and receive youth services.

6. If the impact cannot be justified, how do you intend to deal with it?

The proposal will mean that all service users across the city will cease to have access to open-access youth provision delivered by the Council.

This cessation of service will affect all of the service's current users.

The users of the Youth Service include young people who have the protected characteristics highlighted above.

Further support for community based youth work will be provided in the form of small grants and commissioned opportunities for local community and voluntary sector providers.

The local authority provision will take the form of targeted youth work based in multi-agency support teams. A significant budget reduction will result in a significant reduction in opportunities available locally, however it is yet to be seen if this will impact on the numbers of young people who are able to access a range of provisions in the future.

Closer co-ordinated links with the voluntary and community sector will be established in order to build on any external funding that can support youth work and youth activity in community settings.

This particular savings proposal will mean the loss of the traditionally based youth services as a result of the need to make savings. The £100,000 will be used to mitigate in areas where there is evidence that a high number of young people are not using the youth zone in areas where locality provision is needed if this is a viable and affordable option.

7. Give a brief description of the consultation methods used (if appropriate), and a summary of the overall findings.

- Social media – publicity of consultation opportunities (Facebook)
- Online Survey Monkey (advertised across social media and stakeholder networks)
- Facilitated meeting with the voluntary/community sector.
- Facilitated young people's consultations.
- Staff conference.
- Individual staff team meetings
- Formal trade union consultation.

A range of different views were received in response to the proposals. While many respondents recognised the need for the proposals, there was also a significant degree of general opposition to them particularly from employees within the current workforce and young users of the service.

Young people were very vocal in championing the services that they currently receive. They were equally disappointed that any reduction in youth services should be proposed particularly if it affects their own provision directly. There was also concern about the accessibility of the proposed Wolverhampton Youth Zone and their ability to both travel to it and afford to use it.

The voluntary and community sectors were keen for the profession of youth work to be continued to be recognised by the local authority. The sector was also interested in re-providing some local services and championing the role of the community sector.

Objections were more particularly pronounced at staff and trade union consultation meetings. The objections particularly centred on the risk of large scale redundancies across the service and any change in the terms and conditions of youth workers.

A number of respondents expressed the view that decisions had already been made and that they therefore had little confidence that the consultation would have any impact. Many took the view that there was so much detail provided that it was evidence that the outcome of the proposals had already been pre-determined. It was noted that the proposed development of the Youth Zone may be perceived to be at the expense of the local authority youth service.

The Council believes that it has taken all reasonable steps to undertake an effective, meaningful and successful consultation exercise with residents, local communities and other stakeholders; that it has carefully considered all the responses received; and that the responses received have informed the decisions the Council now has to make after all due consideration of the outcome of the consultation exercise.

8. What conclusions were reached through the analysis and consultation as to the likely ability of the proposal to meet each part of the equality duty?

The Council acknowledges the views expressed by a number of respondents objecting to the proposals made. The Council also acknowledges the wide range of differing and sometimes opposing views expressed about different aspects of the proposals from various communities and particularly young people who currently use the service and staff employed by the Youth Service. The Council also acknowledges the degree of general anxiety and uncertainty about proposals that will involve changes to current and traditional models of service. The Council is, however, also gratified to note the degree of attachment to, and appreciation of, the youth services that the Council currently provides for the benefit of its local young people and communities.

Whilst the Council sympathises with the concerns expressed that there should be no changes to the existing arrangements, the Council has to balance such wishes with the budget challenges now facing the City. The Council has a duty to local council taxpayers to ensure that all of its community services represent good value for money. The Council believes that its vision for the development of the proposed youth offer is a way to protect some local services whilst achieving the savings necessary. The proposed development of the Wolverhampton Youth Zone as an independent youth provision will go some way to mitigating the loss of local open-access youth services.

The Council notes that the most forceful views expressed in opposition to the proposals were reinforced in consultation with staff and trade unions.

The Council is left with the challenge to maintain services that are clearly valued by local communities while reducing costs in the face of unprecedented Government spending cuts. To address this dichotomy, the Council remains convinced that its vision for the delivery of youth services provides the best model in the longer term for maintaining a level of service albeit delivered differently whilst achieving savings. The Council believes that the recommendations now made will help it to achieve a fair balance between those objectives.

9. Were any modifications to the proposal introduced as a result of the analysis and consultation?

N/A

10. Please explain of whether and how the adopted proposal differs from the original proposal.

N/A

11. What equality actions have you identified?

An equality action plan will be developed to assess, monitor and address any equality issues raised through the development of the reduced Youth Offer.

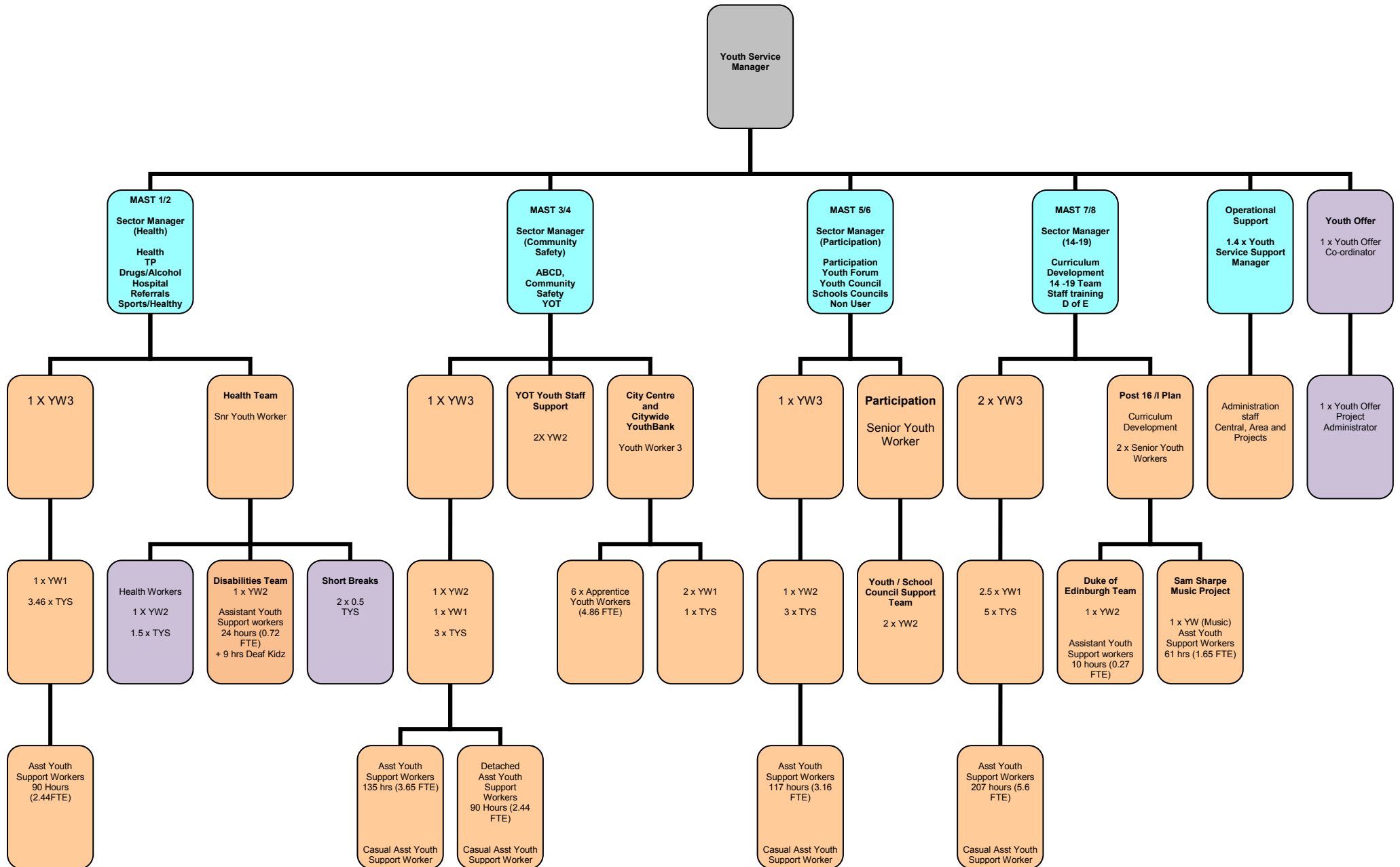
12. What plans do you have for monitoring the proposal when it is put into effect?
Through a clear performance management framework, identified outcomes and an equalities action plan.

Signature of the lead officer undertaking the analysis:

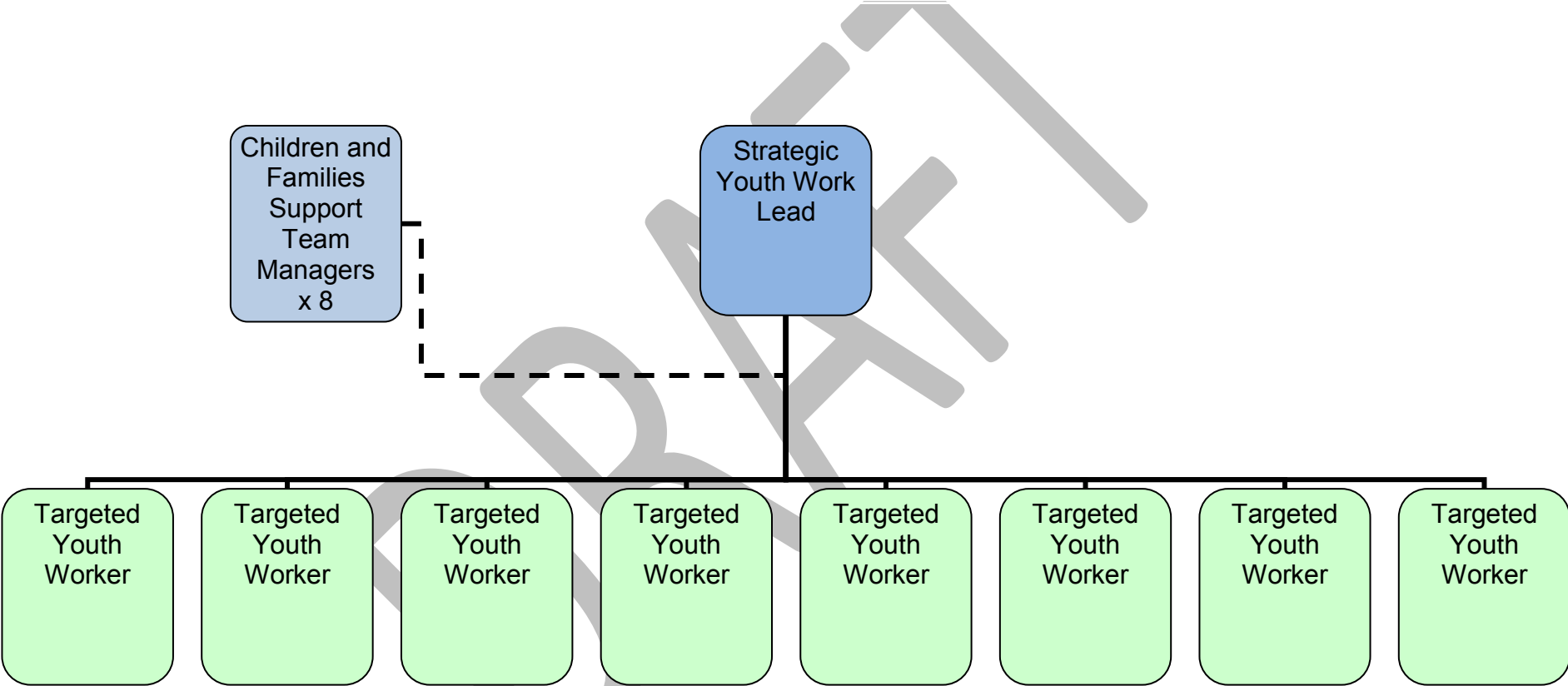
Full name: Robin Morris.
Position: Youth Service Manager.
Dated: 5 February 2014.

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Current Youth Service Structure

Appendix I



PROPOSED YOUTH SERVICE STRUCTURE



Proposed Youth Service Transitional Structure

