

Annexe B: Equality Impact Assessment

1. Topic of assessment

EIA title:	Services for Young People Budget 2014-15
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EIA author:	Nikki Parkhill: Equalities Development Officer
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2. Approval

	Name	Date approved
Approved by¹	Garath Symonds, Assistant Director, Services for Young People	

3. Quality control

Version number	1.0	EIA completed	25.2.15
Date saved	22.1.15	EIA published	

4. EIA team

Name	Job title (if applicable)	Organisation	Role

¹ Refer to earlier guidance for details on getting approval for your EIA.

5. Explaining the matter being assessed

<p>What policy, function or service is being introduced or reviewed?</p>	<p>This EIA considers the impact of how the budget for Services for Young People will be allocated for 2015-16, including savings of £2.66 million (a net budget reduction of 16%).</p> <p>In order to achieve its overarching aims (employability for all young people and to prevent offending and anti-social behaviour), Services for Young People offers a range of intervention including the Youth Support Service, the Pathways Team (provision for young people who have learning disabilities and/ or learning difficulties), alternative education programmes, centre based youth work, Skills Centres, the Year 11-12 Transition contract, the Local Prevention Framework, a web-based universal offer, Youth Small Grants funding, drug and alcohol and sexual health services. A large proportion of the functions of SYP are delivered by the Voluntary, Community and Faith and private sectors through outcomes based commissions and contracts. The Youth Support Service houses the youth justice function which is a statutory requirement. SYP works with young people aged 10-25, focussing mainly on those who are aged 13-19. The document 'One in Ten' suggests that 10% of the youth population of Surrey are in need of additional support to make a successful transition to adulthood (Surrey County Council, 2010).</p> <p>The most recent needs assessment undertaken to inform the commissioning of provision for 2015- 2020 has identified that whilst progress has been made, the issues raised in One in Ten are still relevant. In particular it highlights that:</p> <ul style="list-style-type: none"> • There are individuals in Surrey who face multiple and complex barriers to participation and are at risk of becoming NEET; there are families that have a number of support needs; and there are neighbourhoods where young people are more likely to experience a range of negative outcomes • A range of negative experiences before and during teenage
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years can have a big impact on young people's outcomes later in life

- The number of young people with Special Educational Needs and Disabilities (SEND) is increasing, as is the complexity of need within this group
- Young people who are looked after, on child protection plans and children in need are more likely to experience a range of negative outcomes than many of their peers
- There are growing unmet emotional and mental health needs amongst young people
- Young people face practical, physical barriers to participation that stop them from participating, in particular transport, lack of income and homelessness
- Some vulnerable young people choose to hide their particular needs and circumstances for fear of discrimination, alienation or bullying, whilst others may not see themselves as facing barriers to participation
- Young people need to develop the skills and experience that meet the needs of local employers and make them ready for work
- Young people are all different and need to access information, advice and guidance in a way that is right for them, so that they can make informed choices about their future participation

Young people access Services for Young People via referrals from parents/ carers, courts, the police, health and social care professionals and schools. Young people can refer themselves to many of the strands of the organisation. Many of the young people supported by the Youth Support Service are identified through partnership with other organisations and are targeted for intervention. Currently, approximately 10,000 vulnerable and at risk young people are supported by SYP per year in addition to those who access the universal, web based offer.

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What proposals are you assessing?	<p>There will be a disproportionate impact on some aspects of Services for Young People as it holds a number of statutory functions which limit the options when considering savings. The reduction comes at a time when Services for Young People are at the 'do' phase of the commissioning cycle for provision that will be delivered from for 2015-2020. This timing provides an opportunity to make savings before contracts with providers are set however it forces the Service to review plans as the original solutions may not now be viable.</p> <p>It is proposed that the budget reduction of £2.66 million for 2015-16 will be achieved through:</p> <ul style="list-style-type: none">• The deletion of 5 front line full time Youth and Community Worker posts (a 16% reduction of the professionally qualified workforce within the Community and Youth Work Service);• Freezing and removing vacant posts within the Youth Support Service;• The removal of the Individual Prevention Grant funding stream that provides finance for essential equipment, travel and other provision that removes barriers to participation for young people;• A reduction of £235,000 from the community grant paid to VCFS organisations;• A reduction in the sum available for preventative activities delivered by the VCFS;• £300,000 saving allocated to Commissioning & Development which will result in fewer posts;• A £490,000 reduction in the funding available to deliver the Community Skills commission which incorporates a number of initiatives including Ready for Work and the Duke of Edinburgh Award. The decision has already been undertaken to close Gypsy Skills as a result of existing budget pressures (a separate EIA has been undertaken regarding this).• Removal of the Youth Small Grants programme.
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	<ul style="list-style-type: none"> • Additional income will be secured from external bodies, including the Educational Funding Agency (EFA). <p>Alongside the above proposals, a ‘hub and spoke’ approach and Resource Allocation System (RAS) have been developed which will inform the way in which funding and staffing will be deployed in accordance with need in each borough and district within the Community Youth Work Service. Youth work hubs would be identified in areas of highest need and would be linked to youth work spokes where there would be greater collaboration with voluntary, community and faith sector partners to deliver a broader offer.</p> <p>The RAS draws together data on a range of indicators of young people’s need including the number of young people who are NEET; the number of young people who are at risk of becoming NEET (or ‘RONI’); the number of young people who have received substantive outcomes as a result of offending; the number of young people who received Youth Restorative Interventions (YRIs); the number of Children in Need (CiN); the level of deprivation; and the 10-19 population. The data gathered about the needs of each area will be used to allocate resources.</p> <p>The reduced budget and smaller professionally qualified workforce are likely to reduce the effectiveness of this approach and to have an adverse impact on the quality and breadth of the provision available.</p>
<p>Who is affected by the proposals outlined above?</p>	<p>Over the last 3 years, Services for Young People has proved it can deliver more provision and outcomes for young people with less resource. The proposed savings, however, will have a significant impact on staff, current and potential service users and their families and external organisations who deliver services on the behalf of, and in partnership with, the Service.</p> <p>Looking forward, the impact of a growing population of children in</p>

Surrey and Welfare Reform are likely to increase the demand for SYP Services. There is a limit to how lean SYP can become before the impact of efficiency savings, rising demand and economic stagnation start to bite at the front line. Young people between the ages of 16-24 have been amongst the hardest hit and are 1.5 times more likely to be claiming JSA (2.4%) compared to the population overall (1.6%). The remit for Services for Young People also continues to expand to fulfil responsibilities related to the Early Help agenda and an extended age range for young people in need of Targeted Youth Support.

Data is currently being analysed for the current financial year however during 2013-14:

- Approximately 10,000 young people participated preventative provision through youth centres and the Local Prevention Framework
- 69,000 were engaged through the Youth Engagement Contract (Surge and U Explore)
- 2032 young people were provided with support through the Youth Support Service
- 117 organisations received Youth Small Grants including sports clubs, uniformed organisations, faith groups and provision for young disabled people.

Between April 2014 and October 2014 439 grants were awarded to young people through the Individual Prevention Grant scheme. The funding provided work boots, travel passes, chef knives and other course-related equipment which prevented them from dropping out of college or leaving employment.

A range of opportunities are available for raising additional income to offset the savings needed within the Youth Support Service. The EFA, for example, could provide resources for the Ready for Work programme. There are risks associated with income generation as a

strategy for meeting the shortfall; applications may be unsuccessful and the terms and conditions of the EFA, for example, mean that payments are only paid once a learner achieves an accredited educational outcome. Whilst it is desirable for young people to achieve qualifications, it might be that there is pressure to retain young people on Ready for Work programmes rather than encouraging them into more formal education settings that will provide them with more relevant qualifications or result in a more rigorous selection process where only young people who are likely to achieve the desired outcomes are recruited. The focus of Services for Young People may become more fluid as it responds to the agendas of funders rather than the identified needs of young people and the strategy that has been developed to improve outcomes.

The reduction in resources and increased demand described above will increase the work load of a reduced workforce across SYP, and/or limit the amount of support and activities available for young people. The proposed approach to making the savings will impact on partner organisations and those who have been commissioned to deliver services on our behalf. The intention to reduce the grants provided to Voluntary, Community and Faith sector organisations is likely to have a negative impact on those organisations and the young people who access their provision including those who have protected characteristics e.g. religion and belief and disability.

In summary, despite the desire to minimise the impact on young people the proposals considered in this EIA for achieving the £2.66 million savings identified for 2015-16 it will not be possible to fully mitigate the negative impact on young people, their families and staff.

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6. Sources of information

Engagement carried out
<p>Extensive engagement was undertaken with young people, staff and stakeholders to develop the new model for Services for Young People that will be established from 1st April 2015. Staff within Commissioning and Development and what will be the Community Youth Work Service (currently Centre Based Youth Work) are currently engaged in a period of formal consultation about changes in the organisational structure and job roles. It was always intended that there would be changes to job roles and to the structure of the teams in order to implement the new commissioning intentions effectively. The allocated budget reduction has compounded the need for change and will reduce the number of posts available. They are officially vulnerable to redundancy. The feedback received from the earlier engagement events was instrumental in the development of the commissioning intentions and similarly feedback received during the current consultation period will be considered and influence final decisions made.</p> <p>Further engagement and equality impact assessments will be undertaken at a later stage when the Resource Allocation System (RAS) is implemented as this will involve Local Committees and Youth Task Groups allocating resource to address identified need which will improve the services available to some young people but will also mean that resources may be taken away from existing users. Staff will also be affected as a result of this approach as their delivery base and type of work required of them may change.</p>
Data used
<ul style="list-style-type: none">• Bovaird, J & Loeffler, E. (2014) <i>The new commissioning model of services for young people in Surrey: Evaluation of Achievements and Implications</i>. INLOGOV, University of Birmingham• CIPD (2007) <i>What's happening with well-being at work?</i> http://www.cipd.co.uk/NR/rdonlyres/DCCE94D7-781A-485A-A702-6DAAB5EA7B27/0/whthapwbwrk.pdf• Council of Europe (2008) <i>Child and teenage suicide in Europe: A serious public-health issue: Report Document 11547</i> http://assembly.coe.int/main.asp?Link=/documents/workingdocs/doc08/edoc11547.htm• Families in Poverty Needs Assessment 2010• Feedback from the centre based youth workers' working group, the Project Board, Commissioning Group and staff conferences.• Hastings, A., Bramley, G., Bailey, N., Watkins, D. (2012) <i>Serving Deprived Communities in a</i>

Recession. Joseph Rowntree Foundation

- JSNA (2011) Children with Disabilities chapter
- JSNA (2011) Domestic Abuse chapter
- JSNA (2011) Ethnicity chapter
- JSNA (2011) Family Stability chapter
- JSNA (2011) Mental Health chapter
- JSNA (2011) Religion chapter
- JSNA (2011) Sexual Orientation chapter
- JSNA (2011) Special Educational Needs chapter (NOT YET PUBLISHED)
- JSNA (2011) Parenting chapter
- JSNA (2011) Teenage Pregnancy chapter
- JSNA (2011) Unaccompanied (and former unaccompanied) Asylum Seeking Children chapter
- JSNA (2011) Young Carers chapter
- Needs Analysis for Gypsy, Roma and Traveller Children and Young People in Surrey (2013)
- ONS population estimates 2010
- Reed, B., Rhodes, S., Schofield, P. & Wylie, K. (2009) *Gender Variance in the UK: Prevalence, Incidence, Growth and Geographic Distribution*. GIRES. Available at www.gires.org.uk
- Services for Young People performance reports
- Services for Young People (April 2014) Cabinet Paper 'Re-commissioning for 2015 – 2020'
- Surrey County Council, (2010) *One in Ten: A needs assessment of young people aged thirteen to nineteen in Surrey*.
- Surrey County Council, (2013) *Participation Needs Assessment 2013*
- SCC (2014) Services for Young People Annual Report 2013/14
- SCC (2014) Services for Young People: Analysis of the Engagement Paper Feedback: DRAFT V2
- SCC (2014) Children, Schools and Families Workforce Planning, August 2014
- SCC (2014) Young people's perspectives: Young people's feedback through the Surge Survey, Evaluation of Commissions, Needs Assessment and the development of the Triple Tripod Model.
- SCC (2013) Services for Young People Needs Assessment
- SCC (2013) Evaluation of Commissions
- SCC (2013) Needs Analysis for Gypsy, Roma and Traveller Children and Young People in Surrey
- Surrey County Council, (2010) *One in Ten: A needs assessment of young people aged*

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thirteen to nineteen in Surrey.

- Whittle, S., Turner, L. & Al-Alami, M. (2007) *Engendered Penalties: Transgender and Transsexual People's Experiences of Inequality and Discrimination*. Press for Change. Available at <http://www.pfc.org.uk/pdf/EngenderedPenalties.pdf>

7. Impact of the new/amended policy, service or function

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7a. Impact of the proposals on residents and service users with protected characteristics

Protected characteristic ²	Potential positive impacts	Potential negative impacts	Evidence
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 105</p> <p style="text-align: center;">Age</p>	<p>The extended provision for Targeted Youth Support and Early Help will benefit younger young people.</p>	<p>A constraint on staffing levels across Services for Young People will result in the number of young people supported and the range and depth of opportunities for personal development available may be reduced despite demand increasing. This will have the greatest impact on the most vulnerable young people.</p> <p>A reduction of full time youth work posts within the Community Youth Work Service which require a professional JNC qualification will result in a less qualified and experienced staff team who will be less equipped to deal with complex issues presented by the targeted cohort of young people.</p> <p>Workers may be limited on the</p>	<p>There are 272,800 children and young people aged 0-19 in Surrey, 67,300 are 10-14 years old; and 69,000 are 15-19 years old. (ONS: Surrey)</p> <p>In 2008 there were approximately 23,090 children and young people aged 0-19 living in poverty in Surrey or 9.9% of the 0-19 population. 0-10's make up 64% (14,790) of the children living in poverty in the county. (Families in Poverty Needs Assessment)</p> <p>Services for Young People has secured significant achievements since 2012:</p> <ul style="list-style-type: none"> • 59% reduction in young people who were NEET between January 2009 and January 2014 • Interim data shows Surrey had the joint lowest numbers in England of young people who were NEET between November 2013 and January 2014, when last year Surrey ranked joint-25th. • 90% reduction in first time entrants of young people to criminal justice system from 2009 to 2013, when we had the lowest rate of first time entrants in England

² More information on the definitions of these groups can be found [here](#).

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		<p>amount of time they are able to allocate to each young person due to increased case loads. Young people are likely to be affected through the reduction of grants available to the Voluntary, Community and Faith Sector and Individual Prevention.</p> <p>There is a risk that young people who live in boroughs/ districts where teams are carrying vacancies will have restricted access to intervention.</p> <p>The Resource Allocation System proposed within the Community Youth Work Service is likely to have an adverse impact on young people who live outside of prioritised areas but still have high levels of need.</p>	<ul style="list-style-type: none"> • Lower rate of youth custody per 1000 population in England. • 4% increase in young people aged 16-18 starting apprenticeships since 2011 – in contrast to a decrease of 14% in England during the same period. • There were 124 fewer NEET young people in 2012-13 compared to 2011-12, which based on research analysis by York University, results in a £7 million saving to public purse • Demonstrable positive impact on school attendance and fixed term exclusions for young people taking part in Centre Based Youth Work and Local Prevention Framework activity – and in particular for those with SEND. • High proportion of young people engaged in youth centre activities are in higher need groups – of the 7,017 in 2012/13, 37% had SEND, 20% were NEET or re-engaging, 17% were identified at risk of NEET, 16% were Children in Need, and 200 were young people who had offended. • 89.8% successful progression to education, training or employment from young people at risk of becoming NEET who received support from the Year 11/12 Transition commission • Twenty six youth centres have achieved the NYA
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			<p>(National Youth Agency) Quality Mark Level 1, demonstrating a standard equivalent to Ofsted rating of good – no Surrey youth centre had secured this rating before.</p> <ul style="list-style-type: none"> • £2 million in expenditure on placements for young people with SEND offset as young people have local provision rather than being placed in Independent Specialist Colleges since 2011/12, meaning more young people are being educated closer to home. This fits with the strategic service planning for post 16 placements. • 290 young people who presented as homeless have been placed in safe accommodation since November 2012. (SYP Cabinet Paper, April 2014) <p>(The) young carers services give some form of support to 1,200 young carers a year. However evidence suggests that this could be as low as just 10% of young carers in the county. The average age of a Surrey young carer is 12. (JSNA Chapter: Young Carers)</p> <p>There are approximately 190 Unaccompanied (or former unaccompanied) asylum seeking children (UASC) in Surrey that mostly fall between the ages of 16 and 21. (JSNA Chapter: Unaccompanied (or former unaccompanied) Asylum Seeking Children)</p>
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			<p>Surrey County Council's Race Equality and Minority Achievement Service estimates that currently (May 2011) there are about 1100 GRT pupils receiving mainstream education in Surrey and a further 120 children of school age (2-16) in the county who are receiving Elective Home Education. (Needs Analysis for Gypsy, Roma and Traveller Children and Young People in Surrey 2013)</p> <p>According to School Census and Traveller Education Support data (which includes both self-ascribed and non-ascribed children) there were an estimated 2203 children aged 0-19 in 2009. Guildford had the highest number with 300, followed by Runnymede with 104 children. In all other boroughs and districts there were less than 100 GRT children. (Needs Analysis for Gypsy, Roma and Traveller Children and Young People in Surrey 2013)</p> <p>There is a tendency among GRT children and young people to marry and have children at a younger age. A significant number of GRT children leave mainstream schooling by the age of 13. The law permits parents to educate their children at home, although GRT parents are not always able to support their children effectively in home education. (Needs Analysis for Gypsy, Roma and Traveller Children and Young People in Surrey 2013)</p>
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			<p>GRT children and young people often see vocational training and skills as more relevant in preparing them for adult life. Young men in particular have ambitions to go to college and obtain certification for trades, but current law restricts their access to college until the age of 16, by which time many are working fulltime and may be reluctant to return to education. Although some GRT children return to formal education at 16+ to take vocational college courses, local GRT parents have stated that having to wait until their children reach 16 before they can access vocational training acts as a barrier to educational achievement. (Needs Analysis for Gypsy, Roma and Traveller Children and Young People in Surrey 2013)</p>
<p>Disability</p>	<p>Services provided by the Pathways Team for young people who have Special Educational Needs and/ or Disabilities will be protected from the budget savings as this is a statutory function.</p>	<p>Funding pressures might limit the range of opportunities available for young disabled people.</p> <p>Bespoke provision within the Community Youth Work Service may be reduced. This might mean their needs are not fully met or that they, and their families, have to limit their aspirations.</p> <p>Young disabled people might be affected through the reduction of</p>	<p>In 2013/14 the Pathways Team in SYP completed over 2,000 statutory learning difficulty assessments for young people in years 9-13 with SEND (the vast majority of whom have Statements of Special Educational Need), to help them to prepare for their transition to post-compulsory provision. 87% of young people with SEND who progressed into year 12 in September 2013 were in positive destinations in January 2014.</p> <p>50% of the Youth Support Service cohort have Special Educational Needs/ Disabilities and the number of learners with special educational needs is set to increase over the next 10 to 20 years.</p>

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grants available to the Voluntary, Community and Faith Sector.

Young carers may be impacted by a reduction of resource within the Community Youth Work Service as there may not be capacity to run targeted projects.

Young people have said one of their key concerns is mental health and emotional wellbeing. They have highlighted that poor emotional wellbeing can impact on their ability to engage in learning or work. They have said that it would help to have people to talk to. They said in particular that long term relationships with people who they trust and understand what they are going through are really important. (Young People’s Perspectives, 2014).

There are approximately 8,500 children and young people aged 0-19 that may have a long-term illness, disability or a medical condition affecting their day-to-day activities. (JSNA Chapter: Children with disabilities)

In June 2012 there are 781 open cases across the Children with Disabilities Teams. (JSNA Chapter: Children with disabilities)

Children with disabilities are more likely to have Special Educational Needs (SEN). (JSNA Chapter: Children with disabilities)

People with a physical illness are six times more likely to have a mental illness than people without physical illness. (JSNA Chapter: Mental Health)

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			<p>80% of young people who are NEET in Surrey have additional learning needs (Surrey County Council, 2013).</p> <p>A study has suggested that of all people with mental health problems at age 26, 50% had first met psychiatric diagnosis criteria by age 15 and nearly 75% by their late teens. (JSNA Chapter: Mental Health)</p> <p>It is estimated that nationally 29% of families with disabled children are in poverty and 55% of families with children with disabilities are living in or at the margins of poverty. (Families in Poverty Needs Assessment)</p> <p>Young carers are typically children or young people living in families with a parent or sibling with an illness or disability for whom they provide care for. They are more at risk of possible mental-health disorders including stress, anxiety, low self-esteem, depression, eating disorders, difficulty in sleeping, and self-harm. (JSNA Chapter: Young Carers)</p> <p>Our young carers services give some form of support to 1,200 young carers a year. However evidence suggests that this could be as low as just 10% of young carers in the county. The average age of a Surrey young carer is 12. (JSNA Chapter: Young Carers)</p>
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			<p>'There are some other issues we have experienced that potentially hinder the outcomes for young people with sensory impairment. We have a particular concern about students being required to attend the college offering the course selected which is nearest to their home. For a variety of reasons, that nearest college might not best suit the needs of that student, and by attending the nearest college the student forfeits the ability to have transport provided. We are also concerned about the wider issue of transport limitations, as it is a significant issue for all our young people. As we all know, Surrey has areas that are poorly served by public transport, and young people with vision impairment will never be able to drive themselves. This makes the problem of social isolation very significant, in that it severely limits their opportunities to engage with the community and their peers, and of course impacts on their education, learning and employment. These young people are already disadvantaged when it comes to meeting and engaging with new people. The impact of mobility and transport issues exacerbates the problems faced by these young people in relation to their emotional wellbeing, resilience and mental health.' Feedback from Sight for Surrey</p>
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Gender reassignment

None

There may be a negative impact on young people who are trans or are questioning their gender identity if staffing is constrained within projects which are accessed particularly by this group.

Through previous experience of commissioning on a borough/ district basis it has become clear that some priority groups of young people, especially young transgender people, may miss out as the population is spread out across the county, rather than being located in on particular place.

Current prevalence of people experiencing gender variance in the UK is estimated at 600 per 100,000 people, with those with gender dysphoria presenting for treatment estimated at 20 per 100,000 people. There is a currently a rapid growth rate of 15% per annum. These figures do not take account of those who are questioning their gender identity or who have not made their gender dysphoria known. The median age of people presenting for treatment is 42. “Few younger people present for treatment despite the fact that most gender dysphoric adults report experiencing gender variance from a very early age. Social pressure, in the family and at school inhibit the early revelation of their gender variance.” (GIRES, 2009: 4).

Many young transgender people leave school with level 2 qualifications and 34% go on to achieve a degree, or higher degree in comparison with 27% of the wider UK population (Engendered Penalties, 2007). This might indicate that they are at less risk of becoming NEET, however, this largely hidden group are highly likely to experience reported that they have experienced transphobic bullying, harassment and discrimination in public places, schools, in the workplace and within their families. It is recognised that these experiences can have a negative impact on mental health and that there is a higher incidence of suicidality amongst lesbian, gay, bisexual and transgender young people than the wider

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<p>Page 114</p>			<p>youth population (Council of Europe). These factors all impact on a young person's ability to move into further education and employment and ability to access provision and feel confident in sharing with others about their situation.</p> <p>Access to medical treatment and safe accommodation are also key issues for these children and young people (Whittle et al, 2007).</p> <p>The needs of this group are unlikely to be identified on a local borough/ district level and therefore will not be reflected in the service specification.</p>
<p>Pregnancy and maternity</p>	<p>Young parents and young people who are expecting a baby have been highlighted as a priority group for SYP</p> <p>Young parents who fit the criteria of SYP will continue to have the opportunity to engage in personal development opportunities which will equip them for the workplace and parenthood. This will reduce risk factors and increase protective</p>	<p>There may be a negative impact on young parents if staffing is constrained within projects which are accessed particularly by this group. The frequency and depth of support might be limited.</p>	<p>Approximately 200 babies are born to teenage mothers and around 280 teenagers have terminations in Surrey each year (JSNA Chapter: Teenage Pregnancy)</p> <p>In 2010, 11% of the young people who were NEET in Surrey were teenage parents or were pregnant young women (One in Ten, 2010)</p> <p>About 40% of teenage mothers suffer from postnatal depression and mothers living in deprived communities or who are subject to domestic violence also experience above average rates.</p>

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	factors for both them and their child(ren).		GRT mothers are more likely to have complications during pregnancy. (JSNA Chapter: Maternity)
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 115</p> <p style="text-align: center;">Race</p>	<p>Young People from GRT communities have been highlighted as a priority group for SYP.</p>	<p>A constraint on staffing levels within teams who provide services accessed particularly by young people who are from the BAME community, including Gypsy, Roma and Traveller young people, may have a negative impact on them.</p> <p>GRT young people will lose their bespoke educational programme.</p> <p>Until systemic issues within education are addressed as part of the SCC GRT Strategy, there is a risk that the young people who would ordinarily benefit from participating in Gypsy Skills may miss out on educational opportunities.</p> <p>Young BAME people might be affected through the reduction of</p>	<p>White British people make up 83% of the resident population in Surrey. Other White is the second largest ethnic group with the largest ethnic minority group in Surrey being Indian, at 2.3% of the population. (JSNA Chapter: Ethnicity)</p> <p>The 2011 Census shows that:</p> <ul style="list-style-type: none"> • Surrey has become more ethnically diverse with rising numbers of people identifying with minority ethnic groups in 2011. • White was the majority ethnic group at 1,023,700 in 2011 (90.4 per cent). Within this ethnic group, White British was the largest group at 945,700 (83.5 per cent). • The White ethnic group accounted for 90.4 per cent of the usual resident population in 2011, a decrease from 95.0 per cent in 2001 and 97.2 per cent in 1991. • White British and White Irish decreased between 2001 and 2011. The remaining ethnic groups increased, Any Other White background had the largest increase of 16,600 (1.2 percentage points). • Across the districts in Surrey, Woking was the most

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		<p>grants available to the Voluntary, Community and Faith Sector.</p>	<p>ethnically diverse area and Waverley the least.</p> <p>SCC Education Performance 2011:</p> <ul style="list-style-type: none"> • The percentage of statements of SEN has increased amongst mixed and Asian ethnic groups in the past three years. • In 2011 those who performed better than the Surrey average in achieving KS2 % L4+ in both English & Maths and KS4 % 5+ A*-C including English & Maths GCSE include: Chinese, Mixed White/Asian and Indian children and young people. • Those performing below the Surrey average include Mixed White/Black Caribbean and Pakistani. • In 2011, GRT children and young people performed around 60% below the Surrey average for both achieving KS2 % L4+ in both English & Maths and KS4 % 5+ A*-C including English & Maths GCSE. <p>All ethnic minority groups in the UK have a higher proportions of poverty compared to the majority white population (Families in Poverty Needs Assessment)</p> <p>Independent research suggests that a higher proportion of people from BME communities in the UK experience mental health problems compared to White British people. (JSNA Chapter: Mental Health)</p>
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			<p>59% of children in the Surrey GRT community have special needs compared with 19% in the whole population. (Needs Analysis for Gypsy, Roma and Traveller Children and Young People in Surrey 2013)</p> <p>Many members of the GRT population are reluctant to reveal their ethnic identity and this, together with the travelling lifestyle of some communities, makes it difficult to determine the exact size of Surrey's GRT population. (Needs Analysis for Gypsy, Roma and Traveller Children and Young People in Surrey 2013)</p> <p>A significant number of GRT children leave mainstream schooling by the age of 13. The law permits parents to educate their children at home, although GRT parents are not always able to support their children effectively in home education. (Needs Analysis for Gypsy, Roma and Traveller Children and Young People in Surrey 2013)</p> <p>GRT children and young people often see vocational training and skills as more relevant in preparing them for adult life. Young males in particular have ambitions to go to college and obtain certification for trades, but current law restricts their access to college until the age of 16, by which time many are working fulltime and may be reluctant to return to education. Although some GRT children return to formal education at 16+ to take vocational college</p>
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			<p>courses, local GRT parents have stated that having to wait until their children reach 16 before they can access vocational training acts as a barrier to educational achievement. The withdrawal of the Education Maintenance Allowance in 2011 may prove to be a further barrier, given that many GRT young people come from low-income families. (Needs Analysis for Gypsy, Roma and Traveller Children and Young People in Surrey 2013)</p> <p>Children and young people in GRT communities are often expected to assume caring responsibilities for siblings or relatives (Needs Analysis for Gypsy, Roma and Traveller Children and Young People in Surrey 2013).</p> <p>Most UASC and former UASC under Surrey County Council care are from Afghanistan, Iraq, Iran, Eritrea and Vietnam. With the exception of those from Vietnam, Surrey has limited local communities to draw on to support these children. (JSNA Chapter: Unaccompanied (or former unaccompanied) Asylum Seeking Children)</p> <p>Recent research has shown that students from ethnic minorities are less likely to receive offers of university places than their white peers.</p> <p>http://www.bbc.co.uk/news/education-28424556</p>
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Religion and belief

None.

Through previous experience of commissioning on a borough/ district basis it has become clear that some priority groups of young people may miss out as the population is spread out across the county, rather than being located in on particular place.

Loss of funding available to the VCFS may lead to a reduced provision for young people who access provision outside of that commissioned by SCC as it may reduce the resources available.

In the 2011 Census, 62.8% of Surrey’s population identified themselves as Christian. The next largest group was that which reported no religion, at 24.8% of the population. Those reporting all other religions together, other than Christian, formed 5% of the Surrey population, of which the next largest religious group after Christian was Muslim (2.2% of the population). 7.4% of the population did not state their religion.

Between the 2001 and 2011 Censuses, the proportion of Christians in Surrey decreased by 11.8 percentage points from 74.6% to 62.8%. The proportion reporting no religion rose in the same period from 15.2% in 2001 to 24.8% in 2011. (JSNA Chapter: Religion)

In Surrey there are 112 maintained primary schools with a Religious Character and 188 of No Religious Character, while there are 11 maintained secondary schools with a Religious Character and 42 of No Religious Character.

Services can be ‘hard to reach’ for GRT families, for reasons including expectations around literacy; issues of trust and discrimination; and the isolated location of many GRT sites. (Needs Analysis for Gypsy, Roma and Traveller Children and Young People in Surrey 2013)

Cultural and religious sensitivity is paramount in

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			<p>developing and delivering services to ensure that they are appropriate and accessible to people who have, or do not have, a faith or religion.</p>
<p>Page 120</p> <p>Sex</p>	<p>None</p>	<p>None</p>	<p>There are 132,900 girls aged 0-19 in Surrey and there are 139,900 boys aged 0-19 in Surrey. (ONS Surrey)</p> <p>In 2011 the difference in educational attainment between boys and girls ranges from 18 percentage points at the EYFS to 6.4% at GCSE. (SCC Education Performance 2011)</p> <p>Boys are nearly three times more likely than girls to have statements in Surrey. (JSNA Chapter: SEN)</p> <p>There were 177 males and 19 females under the care of the Surrey Children’s Service, as of March 2011. (JSNA Chapter: Unaccompanied (or former unaccompanied) Asylum Seeking Children)</p>
<p>Sexual orientation</p>	<p>None</p>	<p>Through previous experience of commissioning on a borough/ district basis it has become clear that some priority groups of young people may miss out as the</p>	<p>JSNA Chapter: Sexual Orientation: Using mid-2009 population estimates, there are an estimated 5,700 young people aged 11-16 that are lesbian, gay, bisexual, transgender or questioning (LGBTQ).</p>

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<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 121</p>		<p>population is spread out across the county, rather than being located in on particular place.</p> <p>There may be a negative impact on young people who are lesbian, gay, bisexual or are questioning their gender identity if staffing is constrained within projects which are accessed particularly by this group.</p>	<p>Identity-related stigma contributes to in increased risk of Bullying and social exclusion – 34% of LGBTQ young people are estimated to have experienced homophobia whilst in school and domestic abuse – a third of LGBTQ young people are estimated to have experienced bullying at home by a parent.</p> <p>It is recognised that these experiences can have a negative impact on mental health and that there is a higher incidence of self harm suicidality amongst lesbian, gay, bisexual and transgender young people than the wider youth population (Council of Europe).</p> <p>A fear of homophobia and the issues listed above can impact on a young person’s ability to participate freely in education, training, employment and other activities.</p>
<p>Marriage and civil partnerships</p>	<p>None</p>	<p>None</p>	

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7b. Impact of the proposals on staff with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 122</p> <p style="text-align: center;">Age</p>	<p style="text-align: center;">None</p>	<p>Older workers may feel pressure to leave the service now that offers of voluntary severance have been made as part of the developments within Youth Work. Younger workers who may not hold professional qualifications and are currently employed by VCFS providers may be more at risk of redundancy now that the model is moving away from the Retained Employment Model.</p> <p>People who have more limited experience may experience greater difficulty in obtaining a post through the re-deployment pool.</p>	<p>Workforce data for Services for Young People (SCC, August 2014) shows that:</p> <ul style="list-style-type: none"> 13.2% are aged 15- 24 38.7% are aged 25- 39 45.3% are aged 40- 64 2.41% are aged 65- 75. <p>The impact on people who work for organisations currently commissioned to deliver services and the implication of TUPE arrangements are currently being explored.</p>
<p style="text-align: center;">Disability</p>	<p style="text-align: center;">None</p>	<p>There may be a negative impact on the emotional wellbeing of staff if staffing constraints results in an increased workload</p>	<p>Stress and other mental health issues are now among the main causes of employee absence (CIPD, 2007).</p> <p>Workforce data for Services for Young People (SCC, August 2014) shows that only 2.79% of staff have</p>

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		<p>Increased workload, broadened scoped and work related pressure may result in increased levels of stress and poor emotional wellbeing. The increased workloads and change of role/ location may reduce the level of flexibility available in working which could adversely impact on carers.</p>	<p>identified that they are disabled. By type of role, this equates to:</p> <p>1.64% of those working in frontline roles 5.1% of those working in team leader roles 5% of those who are in middle manager roles.</p> <p>No senior managers have stated that they are disabled. The impact on directly employed staff and those who work for organisations currently commissioned to deliver services will become clear as the project progresses.</p>
Gender reassignment	Unknown at this stage	Unknown at this stage, although moving teams may cause anxiety.	
Pregnancy and maternity	None	<p>There is the potential that it will be more difficult to offer flexible working opportunities in line with SCC policy if staffing is constrained.</p> <p>People may choose not to have children due to concern about what is happening in the workplace.</p> <p>Workers on parental leave may feel out of touch with what is happening in the workplace, feel deskilled/ left behind if they are away during the period when</p>	

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		changes are made, miss out on opportunities to apply for their preferred roles (if this process is needed) and experience less flexibility when they return to work with working patterns.	
Race	Unknown at this stage	Unknown at this stage	Data has shown of those employed within SYP 4.19% have identified themselves as being BME. (SCC, 2014)
Religion and belief	Unknown at this stage	Unknown at this stage, although people who work in VCFS organisations and may be more likely to have a faith may experience greater impact due to the funding available to those organisations being reduced.	Workforce data (2014) has shown that nearly 25% of the SYP staff have said they are Christian, 22% have no religion/ faith and 52% have not disclosed their religion/ faith. The remainder have identified as Buddhist, Hindu, Jewish and Muslim. The impact on directly employed staff and those who work for organisations currently commissioned to deliver services will become clear as the project progresses.
Sex	None	Female staff in front line roles are more likely to be impacted by the recruitment freeze in the YSS and reduction of posts in the Community Youth Work Service.	68% of the SYP workforce is female. Statistics show that of the workforce: 23.35% are female who work full time 44.8% are female who work part time 12.31% are male who work full time 19.54% are male who work part time. Gender analysis by position within SYP:

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			<p>Female front line staff: 68.21%</p> <p>Female team leaders: 73.98%</p> <p>Female middle managers: 50%</p> <p>Female senior managers: 27.7%</p> <p>The impact on directly employed staff and those who work for organisations currently commissioned to deliver services will become clear as the project progresses.</p>
<p>Page 125</p> <p>Sexual orientation</p>	Unknown at this stage	Unknown at this stage	<p>69.29% of the workforce in SYP have not stated or said that they would not prefer to identify their sexual orientation. Of those who have provided this information 29.7% have said they are heterosexual and 1.01% have identified as Lesbian, Gay or Bisexual.</p> <p>The impact on directly employed staff and those who work for organisations currently commissioned to deliver services will become clear as the project progresses.</p>
Marriage and civil partnerships	Unknown at this stage	Unknown at this stage	

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8. Amendments to the proposals

Change	Reason for change
None as yet.	n/a

9. Action plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner
Potential negative impact on services being affected for specific groups/ geographical areas should there be an unplanned approach to making savings through the freezing of recruitment.	Undertake an analysis of need and allocate resources accordingly within the YSS to ensure that young people who live in boroughs/ districts with existing vacancies are able to access services. Develop a strategic approach to making savings alongside the freezing of vacancies to ensure that there is a back-up plan should applications for external funding be unsuccessful.	1.4.15	Frank Offer and Ben Byrne
That staff and/ or young people will experience negative impact through a reduction in staffing.	Undertake an analysis of need and allocate resources accordingly within the YSS to ensure that boroughs/ districts with existing vacancies are not penalised by the strategy whilst fully staffed teams are unaffected. Develop a strategic approach to making savings alongside the freezing of vacancies to ensure that there is a back-up plan should applications for external funding be unsuccessful.	1.4.15	Frank Offer and Ben Byrne
Young people who have protected characteristics and access grant- funded provision through the	Ensure that all young people who are identified as being at risk of not participating post 16 or who are not in education, employment or training are		

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<p>Voluntary Community and Faith Sector and Individual Prevention Grants may experience greater barriers to participating in personal development opportunities/ required support, especially those who do not currently access local authority provision/ commissioned services.</p>	<p>identified and actively encouraged to engage in SYP provision. This is likely to involve identifying particular barriers to participation and building trust with families.</p>		
<p>Some Voluntary, Community and Faith Sector organisations may no longer be able to run the services currently funded with grants from SYP. There is a chance that some may fold.</p>	<p>Ensure that there is a clear understanding of the impact of reducing grants paid to the VCFS and if there are particular organisations may be vulnerable should the grants be unavailable. Ensure that these organisations are signposted to alternative sources of funding and informed about the re-commissioning process that is currently underway for SYP in 2015.</p>		

10. Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected
<p>A reduction of grants to the VCFS will reduce the range of activities available to young people unless alternative sources are identified.</p>	<p>Age, disability, race, sex, sexual orientation, gender reassignment, religion and belief.</p>
<p>A reduction in posts will reduce the amount of provision available to young people and increase the workloads of the workforce.</p>	<p>Age, disability, race, gender reassignment, sex, religion and belief, sexual orientation, pregnancy and maternity.</p>
<p>Young people will continue to experience barriers to participation as the result of the withdrawal of the Individual Prevention Grants.</p>	<p>Age, disability, race, gender reassignment, sex, religion and belief, sexual orientation, pregnancy and maternity.</p>

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11. Summary of key impacts and actions

<p>Information and engagement underpinning equalities analysis</p>	<p>Staff, managers, partner organisations, young people and stakeholders have been engaged regarding the new structure and delivery of Services for Young People from 2015-2020. Staff within Commissioning and Development and Centre Based Youth Work (what will be the Community Youth Work Service) are currently engaged in a formal consultation process and are vulnerable to redundancy. Once feedback has been received, this will be incorporated into the EIA where appropriate.</p>
<p>Key impacts (positive and/or negative) on people with protected characteristics</p>	<p>Young people will be adversely affected by the £2.66 million saving allocated to Services for Young People which will be achieved through a reduction in qualified and experienced frontline posts, the withdrawal of Individual Prevention Grants and funding allocated to the VCFS. There is a risk that bespoke provision for groups who have protected characteristics will also be reduced.</p>
<p>Changes you have made to the proposal as a result of the EIA</p>	<p>No changes have been made to date.</p>
<p>Key mitigating actions planned to address any outstanding negative impacts</p>	<p>To ensure that the impacts of the savings are actively monitored through management information, engagement with staff, partner organisations, service users, potential service users and their families. Any feedback which shows that individuals and groups who possess protected characteristics are experiencing negative impacts will be used to inform potential changes to the plan.</p>
<p>Potential negative impacts that cannot be mitigated</p>	<p>A reduction of grants to the VCFS will reduce the range of activities available to young people unless alternative sources are identified. A reduction in posts will reduce the amount of provision available to vulnerable young people and increase the workloads of staff. Barriers to participation will remain for young people who would have benefitted from Individual Prevention Grants.</p>