

Agenda

Reigate & Banstead
Local Committee

**We welcome you to
Reigate and Banstead Local Committee**
Your Councillors, Your Community
and the Issues that Matter to You

Discussion



Venue

Changes to the Community Youth Work
Service In Reigate and Banstead

Annual Performance Report

Location: Old Council Chamber,
Reigate Town Hall,
Castlefield Rd, Reigate,
Surrey RH2 0SH

Date: Monday, 19 October
2015

Time: 1.00 pm



SURREY

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Thank you for coming to the Local Committee meeting

Your Partnership officer is here to help. If you would like to talk about something in today's meeting or have a local initiative or concern please contact them through the channels below.

Email: susan.briant@surreycc.gov.uk

Tel: 01737 737695

Website: <http://www.surreycc.gov.uk/reigateandbanstead>



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Mr Jonathan Essex, Redhill East
Mr Bob Gardner, Merstham and Banstead South
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Chief Executive
David McNulty

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|  |  |  |  |
| Mrs Dorothy Ross-Tomlin (Chairman) Horley East | Ms Barbara Thomson (Vice-Chairman) Earlswood & Reigate South | Mrs Natalie Bramhall Redhill West & Meadvale | Mr Jonathan Essex Redhill East |
|  |  |  |  |
| Mrs Kay Hammond Horley West, Salfords & Sidlow | Mr Michael Gosling Tadworth, Walton & Kingswood | Dr Zully Grant-Duff Reigate | Mr Ken Gulati Banstead, Woodmansterne & Chipstead |
|  |  |  SURREY COUNTY COUNCIL Local Committee (Reigate & Banstead) County Councillors 2013-17 | |
| Mr Nick Harrison Nork & Tattenhams | Mr Bob Gardner Merstham and Banstead South | | |

For councillor contact details, please contact Sue Briant / Sarah Quinn, Community Partnership and Committee Officer (susan.briant@surreycc.gov.uk / sarah.quinn@surreycc.gov.uk Tel:01737 737695).

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| Cllr Michael Blacker Reigate Central | Cllr Frank Kelly Merstham | Cllr Dr Lynne Hack Banstead Village | Cllr Norman Harris Nork |
|  |  |  |  |
| Cllr David Jackson Horley West | Cllr Roger Newstead Reigate Hill | Cllr Jamie Paul Preston | Cllr Tony Schofield Horley East |
|  |  |  <p>Local Committee (Reigate & Banstead)</p> <p>Borough Council Co-optees 2015-16</p> | |
| Cllr Bryn Truscott Redhill East | Cllr Mrs Rachel Turner Tadworth & Walton | | |

For councillor contact details, please contact Sue Briant / Sarah Quinn, Community Partnership and Committee Officer (susan.briant@surreycc.gov.uk / sarah.quinn@surreycc.gov.uk Tel: 01737 737695).

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*If you have any queries regarding this, please contact the representative of **Legal and Democratic Services** at the meeting.*

OPEN FORUM

Before the formal Committee session begins, the Chairman will invite **questions relating to items on the agenda from members of the public** attending the meeting. Where possible questions will receive an answer at the meeting, or a written response will be provided subsequently.

PART ONE - IN PUBLIC

1 APOLOGIES FOR ABSENCE (AGENDA ITEM ONLY)

To receive any apologies for absence.

2 DECLARATIONS OF INTEREST (AGENDA ITEM ONLY)

To receive any declarations of disclosable pecuniary interests from Members in respect of any item to be considered at the meeting.

Notes:

- Each Member must declare any interest that is disclosable under the Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012, unless it is already listed for that Member in the Council's Register of Disclosable Pecuniary Interests.
- As well as an interest of the Member, this includes any interest, of which the Member is aware, that relates to the Member's spouse or civil partner (or any person with whom the Member is living as a spouse or civil partner).
- If the interest has not yet been disclosed in that Register, the Member must, as well as disclosing it at the meeting, notify the Monitoring Officer of it within 28 days.
- If a Member has a disclosable interest, the Member must not vote or speak on the agenda item in which it arises, or do anything to influence other Members in regard to that item.

3 PETITIONS (AGENDA ITEM ONLY)

To receive any petitions in accordance with Standing Order 68. Notice should be given in writing or by email to the Community Partnership and Committee Officer at least 14 days before the meeting. Alternatively, the petition can be submitted on-line through Surrey County Council's e-petitions website as long as the minimum number of signatures (30) has been reached 14 days before the meeting.

4 FORMAL PUBLIC QUESTIONS (AGENDA ITEM ONLY)

To answer any questions from residents or businesses within the Reigate and Banstead Borough area in accordance with Standing Order 69. Notice should be given in writing or by email to the Community Partnership and Committee Officer by 12 noon 4 working days before the meeting.

5 FORMAL MEMBER QUESTIONS (AGENDA ITEM ONLY)

To receive any questions from Members under Standing Order 47. Notice should be given in writing to the Community Partnership and Committee Officer before 12 noon 4 working days before the meeting.

6 CHANGES TO THE COMMUNITY YOUTH WORK SERVICE IN REIGATE & BANSTEAD BOROUGH (EXECUTIVE FUNCTION FOR DECISION) (Pages 1 - 10)

To consider the changes proposed by Services for Young People to how Community Youth Work is delivered in Reigate & Banstead. These changes are designed so that the Community Youth Work Service (CYWS) are able to deliver youth work in areas where there is the greatest need to support young people into employability.

7 ANNUAL PERFORMANCE REPORT FROM SERVICES FOR YOUNG PEOPLE (FOR INFORMATION) (Pages 11 - 30)

To update the Local Committee on how Services for Young People has supported young people in Reigate and Banstead to develop their employability during 2014/15.

8 LOCAL COMMITTEE TASK GROUP REPRESENTATION AND YOUTH TASK GROUP TERMS OF REFERENCE (EXECUTIVE FUNCTION FOR DECISION) (Pages 31 - 34)

To review the membership of the Greater Redhill Sustainable Transport Package Task Group and the Youth Task Group and the Terms of Reference of the Youth Task Group, and increase the number of appointees from the Local Committee to the Youth Task Group to up to four County Councillors and up to four Borough Councillors.

9 DATE OF NEXT MEETING

To be held on Monday 14 December 2015 at 2pm in the Old Council Chamber, Reigate Town Hall, Castlefield Road, Reigate RH2 0SH

SURREY COUNTY COUNCIL

LOCAL COMMITTEE (REIGATE & BANSTEAD)

DATE: 19 OCTOBER 2015



LEAD OFFICER: GARATH SYMONDS, ASSISTANT DIRECTOR FOR YOUNG PEOPLE

SUBJECT: CHANGES TO THE COMMUNITY YOUTH WORK SERVICE IN REIGATE & BANSTEAD BOROUGH

DIVISION: ALL REIGATE AND BANSTEAD DIVISIONS

SUMMARY OF ISSUE:

Services for Young People is proposing changes to how Community Youth Work is delivered in Reigate & Banstead. These changes are designed so that the Community Youth Work Service (CYWS) are able to deliver youth work in areas where there is the greatest need to support young people into employability.

This paper seeks the decision of the Local Committee to approve these proposals as formal guidance for the CYWS from October 2015.

RECOMMENDATIONS:

The Local Committee (Reigate & Banstead) is asked to agree:

- (i) The proposals set out below in Table 3 in Section 3.1 as formal guidance for the Community Youth Work Service.

REASONS FOR RECOMMENDATIONS:

These changes are designed to:

- enable the Community Youth Work Service (CYWS) to better support the Council's strategic goal of employability for young people; and
- implement a County Council Cabinet steer to allocate more of our resources to the areas of greatest need; and
- respond positively to an overall funding reduction of 11% for Community Youth Work across Surrey.

The proposals presented in this report have been formulated following a public consultation and discussions with the Youth Task Group (Reigate & Banstead).

1. INTRODUCTION AND BACKGROUND:

- 1.1 This item is for Local Committee decision, in line with the Local Committee's role to advise the Community Youth Work on the allocation of its resources.

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- 1.2 Between 2012-15 Surrey County Council (SCC) has delivered youth work through its Centre Based Youth Work Commission. This involved contracting the management of Surrey County Council youth workers to voluntary, community and faith sector organisations. The commission engaged around 7,000 young people in 16,000 hours of quality youth work provision each year, delivered from 31 main and 10 satellite youth centres across the county. The Commission also implemented the Surrey National Youth Agency Quality Mark for youth work, leading to a step-change in quality across the county.
- 1.3 In September 2014 the Cabinet approved the commissioning of a new Surrey County Council Community Youth Work Service (CYWS) to build on the strong foundations laid by Centre Based Youth Work. The CYWS was launched on 1 April 2015.
- 1.4 The CYWS will develop the delivery of youth work in Surrey to better support young people's employability. This means:
- focussing resources on the areas of greatest need through the Resource Allocation System and 'hub and spoke' approach (explained in section 2);
 - delivering in higher need communities that do not currently have youth centres and being more responsive to changing needs over time;
 - building partnerships with local voluntary, community and faith sector (VCFS) organisations to develop youth work in areas of lower need;
 - supporting the delivery of the Ready for Work Programme, in partnership with the Youth Support Service;
 - delivering more one-to-one early help for young people, in support of the Council's Early Help Strategy and strengthening links with other early help services such as the Family Support Programme;
 - increasing partnership working to improve health and wellbeing outcomes for young people, in particular those at risk of child sexual exploitation (CSE); and
 - strengthening local accountability through Youth Task Groups and Local Committees, who set local priorities for youth work in each borough and district.
- 1.5 The model includes four different delivery approaches for youth work that allow the level of resources to be varied in response to need. These are:
- **Youth Work Hub** – One hub in each borough and district, located in the area of highest need and linked to all the spokes in the borough or district. Typically the Senior Practitioner will be based here as will most of the staffing resources;
 - **SCC Spokes** – resourced by full-time or part-time Joint Negotiating Committee (JNC) qualified SCC youth workers, supported by a part-time staff team and targeted in areas of higher need in the borough or district;
 - **Partnership Spokes** – SCC staff working in partnership with the VCFS to provide a quality youth offer;
 - **Community Spokes** – SCC support for VCFS groups to run provision, for example through the use of SCC buildings. Generally, no SCC staff would be allocated to work from these spokes;

- 1.6 Whilst these changes are in the best interests of young people, they do mean the service will look different on the ground in some areas. Open-access youth work will remain at the heart of the service's vision, but resources will rightly need to be refocused on the vital new developments listed above;
- 1.7 Alongside these changes, Community Youth Work continues to explore new models of delivery, such as a mutual or charitable trust. The aim will be to deliver improved outcomes for the same or less resource, accessing new opportunities for income generation like grant funding or trading services. External consultants, funded through the Cabinet Office, have produced a report evaluating the different delivery models available for youth work in Surrey and development is also being supported by the Council's own New Model Delivery Programme;
- 1.8 Surrey County Council has launched a Youth Work Commission to explore the role of Youth Work in the 21st century, which has a growing national profile. This Commission is engaging leading thinkers from across the youth work sector in the UK, as well as local Surrey practitioners and young people. The commission will advise on the future delivery model for youth work in Surrey, with a subsequent report to Cabinet, planned for between January and March 2016.

2. ANALYSIS:

- 2.1 There are two policies that underpin how resources are being allocated to need that the Local Committee needs to be aware of:
- a **Resource Allocation System**, to objectively divide resources at a strategic level between boroughs and districts; and
 - a **'hub & spoke'** model that allows local flexibility to allocate resources in response to need between communities within boroughs and districts. These two policies have meant that changes are needed to youth work delivery in some Surrey communities.
- 2.2 The **Resource Allocation System (RAS)** is designed to make the best possible use of funding available for Community Youth Work to support Surrey's young people to be employable. It draws together the key data about young people and uses this to allocate funding to districts and boroughs in proportion to the level of need.
- 2.3 The RAS has been developed with the Services for Young People Re-commissioning Project Board. The Board was chaired by Clare Curran, Cabinet Member for Children and Families Wellbeing, and included cross-party Member representation, alongside representative young people. They have considered a range of options since the September Cabinet meeting, where the exploration of approaches to allocate resources to need was approved, and on 11 March 2015 they recommended a preferred RAS approach. This approach closely aligns the level of resources with the level of need in boroughs and districts, but also means the biggest changes. The impact of the RAS on funding in each borough and district, within the overall budget, is summarised in the table below.

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Table 1 - Impact of RAS on funding available to Boroughs and Districts

| Borough | Funding for delivery in 2014/15 | Funding for delivery in 2015/16 | % Change |
|-------------------------------|---------------------------------|---------------------------------|-----------|
| Elmbridge | £185,000 | £194,000 | 5 |
| Epsom & Ewell | £124,000 | £114,000 | -8 |
| Guildford | £195,000 | £246,000 | 26 |
| Mole Valley | £191,000 | £111,000 | -42 |
| Reigate & Banstead | £268,000 | £255,000 | -4 |
| Runnymede | £247,000 | £175,000 | -29 |
| Spelthorne | £309,000 | £265,000 | -14 |
| Surrey Heath | £186,000 | £128,000 | -31 |
| Tandridge | £124,000 | £129,000 | 4 |
| Waverley | £140,000 | £143,000 | 1 |
| Woking | £186,000 | £197,000 | 6 |
| Total | £2,155,000 | £1,960,000 | -9 |

- 2.4 Since the RAS recommendation was made by the Project Board, the proposals have been explained to Local Committee and Youth Task Group Chairmen, with focussed discussions in the areas that are most affected. Proposals were also scrutinised by the Children and Education Select Committee on 26 March 2015, where there was robust discussion, but ultimately majority support for the proposed approach.
- 2.5 The RAS, which divides resources between boroughs and districts, works hand-in-hand with the **'hub & spoke' model**, which enables resources to be divided between communities within borough and district boundaries in response to need. This model moves away from all 31 main youth centres receiving the same allocation of staffing to locally determined levels of staffing in communities.
- 2.6 The locations of the hub and spokes in each borough and district have been proposed by Community Youth Work Managers in partnership with Youth Task Groups. These locations have also been subject to a public consultation.

Example of hub and spoke in a borough

Community A has been identified as having the highest level of need in the borough. It is proposed that the **hub** would be based at the local SCC youth centre here, managed by the Senior Practitioner, with a full SCC staff team. Communities B and C are also areas of high need, requiring **SCC spokes**. A full-time youth worker and part-time team will be allocated to the youth centre in Community B whilst in Community C, where there is currently no SCC youth centre, the service will establish a detached project three nights a week, exploring the use of other community venues in the future. Community D was identified as an area of moderate need so a **partnership spoke** is proposed, partnering with a local youth charity. They will work alongside Community Youth Work to deliver a joint programme at the SCC youth centre, with part-time SCC staff working with youth workers and volunteers from the charity. Over time, SCC has agreed to explore with the charity whether they can take on full delivery at the centre in the future, once alternative funding is secured, leading to it becoming a full **community spoke**.

3. OPTIONS:

3.1 **Option 1 (recommended)** is for the Local Committee to approve the proposals as they are presented below as formal guidance to the CYWS. These have been through three stages of development including:

- local needs assessment and delivery planning by the CYWS;
- discussion and agreement of proposals with the local Youth Task Group; and
- a public consultation with young people and their communities.

Table 2 – Original proposals presented at Youth Task Group (R&B)

| Area | Hours of open access | Hours of targeted projects | Hours of 1-2-1 work | Hours of Outreach work | Is it a hub or spoke? | Total sessions per week |
|---------------------|----------------------|----------------------------|---------------------|------------------------|-----------------------|-------------------------|
| Banstead | 3 | | | | Partnership Spoke | 1 |
| Tadworth | 6 | 6 | 3 | | SCC Spoke | 7 |
| Merstham | 6 | 5 | 3 | 2 | Hub | 6 |
| Redhill | 6 | 2 | 3 | | Hub | 4 |
| Reigate | 6 | | | 2 | Partnership Spoke | 3 |
| Horley | 6 | 2 | 3 | 4 | SCC Spoke | 6 |
| Borough-wide | | 250 hrs per year | | | | 1-2 |

Table 3 - Proposals for CYWS delivery in Borough/District

| Area | Hours of open access | Hours of targeted projects | Hours of 1-2-1 work | Hours of Outreach work | Is it a hub or spoke? | Total sessions per week |
|-----------------------------------|----------------------|----------------------------|---------------------|------------------------|-------------------------|-------------------------|
| Banstead | 6 | | | | Partnership Spoke | 2 |
| Tadworth | 6 | 7.5 | 3 | | SCC Spoke | 6-7 |
| Merstham & Redhill | 9 | 9 | 3 | 2 | Hub | 9 |
| South Park & Woodhatch | 6 | | | | Partnership Spoke | 2 |
| Horley | 6 | 7.5 | 3 | | SCC Spoke | 6-7 |
| Borough-wide | | 250 hours per year | | | SCC / Partnership Spoke | 1-2 |

3.2 **Option 2** is not to approve the proposals, because the Local Committee feels that significant changes are required to those presented in this report. This would include changes that require re-distribution of hours of delivery between different communities, changing the locations of hubs and spokes and/or introducing new areas where provision should be delivered. These changes would all require further Member and community engagement. It should be noted that this option is likely to have a significant impact for the CYWS and local communities. For staff this is likely to cause greater uncertainty about the future of their roles, for communities across the county this may mean ongoing uncertainty about the future of local services and for the CYWS as a whole it may mean it is unable to deliver the in-year budget savings that are being asked of it in 2015/16.

4. CONSULTATIONS:

- 4.1 The initial proposals for changes to Community Youth Work in Reigate & Banstead were developed in consultation with the local Youth Task Group, which met on 19th June. It should be noted that there was not a legislative requirement to consult on these changes, but it does represent best practice and the CYWS felt it was vital to engage with communities in developing the proposals.
- 4.2 These initial proposals were then put out for an open public consultation, which ran from 29th June to 6th September. The main target audience for the consultation was local young people, in particular those who currently attend youth centres and projects, but the Service also provided a range of opportunities for members of the community to have their say on the proposed changes. Five public consultation events were held across Reigate & Banstead during the consultation window and these were attended by 61 members of the public. Twenty seven consultation responses were received from the public to the online consultation via the Surrey Says service and a further 5 paper responses were received from young people.

4.3 The key findings from the consultation were:

- Members of the public cited concern over the substantial reduction in youth work delivery at Banstead Youth Centre (YC);
- Members of the public wanted to see more links between Banstead YC and Phoenix YC.

4.4 This CYWS is proposing to respond to this feedback in the following ways:

- We are proposing to increase the youth work delivery at Banstead YC from the original 3 hours to 6 hours per week. In addition to this a further 6 hours youth work per week will be delivered by YMCA East Surrey;
- The CYWS recognises the good work of the young leader programmes at both Banstead YC and Phoenix YC. We will therefore develop a joint programme between the centres which we will look to implement in other youth centres in Reigate & Banstead;
- The Youth & Community Worker based at Phoenix YC will line manage CYW staff at Banstead YC.

4.5 Advice from Legal Services was sought in relation to the need for a public consultation and how best this should be handled.

5. FINANCIAL AND VALUE FOR MONEY IMPLICATIONS:

5.1 There is £255,000 available to fund the front-line delivery of the Community Youth Work Service in Reigate & Banstead. This fits within the agreed revenue budget for the service in 2015/16.

6. EQUALITIES AND DIVERSITY IMPLICATIONS:

6.1 A full Equality Impact Assessment (EIA) has been completed on the RAS and 'Hub & Spoke' changes. The key findings from this assessment are:

- On balance, the EIA highlights that the impact of these changes will be positive in supporting young people's employability in Surrey;
- Young people and communities in areas that have been identified as having high levels of need will benefit from the more effective targeting of resources;
- Young people who live in areas that are identified as lower need may experience a negative impact if resources are allocated elsewhere, although efforts are being made to engage local communities in responding to any changes;
- Some young people with protected characteristics may feel that services available are inaccessible for them if: location is changed; there is a lack of understanding of particular needs amongst staff; or partner organisations have a particular set of values or beliefs;
- Staff who work part time, those with disabilities or medical conditions that limit their ability to travel and those with caring responsibilities are likely to

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experience greater impact on their time and finances should provision be moved from their current base;

- The EIA sets out the range of responses that the CYWS and Services for Young People as a whole will undertake to mitigate as far as possible any negative impacts and maximise the positive impacts on young people and staff with protected characteristics.

7. LOCALISM:

7.1 All communities across Reigate & Banstead will be impacted by these proposals in the following ways:

- A change in number of hours of youth work being provided as set out in 3.1;
- Incorporating a *Borough* wide offer to enable targeting of some resource to specific communities according to changing need.

7.2 This decision encourages local self-reliance by allowing greater opportunities for community involvement in the delivery of positive activities to young people, through Partnership and Community Spokes, but also through volunteering and encouraging local income generation to support services.

8. OTHER IMPLICATIONS:

| Area assessed: | Direct Implications: |
|--|----------------------|
| Crime and Disorder | Set out below. |
| Sustainability (including Climate Change and Carbon Emissions) | Set out below. |
| Corporate Parenting/Looked After Children | Set out below. |
| Safeguarding responsibilities for vulnerable children and adults | Set out below. |
| Public Health | Set out below. |

8.1 Crime and Disorder implications

A key outcome of quality youth work is reducing offending and anti-social behaviour amongst young people. One of the key factors that has been considered in re-allocating the resources available for youth work is the number of young people who are involved in offending. By allocating more resources to the areas of greatest need the impact of the resources available should be increased.

8.2 Sustainability implications

The CYWS will be delivering more locally to communities with the greatest need, even where there is not a youth centre available in that community. By delivering in these new areas the need for young people to travel to services is reduced. As no centres are being closed and the use of our buildings will

be maximised by working in partnership with communities, it is anticipated that the overall impact of the changes across the county will be positive.

8.3 Corporate Parenting/Looked After Children implications

Another key factor that has been considered in re-allocating the resources available for youth work is the number of young people who have been open referrals to Children's Services. This includes young people who are Looked After Children. By allocating more resources to the areas where there are more young people who are Looked After, the CYWS can have a greater impact in supporting these young people. It is also hoped that this strategy will prevent some young people from becoming Looked After in the first place.

8.4 Safeguarding responsibilities for vulnerable children and adults implications

As in 8.3, a key factor that has been considered in re-allocating the resources available for youth work is the number of young people who have been open referrals to Children's Services. These are some of the young people for whom there are the greatest safeguarding concerns. By allocating more resources to the areas where there are more vulnerable young people the CYWS can have a greater impact on these groups.

As part of these overall changes the CYWS is also putting more of its resources to supporting the Council's Early Help Strategy. This means working with vulnerable young people who are stepping down from specialist services, such as Children's Services and the Family Support programme, as well as preventing young people who are at risk of needing specialist support from stepping up to these services, by building their resilience and addressing the barriers they face.

8.5 Public Health implications

Engagement in professional youth work in particular, but also positive activities more generally, has a positive impact on young people's mental, emotional and physical health. By targeting the resources that are available for youth work in the areas of greatest need the positive impact of these resources on a range of public health outcomes for young people is increased.

9. CONCLUSION AND RECOMMENDATIONS:

9.1 The proposals presented in this report are designed to enable the Community Youth Work Service (CYWS) to better support the Council's strategic goal of employability for young people; implement a Cabinet steer to allocate more of our resources to the areas of greatest need; and respond positively to an overall funding reduction of 11% for Community Youth Work across Surrey.

9.2 They have been developed based on:

- local needs assessment and delivery planning by the CYWS;
- discussion and agreement of proposals with the local Youth Task Group;

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- and a public consultation with young people and their communities.

9.3 The recommendation of this report is that the Local Committee approves the proposals set out in Table 3 in section 3.1 as formal advice for the Community Youth Work Service following this meeting.

10. WHAT HAPPENS NEXT:

- 10.1 If the Local Committee approves the proposals, the CYWS will begin implementing the proposed changes as soon as possible, working alongside staff, young people and communities.
- 10.2 The final Local Committee decision will be shared with staff in the Community Youth Work Service, young people accessing Youth Centres and their communities.
- 10.3 The Local Committee's decision will be shared on 'Surrey Says', as part of the outcome of the public consultation.

Contact Officer:

Ciaran Cleasby, Senior Practitioner for CYWS in Reigate, Banstead & Tandridge
Phone: 07773 244679 / ciaran.cleasby@surreycc.gov.uk

Consulted:

Young people across Reigate & Banstead
A wide range of stakeholders including members of communities and local partners
Reigate & Banstead Youth Task Group
Services for Young People Re-commissioning Project Board

Annexes:

N/A

Sources/background papers:

- Report to Cabinet on Creating Opportunities for Young People 2015-20 on 22 April 2014.
- Report to Cabinet on Creating Opportunities for Young People 2015-20 on 23 September 2014
- Report to Cabinet on Revenue and Capital Budget 2015/16 to 2019/20 and Treasury Management Strategy on 3 February 2015
- Report to Council on Revenue and Capital Budget 2015/16 to 2019/20 and Treasury Management Strategy on 10 February 2015
- Report to Children and Education Select Committee on Creating opportunities for Young People: Commissioning for 2015 – 2020 and implications of budget reductions on 26 March 2015

SURREY COUNTY COUNCIL**LOCAL COMMITTEE (REIGATE & BANSTEAD)**

DATE: 19 OCTOBER 2015

LEAD OFFICER: GARATH SYMONDS, ASSISTANT DIRECTOR FOR YOUNG PEOPLE

SUBJECT: ANNUAL PERFORMANCE REPORT FROM SERVICES FOR YOUNG PEOPLE

DIVISION: ALL DIVISIONS IN REIGATE AND BANSTEAD

SUMMARY OF ISSUE:

The purpose of this report is to update the Local Committee on how Services for Young People has supported young people to develop their employability during 2014/15, which is the overall goal of Services for Young People.

In particular this Local Committee report focuses on the contribution of our different commissions to this goal and how they have performed during the year. Please note that the majority of detailed performance information is provided in the appendix to this report.

Next steps have also been included to set out how we will keep the Local Committee informed about developments and our progress during the year ahead.

RECOMMENDATIONS:

The Local Committee (Reigate & Banstead) is asked to note:

- (i) How Services for Young People has supported young people to be employable during 2014/15, as set out in the appendix to this report.

REASONS FOR RECOMMENDATIONS:

The Local Committee has an important part to play in supporting the local development of Services for Young People, ensuring that we are providing the right support to young people in local communities. In particular they have an important formal role in relation to the Local Prevention Framework and Centre Based Youth Work.

1. INTRODUCTION AND BACKGROUND:

- 1.1 This report is for information. It provides: a summary of how employability of young people in Reigate & Banstead has been improved; an overview of how our different commissions have performed during the year; and a brief outline of how we will keep the Local Committee informed of our progress during 2014/15.

2. ANALYSIS:

2.1 A detailed analysis of performance is provided in the appendix to this report.

3. OPTIONS:

3.1 There are no options in relation to this 'for information' report.

4. CONSULTATIONS:

4.1 During 2014-15 there has been wide ranging consultation with young people, staff, and partner agencies. This has helped us to review our performance and re-commission our services for 2015-16.

Members have been consulted through the Local Committee Youth Task Group, Youth Steering Groups at some of our Youth Centres and through the different re-commissioning engagement events held during 2014-15.

The feedback from these different consultations has directly contributed to the development of our services during the year.

5. FINANCIAL AND VALUE FOR MONEY IMPLICATIONS:

5.1 The budget allocated to each of the commissions in Services for Young People is provided in the Appendix.

6. EQUALITIES AND DIVERSITY IMPLICATIONS:

6.1 Through local commissioning and needs analysis we focus our resources on identifying and supporting those young people who are most at risk of experiencing negative outcomes in the future. This group includes young people from a wide range of backgrounds and its make up often varies between different parts of the county.

7. LOCALISM:

7.1 Although this report is for information and, as such, there is no decision, it is intended to provide the Local Committee with the information it needs to provide effective local scrutiny of Services for Young People.

8. OTHER IMPLICATIONS:

| Area assessed: | Direct Implications: |
|--|----------------------|
| Crime and Disorder | Set out below |
| Sustainability (including Climate Change and Carbon Emissions) | Set out below |
| Corporate Parenting/Looked After Children | Set out below |
| Safeguarding responsibilities for vulnerable children and adults | Set out below |
| Public Health | Set out below |

8.1 Crime and Disorder implications

The Youth Support Service provides support to young people who have offended and those who are at risk of offending. Other Commissions within Services for Young People also play an early help role in reducing offending behaviour amongst young people, in particular the Local Prevention Framework and Centre Based Youth Work.

8.2 Sustainability implications

Delivering services for young people locally reduces reliance on transport and minimises carbon emissions as a result.

8.3 Corporate Parenting/Looked After Children implications

Young people who are looked after are a key target group for Services for Young People.

8.4 Safeguarding responsibilities for vulnerable children and adults implications

Services for Young People plays a key role in safeguarding vulnerable children and young people in Surrey.

8.5 Public Health implications

Services for Young People deliver a number of services that improve the health of young people in Surrey, in particular providing them with information so that they make informed choices about healthy lifestyles, including sexual health.

9. CONCLUSION AND RECOMMENDATIONS:

9.1 This report and the information included in the appendix provides an overview of the performance of Services for Young People in Reigate & Banstead and highlights the significant progress made during 2014/15 to improve outcomes for young people.

10. WHAT HAPPENS NEXT:

10.1 To keep the Local Committee informed about the progress of the Service during 2015/16, Services for Young People attend up to two Youth Task Groups per year and circulate bi-annual progress reports electronically to each Task Group Member.

Contact Officer:

Sally Warnke, YSS Team Manager, Reigate & Banstead – 07968 545470

Consulted:

As set out in the main report

Annexes:

Appendix 1: Services for Young People in Reigate & Banstead Performance Summary 2014/15

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Sources/background papers:

- Report to Cabinet on Creating Opportunities for Young People 2015-20 on 23 September 2014
 - Report to Cabinet on Revenue and Capital Budget 2015/16 to 2019/20 and Treasury Management Strategy on 3 February 2015
 - Report to Council on Revenue and Capital Budget 2015/16 to 2019/20 and Treasury Management Strategy on 10 February 2015
 - Report to Children and Education Select Committee on Creating opportunities for Young People: Commissioning for 2015 – 2020 and implications of budget reductions on 26 March 2015
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Services for Young People in Reigate & Banstead Performance Summary 2014/15

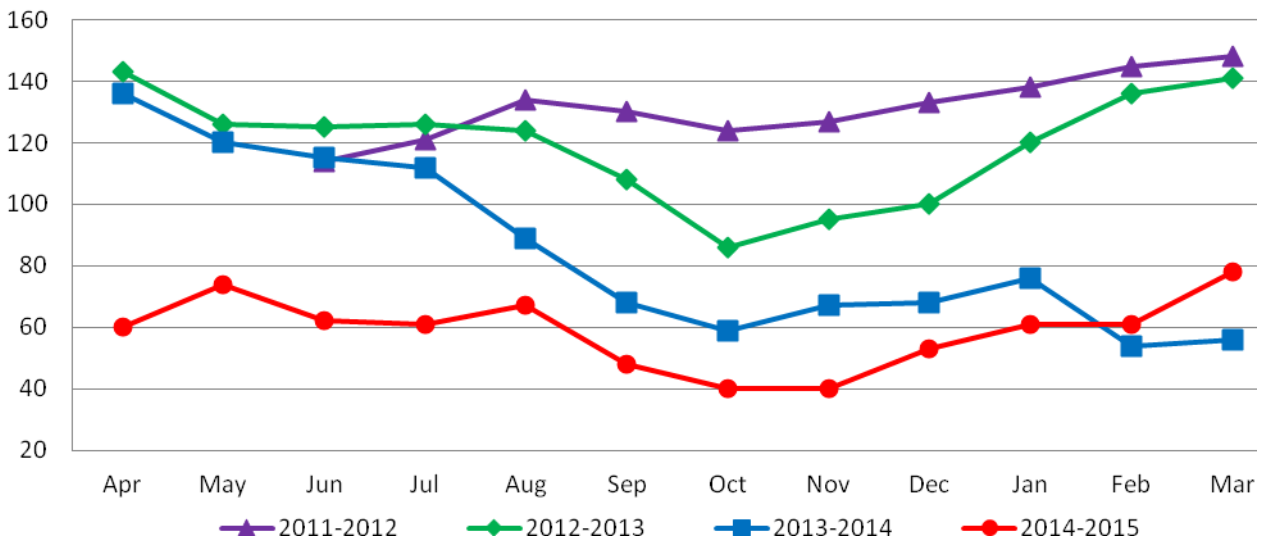
Countywide overview

In 2014-15 Surrey had the second lowest proportion of young people who were not in education, employment or training (NEET) of all local authorities in the country and the lowest of any large authority, with only 1.7% of young people NEET compared to 1.8% in 2013/14.

Local performance story in Reigate & Banstead

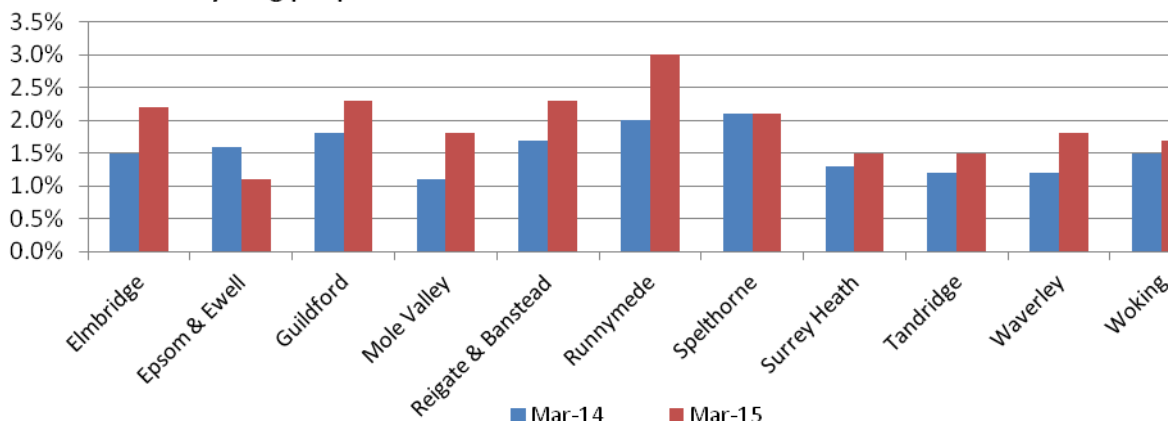
The reason for this report is to tell the local story of how Services for Young people, working with our partners, has been making a difference to young people in *Reigate & Banstead*.

Number of young people in AY 12 - 14 who are NEET in Reigate and Banstead



- In March 2015, 81 young people were NEET compared to 56 in March 2014, and 141 in March 2013.
- 97.7% of young people were participating in education, training, employment or re-engagement at the end of March 2015, compared to 98.3% in March 2014 and 95.6% in March 2013.

% of young people in Years 12-14 who were NEET in Mar 2014 and Mar 2015



Youth Support Service - Reigate and Banstead

- 2.3% of young people in years 12-14 were NEET in March 2015 compared to 1.7% in March 2014 and 4.2% in March 2013
- None of the young people who are looked after by Surrey County Council and placed in Reigate & Banstead were NEET in March 2015
- Young people who were NEET had been out of education or work for an average of 122 days compared to 155 in the previous year
- 101 young people moved from NEET to PETE during the year compared to 197 in the previous year
- 23.1% of young people who were NEET had been NEET before compared to 30.4% in the previous year
- 4.7% of young people were unknown in March 2015 compared to 6.1% in March 2014
- 30 first-time entrants to the youth justice system in 2014/15 compared to 27 in 2013/14 and 22 in 2012/13
- Only 8 young people were sentenced to custody in the whole of Surrey during 2014/15
- 64 disposals given to young people as a result of offending in 2014/15, compared to 57 in 2013/14
- 96 Youth Restorative Interventions (YRIs) employed with young people involved in low-level offending this year, compared to 114 last year
- 30 young people at risk of homelessness supported in 2014/15
- 34 Children in Need (CIN) case managed by the YSS in 2014/15

Performance Narrative

The Reigate & Banstead Youth Support Service (YSS) Team typically works with 130-150 young people at any one time. They include those who are NEET, Child in Need (Targeted Support), those in or on the cusp of the formal youth justice system, whether by virtue of offending or anti social behaviour, and those with emotional health needs. Many fall into more than one category of need.

The number of NEETs in R&B has shown an increase in 2014/15 (this is consistent with all but one of the other Boroughs). At the same time there has been a reduction in the number of ETE (Education, Training & Employment) providers in the Borough. The NEET group is also less fluid with 101 moved from NEET to PETE compared to 197 in the previous year. The over-riding issue in this group can be summarised as emotional health (although not all would merit a formal diagnosis). These young people are not yet ready for college and if they do start, tend to be quickly discouraged. Recognising the need to help these young people to cope in a group setting as a step towards participation in the workplace or on a college course, we have tried to address this by developing our in-house re-engagement programme Ready For Work (R4W). This involves a mix of activity days (e.g. D of E expedition planning, art, bowling and cookery), weekly use of the cafe at Horley Young People's Centre as a training venue, guidance interviews, Construction Skills Certification Scheme (CSCS) practice sessions and accreditation, and the development of a social enterprise (sign making) at Redhill. Numbers are building – we have had up to 10 young people attend on any one day - but the key lesson appears to be the need to be flexible: some of these young people have difficulty venturing outside their own homes and there have been some excellent examples of staff patience and creativity. At present young people are travelling to Horley for the cafe activities (and independent travel is a key skill) but our plan will be to extend the activities to the new Phoenix centre

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when it opens in October and to share delivery with community youth work colleagues. We are also discussing with East Surrey College the development of a traineeship scheme which will allow the advantage of the flexibility of this approach to be combined with the acquisition of functional skills (see case study 1).

Partnership with Children's Services has developed and with it mutual confidence. YSS has case managed 34 Section 17 CIN young people (aged 14+) in the past year and contributed to Surrey's work in addressing Child Sexual Exploitation. Understanding has also been helped by student placements (a member of the Looked After Child (LAC) team undertaking a social work placement with YSS). The Early Help project is being piloted in the South East of the county and involves partnership working with Children's Services and Family Support Service as well as commissioned Local Prevention and Community Youth Work services. By providing a central referral point this project should help to avoid families falling between services. The local Services for Young People network is developing good working relationships and shared intelligence is helping to direct services to where need is most acute. Examples in the past year include the Local Prevention Framework outreach work in Redhill town centre, Marbles Way in Tadworth and Horley recreation ground. The appointment of a new Police Youth Interventions Officer has been welcome (the post had been vacant for almost a year). No young person from R&B received a custodial sentence in the year 2014-15. However numbers of young people involved in offending has shown a slight increase (to 64) from what was an historic low (57) for the Borough in 2013-2014, and this will be monitored carefully in the coming months. Together with partners we are seeking to address incidents of anti social behaviour and nip offending behaviour in the bud (see case study 2).

Our colleagues in the YSS Homeless Prevention service have helped to reduce to 0 the number of 16 and 17 year olds in B&B accommodation. With three of the larger supported accommodation providers in the Borough (YMCA, Baytrees and Wayside) Youth Support Officers are frequently called upon to provide help with NEET young people who do not originate in the Borough. Prevention of homelessness is also a key reason for YSS offering the PACT (Parenting & Challenging Teenagers) group. This 8 week group was welcomed:

'The main outcome for parents was that they were not alone. They felt that the group work experience was worthwhile and it was an opportunity to have 'me time'. They felt valued and enjoyed being worked with and not to. They appreciated meeting other parents and being listened to when sharing their experiences. They expressed that they felt valued and enjoyed having space to express their emotions in a safe place. Teenagers' feedback included: 'Mum has been much happier at home since doing the course'. 'When she came home from the course she was much calmer'. Youth Service Officers (YSO) explained that parents felt valued .. their confidence had improved and.. strategies had been used to manage challenging behaviour. Parents felt that home life was calmer and that clearer boundaries were in place.

By improving communication between parents and teenagers either via this group or other forms of mediation we would hope to avoid the need to accommodate youngsters in the first place.

Case Study One: M (NEET)

M (now aged 18) has Aspergers and is comfortable talking about his associated behaviours which he appreciates is not understood by everyone. He was allocated to my caseload in January 2014 (at the time M had dropped out of college because he could not manage his behaviour). He was spending most of his time in doors at home with a fear of using public transport, isolated and very low in confidence. M also had sleep

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issues which meant that sometimes he would be up for most of the night and then would sleep late in the day.

It has taken a long time for M to get to the stage where he could contemplate getting a job. I have always managed to encourage him to try new things and he has always been willing to “have a go” despite often feeling terrified about new situations.

Having his mum’s support has been invaluable, his parents have always been supportive of him and his mum has worked closely with the YSS.

>Weekly contact by phone, text or in person as well as regular contact with mum. >Whilst on Steps Ahead, I maintained telephone contact but also visited M and joined in a group activity to assess his progress.

>1:1 sessions around relationship building, confidence and self esteem, managing “being different” and what that means, how positive that can be.

>1:1 sessions to explore options, local opportunities, career ideas, plans for the future.

Referrals- enlisting the support of other professionals

Referral to Steps Ahead in Redhill – M spent six months on a programme in a small group environment. As well as literacy and numeracy, he participated in topical discussions and made presentations to the group. His social skills improved tremendously. His greatest achievements were successfully completing a week’s residential in Dartmoor and learning to travel independently by bus.

Referral to Employability – October 2014 to March 2015

1:1 sessions around confidence building, volunteering and approaching employers re: opportunities.

Support to join the Ready 4 Work programme which included Wednesday afternoon activities and the Horley Cafe.

M attended chocolate making sessions and a trip to the cinema, he made several friends and his social skills improved significantly. He expressed an interest in catering and attended Horley Cafe every Tuesday afternoon where he involved himself in shopping for food and working in a team to make cakes and sandwiches

Difference made:

> A noticeable change in M’s attitude as he became more positive and willing to try new things.

> M’s confidence has increased significantly YSS staff have noticed and so has his mother.

> M improved his social skills, he made new friends at the cafe and he was happy to talk with YSS staff he had met through the R4W activities

> As well as travelling by bus M can now travel by train.

> M is now more willing to express his opinion, especially if it is about something he is interested in.

Summary: M is still on his journey towards employment. He started a work trial as a kitchen assistant (training on the job), but left this by mutual consent. However he continues to attend the Horley cafe and has joined the social enterprise scheme. M is due to go on a traineeship at East Surrey College. There are no quick fixes but the improvement in his attitude and confidence since he started working with YSS is remarkable.

Case study 2: L (Offending/ Anti social behaviour)

13 year old L came to YSS attention in December 2014 after receiving a Youth Restorative Intervention (YRI) for Common Assault. He approached another boy of similar age, knocked him off his bike and assaulted

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him. He was also discussed by partners at the Community Incident Action Group (CIAG) having been nominated by police for anti social behaviour. Although not assessed at this point as a Child In Need, L's family had been referred to Children's Services on multiple occasions with issues of neglect and Family Support were struggling to get engagement from the family. L was excluded from school and attending only sporadically at Reigate Valley College (RVC), where he was on a limited timetable having threatened a member of staff.

Working with his YSO, L was able to confide that he initially felt that the victim deserved it but that later, when he thought about what he had done, he felt really bad and he began to wonder what might have happened if himself and his friends had continued to hit the victim. Meeting his YSO regularly over the next few weeks L was prepared for a face to face meeting with his victim. A meeting took place, facilitated by the YSO and a worker from the YSS Restorative Practice team.

'The victim was keen to find out why L disliked him, he also wanted reassurance that when he left his house he could feel safe and not worry about being beaten up by L and or his friends. L explained that he knows that what he did was wrong, he was not proud of it and that he has moved on. He told the victim that he does not have a problem with him. The victim asked what was L's reason for taking part in the incident and L told him that he was cross because he would wind him up whilst going to or being in his mum's car gestures etc. The victim appeared to recognise the situations that L told him about. The victim said he wanted to feel safe and L told him he should feel safe because he (L) has moved on and has no issue with him. L did say however to the victim that he did not want the victim to hold him responsible every time he annoyed people and they got angry with him. The victim said he understood that. The victim mentioned that one of L's friend's attends his school and has been threatening him. We talked about this and how L can tell his friend not to do this because it could cause difficulties for the victim which could have serious consequences. L seemed to understand this. Both L and the victim "made their peace" and the meeting ended positively. They are happy to meet and be civil to each other. The victim and his mum said they felt satisfied and that the meeting went better than they could have imagined.

Work with L has also addressed education. He admitted to his YSO that he was bored and she was able to arrange for him to return to RVC full time. He is now in Year 10. With constructive activity – he was also referred to YMCA Local Prevention Activity - he no longer hangs about in the town centre and police colleagues are no longer concerned about his anti social behaviour.

YSS work with L remains 'work in progress'. Since the YRI he has been subject to a Referral Order (for an offence which pre-dates the YRI), and Youth Conditional Caution, and neglect is still a feature of his home life. We were unable to persuade the family to accept help from Family Support. However he continues to benefit from a positive and nurturing relationship with his YSO.

She summarises her work with him as:

Reflection - the five steps, his thoughts, changing the ending to achieve positive outcomes

Anger Management, including strategies for coping in challenging situations, anger and its impact on health

Understanding victims, how they are affected by crime, victim empathy

Restorative approaches including a face to face meeting with one of his victims, successful resolution

Attendance at Keep Out (HMP Coldingley)

Community Reparation

Commission RAG ratings explained

To summarise performance of the Centre Based Youth Work (CBYW) and Local Prevention Framework (LPF) commissions we have used a Red Amber Green (RAG) rating system to make it easier to get a sense of how a particular provider is performing. The rationale behind the RAG rating is as follows:

- Red** agreed performance not achieved and no plan in place to achieve agreed performance or mitigating factors
- Amber** agreed performance not achieved but either a robust plan in place to achieve the agreed performance, or mitigating factors as to why the performance is unlikely to be achieved
- Green** agreed performance achieved or within the tolerance zone (85% or more).

Centre Based Youth Work (£41,750 plus 7.9 full-time equivalents)

Centred Based Youth Work offers open-access youth work to young people in many of the areas with the greatest need in Surrey. Management of seconded Surrey County Council staff sits with a range of local providers, who complement SCC funded delivery with matched provision in terms of funding, resources and staff and volunteer time.

Please note - In 2014/15, Raven Housing Trust delivered 787 hours of matched provision. The majority of this is captured in the totals below, but 89 hours of provision was borough wide and therefore not included in the centre totals below. This provision engaged an additional 45 young people.

Banstead Youth Centre (Raven Housing Trust)

A strong programme of delivery has continued at Banstead Youth Centre in 2014/15, with more hours of youth work delivered and over 40 more young people engaged in activity. A key area of development for the Centre in 2015/16 will be to work towards achieving Levels 2 and 3 of the Surrey National Youth Agency (NYA) Quality Mark, which is a nationally recognised quality standard for youth work.

| Performance indicator | 2014/15 performance | | | | | |
|---|----------------------------|----------------------------|--|---------------------------------|---------------------|-------|
| | Agreed performance 2014/15 | Actual 2014/15 performance | Achievement against agreed performance | Comparative 2013/14 performance | Direction of travel | RAG |
| 1.1 Hours of youth work delivered from the Centre | 700 | 644 | 92.0% | 566 | ↑ | Green |
| 1.2a Young people engaged in one or more hours of youth work | 120 | 180 | 150.0% | 126 | ↑ | Green |
| 1.2b Average hours of engagement per young person | 60 | 38.4 | 64.0% | 48.0 | ↓ | Amber |
| 1.3 Young people attending the youth club demonstrate positive 'distance travelled' by end of intervention.* | 126 | 72 | 57.1% | 46 | ↑ | Amber |
| 1.5 Each Centre achieves the National Youth Agency quality kite mark within the first Contract Year, and retains this mark in each subsequent contract year | Level 2 | Level 1 | Development needed | Level 2 | ↑ | Amber |
| 2.2 Young people who have been identified as at risk of becoming NEET who have attended the centre | 30 | 7 | 23.3% | 4 | ↑ | Amber |

*Distance travelled: clear and tangible development for a young person

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Horley Youth Centre (Raven Housing Trust)

The team at Horley Youth Centre have delivered over 740 hours of youth work in 2014/15, which, although marginally lower than last year, is a significant achievement. The centre has also engaged more young people. Finally, the centre has also achieved level 2 of the Surrey NYA Quality Mark.

| Performance indicator | 2014/15 performance | | | | | |
|---|----------------------------|----------------------------|--|---------------------------------|---------------------|--------|
| | Agreed performance 2014/15 | Actual 2014/15 performance | Achievement against agreed performance | Comparative 2013/14 performance | Direction of travel | RAG |
| 1.1 Hours of youth work delivered from the Centre | 800 | 744 | 93.0% | 784 | ↓ | Green |
| 1.2a Young people engaged in one or more hours of youth work | 165 | 175 | 106.1% | 148 | ↑ | Green |
| 1.2b Average hours of engagement per young person | 55 | 30.2 | 54.9% | 29.1 | ↑ | Yellow |
| 1.3 Young people attending the youth club demonstrate positive 'distance travelled' by end of intervention. | 148 | 70 | 47.3% | 93 | ↓ | Yellow |
| 1.5 Each Centre achieves the National Youth Agency quality kite mark within the first Contract Year, and retains this mark in each subsequent contract year | Level 2 | Level 2 | On track | Level 1 | ↑ | Green |
| 2.2 Young people who have been identified as at risk of becoming NEET who have attended the centre | 35 | 17 | 48.6% | 11 | ↑ | Yellow |

Merstham Youth Centre (Raven Housing Trust)

Delivery at Merstham has been problematic in 2014/15 due to a lack of premises, but in spite of this both the hours of delivery and young people engaged increased on the previous year. This represents very strong performance. 110 of the young people who attended the centre also demonstrated positive distance travelled, suggesting the youth work is making a real difference to young people. An area for development in 2015/16 is making further progress through the Surrey NYA Quality Mark.

| Performance indicator | 2014/15 performance | | | | | |
|---|----------------------------|----------------------------|--|---------------------------------|---------------------|--------|
| | Agreed performance 2014/15 | Actual 2014/15 performance | Achievement against agreed performance | Comparative 2013/14 performance | Direction of travel | RAG |
| 1.1 Hours of youth work delivered from the Centre | 800 | 778 | 97.1% | 718 | ↑ | Green |
| 1.2a Young people engaged in one or more hours of youth work | 100 | 213 | 213.0% | 116 | ↑ | Green |
| 1.2b Average hours of engagement per young person | 40 | 29.9 | 74.8% | 29.8 | ↔ | Yellow |
| 1.3 Young people attending the youth club demonstrate positive 'distance travelled' by end of intervention. | 116 | 110 | 94.8% | 26 | ↑ | Green |
| 1.5 Each Centre achieves the National Youth Agency quality kite mark within the first Contract Year, and retains this mark in each subsequent contract year | Level 1 | Level 1 | On track | Level 1 | ↔ | Green |
| 2.2 Young people who have been identified as at risk of becoming NEET who have attended the centre | 50 | 26 | 52.0% | 22 | ↑ | Yellow |

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Phoenix Youth Centre (Raven Housing Trust)

The Phoenix Youth Centre delivers youth work in one of the highest need communities in Reigate and Banstead. The behaviour of young people not directly engaging in the centre has been challenging to manage during the year, which has made securing additional matched provision harder than at some other centres in the borough. In terms of quality of delivery however, the Youth Centre is one of the few youth centres in the country to have achieved the maximum possible grade in its observation of practice as part of the NYA Quality Mark process – the equivalent of an Ofsted 'Outstanding' grade.

| Performance indicator | 2014/15 performance | | | | | |
|---|----------------------------|----------------------------|--|---------------------------------|---------------------|--------|
| | Agreed performance 2014/15 | Actual 2014/15 performance | Achievement against agreed performance | Comparative 2013/14 performance | Direction of travel | RAG |
| 1.1 Hours of youth work delivered from the Centre | 800 | 600 | 75.0% | 638 | ↓ | Yellow |
| 1.2a Young people engaged in one or more hours of youth work | 200 | 194 | 97.0% | 180 | ↑ | Green |
| 1.2b Average hours of engagement per young person | 45 | 26.1 | 58.0% | 32.4 | ↓ | Yellow |
| 1.3 Young people attending the youth club demonstrate positive 'distance travelled' by end of intervention.* | 180 | 90 | 50.0% | 115 | ↓ | Yellow |
| 1.5 Each Centre achieves the National Youth Agency quality kite mark within the first Contract Year, and retains this mark in each subsequent contract year | Level 2 | Level 2 | On track | Level 2 | ↑ | Green |
| 2.2 Young people who have been identified as at risk of becoming NEET who have attended the centre | 40 | 28 | 70.0% | 22 | ↑ | Yellow |

*Distance travelled: clear and tangible development for a young person

Sovereign Youth Centre - Satellite (Raven Housing Trust)

| Performance indicator | 2014/15 performance | | |
|--|-------------------------------|-------------------------------|---------------------|
| | Performance in period 2014/15 | Performance in period 2013/14 | Direction of travel |
| Hours of youth work delivered from the Centre | 370.5 | 78 | ↑ |
| Young people engaged in one or more hours of youth work | 175 | 83 | ↑ |
| Average hours of engagement per young person | 22.7 | 12.1 | ↑ |
| Young people attending the youth club demonstrate positive 'distance travelled' by end of intervention. | 0 | 15 | ↓ |
| Number of young people who have been identified as at risk of becoming NEET who have attended the centre | 18 | 5 | ↑ |

Case study – Youth work in Redhill

Background / situation & need: A young man aged 15 has been working with us at Parkour and Redhill Youth Club for a couple of years. He has been supported by a youth worker to be a young leader at

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Redhill but is struggling to understand the difference between participant and leader and lacked confidence in leading at Redhill.

Youth work intervention delivered: Raven youth worker suggested he come along to the Sovereign Parkour session to be a Young Leader there. He did and as he was more comfortable there he was more confident to be a leader rather than a participant. He was supported to build positive professional relationship with participants and was challenged to be the best role model and behave as part of the coaching staff. He inspired another young man aged 15 to be a leader, and they both were supported and empowered to be young leaders, positive role models in the sessions and supportive to other young people and the coaching team. Throughout each session they were given space to observe the sessions and analyse different people's coaching styles, their verbal and non-verbal communication and how young people reacted to this. They were empowered to try different styles and explore what worked for them, and challenged when their emotions got the better of them.

Outcomes achieved: They increased their knowledge and skills in communication and leadership and gained an Assessment & Qualifications Alliance (AQA) unit for this learning. They developed an excellent attitude towards young people when they were behaving positively and being more challenging. They developed their own skills and inspired others by sharing their experiences and helping young people to challenge their views. Momentum has offered them voluntary positions that should lead to paid work for the summer. The young man has returned to Redhill and is a lot more confident in his role applying his learning to that position while the friend he encouraged to take part has started being a leader at Sovereign Youth Club.

Local Prevention Framework (£139,500 during 2014/15)

Priorities for the Local Prevention Framework are set locally by Youth Task Groups, which involve Members, young people, partners and stakeholders. Activities commissioned often include youth work, mentoring or counselling, although a wide range of solutions have been developed across the county.

September 2014 – August 2015 (YMCA East Surrey - £139,500)

| Performance indicator | 2014/15 performance | | | |
|--|---|---|---|-----|
| | Agreed performance for period September 2014 to 2015 | Actual performance September 2014 to August 2015 | Achievement against agreed performance | RAG |
| Number of young people engaged in one or more hours of preventative activity | 254 | 367 | 144.4% | |
| Average hours of engagement* per young person | | 8.9 | | |

*Engagement: a meaningful conversation or activity with a young person.

Case Study – Work with young man in *Preston Ward*

Background

- Preston Ward area of Tadworth was recognised as a high area of need in the needs assessment carried out by Surrey County Council
- The Police had several reports of a group of young males hanging out near the steps by the shops on Marbles Way and being rude to shop owners and their customers
- There were also concerns from police and local stakeholders that the young men were smoking and distributing cannabis
- The group of young men were known to the local youth centre but their levels of engagement were low and they were not regular attendees
- The group were aged 14-16

Street Talk Detached Youth Work

- The detached youth work team began to make contact with the group of young men and over a period of several weeks started to build relationships and trust with the young men
- The detached youth workers engaged the young people in conversations around the youth club and their opinions of it, school and education and drug taking
- The young men would often say that there is nothing to do in Tadworth and when they get bored is when they get into trouble
- The youth workers engaged the young men in planning their own ESCAPE trip for the summer holidays
- One young male, who was on the verge of exclusion from school, took a real lead in organising his peers to take part
- They decided they wanted to go paintballing and worked together to plan dates and timings
- Young men set and agreed on ground rules with the youth workers
- They developed their functional skills by working within a budget and time scale
- The young people all attended the ESCAPE trip and behaviour was not an issue
- Young men all evaluated the trip and gave feedback on their experiences
- Throughout the process youth workers were able to positively challenge negative behaviour towards shop staff or other members of the public

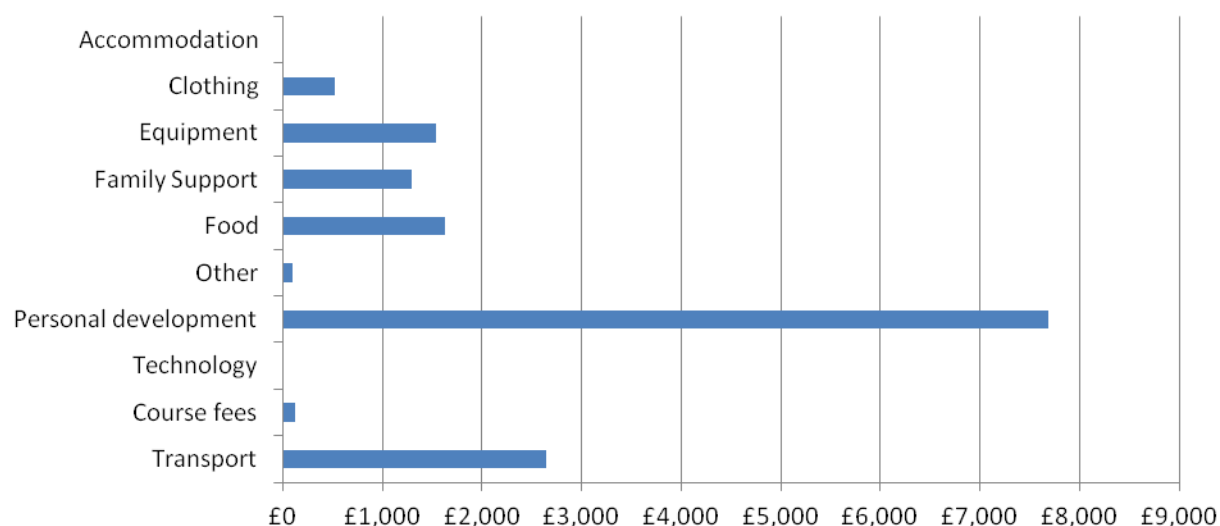
Outcomes

- Some of the young men engaged with youth services for the first time
- Behaviour towards local shop staff improved
- The young men took ownership over planning and organising their own ESCAPE trip
- They learnt and developed new skills in event organising
- The young men enjoyed their experience
- They are now aware of the role of the detached youth workers and the support they can offer

Individual Prevention Grants (£15,000)

Individual Prevention Grants (IPGs) were available in 2014/15 to remove barriers to participation for young people who are NEET or at risk of becoming NEET. Each local YSS Team had an allocated budget, set in consultation with Local Committees, to be used flexibly to respond the changing needs of young people.

IPG expenditure by type of need - Reigate and Banstead



- £15,689 of £15,000 (104%) of IPG funding was used to remove barriers to participation
- A total of 109 grants were given to young people with an average value of £144
- The main barriers addressed were 'Personal Development' 39%, 'Transport' 18%, and "Other" 16%.

Youth Small Grants (£25,000)

Youth Small Grants were available to small voluntary, community or faith sector organisations across Surrey during 2014/15 to enable more:

- quality youth work to be delivered locally;
- young people to participate in education, training and employment; and
- young people to be kept safe from crime and anti-social behaviour.

The grants were administered by Surrey Youth Focus. Please note that the Youth Small Grants programme has not continued into 2015/16 due to budget reductions.

The £25,000 allocated to Reigate & Banstead Local Committee for Youth Small Grants was allocated across 16 projects to support work with young people across Reigate and Banstead as follows:

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| Name of the organisation carrying out the project | Project title | Grants |
|---|--|----------------|
| 3rd Banstead Scout Group | Camping Experiences | £1,980 |
| 7th Banstead Scout Group | Indoor archery project | £700 |
| 7th Reigate Scout Group | Reigate Scouts going with the flow | £1,450 |
| 9th Horley Scout Group | New camping equipment | £1,116 |
| Banstead District Explorer Unit | Archery for the young people | £500 |
| CAMHS Youth Advisors (CYA) | CYA Awards 2014 | £250 |
| FamilyLine | I Need Help – additional volunteer training | £100 |
| Horsehills Riding for the Disabled group | Inspiring disabled children to achieve valuable life skills through therapeutic horse riding and horse care. | £650 |
| Jordan Heights Scout Camp Site | Survival catering equipment for camp site. | £500 |
| Kingswood Falcons Football Club | Providing football opportunities for young people | £3,460 |
| Redhill Radiers junior cycle squad | Winter 2014 project | £2,100 |
| Redstone Community Broadcasting | Radio DJ opportunity | £4,600 |
| Reigate Hill District Girlguiding | Bake Off | £800 |
| SparkFish | Engagement with education | £1,500 |
| Studio ADHD | Reflections project - complex needs | £1,728 |
| The Girls Brigade Sutton District | District Training weekend | £390 |
| | Grants | £21,824 |
| | Allocation | £25,000 |
| | Underspend | £3,176 |

Case Study - Horsehills Riding for the Disabled Group

Horsehills Riding for the Disabled Group has used their Youth Small Grant towards safety head gear, the hire of premises, DBS forms and courses.



The grant enabled Horsehills to fit new pupils with essential safety head gear, ensuring that they meet the latest national safety guidelines and all pupils have benefited from volunteers attending health and safety and child and vulnerable persons protection courses.

Twenty pupils have benefited from the Small Grants Fund.

Horsehills Riding for the Disabled Group have been able to offer more pupils the invaluable opportunity to participate in a very challenging activity in an environment that is outside both their schools and their homes.

“We could not continue to run our group without your invaluable support in ensuring that we provide the safest environment possible. The pupils have achieved incredible results, learning many new skills, gaining knowledge by participating in the

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National RDA Awards, improving their physical strength, becoming much more confident overall through the challenge of therapeutic riding and horse care.”

Leader’s Ready for Work Programme (*£750,000 countywide*)

During 2014/15 SYP received additional funding from David Hodge (Leader of SCC), to generate more individually tailored education, training and employment opportunities for young people that develop their employability. Achieving this has involved developing and embedding a range of new approaches, with three main examples below:

Re-engagement

Surrey’s re-engagement programme (Ready 4 Work) is delivered in-house by the YSS and offers a bespoke local range of activities to young people who would otherwise be NEET, equipping them with the skills, attitudes and behaviours they need to ‘re-engage’ in education, training or employment. Whilst the local offer in each area is different, the activity is underpinned by a shared employability curriculum.

- During 2014/15 this programme has engaged 930 young people across the county
- At the end of March 2015, 43 young people were in re-engagement provision in Reigate & Banstead.

Apprenticeships

The programme has focussed on increasing the number of apprenticeships available to young people. As well as a number of employer engagement events and increasing apprentice recruitment by SCC and our partners, the programme has offered grants to support new employers to take on apprentices.

- 492 grants have been given to employers across the county who are now offering apprenticeship opportunities to Surrey young people
- 32 new employers in Reigate & Banstead have taken on apprentices as a result.

Employment Development Officers (EDOs)

EDOs are now embedded in the YSS to develop meaningful employment and work experience opportunities for young people who would otherwise be NEET. During 2014/15, EDOs secured 81 work experience placements for young people between April 2014 and March 2015. They have also contributed to wider progression pathways for young people supported by the YSS, into things like paid employment and apprenticeships.

Skills Centres (*East Surrey College*)

In 2014/15 Skills Centres provided foundation learning opportunities, delivered locally from some of our youth centres, to young people who would otherwise be NEET. Contracts were awarded in 2012-13, with projects pump primed with funding provided by Surrey County Council for the first year of delivery and then delivering for the next two years, drawing down funding from the Education Funding Agency (EFA). This report covers the period April 2014 to March 2015, where all programmes delivered were funded through the providers’ EFA contracts.

The introduction of study programmes, which restrict the flexibility of programmes providers are able to offer under EFA funding guidelines, had a significant impact on Skills Centres. The development of re-engagement programmes (both internal and external) which were able to offer the required flexible learning and development opportunities locally were better able to meet the needs of the NEET cohort than the more structured Skills Centre programmes.

- 4 young people attended the Skills Centre in Reigate & Banstead

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- 25% of those who attended the Skills Centre had achieved a successful and sustained progression lasting more than 3 months to further education, training or employment by the end of July 2015.

Year 11/12 Transition (*East Surrey College - £25,470*)

The Year 11/12 Transition commission focuses on providing intensive support to young people in year 11 who have been identified as being at risk of becoming NEET through Surrey's partnership owned Risk of NEET Indicator (RONI). This approach identifies young people who exhibit NEET risk factors. Examples include being a looked-after child, having previously offended, participating in alternative learning programmes, having school attendance of less than 60% and being permanently excluded from school.

Young people are allocated a key worker from the January of year 11 and provided with mentoring to help them to identify a progression route following their compulsory schooling, and then supported for the first term of year 12. National research indicates that young people are most vulnerable to dropping out of further education during the period leading up to Christmas, as they may struggle to keep up with the work or decide that they have chosen the wrong courses. This support takes a variety of forms and adopts a holistic approach to addressing the multiple barriers to participation for the young people, including homelessness, substance misuse, mental health issues and family breakdown.

- Supported 79 Reigate and Banstead young people in Year 11 who were identified, in partnership with local schools, as at risk of becoming NEET
- 96% success rate - 76 young people were in positive destinations at the end of January 2015.

SEND (Post-16) Team

The SEND (Post 16) Team's role is to support young people with special education needs and/or disabilities (SEND) who are in education to prepare them for a successful transition to adulthood. The SEND (Post 16) Caseworkers work in schools and colleges and offer young people and their parents/carers information, advice and guidance on post 16 options in Surrey. They work with professionals from Schools and Learning, Health, Social Care, Education Providers and the Youth Support Service to ensure inclusion and participation for young people with SEND.

This year the Team have been focusing on transferring SEN Statements to the new Education, Health and Care Plans (EHCPs) for over 650 students in Year 11 and Year 14 as well as students in Years 13, 15 and 16 who are changing educational placement in September 2015. EHCPs are holistic, young person centred assessments, focussed on identifying the young person's current special educational needs and their current and future support requirements at colleges and sixth forms post 16. Caseworkers are trained to support young people and ensure their voice is heard at their Transfer Review Meetings and recorded in their EHCP. The young person's story, their vocational aims, aspirations, skills and achievements are all included. Outcomes are discussed with the young person and their parent/carer to ensure that the provision needed can be put in place to support them to achieve those outcomes and prepare successfully for transition to education, training or employment.

Surrey Outdoor Learning and Development (SOLD) (*£7,300 countywide*)

SOLD offer outdoor learning opportunities to young people across Surrey and neighbouring areas. Many of their services are traded with other external organisations and they generated income of almost £1.41M in

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2014/15. As well as these wider services, SOLD has been commissioned to offer local opportunities to young people who are NEET or at risk of becoming NEET in each of Surrey's districts and boroughs, relying on the YSS to engage young people.

- 2.4% increase in total visitors to SOLD countywide from 32,420 in 2013/14 to 33,185 in 2014/15
- 16% increase in income generated by SOLD during 2014/15
- 49% of organisations made 2 or more bookings up 7% on 2013/14
- 3% increase in the number of activity sessions
- 72 young people engaged in local SOLD sessions, referred from the YSS, meaning expenditure of £15,370 against a budget of £7,312.

Performance comments

Despite challenging public finances and increasing customer demands SOLD has had another year of growth. Realising new developments in both products and customer bases has enabled the aspirations for the year to be achieved. SOLD has continued to work towards becoming self funded in future. The service will work with the SOLD Development Board to develop proposals for 2015 / 2016. Some of the performance highlights from the year are summarised below:

- SOLD secured a significant National Citizenship Service programme (NCS) contract from "The Challenge", this saw young people aged 16-19 from across the south east take part in an intensive residential programme at High Ashurst and for the first time at Henley Fort.
- The Rotary Youth Leadership Award (RYLA) has continued to grow since SOLD first delivered a bespoke programme four years ago. The programme is commissioned by the Surrey/Sussex Rotary and numbers rose to 64 young people aged 16 – 18 years. In addition, this year included a cohort of international young people.
- School sports funding continues to be a good source of business from the primary sector, seeing a second year of increased work supporting Surrey schools with an increasing number of these schools buying into other SOLD products throughout the year.
- Demand for TAZ holiday programmes continued to increase, particularly those run at Thames Young Mariners (TYM). This year additional programmes were put on due to extra late demand and made a significant contribution to the income target of £123K, a 23% increase on the previous year.
- SOLD employed 5 apprentices during the year both on the outdoor delivery and support services, this programme cost SOLD circa £50K, all the apprentices secured employment upon completion.

Youth Engagement Contract (*U-Explore / The Eleven*)

The Youth Engagement Contract is a countywide service, largely delivered online and is designed to ensure young people are able to access the information, advice and guidance (IAG) that they need to make good decisions at key points in their lives. The offer comprises two main elements. The first is U-Explore, an online careers and education IAG service, whilst the second is 'wearesurge.co.uk', a co-produced online platform to engage young people and provide young people information in a way that is right for them.

- 69,052 young people age 13-19 in Surrey accessed information on Surge to help inform key decisions in their lives.

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SURREY COUNTY COUNCIL

LOCAL COMMITTEE (REIGATE & BANSTEAD)

DATE: 19 OCTOBER 2015



LEAD OFFICER: SUE BRIANT, COMMUNITY PARTNERSHIP AND COMMITTEE OFFICER

SUBJECT: LOCAL COMMITTEE TASK GROUP REPRESENTATION AND YOUTH TASK GROUP – TERMS OF REFERENCE

DIVISION: ALL REIGATE AND BANSTEAD DIVISIONS

SUMMARY OF ISSUE:

Due to a change in membership of the Local Committee (Reigate and Banstead) the Committee is asked to review and agree the membership of the Greater Redhill Sustainable Transport Package Task Group and the Youth Task Group for 2015-16. The Local Committee is also asked to review the terms of reference of the Youth Task Group to increase its membership to include up to four County Councillors and up to four Reigate and Banstead Borough Councillors.

RECOMMENDATIONS:

The Local Committee (Reigate & Banstead) is asked to agree the:

- (i) membership of the Greater Redhill Sustainable Transport Package Task Group and the Youth Task Group for 2015-16.
- (ii) terms of reference of the Youth Task Group for 2015 – 16, as set out in Appendix 1.

REASONS FOR RECOMMENDATIONS:

The appointment of Members of the Local Committee to the Task Groups facilitates the representation of the Local Committee on these bodies. The Task Groups meet to review, advise and make informed recommendations to the Local Committee on matters that may affect the lives of the residents of Reigate and Banstead.

1. INTRODUCTION AND BACKGROUND:

- 1.1 The Youth Task Group was set up in 2011 to assist and advise the Local Committee in relation to matters concerning youth and the provision of the Local Prevention Framework in Reigate and Banstead.
- 1.2 The terms of reference were last reviewed and the task group re-established on 8 June 2015. It is now sought to increase the membership of the Youth Task Group to up to four County Councillors and up to four Reigate and Banstead Borough Councillors.

2. ANALYSIS:

2.1 The Local Committee's task groups have been successful and contributed to efficient decision making in a range of areas. Due to this success, the recommendation is to re-establish the Youth Task Group for 2015-16 with the terms of reference set out in Appendix 1.

3. OPTIONS:

3.1 The Committee can confirm the task group (and corresponding terms of reference) set out within the report, consider new task groups, or not have any task groups. If a new task group is established then provisional terms of reference should be agreed.

4. CONSULTATIONS:

4.1 Consultation has taken place with relevant officers from Services for Young People.

5. FINANCIAL AND VALUE FOR MONEY IMPLICATIONS:

5.1 There are no specific financial implications arising from the recommendations. Work to support the recommendations will be undertaken within current resources, and the task groups have no decision making powers.

6. EQUALITIES AND DIVERSITY IMPLICATIONS:

6.1 Equalities issues are considered and specific considerations of high priority will be reported to the Local Committee.

7. LOCALISM:

7.1 The establishment of task groups enables officers to draw upon the local knowledge of County and Borough Councillors, ensuring that specific local needs and priorities are considered.

8. OTHER IMPLICATIONS:

| Area assessed: | Direct Implications: |
|--|--|
| Crime and Disorder | Set out below. |
| Sustainability (including Climate Change and Carbon Emissions) | Set out below. |
| Corporate Parenting/Looked After Children | No significant implications arising from this report |
| Safeguarding responsibilities for vulnerable children and adults | No significant implications arising from this report |
| Public Health | No significant implications arising from this report |

8.1 Crime and Disorder implications

The Youth Task Group is involved in the commissioning process for the Local Prevention Framework which is aimed at preventing young people from

becoming NEETs (not in education or employment) or entering the Youth Justice system.

8.2 Sustainability implications

Delivering services for young people locally reduces reliance on transport and minimises carbon emissions as a result.

9. CONCLUSION AND RECOMMENDATIONS:

9.1 The Local Committee (Reigate and Banstead) is asked to agree:

- (i) membership of the Greater Redhill Sustainable Transport Package Task Group and the Youth Task Group for 2015-16.
- (ii) the Youth Task Group's terms of reference for 2015 - 16 as set out in Appendix 1.

10. WHAT HAPPENS NEXT:

10.1 The Local Committee will next be asked to review membership of the Greater Redhill Sustainable Transport Package Task Group and the Youth Task Group, and the Youth Task Group's terms of reference in June 2016.

Contact Officer:

Sue Briant, Community Partnership and Committee Officer. Tel: 01737 737695

Consulted:

Relevant officers in Environment and Infrastructure and Services for Young People

Annexes:

Appendix 1 – Terms of Reference (Youth Task Group)

Sources/background papers:

Local Committee Task Group Representation 2014-15 - report to Local Committee (Reigate & Banstead), 9 June 2014.

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YOUTH TASK GROUP TERMS OF REFERENCE

Objective:

The Local Committee (Reigate and Banstead) agreed on the 20 June 2011 that a Youth Task Group is established to assist and advise the Local Committee in relation to Youth Issues and the future delivery of Youth Provision locally.

The Youth Task Group is established jointly with Reigate and Banstead Borough Council.

Membership

The Task Group will be made up of **eight** appointees from the Local Committee – up to **four** County and up to **four** Borough Councillors. In addition the Task Group can invite up to four young people from the borough, all with equal status. The Task Group may also consult with other relevant members of the Committee.

General

1. It is proposed to establish a Youth Task Group. The Task Group shall exist to advise the Local Committee. It has no formal decision making powers.

The Task Group will:

- A. Unless otherwise agreed, meet in private;
 - B. Develop a work programme;
 - C. Record actions; and
 - D. Report back to the Local Committee on progress.
2. The Task Group's function is to assist and advise the Local Committee in relation to Youth Issues and the future delivery of Youth Provision locally.
 3. Officers supporting the Task Group will consult the Group and will give due consideration to the Group's reasoning and recommendations prior to the officer writing their report to the parent Local Committee.
 4. The Task Group can, should it so wish, respond to an officer report and submit its own report to the Local Committee.
 5. The Task Group terms of reference and membership is to be reviewed and agreed by the Local Committee annually.