

DERBYSHIRE COUNTY COUNCIL

CABINET

12 June 2012

**Report of the Strategic Director for Children & Younger
Adults**

The New Youth Offer – (Young People)

1. **Purpose of Report**

To seek Cabinet approval for the development of the New Youth Offer following consultation.

2. **Information and Analysis**

2.1 Background

2.1.1 Cabinet on the 13th of December 2011 approved a consultation on a new youth offer which proposed to:

- Give improved and fairer access to youth activities for all young people, improving the quality and range of provision in local communities;
- Give improved provision of youth activities at times and in locations to suit the needs of all young people;
- Give a better and more efficient use of resources to ensure that what is available is used to greatest effect;
- Continue to provide qualified youth workers to support vulnerable young people and families;
- Give young people and their families more involvement in designing youth activities to make sure they meet the needs of young people;
- Set up a Youth Activities Grant fund to support new projects, voluntary, community and independent groups which provide youth services and activities;

- No longer directly deliver front-line activities for teenagers and cease to directly provide youth clubs and the mobile service, growing the voluntary sector;
- Review youth centres to transfer or dispose of the buildings.

2.1.2 The extensive consultation as set out in appendix i was widely promoted across the county, via:

- A media campaign;
- Online and paper based questionnaires;
- Website coverage;
- Posters and leaflets distributed via schools;
- Stakeholder events, youth club and community forum meetings;
- Improvement and Scrutiny Committee review.

2.1.3 In addition two petitions opposing the proposals were received by the council as detailed in appendix i.

2.1.4 In depth analysis of the outcomes of the consultation is provided in appendix i illustrating a very wide range of views.

2.1.5 Members need to be aware that there was strong opposition to the proposals with consultees considering that:

- There should be no reduction in the level of council youth service provision and no closure of youth service buildings;
- The council should not expect the VCI sector, for a wide variety of reasons, to replace the Council's services.

Consultees more favourable to the proposals considered that:

- The VCI sector is already a major provider of youth activities and can offer a wide variety of provision, often at lower cost;
- If the council wants the VCI sector to play a greater role it should develop a closer working relationship, avoid excessive bureaucracy and provide grants, training and other support.

2.1.6 Many comments also suggested a 'middle way', with a mixed economy of providers, and the Council still providing some activities especially for the vulnerable, disadvantaged and disaffected.

2.1.7 Members need to consider the New Youth Offer proposals, as set out on the following pages, against the backcloth of the principles

agreed in December and with the benefit of all the different views and comments gathered from the consultation exercise, as well as the Equality Impact Analysis at appendix ii.

2.1.8 This paper sets out the vision for the New Youth Offer, the proposed implementation, principles, drivers, rationale and implications for the Council, its staff and its partners.

2.2 The vision for The New Youth Offer

2.2.1 The New Youth Offer will provide more extensive and effective youth services that deliver what young people want. It relates to a range of services for young people aged 13-19 and up to 24 for those with learning difficulties to help them through the transition to adulthood, and which meet the Council's statutory duty to young people.

2.2.2 The New Youth Offer will be the biggest transformation in Derbyshire Youth Services for many years. It will mean more young people will be involved in more youth activities at more venues. More youth activities will be available when young people want them, at weekends and school holidays, as well as during the week. They will provide better and fairer opportunities for young people resulting in improved outcomes such as fewer young people not in education, employment and training (NEET) and reduced anti-social behaviour.

2.2.3 The services to be delivered as part of the New Youth Offer will be grouped under four headings:

- **Educational Provision** – as planned by the Children and Younger Adults (CAYA) 14-19 Team and provided through institutions such as schools, colleges and apprenticeships for young people aged 14-19.
- **Youth activities** – informal education and leisure time activities as provided by the Council by Youth Workers in Multi Agency Teams (MATs), Council-run open access youth clubs, and those provided by Voluntary, Community and Independent sector (VCI) and Others (such as schools, police, parish and borough councils, private organisations, individuals etc.).
- **Personal support** – help given to individual young people by a range of service providers to support them through particular personal difficulties. For example, pastoral care arrangements in schools and colleges and additional support offered by those providing youth activities or 'one to one' casework focused on at risk young people provided by the MATs and other Council services, or by VCI and Others.

- **Information and Advice** - on matters such as careers, health, sexual health, alcohol and drugs, finance, relationships, employment and parenthood provided by many different types of organisations in the county.

2.2.4 Of the four areas which currently make up the New Youth Offer, **the first to be reviewed is Youth Activities**. The other areas will also be considered as part of the department's wider service improvement plan.

2.3 Implementing the New Youth Offer and delivering the benefits

2.3.1 Arrangements will be put in place to establish young people as co-producers of new services, working with the Youth Council so that young people will be involved in designing the services they want. It is also proposed that a youth scrutiny committee be established, to evaluate and scrutinise services for young people.

2.3.2 A new annual Youth Activities Grant fund of £250,000 will be created to support the development of youth activities by VCI and Others, to extend work with the voluntary sector and build on the 70% of youth services they already provide in Derbyshire. Ways of attracting additional resources from the private sector such as the TSB fund will be sought. Resources will become better targeted and lead to future efficiency savings which will then be used to ensure the Youth Activities Grant fund can continue, whilst at the same time ensuring the focus and delivery of provision is matched as closely as possible to young people's needs.

2.3.3 The allocation of resources for youth activities across the county will be reviewed to extend and improve provision in consultation with local stakeholders. Activities will be in the right place, at the right time, deliver good outcomes for young people, and better reflect areas of disadvantage whilst maintaining existing levels of investment. They will take account of activities provided by the VCI and Others in a coordinated strategic approach. Mobile units and qualified youth workers will provide flexibility to be able to respond to local pockets of need, and complement existing effective VCI provision, such as the Scouts, Guides and Cadets; creative arts and community sport activities.

2.3.4 New flexible youth worker contracts will help avoid the need for compulsory redundancies and employees will be trained if necessary to meet the requirements of The New Youth Offer. Within the MATs

approximately 40 Full Time Equivalent (FTE) youth worker posts will be maintained to support vulnerable young people.

2.3.5 A new commissioning framework for the New Youth Offer will be developed, and arrangements for working with the VCI and Others put in place. A recent report on VCI provision evidences a successful and high quality infrastructure and workforce development approach in Derbyshire's VCI sector. The commissioning framework will ensure quality provision and outcomes continue to be delivered.

2.3.6 Opportunities for changes to or transfers of Youth Service properties will be identified and acted upon. No youth centres or activities will be closed without suitable alternatives provided.

2.3.7 Under the wider CAYA budget the following youth activities will also continue: Duke of Edinburgh Awards, Aiming High for disabled children, outdoor education, activities for looked after children and young offenders, and new youth diversionary schemes such as Ozbox.

2.3.8 New ways of measuring the effectiveness and impact of the New Youth Offer will be developed. Impact measures will include:

- Service user feedback, including quality and accessibility of youth activities;
- Operational indicators such as number of regular contacts, cost effectiveness and quality of partnership working;
- Evaluation of outcomes for young people, such as reduced number of NEETs, young offenders, teenage parents, young people on the edge of care, levels of anti-social behaviour, reduced social exclusion for vulnerable young people such as those leaving care or with disabilities and improved attainment.

2.4 Principles of the New Youth Offer

2.4.1 In order that young people benefit fully from these services, the Council commit to the following principles in all of the above aspects of the Youth Offer:

- **It will work as a co-producer** with young people in order to deliver what they need. Co-production means involving young people in the process of planning, delivery and quality assuring services;
- **It will recognise that it is not the only provider of services** and young people can often get what they need from other sources. Recognition means understanding what different providers have to offer;

- **It will publicise information** about the services which are available from the Council, VCI and Others;
- **It will focus its resources** on early intervention so that all young people can make a successful transition to adulthood;
- **It will use its resources** as fairly and effectively as possible in order to maximise service delivery and quality.

2.5 Why are youth activities important for young people?

2.5.1 During teenage years the gap between those who do well and those who have poor outcomes widens considerably. Good outcomes can be attributed to the acquisition of the personal and social skills needed for adulthood, which allow young people to take control of their lives at an early age, achieve what they want and make positive choices.

2.5.2 The lack of these skills is a major contributor to young people turning to crime and risky behaviour, which can undermine young people's life chances and result in young people failing to engage successfully with the job market.

2.6. Why and how do youth activities need to change?

2.6.1 The Voice of Young People

The involvement of young people in democratic processes is well developed but more needs to be done to involve them as co-producers of service delivery, so that services are fairer and more responsive to need.

2.6.2 Improving youth service performance

The consultation and review of performance has identified a number of areas for improvement, which is not a reflection on the quality of the workforce, but rather the capacity of the current system to deliver required outcomes for young people. These are as follows:

- The number of young people who are regular attendees of youth provision is small. The data for 2010/11 shows that although the service makes contact with young people it fails to sustain relationships with them. Only 5% attend the Council's 29 youth centres for more than 10 hours annually, while 1% receive services from mobile provision for more than 10 hours in a year. Only 288

young people (0.4% of the total 13-19 population) regularly participate (defined as 4 contacts or more a month) in all council youth service provision. Further details are available in appendix iii;

- A number of youth service buildings are not fit for purpose and/or use a disproportionate amount of resources;
- Some open access youth clubs do not attract sufficient numbers of young people who are at risk, with NEET young people and young people at risk of offending under-represented in youth service participants;
- In 2010/11 fewer youth service participants (7%) gained an accredited outcome, such as an ASDAN qualification, than the national benchmark (30%);
- The location and opening times of some activities need to be better aligned with demand, and distribution of resources needs to be made fairer. Some areas of disadvantage, such as areas of North East Derbyshire and Erewash are not currently proportionately benefiting from youth service provision.

2.6.3 A focus on outcomes, young people at risk and on value for money

At a time of reducing public expenditure the Council needs to find ways by which it can deliver more with less. Furthermore, the new guidance states that the Government want educational and leisure time activities to demonstrate good outcomes for young people's well-being.

As public funding is reduced the Government expects councils to focus their resources on activities for young people who are at risk of poor well-being outcomes and to determine which services and facilities can be delivered by VCI and Others, so that the local authority delivers directly only where it is clearly best placed to do so.

2.6.4 New statutory responsibilities

The Government has re-stated the duty of local authorities to secure sufficient educational and recreational leisure time activities for the improvement of the well-being of young people aged 13-19 and up to 24 for those with learning difficulties, so far as is reasonably practicable.

To fulfill this duty councils are required to take strategic responsibility for coordinating the overall local offer of all available youth activities for

young people, to develop an effective working partnership with other providers in order to plan and deliver activities, to take into account young people's views and to publicise information about all available provision.

2.6.5 New ways of measuring the performance of youth services

The new guidance removes the previous OfSTED inspection framework for the youth service and previous performance indicators.

In future, local authorities will be assessed against their new role of working in partnership with VCI and Others to provide a sufficient local offer which will result in positive feedback from young people on the adequacy and quality of local provision. It will also result in positive trends in young people's well-being.

This means that the Council will need to develop new ways of evaluating the efficiency and effectiveness of what it does. Advice on this will be published by the Youth Sector Improvement Panel of the Local Government Association.

3. Financial Considerations

3.1 The creation of the MATs in April 2011 delivered management savings of £1m while maintaining provision for targeted youth support.

3.2 During the financial year 2011-12 expenditure on open access youth clubs, premises, mobile units and creative arts was reduced from a budget of £2.2m to £1.4m. This was achieved through efficiency savings which allowed the number of sessions and the number of participants to be maintained throughout the year.

3.3 The savings achieved during the last financial year means:

- The budget for youth activities can be maintained at £1.4m for 2012-13;
- A significant investment of more than £10m a year in services for young people remains, which includes approximately 40 FTE youth worker posts;
- No further reduction is expected to youth activities budgets in the foreseeable future;

3.4 As with all services across CAYA, efficiency savings will continue to be made in line with savings commitments in the medium term financial plan.

3.5 It is further proposed to establish a Youth Activities Grant fund of £250,000 for 2012-13, to assist the development of youth provision where gaps are identified as part of the re-alignment and re-allocation of youth activities across the county, using the new commissioning framework.

3.6 Over time, it is envisaged that this will allow resources to become better targeted and lead to future efficiency savings as the same or improved outcomes are delivered through alternative methods. The resources released by these efficiency savings will then be used to ensure the Youth Activities Grant fund can be sustained at the above level, whilst at the same time ensuring the focus and delivery of provision is matched as closely as possible to young people's needs.

4. Human Resources Considerations

4.1 There are approximately 41.3 FTE workers employed as Youth Support staff within the open access youth service. To meet the needs of young people a restructure of the workforce will be necessary to ensure that staff are deployed at the right locations and at the right times.

4.2 Any opportunities arising from such a review will be ring-fenced to the existing staff in order to reasonably re-deploy workers across the localities and to ensure we retain the skills of the existing workforce. Learning and Development support will be required to enable staff to work in new ways.

4.3 In the event that a locality remains over resourced or it proves impossible to match employee preference with service needs, it would then be proposed to treat it as a pocket of difficulty in order that the workers may be offered Voluntary Redundancy/Voluntary Early Retirement. If the locality still remains over resourced only then would the Authority's Redundancy, Redeployment, Pay Protection and Buy Out of Hours Policy be applied to manage any potential workforce reductions.

4.4 Consultation exercises and formal discussions will be held with individuals and the appropriate trade unions, as necessary.

4.5 Given that the staffing budget will be retained at existing levels for 2012/13, it is anticipated that job losses will be kept to a minimum and

may only occur as a consequence of inability to match individual preferences against the requirements of the service. For the current staffing structure see appendix iv.

5. Legal and Equality of Opportunity Considerations

Proposals to a change in service provision require consultation with those affected, including, in this case, young people, parents/carers and staff. Any final decisions must take into account the responses to the consultation in order to respect the rights of the service users as set out in the Human Rights Act 1998.

In assessing these proposals and formulating the new Youth Offer, the Cabinet should also have regard to the Council's statutory duties under the Education Act 1996 and the Education and Inspections Act 2006. The Acts provide that a local authority must, so far as reasonably practical, secure for qualifying young persons in the authority's area access to :-

- (a) sufficient educational leisure-time activities which are for the improvement of their well-being, and sufficient facilities for such activities; and
- (b) sufficient recreational leisure-time activities which are for the improvement of their well-being, and sufficient facilities for such activities.

Qualifying young persons are those who have attained the age of 13 but not the age 20; and persons who have attained the age of 20 but not the age of 25 and have a learning difficulty.

In undertaking any changes to the workforce regarding redeployment or redundancy, the Council should have due regard to its policies and to employment legislation.

The Equality Act 2010 requires local authorities to pay "due regard" to the need to eliminate discrimination and promote equality in respect of race, disability, gender (including gender re-assignment), age, sexual orientation, pregnancy, maternity and religion and belief. Accordingly, an Equality Impact Assessment has been undertaken (appendix ii) to inform Cabinet of any equality issues. Due regard will be given at each stage of the implementation plan (appendix v) to the public sector equality duty.

6. Property Considerations

A property review is underway and will consider how appropriate the current youth service property is in meeting the needs of young people

and where necessary will undertake assessment of each youth centre to let, transfer or dispose as determined by an evaluation of the building and nature of service being provided.

7. Other Considerations

In preparing this report the relevance of the following factors has been considered: prevention of crime & disorder; and health, legal and human rights and transport considerations.

8. Background Papers

Education Act 2011

Localism Act 2011

(Internal) Embedding Integrated Youth Support (March 2010)

Commissioning Services for Young People (DfE 2012)

Ofsted evaluation on Commission Services for Young People (August 2011)

Education Select Committee 2011 – Report Young People 2011

Open Public Services White Paper Summary

Positive for Youth (DfE 2012)

Growing the Role of the Voluntary and Community Sector organisations in Services for Young People (DfE 2010)

Commissioning Services for Young People (DfE 2010)

Youth Provision: Research into the Voluntary, Community and Independent Sector - Youth Provision in Derbyshire, 13-19 year olds (May 2012)

9. Key Decision

Yes

10. Call-in

Is it required that call-in be waived in respect of the decisions proposed in the report?

No

11. Strategic Director's Recommendations

Recommendation 1: That Cabinet adopts the New Youth offer to develop its services for young people 13-19 years and up to 24 years for those with learning difficulties.

Recommendation 2: That the Council uses the principles of the New Youth Offer to promote the development of youth activities across the county targeting its resources for youth activities in areas of greatest disadvantage.

Recommendation 3: That arrangements are put in place to allow youth activities to be planned, delivered and promoted by VCI, Others and the Council working together in each CAYA locality.

Recommendation 4: That when implementing recommendation 1 the Derbyshire Youth Council are invited from the very beginning to advise on how young people should be involved in the planning, delivery and quality assurance processes for youth activities.

Recommendation 5: That a Youth Activities Grant fund of £250,000 is established to support the development of youth activities by VCI and Others.

Recommendation 6: That a programme of service improvement is developed for Council run youth activities which is based on the new statutory guidance and that full attention is given to the requirements of a commissioning process.

Recommendation 7: That the arrangements for running a commissioning process for open access youth activities is put in place by the Strategic Director of CAYA.

Recommendation 8: That wherever possible the Council transfers responsibility for buildings used for Council run youth work to a local VCI organisation, retaining use of the premises for youth activity where necessary. That as a default position the Council retains responsibility for the building if a transfer cannot be achieved.

Recommendation 9: That the implementation plan set out in Appendix v be adopted.

Ian Thomas
Strategic Director – Children and Younger Adults

Appendix i

Report on the Outcome of Consultation

Section 1 Overview

Section 2 Promotion of consultation

Section 3 Response to consultation

Section 4 Analysis of questionnaire

Section 1 - Overview

1. A consultation on a New Youth Offer was approved by Cabinet on 13 December 2011. To provide a clear and unambiguous focus, the questionnaire which was the primary means of response, contained the following two statements.

Firstly, Derbyshire County Council is proposing to change the way youth services are delivered. Our plans would mean we would:

- No longer directly deliver front-line activities for teenagers and would cease to directly provide our youth clubs and mobile service – grow the voluntary sector;
- Continue to provide professionally qualified youth workers to support vulnerable young people and families facing difficulties;
- Set up a Youth Activities Grant fund to support new projects, voluntary, community and independent groups which provide youth services and activities;
- Review our youth centres to transfer or dispose of the buildings.

Secondly, our proposals aim:

- To give improved and fairer access to youth activities for all young people, improving the quality and range of provision in local communities;
 - To give improved provision of youth activities at times and in locations to suit the needs of all young people, ensuring activities are at times when young people need them;
 - To give a better and more efficient use of resources to ensure that what is available is used to greatest effect;
 - To continue to provide qualified youth workers to support vulnerable young people and families;
2. To give young people and their families more involvement in designing youth activities to make sure they meet the needs of young people, the consultation was widely promoted through letter the distribution of questionnaires, a flyer, stakeholder events, Voluntary, Community and Independent organisations (VCI), road shows, focus groups, youth consultation meetings and community forums (Section 2).

3. The main method used for making a response to the proposals was the Consultation Questionnaire and 3874 were returned. In addition comments were recorded at meetings and letters, e-mails and telephone calls were received (Section 3). There was also a petition presented to the County Council.
4. The consultation process and the questionnaire in particular were designed to fulfill two functions:
 - a. To gain views on the proposals for change;
 - b. To collect information about what young people in particular want youth activities to look like.
5. At this stage the responses have been analysed to help the Council to decide how it might proceed with its proposals. At a later stage the responses will be analysed in a greater detail to inform the planning and delivery of youth activities at a local level.
6. Section 4 comprises an analysis of the questionnaires. The main conclusions are as follows:
 - a) The response level was high, 3874 questionnaires were received. A small number were spoiled.
 - b) The responses show a fair representation by categories of respondent, locality, gender, age, disability and ethnicity (Tables 1 to 6). There was also representation from people with and without experience of different types of youth activity (Tables 7 to 9).
 - c) Respondents consider youth activities to be important with 94% saying it is very or fairly important (Table 10).

Comments made by respondents to support their view were as follows:

- They support personal and social development and help young people to mature and become responsible adults.
- They give young people something positive to do in their leisure time.
- They reduce anti-social behaviour on the streets and keep young people out of trouble.
- They help young people overcome disadvantage and improve their well-being.

- d) Overall 52.5% of respondents considered that it matters who provides youth activities with young people being least concerned and DCC employees most concerned (Table 11).
- e) In response to the question - DCC is proposing to no longer directly provide youth clubs and mobile units, 76% of respondents said it was a bad or very bad idea, 8.5% said it was a good or great idea and 15.4% did not know (Table 12a). Young people and others had the largest percentage in the 'don't know' category. Youth service providers other than DCC and volunteers had the largest percentage in the good or great idea category. Parent/carers and employees of DCC had the largest percentages in the bad and very bad idea category (Table 12b).
- f) Respondents were invited to comment on their response to the above question and on the aims of the proposals (Table 13). At the end of the questionnaire there was a space for any other comments. These comments taken together with all the other responses provide an understanding of why people have responded to the proposals in a particular way.

There was a level of confusion about the aims. No one disagreed with them but the great majority could not see how the aims could be achieved when the Council is apparently proposing to close youth centres and reduce the number of youth workers (Table 13 with comments).

- g) The comments made about the aims together with other comments in the questionnaire and from other people provide information about why people opposed and supported the proposals.

Those who oppose the proposals make the following points:

- Youth activities are important for the reasons given in paragraph c) above. So there should be no reduction in the level of Council provision and no closure of buildings. The Council should find savings elsewhere.
- The Council should not expect VCI to do what it should be doing and VCI do not want to be blamed if it does not compensate for the Council's savings.
 - Council run youth clubs provide high quality provision because they employ professionally qualified staff and their type of delivery is effective in achieving outcomes especially with challenging young people. Other providers are not able to match this quality and so the Council should continue to be a direct provider.

- Council run youth clubs are open access which means young people can attend without pre-conditions. Activities run by the VCI and Others have conditions for entry e.g. uniform, faith, subscriptions, engagement in a particular activity, rigid age limits. If Council youth clubs close then many young people will have nowhere to go because of barriers to admission.
- Council run youth clubs are part of CAYA and so staff are checked by the CRB (Criminal Records Bureau) and are subject to the working practices of the council which includes confidentiality. If the Council transferred the work of its youth clubs to VCI then these practices could not be enforced.
- Council employees have access to other Council services especially the Multi Agency Teams (MATs). This is important when working with children at risk. VCI employees could not have the same access due to confidentiality regulations.
- Young people made the point that if Council youth clubs shut then they would have nowhere to go. This was reinforced by a number of clubs making this point on their own behalf, and young people stated how much they trust the staff and enjoy their youth club activities. They say they do not want to go elsewhere.
- VCI provision is reliant on short term grants and temporary accommodation which means it often closes at short notice leaving young people without provision.

Those that support the proposals make the following points:

- If the Council has to make savings then VCI and Others can provide youth activities at a lower cost, and can gain access to funds not available to the Council e.g. the lottery, charitable foundation grants, donations and private sector resources. Also VCI is more attractive to volunteers and to those who wish to make a donation.
- VCI and Others cover a wide range of organisations, everything from two volunteers running a Sunday club in a village to Barnardo's. It also runs a very wide range of activities which meet the many and varying needs of young people.
- The benefit of community owned provision is that staff are normally local and many will be volunteers which means a strong commitment to the local community, and young people and their families.

- VCI has a diverse and committed workforce which includes professionally qualified youth workers and others with a background of working with young people and many have specialist skills and knowledge. They can deliver a variety of provision including open access youth clubs.
 - VCI is already the majority provider of youth activities in Derbyshire. Since the Council cannot provide everything, supporting VCI to fill gaps in provision is sensible and cost effective.
 - If the Council wants the VCI to play a greater role in providing activities then it should:
 - Support VCI with grants and training
 - Develop ways to involve it with CAYA services
 - Involve it with the planning and delivery of services
 - Avoid excessive bureaucracy
 - The involvement of VCI will stimulate activity, tackle complacency and improve the overall quality of provision.
- h) There were many comments which suggested that a middle way should be sought: a mixed economy of providers with the Council still providing some activities especially for the vulnerable, disadvantaged and disaffected.
- i) Respondents were asked to indicate whether they would be interested in providing or volunteering to help with youth activities and to run and maintain youth buildings (Tables 14-16). Expressions of interest were high but an initial review indicates realistic offers to be less due to the nature of the comments received. For example 'I would like to volunteer but don't have the time due to other commitments'.
- j) There was a high level of support for the Youth Activities Grant Scheme to support VCI activities (Table 17). 73% thought it a great or good idea. There are a number of comments about it not being funded to the detriment of existing DCC provision and that it needs to be properly administered but without too much bureaucracy.
- k) There was a fair level of interest to continue to be involved with further consultation (Tables 18).
- l) A high level analysis of what young people want from the New Youth Offer for Youth Activities indicates the following:

- The times when they most want activities available is Friday night and school holiday time (Table 19 and 20 with comments).
- The range of activities they would be interested in is varied with high levels of interest across all activities (Table 21).
- The need to provide specialised services for vulnerable groups was supported (Table 22). The highest bring services for disabled young people and the young people experiencing domestic violence should be on the list.

At the Youth Council Conference on Saturday 28 April 2012, statements were made by Youth Councillors, which encapsulated the reasons why we need to change:

- “We need to be the change that we want to happen”
- “We can put the unity back into community”
- “I want a better brighter future for us all”
- “I don’t just want to help my community but all communities”

Section 2 – Promotion of Consultation

The consultation was promoted in different ways to ensure it was as accessible as possible. This included:

- Online consultation questionnaire (using Survey Monkey) promoted via Derbyshire First, Workforce, DCC web site.
- DCC Media Campaign - Newspaper, radio and TV coverage including
 - The Chesterfield Post
 - Bakewell Today
 - Matlock Mercury
 - The Derbyshire Times
 - Burton Mail
 - Ilkeston Advertiser
 - Tameside Reporter / Glossop Chronicle
 - Buxton Advertiser
 - Burton Mail
 - Ripley and Heanor News
 - Erewash Sound 96.8FM
- Web site coverage included
 - South Normanton Online
 - Amber Valley Borough Council
 - Derbyshire Fire and Rescue Service
 - Amber Valley Labour Group
 - South Derbyshire CVS
 - Erewash Borough Council
 - Chesterfield Borough Council
 - The William Allitt School
 - Heanor Gate Science College
 - High Peak Borough Council
 - Gosforth Pre-School
 - Links CVS (Chesterfield and North East)
 - In Defence of Youth Work
 - Umbrella
 - Ask Derbyshire
 - Socialist Party
 - High Peak CVS
 - U Tube
 - In and Around Derbyshire
 - NE Council, Government and Democracy
 - (Cllr) Caitlin Bisknell's website
 - Ripley People
 - Bakewell Today
 - Children & Young People Now
 - LocalGovNews.com

- Derbyshire Autism Services Group (online newsletter)
 - Buxton Labour Party
 - This is Derbyshire
 - Somercotes Parish Council
- 2922 paper based questionnaires were sent out and 1313 electronic copies of the questionnaire
- 45,000 leaflets distributed to young people via schools
- 500 posters distributed to
 - District and Borough Councils
 - Parish Councils
 - Youth centres
 - Libraries
 - Adult Education Centres
- 7 stakeholder events throughout the county
- Young people's stakeholder event
- Scrutiny event
- Community Forum meetings
- Focus groups with vulnerable young people
- Emails to all on Derbyshire Directory
- Letters and texts to Head Teachers
- Meetings at various youth clubs

Section 3 – Responses to Consultation

Types of response	Number of returns
Completed /Returned Questionnaires	1283
Completed questionnaire via Survey Monkey	2,591
Stakeholder events feedback / notes	761 people attended and notes are available
Letters from young people	22
Letters from Stakeholders	20
General enquiries (email and telephone)	200
Other communication (detailed enquiries and feedback)	81
*Save Our Youth Service (SOYS) petition	16,366
**Chesterfield Youth Clubs petition	430

* Petition 1, the larger of the two petitions generated 16,366 signatures and stated:

“SAVE OUR YOUTH SERVICE (SOYS). We the undersigned oppose Derbyshire County Council’s plans to close its Youth Centres and make up to 157 Youth Workers redundant - under the Conservative led government young people are at risk of becoming a lost generation, being the target of national and local spending cuts. Young people are facing the highest unemployment levels in decades, the trebling of tuition fees, the abolition of the Education Maintenance Allowance and in Derbyshire are having to pay more for public transport because of the b-line cuts. They now face the loss of youth services which provide access to a wide range of social and cultural activities, health advice and general support. We call on Derbyshire County Council to retain the current directly provided universal youth service”.

The petition triggered a debate at Full Council on 18th April 2012. All Cabinet Members were present at the Council meeting and the Director of Legal Services has provided each Cabinet Member with a verbatim record of the petition debate.

** Petition 2 generated 430 signatures and stated:

“SAVE CHESTERFIELD’S YOUTH CLUBS PETITION
To the Conservative County Council:-

We agree with Tony Rogers and Sonia Allen that the Conservative run County Council should slash the Council’s massive £2million per year publicity budget in half rather than save £800,000 by closing down all Youth Clubs such as the Peter Webster Centre.

The Police are right when they point out that such youth activities massively reduce calls about anti-social behaviour. It would be madness to close down Youth Centre activities such as those in the Peter Webster Centre.

Please get your neighbours and children to sign it too – but please hurry as the consultation closes on March 18th”.

Section 4 – Analysis of Questionnaire

A total of 3,874 completed questionnaires were received during the consultation period. Throughout the analysis the totals may not sum to 3,874 as respondents may not have answered all the questions or some questions allowed respondents to select more than one response.

Table 1 - Categories of Respondent

	Number
A young person aged 13-19 who has used youth services in the last 12 months or may be interested in using youth services in the future	1885
A parent / carer	388
A youth service provider other than DCC or a volunteer involved in youth activities	359
An employee of DCC	482
Other	957
Not stated	130

When respondents were asked who they were answering the questionnaire as, they could select more than one option so the total numbers in Table 1 sums to more than the total number of respondents to the consultation. This is the case in other tables as well.

Employees of DCC are not only youth service staff but may be employed across all departments.

Of those that responded in the 'Other' category, a significant number of responses were from young people under 13 who either currently use youth service provision or would be interested in using youth service provision in the future.

Table 2 – Respondent by Category and by District

	Amber Valley	Bolsover	Chesterfield	Derbyshire Dales	Erewash	High Peak	North East Derbyshire	South Derbyshire	Outside Derbyshire
Young people aged 13-19	199	623	167	309	77	222	123	97	23
Parent / carer	56	44	50	57	14	65	65	24	2
Youth Service provider other than DCC or volunteer	51	53	40	46	28	53	23	29	22
Employee of DCC	76	41	76	65	22	68	51	25	35
Other	90	221	91	227	34	118	92	29	30
Not Stated	11	22	8	32	1	12	2	4	0

Table 3 – Respondent by Gender

	Male	Female
Young person aged 13-19	870	973
Parent / Carer	99	275
Youth Service provider other than DCC or volunteer	149	193
Employee of DCC	106	352
Other	448	478
Not Stated	53	42

Table 4 – Respondent by Age

	Number
Under 13 years	595
13 years	580
14 years	479
15 years	311
16 years	221
17 years	101
18 years	68
19 years	42
20-24 years	96
25 and over	1122

Table 5 – Respondent by Disability

	Number
Yes	557
No	3317

Table 6 – Respondent by Ethnicity

	Number
White – British	3486
White – other	72
Black / Black British	19
Asian / Asian British	21
Mixed	41
Prefer not to say	63
Other	9

Table 7 – Respondent by Activity – young people aged 13-19 responses

	Participate	Never Participate
DCC Youth Clubs	606	956
DCC Mobile Information Buses	274	1197
Uniformed Groups (i.e.Scouts)	330	1176
Sports clubs	926	653
Martial Arts Clubs	284	1178
Church youth clubs	161	1283
Youth clubs run by charities or volunteers	368	1108
Dance or drama clubs	398	1084
Other	305	898

Respondents could select more than one answer

Of those who answered in the other category the following were identified as popular activities

- dancing and arts
- music lessons
- sports (football, netball, swimming and keep fit)

Activities which involved personal development such as volunteering or attending classes around specific interests was also a popular response with many young people saying they attended after schools projects and Duke of Edinburgh was a popular group.

It should be noted that a significant number of respondees have never participated in DCC youth clubs and mobile information buses.

Table 8 – Attendance at DCC Youth Centres – young people aged 13-19 responses

Youth centre	Number of consultation respondents attending each youth centre
Aldercar Youth Centre	9
Buxton for Youth	35
Cantelupe Youth Centre, Ilkeston	23
Chapel en le Frith Youth Club	52
Chinley Couth and Community Centre	13
Clay Cross Youth Suite	14
Cresswell Youth Centre	43
Donut Creative Arts Studio, Chesterfield	39
Dronfield Youth Centre	10
Eckington Youth Centre	14
Fairfield Youth Centre	34
Gamesley Youth and Community centre	17
Gosforth Youth Centre	9
Hadfield Youth Centre	17
Hasland Youth Centre	8
Hathersage Youth Centre	13
Heanor Gate Youth Club	15
Ironville Youth Club	14
Killamarsh Youth Club	26
Long Eaton Youth Club	32
New Mills Youth Centre	86
Ockbrook and Borrowash Youth Club	12
Peter Webster Centre, Chesterfield	55
Pinxton Youth Centre	10
Polygon Youth Centre, Alferton	18
Somercotes Youth Centre	20
Talking Hedz Youth Office, Bolsover	75
Tupton Youth Centre	14
Unit 10, Chesterfield	30
Whitfield Youth Centre	10
Woodville Youth Centre	34
Other Youth Centre	155
None of the above	817

Of those who attended other youth clubs responses church and voluntary youth clubs were listed, as well as specific themed projects (such as kickboxing / zumba) at local leisure centres.

Table 9 – Respondents using the DCC Mobile Youth Buses – 13-19 years

Do you use the mobile youth bus?	Young people aged 13-19 years.
Yes	259
No	1478

Table 10 – Importance of providing youth activities

	Number	Percentage
Very important	2430	68.6
Fairly important	914	25.8
Not very important	139	3.9
Not important at all	59	1.7
Total	3542	100

Table 11 – Do you think it matters if youth activities are provided by public, private or voluntary sector organisations?

	Yes		No	
	Number	Percentage	Number	Percentage
Young person aged 13-19	884	49.8	892	50.2
Parent / Carer	200	57.3	149	42.7
Youth Service provider other than DCC or volunteer	168	52.0	155	48.0
Employee of DCC	265	66.1	136	33.9
Other	461	53.0	408	47.0
Total*	1843	52.5	1669	47.5

*This total is the total respondent figure taking out any double accounting

Table 12a – DCC is proposing to no longer provide youth clubs and mobile units. This is a ...

	Great Idea	Good Idea	Bad Idea	Very Bad Idea	Don't Know	Total
Number of responses	117	178	710	1919	533	3457
Percentage	3.4	5.1	20.5	55.5	12.5	100

This table has all double counting removed. The 3457 is the number of individuals who answered this question.

Table 12b – DCC is proposing to no longer provide youth clubs and mobile units. This is a ...

	Great idea		Good idea		Bad idea		Very bad idea		Don't know		Total
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	
Young person aged 13-19	67	3.8	80	4.5	381	21.4	971	54.6	281	15.8	1780
Parent / Carer	9	2.7	15	4.4	61	18.0	219	64.8	34	10.1	338
Youth Service provider other than DCC or volunteer	11	3.7	33	11.1	55	18.5	174	58.6	24	8.1	297
Employee of DCC	11	2.9	19	5.1	65	17.3	249	66.4	31	8.3	375
Other	26	13.0	44	5.1	175	20.5	441	51.6	169	19.8	855

This table included double counting as respondents could select more than one answer (for example be an employee of DCC and a parent).

Table 13 - Comments on aims

There were 564 written responses and none of the responses disagreed with the aims.

There was support for the aims with respondents saying they are right or excellent or good or important. A number mentioned that the involvement of young people in the design of the services is to be welcomed.

The majority of responses, however, focussed on what people see as a contradiction by the Council. On the one hand the aims refer to improving the quality and range of provision and on the other the Council is proposing to close centres and reduce the number of part time youth workers.

“Admirable aims but closing local services that keep children off the streets and in worthwhile activities will not accomplish them”

Table 14 – Would you be interested in providing youth activities?

	Expression of Interest	Estimated Realistic Offer
Yes	785	160
No	2325	

Table 15 – Would you be interested in volunteering to support youth activities in your area?

	Expression of Interest	Estimated Realistic Offer
Yes	767	230
No	2386	

Of the 3153 who answered the question 767 said yes and there were 580 who commented and were prepared to volunteer in their local community to support young people in engaging in youth activities such as football. Respondents also offered their time in governance arrangements of youth activities such as roles as Chair, Treasurer or Secretary of a committee.

Table 16 – Which of the youth buildings would you be interested/ prepared to become responsible for running and maintaining?

Youth centre	Number of expressions of interest
Aldercar Youth Centre	25
Buxton for Youth	50
Cantelupe Youth Centre, Ilkeston	37
Chapel en le Frith Youth Club	49
Chinley Youth and Community Centre	30
Clay Cross Youth Suite	48
Cresswell Youth Centre	73
Dronfield Youth Centre	31
Eckington Youth Centre	35
Fairfield Youth Centre	53
Gamesley Youth and Community Centre	35
Gosforth Youth Centre	27
Hadfield Youth Centre	41
Hasland Youth Centre	48
Hathersage Youth Centre	31
Heanor Gate Youth Club	34
Ironville Youth Club	31
Killamarsh Youth Club	36
Long Eaton Youth Club	47
New Mills Youth Centre	95
Ockbrook and Borrowash Youth Club	25
Peter Webster Centre, Chesterfield	63
Pinxton Youth Centre	36
Polygon Youth Centre, Alfreton	40
Somercotes Youth Centre	31
Talking Hedz Youth Office, Bolsover	110
Tupton Youth Centre	39
Whitfield Youth Centre	28
Woodville Youth Centre	66
All of the above	74
None of the above	1893

A total of 1368 expressions of interest were made, an estimated realistic offer of interest in buildings is 120, based on the number of organisations who have expressed an interest and would be able to take on this responsibility.

Table 17 – DCC is proposing to set up a Youth Activities Grant Scheme to help voluntary and community groups provide activities for young people, what do you think of this?

	Number	Percentage
Great idea	791	25.4
Good idea	1480	47.5
Bad idea	447	14.3
Very bad idea	398	12.8
Total	3116	100

Table 18 – would you be interested in taking part in further consultation?

	Number	Percentage
Yes	795	28.3
No	2012	71.7
Total	2807	100

Table 19 – When should services be available for young people?

	Number of respondents
School holiday time	1697
Friday night	1494
Monday – Thursday night	1364
Saturday night	1023
School term time	886
All day every day	809
Sunday night	440
Monday – Friday day time	329

Table 20 – When should services be available to young people by respondent

	Young person aged 13-19	Parent / Carer	Youth Service provider other than DCC or volunteer	Employee of DCC	Other
School holiday time	741	213	165	257	417
Friday night	679	159	156	230	371
Monday – Thursday night	640	168	139	212	312
Saturday night	448	109	114	169	263
School term time	398	120	96	125	222
All day every day	455	63	70	82	203
Sunday night	190	49	46	77	117
Monday – Friday day time	173	26	33	52	74

An analysis of the reasons reveals the following comments:

1. The reasons for identifying school holiday and Friday and Saturday nights were that people identified these times as when young people were more likely to be involved in more risky behaviour such as drinking and anti-social behaviour.
2. The reason for identifying Sunday night, school term time and Monday – Thursday nights were times when young people could be bored and wanted something to do.
3. All day every day responses varied. The reasons and comments that came through were reflective of vulnerable young people requiring more intensive support. A number of people identified those young people who had dropped out of school or were NEET as being in need of this provision. Other responses covered making maximum use of buildings, some services might need to be full time, or it would just be good fun.
4. A number of respondents said young people needed to be involved in the planning of local service at a local level.

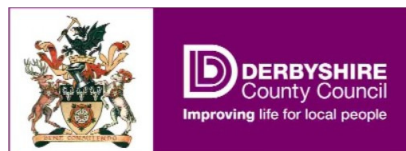
Table 21 – what activities would you be interested in?

	Young person aged 13-19	Parent / Carer	Youth Service provider other than DCC or volunteer	Employee of DCC	Other
Drama	557	152	118	157	197
Outdoor Activities	891	206	183	199	414
Music	739	175	154	163	321
Arts and Crafts	627	147	137	167	319
Keep Fit	716	144	120	158	304
Discos and social activities	729	179	132	162	305
Dance	635	143	113	154	281
Sports	984	192	170	177	440
Games clubs (eg chess, computer games)	663	147	125	138	309
Other activities	65	11	12	6	35

Table 22 – which of the following young people do you think would benefit from specialist services?

Specialist group	Number of respondents who thought they would benefit from specialist groups
Disabled young people	1295
Young people in care	1140
Homeless young people	1047
Teenage parents	937
Young people who abuse alcohol, drugs etc	930
Young people not in employment, education or training (NEET)	898
Young offenders	884
Young people who are sexually exploited	795
Young care leavers	527
Ethnic Groups	500
Young travellers	419
Other groups	307
All young people	1614
None of these groups	252

**Derbyshire County Council
Equality Impact Analysis Record Form
2011**



Departments	Children & Younger Adults Department
Service Area Responsible	
Chair of Assessment Group	Bish Sharif, Integrated Youth Support Manager
Title of Policy/ Service/ Function	Review of youth service and activity provision for young people.

Stage 1. Prioritising what to impact assess

1.1 Why has this policy, service or function been chosen?

The delivery of services to young people aged 13-19 and up to 24 for those with learning difficulties has been chosen as the subject for a new overarching policy called The New Youth Offer for the following reasons:

- Young people need services which will help them progress successfully from children to mature adults
- These services need to be designed and delivered in ways appropriate to the age group
- To achieve the above young people need to be involved as co-producers of the service and that currently does not happen, so the services need to change in response to what young people say they need.

The Youth Service is one of the services which aims to meet the needs of young people and it needs to change its operational practices for the following reasons:

- Young people want to have a greater say on what is provided
- The service needs to make efficiency savings in line with savings commitments in the medium term financial plan
- The quality of service delivery needs improvement and there is new criteria for assessing the impact of youth work with a particular focus on well-being outcomes
- New statutory responsibilities require the Council to co-ordinate the overall local offer of all available youth activities, to work with Voluntary, Community and Independent organisations (VCI), and district councils, schools, colleges, police, health etc (Others) to take into account young people's views and to

publicise information about all available provision

- At a time of financial restraint the Government expects Councils to focus their resources on young people at risk and living in areas of disadvantage. It also expects Councils to test their direct delivery of services against external providers through a commissioning process

These pressures for change mean that the youth service needs to be reviewed and then changed. Further information is available in section 5 of the report on The New Youth Offer (Cabinet 12 June 2012).

1.2 Why does the policy, service or function exist/what is its purpose? Who should benefit?

The New Youth Offer does not currently exist and has been developed in order to set out clearly how services for young people should be delivered. There are four service areas:

- Educational Provision
- Youth Activities which include the Youth Service
- Personal one to one support
- Advice and guidance

The Youth Activities service is the one under review.

It exists to provide young people aged 13-19 and up to 24 for those with learning difficulties with educational and leisure time activities for the improvement of their well-being. This is a statutory responsibility.

Its purpose is to help young people to develop personal and social skills. There are a wide range of providers which include the Council run Youth Service, VCI and Others. The purpose of the Council-run service is to help young people at risk or who live in areas of disadvantage to develop personal and social skills which they might otherwise gain through the family or school.

From the Council's perspective young people at risk should benefit, which means that they succeed in education, gain employment and avoid risky behaviour such as anti-social behaviour, drug and alcohol abuse and teenage pregnancy.

Communities should also benefit by less anti-social behaviour on the streets.

Stage 2. Pulling an assessment team together

Name	Area of expertise/ role
Bish Sharif	Integrated Youth Support Manager, Children and Younger Adults (CAYA) – Chair
Rachel Sidebottom	Integrated Youth Support, CAYA
Helen Greateorex	Integrated Youth Support, CAYA
Naomi Compton	Service Improvement Manager, CAYA
John Cowings	Senior Policy Officer, Equalities, Policy & Research, Chief Executive's Office
Matt Ford	VCI Coordinator, CAYA
Chris Campbell	Integrated Youth Support Manager, CAYA
Julie Connah	Human Resources Consultant, CAYA
Eddie Grant	Finance Officer, CAYA
Maureen Evans	Locality Manager, CAYA
Matt Scarborough	Property Review Officer, Corporate Property
Judith Wildgoose	Policy Manager, Partnerships, Chief Executives Office
Barbara Ackrill	Assist, Research & Information Manager, Policy & Research, Chief Executive's Office
Ruth Pownall	Childcare Inclusion Manager, Inclusion Service, CAYA
Richard Hale	Childcare Inclusion Officer, Inclusion Service, CAYA
Liz Wild	Principal Solicitor, Legal Services

Stage 3. Scoping of the assessment / identifying likely issues

The scope of the area for assessment was identified as the provision of Youth Activities across Derbyshire. This included all types of activity provided by the Council, VCI and Others.

In response to the drivers for change set out in section 1.1 of this document a set of proposals were drawn up:

- To no longer directly deliver front-line activities for teenagers and would cease to directly provide youth clubs and mobile service – to grow the voluntary sector
- To continue to provide professionally qualified youth workers to support vulnerable young people and families facing difficulties
- To set up a Youth Activities Grant fund to support new projects, voluntary, community and independent groups which provide youth services and activities
- To review our youth centres to transfer or dispose of the buildings.

It was recognised that these proposals were likely to raise a number of issues. It was also recognised that a number of issues exist with the delivery of the existing Youth Activities provision in the County. These were drawn together in the form of a questionnaire which would be used for consultation. The main issues identified in the questionnaire were as follows:

- The extent to which people value youth activities and why
- Whether it matters who provides the activities
- For whom should youth activities be provided
- What types of youth activity should be provided
- The time when young people want youth activities

There were also a set of supplementary management issues which needed consideration: e.g. examples of good practice, workforce data, financial information, guidance on commissioning.

Stage 4. Pulling together all the information

The main method for collecting views on the points set out in Stage 3 above was a questionnaire but information was also collected from other sources as set out below.

Group	Reason for using
Consultation with young people	To identify the needs and opinions of young people in relation to the current and future delivery of youth services, including the proposals being made
Consultation with staff	Identify the views and concerns of existing employees both on the proposals for the service and the likely impact on them personally
Consultation with parents/carers	Views and opinions of parents on the needs of young people and on the proposals being made
Consultation with providers and services	To gain the views and experiences of other organisations providing youth activities, services and support in Derbyshire, given that a high proportion of services are provided by community and voluntary sector organisations or local communities themselves
Consultation with Town and Parish Councils	To record and enable consideration of the views of local leaders and councils in localities across Derbyshire, in order to gain more localised views and opinions on the need for services and the proposals being made
Consultation with disabled people and their organisations	To gain the views and opinions of disabled young people, their families and carers, and of groups and organisations working with or campaigning for the rights and access to services for disabled young people.

Consultation with teenage parents	To gain the views of young teenage parents on the current service and the proposals being made, including by identifying their needs.
Consultation with Lesbian, Gay, Bi-sexual and Transgender (LGBT) groups	To identify whether there is specific need for services for or be capable of, supporting young LGBT groups, and to gain the views and opinions of LGBT groups and their organisations and groups on the current service provision and the proposals being made.
Practice from other Authorities	To identify good practice in relation to a shift from direct provision to the authority becoming a commissioner of services as outlined within the proposals, and to identify if other potential models exist.
Commissioning Guidance – National Youth Agency (NYA)	Use and commissioning process.
Financial information	Review the costs of current provision and the likely costs and resources needed to provide a new 'Youth Offer, as outlined in the proposals being made. This includes identifying any potential budget savings and impact of closing a number of youth centres.
Policy from Department of Education	Understanding what national policy is proposing and what this means for Derbyshire
Demographic data	Information about children and young people in Derbyshire, their needs and circumstances
Data from Youthbase	Service user data
Data from Amber Valley study	Impact and effectiveness of the current service – pilot study to help inform proposals and implementation
Workforce data	Make-up of the current workforce and the impact of likely redundancies, including checking whether any specific groups of employees would be disproportionately or unfairly affected
Focus group work	To gain the more detailed opinions of a number of young people, their families and carers, on the current service and the likely impact of the proposals. This includes by exploring future priorities and the aims of the service.

Stage 5. Analysing the impact or effects

a. What does the data tell you?

Protected Group	Findings
Age	<p>Derbyshire County Council Youth Service provides a service to a core age range of 13-19 year olds, and up to 24 for those young people with learning difficulties. There is some discrete 'inters' work with young people aged 11-12.</p> <p>Countywide 67266 young people are aged 13-19. 8.93% of 13-19 year olds living in Derbyshire accessed Derbyshire Youth Service provision for 10 hours or more in the 2010/11 financial year.</p> <p>Countywide 18109 young people are aged 11-12. 7.25% of 11-12 year olds living in Derbyshire accessed Derbyshire Youth Service provision for 10 hours or more in the 2010/11 financial year.</p> <p>The majority of the 'inters', aged 11-12 accessing youth service provision access discrete sessions for juniors.</p>
Disability	<p>There are approximately 4709 disabled young people aged 13-19 in Derbyshire (this is estimated at 7% of the overall Derbyshire 13-19 population) and 12.42% of these 4709 accessed youth service provision for 10 hours or more in the 2010/11 financial year.</p> <p>The youth service runs specialist provision for disabled young people in each locality. Disabled young people may also choose to attend open access provision.</p>
Gender (Sex)	<p>Countywide 34923 (51.9%) of young people aged 13-19 in Derbyshire are male and 32343 (48.1%) female.</p> <p>According to Youthbase, 10.47% of 13-19 year old males living in Derbyshire accessed the youth service provision for 10 or more hours in the 2010/11 financial year. 7.28% of 13-19 year old females living in Derbyshire accessed the youth service provision for 10 or more hours in the 2010/11 financial year.</p> <p>No data has been collected to monitor gender reassignment, pregnancy and maternity as these have only been a requirement since the new Equality Act came into force in April 2010.</p>

Gender re-assignment	<p>Current estimates by Derbyshire Friend suggest that between 150 and 200 people of all ages are living in the gender opposite to that at birth.</p> <p>The Equality Act 2010 provides protection in employment and service delivery from the point at which someone indicates to an employer or service provider that they are transgender.</p>
Marriage and civil partnerships	<p>The Council's Public Duties are limited to a responsibility to eradicate unlawful discrimination.</p> <p>Derbyshire County Council Youth Service supports 13-19 year olds, who are primarily below the age of marriage.</p> <p>We do not record whether young married couples access the provision on Youthbase.</p>
Pregnancy and maternity	<p>There are currently 448 teenage parents known to Connexions in Derbyshire (March 2012).</p> <p>Services for teenage parents are provided by Children's Centres, many of whom run specific teenage parents groups. Therefore there are services for teenage parents run by other services.</p> <p>It is not known how many teenage parents access open access youth provision as this is not recorded on Youthbase.</p>
Race	<p>There are approximately 2535 Black Minority Ethnic (BME) 13-19 year olds living in Derbyshire, which equates to 3.77% of the 13-19 population.</p> <p>5.13% of the 13-19 BME population accessed youth provision in Derbyshire for 10 hours or more in the 2010/11 financial year.</p>
Religion and belief, including non-belief	<p>No current monitoring takes place on grounds of religion and belief.</p>
Sexual orientation	<p>It is estimated that the UK's LGBT population is between 5% and 7%. Consistent information on LGBT groups across the County is not available.</p> <p>Derbyshire County Council does not directly deliver specialist sessions for LGBT groups, but works in partnership with Derbyshire Friend to deliver activities and group work.</p>

Young people from poorer backgrounds	<p>The level of child poverty in Derbyshire is better than the national picture with 18% of children aged under 16 years living in poverty within Derbyshire compared to 22% nationally.</p> <p>10.3% of secondary aged pupils were eligible for free school meals in Derbyshire (2011). This is also less than the national figure of 14.6%.</p> <p>Whilst we do not know what percentage of young people from poorer backgrounds attend open access youth provision, we do know that engagement of this group is generally better in Derbyshire compared to the national picture. The latest figure for young people from low income backgrounds progressing to higher education was 23% in Derbyshire which was higher than the national figure of 18%.</p>
Rural areas	<p>16% of the county's population lives in the rural west and north-west but this accounts for about half the land area.</p> <p>Due to the rural make up of Derbyshire it is difficult to calculate the young people's population as there is no definitive definition of rurality.</p>

b. What does feedback tell you about the service and what is the opinion on the proposals? Complaints about current service? (This is where you report the outcomes of the consultation)

The feedback from consultation is set out in Appendix i of The New Youth Offer report (Cabinet 12 June 2012).

In summary the feedback received told us the following about Youth Activities in the County and about the delivery of the Council run Youth Service:

- Youth Activities are highly valued as a means by which young people can develop their personal and social skills. They also keep young people off the streets and out of trouble
- Council run youth centres with qualified staff are particularly effective in areas of disadvantage and when working with young people at risk
- It is particularly important that the Council focuses its resources on the 'protected' groups and Appendix i sets out a list of groups of young people that respondents would wish to see attending Council youth centres
- There is much to be gained by the Council, VCI and Others working together to plan and deliver youth activities across the County

- Young people need to be involved as co-producers of youth activities so that they receive the services they need. For example:
 - They want services at weekends and during schools holidays
 - They identify a very long list of activities which they would like to be involved with e.g sports, arts, drama, outdoor activities
- Youth activities need to be of good quality delivery by appropriately training staff.

c. Are there any groups of people who have not participated in the consultation who could be affected by the proposals?

The consultation was very comprehensive and the profile of respondents does not indicate the absence of any particular group of people (see Appendix i of The New Youth Offer report to Cabinet 12 June 2012).

d. Gaps in data

Gaps in data/ understanding	What needs to be done to deal with this?
Information about protected and vulnerable groups attending Council run youth centres	New data collection procedures to be introduced
Overall provision of youth activities are provided by the Council, VCI and Others in order to plan future provisions	New data collecting procedures to be introduced
Detailed information about what young people have asked for through the consultation	Further analysis of the consultation questionnaires
Understanding what young people need from youth activities and whether they receive it	Introduction of co-production with young people which involves them in planning, delivery and quality assuring provision with providers.

Stage 6. Ways of reducing or mitigating against unlawful prohibited conduct (discrimination, harassment, victimisation and failure to make reasonable adjustments) or unwanted adverse impact, or to promote greater equality of opportunity or improved good relations

The way in which these issues will be tackled in Council run youth centres is as follows:

- There will be a clear statement of what these issues mean e.g. what is harassment and what it is not
- There will be training of staff so that they understand what the statements

mean and how they are put into operational practice in their work

- Monitoring the effectiveness of operational practice will be undertaken through the collection of appropriate data and through visits by young people acting as service assessors and inspectors
- The monitoring information will be analysed to identify the need for future improvements and to identify good practice
- Training will be offered to the VCI and Others on this area of work.
- Unwanted adverse impact may arise as services change and young people are adversely affected by the change. The way in which this will be avoided is by undertaking a risk assessment of the changes and then planning ways in which young people can be protected e.g how to provide continuity of provision, how to support young people move clubs.
- The whole review of the youth service and The New Youth Offer is designed to promote greater equality of opportunity and improved relations with the 13-19/24 client group. The detailed implementation of the proposals will include giving special attention to all at risk young people.

Stage 7. Finding out whether your assessment has identified what people think needs changing.

The review has identified some key changes. Feedback on the review and proposed changes will be discussed with members of the Youth Council, Youth Support Workers, stakeholders who have been involved in the consultation and existing providers of youth activities.

You told Us	We will
You value Council run youth clubs	Maintain resources for youth provision at the current 2012/13 level but change what they deliver to respond to the consultation.
At a time of reducing budgets you said the Council should focus its resources on areas of disadvantage	Focus our resources in areas of disadvantage and on young people at risk.
The VCI can make a significant contribution to youth activities	Work with VCI to develop more youth activities and support them with Grants and training.
Young people should be involved as co-producers	Work with the Youth Council to design and implement arrangements for young people to become co-producers of youth activities as part of the New Youth Offer.
That young people who are vulnerable or at risk need qualified staff	Support and develop youth workers to improve their range and depth of competency.

Young people want youth activities at the weekend and during school holidays	Re-design and re-align provision of youth activities so that it is offered at the right time and in the right place.
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Stage 8. Planning, target setting and monitoring

An implementation plan is attached as Appendix iv to The New Youth Offer report (Cabinet 12 June 2012).

A key element in the plan is that the time and place of service delivery will change and this will mean potential disruption for some users. The management of change will involve ensuring that users are fully involved in any change and that as far as reasonably practical continuity of service will be maintained.

Stage 9. Have your main actions been added to the relevant business or service plan(s)?

All actions will be added to the relevant business and team plans within Children and Younger Adults Department.

Stage 10. Publishing your assessment

Please indicate below:

Your assessment has been signed off for publishing by

Strategic Director of Children and Younger Adults

Your assessment was published on:

Medium / location	Date
Copy of final version also to John Cowings for publication on equalities pages of website	

Signed : **Must be signed by DMT or Strategic Director**

Date : **Must be dated (data prior to Cabinet meeting data)**

Added to DCC website

Appendix iii

PARTICIPATION IN DERBYSHIRE YOUTH SERVICE ACTIVITIES April 2010-March 2011

The following Table 1 shows the total number of unique individual 13-19 year old young people who registered on Derbyshire County Council Youth Service provision, (Column A), at some stage during the year.

This is categorised by both the type of provision they registered on (B,C,D) and the amount of time they attended for during the year. All percentages are as a proportion of **the Derbyshire 13-19 Population of 67,266**.

Column D identifies the number of young people registered to activity that either doesn't fit in with the previous two types, (e.g. in schools), or, their provision type is not recorded for some other reason.

All of the young people recorded provided identification details, (including those in column D), which ensures that the figure in column A reports young people only once, i.e. no double reporting.

A number of young people **will however have attended activities and been recorded under more than one provision type** – B, C and/or D but will **only be reported once in A**. Therefore the sum of B+C+D **does not add up to A**.

Table 1 (all percentages are rounded to whole numbers)

	A	B	C	D
	Young people attending all youth service provision inc' B,C,D but only counted once	Young people attending provision in one of the 29 Youth Centres under review	Young people attending mobile provision	Young People using other provision e.g. could be school, Creative Arts or no recorded provision type.
13-19 young people with 1 contact or more	18,808 (28%)	8772 (13%)	6,447 (10%)	7,344 (10.9%)
.. with 6 hours of contact (3x2 hour sessions) or more	7,916 (12%)	3936 (6%)	1,614 (2%)	2,029 (3.0%)
... with 10 hours of contact (5x2 hour sessions) or more	6,009 (9%)	3184 (5%)	963 (1%)	1,395 (2%)
...with 76 hours of contact (38x2 hour sessions a month) i.e. term time	576 (0.9%)	Not reported	Not reported	Not reported
...with 96 hours of contact (4x2 hour sessions a month)	288 (0.4%)	Not reported	Not reported	Not reported

It can be seen from Table 2 below that 2010/11 was a relatively high year for total number of participants, this may have been due to improved recording and reporting as well as increased activities but this is difficult to evidence retrospectively.

Table 2

	2007/08	2008/09	2009/10	2010/11
13-19 young people with 1 contact or more	13,220	14,714	13,595	18,808
13-19 Population	68,008	68,597	68,597	67,266
%	19%	21%	20%	28%

Data on young people with higher levels of activity (6 hours or more and 10 hours or more) was not reported on in those financial years.

National Definitions:

1. Contact

The national benchmark is for youth services to have 25% of their 13-19 population as contacts. 'Contact' will be the term used in reporting youth service activities.

The definition of contact is:-

- The youth worker knows the name and face of the young person and is consciously building a relationship with that young person; and, for example;
- The young person may attend events occasionally or seek information or advice or be involved in issue based sessions with a group at the school (but attendance at school assemblies do not count)

*In Derbyshire this has been interpreted legitimately as also including a number of young people using the services but not giving their name, and as such **is a higher number than the figure in Table 1 Column A/ line 1 above** -23,234 (35%) for 2010/11 and shows good access compared with the benchmark.*

2. Participation

The benchmark is for **15%** of the 13-19 population to participate in youth service provision.

The definition of participant is:-

- A young person with whom the youth worker has an on-going relationship: and;
- The young person is involved with/attends youth work sessions/activities on a regular basis and is participating in the youth work curriculum in some way and/or;
- The young person takes part in a “concentrated experience” – a piece of focused work such as a residential event or project.

*In Derbyshire this has been interpreted as the **figure reported in Table 1 Column A/ line 1**, i.e. having had one contact or more- 18,808 (**28%**) for 2010/11, which would show excellent performance against the bench mark. We do however need to be cautious in relation to the interpretation that one contact or more could be seen to be substantial enough to be seen as an “ongoing relationship”, “regular basis” or “concentrated experience”. As such we have identified the number of young people who have had 6 hours or more (7,916 - **12%**) and 10 hours or more (6,009 - **9%**) as being closer to the national definition.*

3. Recorded Outcomes

The **benchmark is for 60%** of participants to gain a recorded outcome. Derbyshire **achieved 54%** 2010/11.

“youth workers to make a professional judgement about the progress and development of young people they work with and to record an outcome. – report on number of young people who have at least one recorded outcome.

4. Accredited outcomes

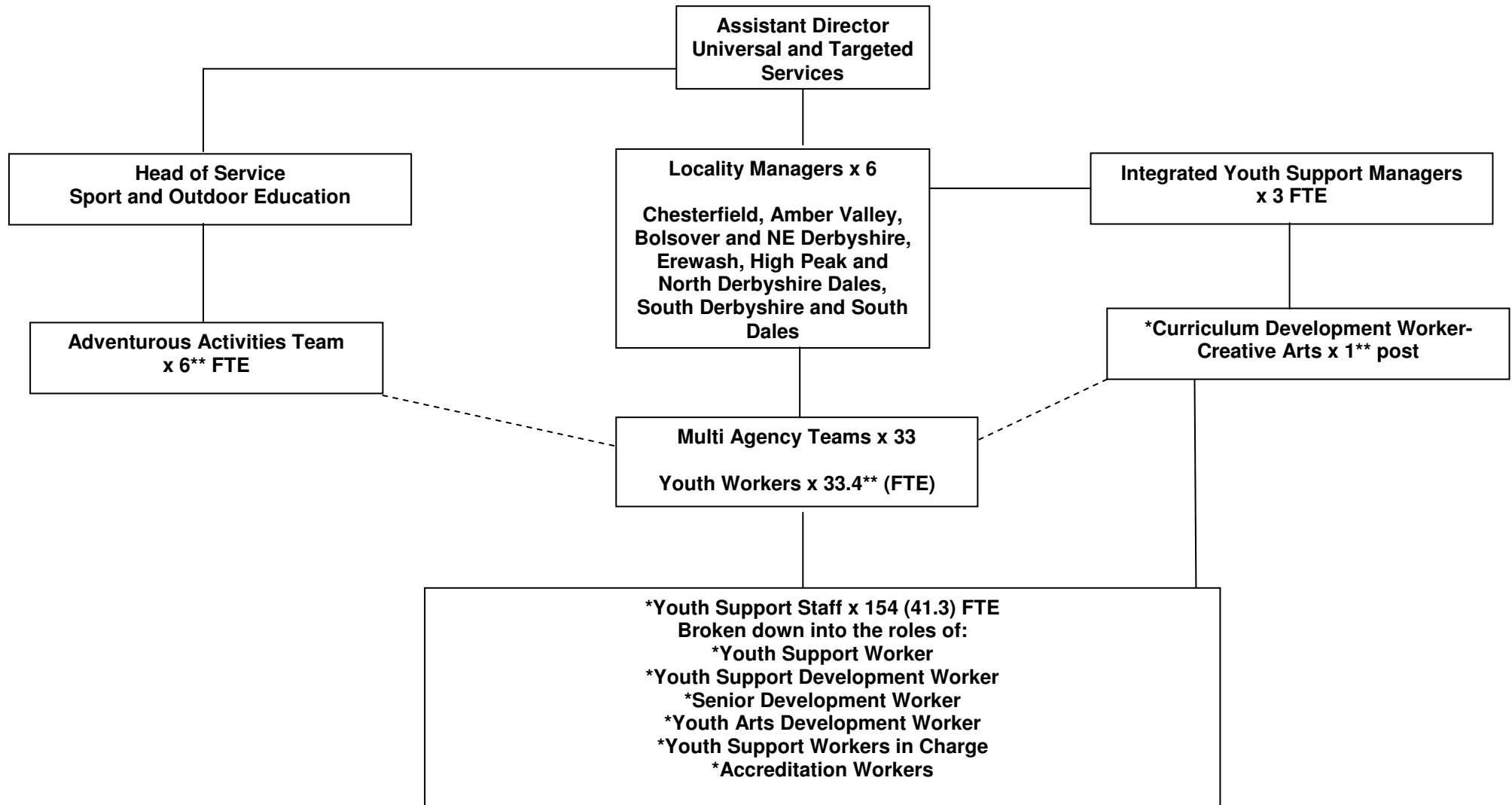
The **benchmark is for 30%** of participants to gain an accredited outcome. **Derbyshire achieved 7%** 2010/11

‘Accredited outcomes’ must have external currency and be internally verified or externally assessed - report on number of young people who have at least one recorded outcome.

* 2010/11 figures are taken from the data recorded on the Youthbase Online database, as of 07/02/2012. Figures for previous financial years are taken from the Derbyshire County Council Youth Service annual reports for those years.

Appendix iv

CURRENT STRUCTURE IN DELIVERY OF YOUTH SERVICE



- Posts highlighted with * - subject to Cabinet approval, will be reviewed and re-focused to align with the New Youth Offer for Youth Activities
- Posts highlighted with ** - 40.4 FTE that deliver targeted youth support in MATs

Outline Plan for Development and Implementation of the new Youth Offer, May 2012

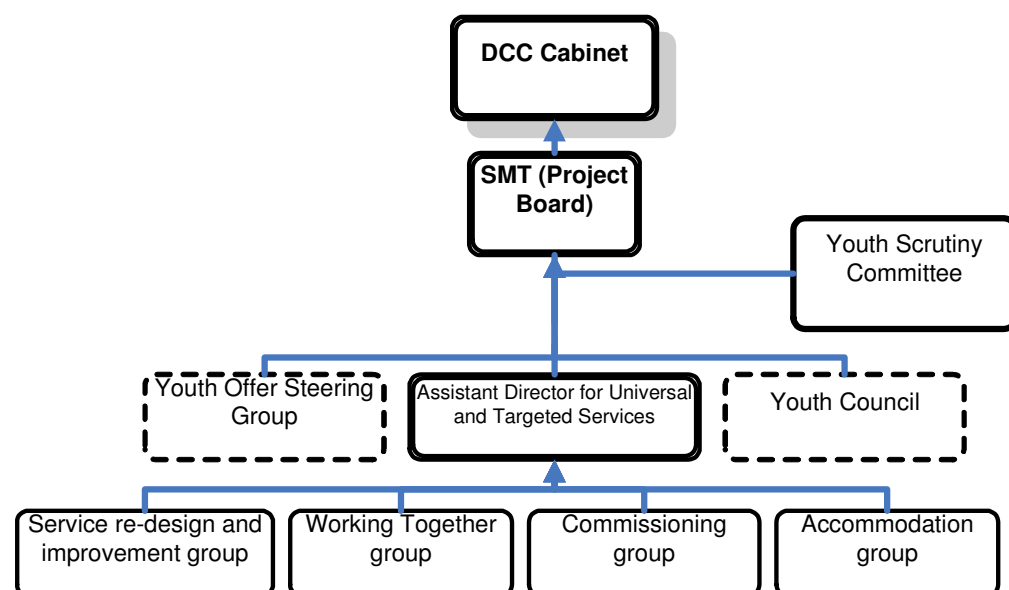
1. Methodology and Approach

The recommendations will be taken forward using programme management methodology. Using the principles of MSP (managing successful programmes), the individual projects that will deliver the new arrangements (as described in section 3 of this plan) will be managed and controlled within a single, co-ordinated structure.

The development will have robust governance arrangements and will be sponsored by the Cabinet, with the Strategic Director acting as Senior Responsible Owner (SRO) on behalf of the Project Board/Senior Management Team (SMT). The Assistant Director for Universal and Targeted Services, or a designated officer, will lead the development of the projects, with the implementation of the new offer being led by Locality Managers. Individual project areas will have a lead officer assigned. Appropriate infrastructure will be put in place to allow the governance arrangements to effectively oversee the project portfolio, risk management, issue resolution, quality and communications.

The development of the new offer will be managed in a series of tranches of work, each comprising elements of one or more project areas, with identifiable milestones for review and assessment. A plan for the tranches of work will be developed by the Assistant Director for Universal and Targeted Services and authorised by the SRO and lead Cabinet Member.

2. Governance Arrangements



3. Working Groups

The Recommendations in the cabinet paper will be taken forward by 4 Officer Groups working to the principles set out in the New Youth Offer. The groups will co-ordinate their work by the lead officers on each developing a single project plan and meeting on a regular basis to monitor progress.

The role, remit and outputs from the groups are set out in the following sections.

3.1 Service re-design and improvement group

This group will deliver against recommendations 1, 2, 4, 5, 6, 7 and 9.

The outputs of the group will be to review and if necessary re-allocate resources across the localities; to develop and clarify the detail of the offer - what is to be provided and by whom; to develop standards and quality assurance processes to improve the quality of service delivery.

3.2 Working Together group

This group will deliver against recommendations 1, 2, 3, 4, 8 and 9.

The key output for the group will be arrangements for the Council, Voluntary, Community and Independent organisations (VCI), and district councils, schools, colleges, police, health etc (Others) to work together across the County and in Localities. The views of young people and local providers to be the starting point for these arrangements.

3.3 Commissioning Group

This group will deliver against elements of all recommendations 1 to 9.

The key output for this group will be a new commissioning framework for youth activities, how and when activities will be commissioned and the standards and quality assurance for this. The latter to be cross referenced with the work of the service re-design and implementation group.

3.4 Accommodation Group

This group will deliver against recommendations 7, 8 and 9.

The group will lead on identifying and acting on opportunities for changes and transfers to youth service properties, preparing business cases and seeking cabinet endorsement for developments at appropriate stages.

4. Actions

The development and implementation of the new offer will take place through a series of planned tranches of work, cutting across the 4 working groups.

4.1 Tranche 1 (June-September 2012) Preparation and Development

The 4 working groups will be established.

A package of information will be developed for each Locality which will enable the process of re-aligning youth activities and supporting the development of the VCI to begin. The package will include:

- Young people's views drawn from the consultation questionnaires
- Analysis of need
- Outcomes to be achieved
- Examples of good practice and what works
- Current provision
- Gap analysis
- How the Youth Activities Grant fund will work
- The support available to VCI and Others

Recommendations and this implementation plan will be communicated to young people, Council staff, VCI and Others through documents and face to face meetings in Localities. A stakeholder analysis will be undertaken, resulting in the production of a Communication Strategy for the New Youth Offer.

Arrangements will be put in place for young people to be co-producers throughout the implementation process and beyond. These will be developed with Derbyshire Youth Council.

The first round of the Youth Activities Grant will be developed, to be implemented from September 2012.

An outline commissioning framework will be developed.

The tranche will culminate with a Cabinet paper to seek approval for the implementation of the first round of the Youth Activities Grant to be opened, the proposed communication strategy, the approach to re-aligning activities so that young people can begin to experience the new offer during 2012/13 and methods for enabling young people to be co-producers in September 2012.

4.2 Tranche 2 (June 2012- March 2013) Implementation and Planning

The aim of this tranche will be putting in place sufficient organisational structure and support to allow people to experience The New Youth Offer during 2012-2013, and to be in a position to develop it fully during 2013-2014.

Young people and communities will experience some aspects of the new offer, such as activities being available at different times, such as evenings, weekends and during school holidays, and locally distinct activities in response to local needs.

Localities will be informed of the outcome of the consultation, and that full implementation will take place in the financial year 2013 – 2014.

The Youth Scrutiny Committee will be established.

Using learning from the implementation of the first round of the Youth Activities Grant, the scheme will be prepared for full roll out across Derbyshire from 2013-2014, including details of how the grant can be accessed, the criteria, and methods for quality assurance.

Each Locality will use the information pack and its local arrangements for working together and in co-production with young people to develop a plan for the delivery of youth activities during 2013-2014. The plan will set out what needs to be provided and invites offers of help from the local community to develop this provision with or without support for the council.

The final commissioning framework will completed defining clearly exactly what the service needs to deliver and how it will be judged.

The tranche will culminate with recommendations for the re-allocation of resources across Localities for youth activities, as co-produced with young people, along with the details of the full Youth Activities Grant, being presented to cabinet for approval, along with the final commissioning framework, and a plan for full implementation in March 2013.

4.3 Tranche 3 (June 2012 onwards) Accommodation

This tranche of work will deal with the development and transfer of youth service accommodation, seeking endorsement from cabinet at appropriate points for changes to or transition of properties.

4.4 Tranche 4 (April 2013 to March 2014) Implementation

The purpose of this tranche is to roll out the new youth offer across the whole of Derbyshire, and to publish the new offer to young people in accordance with the detail set out in the full implementation plan approved by Cabinet in March 2013.

Derbyshire young people will experience the full new youth offer, with improved services available to them at different times suitable to their needs. There will be locally distinct activities that have been planned and shaped according to what local young people need. There will be a range of different providers offering youth activities, and young people will have access to better information about what is available to them. The voice of young people will be embedded within youth activity service design.

5. Implementation Plan

