

Equality Impact Analysis Tool

Conducting an Equality Impact Analysis

An EqIA is an improvement process which helps to determine whether our policies, practices, or new proposals will impact on, or affect different groups or communities. It enables officers to assess whether the impacts are positive, negative or unlikely to have a significant impact on each of the protected characteristic groups.

The tool has been updated to reflect the new public sector equality duty (PSED). The Duty highlights three areas in which public bodies must show compliance. It states that a public authority must, in the exercise of its functions, have due regard to the need to:

- 1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under this Act;**
- 2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
- 3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.**

Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2019 – 2020
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: Children’s Services – Youth Review</p> <p>Short summary:</p> <p>Following extensive engagement with young people, local community organisations and providers, the Council intends to progress with the implementation of a new youth offer that has been co-designed to reflect local priorities and ambition for the future. Contracts for the current youth offer will expire on the 31st August 2019, subject to a short extension period to align with the outcome of the youth review. This provides an opportunity to significantly reshape and refocus the youth offer in line with local priorities and in response to changing needs following the Grenfell Tragedy.</p> <p>The new youth offer will seek to diversify provision across the Borough. It will deliver a broader programme of activities for young people in line with their local interests and priorities. In doing so, there will be the opportunity for a greater number of providers, including the local voluntary and community sector, to deliver these services. The new youth offer will also seek to strengthen targeted youth support and the detached outreach offer into local communities whilst also providing greater opportunity for young people to shape the services that they receive and be part of a new youth parliament.</p> <p>To date, the Council engaged with 984 stakeholders which includes 741 young people, 172 parents, 71 community groups and voluntary sector organisations including all current youth providers as well as various internal stakeholders. Consultation and co-design is ongoing. The new offer reflects local priorities and what young people have said is important to them, these are:</p> <ul style="list-style-type: none"> • Future and Ambition; • Crime and Safety; • Community and Environment, and; • Living Healthy, Happy Lives. <p>This new youth offer will form part of a wider provision across the Borough delivered by other departments and external partners including Family Services, Public Health, Community Safety, the Police, Schools and Colleges, CCGs and Health providers.</p> <p>The new youth offer will be delivered through the following four strands which respond to young people’s priorities:</p> <ul style="list-style-type: none"> • A wider range of activities, programmes and ‘pop-up’ provision that respond to what young people have asked for. This new offer will

	<p>invest more heavily in a wider range of activities that are delivered in accessible spaces across the Borough. There will be a core programme of activities throughout the year as well as shorter term, seasonal ‘pop-up’ activities shaped by young people on an ongoing basis. Young people have told us that they want a blend of activities run from youth clubs and more provision run across the Borough in flexible spaces, making the most of local assets. Young people have also told us that they would like more employment and education focused support, a stronger arts and culture offer, an opportunity to go on trips within and beyond the Borough, a broad range of sports activities and more support with wellbeing, personal development and independence skills.</p> <ul style="list-style-type: none"> • A strong youth participation offer to promote and coordinate the current youth offer whilst also facilitating young people to participate in decision making about the services they receive and programme of activities available. This will include the development of a youth parliament and the allocation of the young people’s participation fund, with the likely inclusion of a Young Mayor, Youth Commissioner. • Provision of a targeted and outreach youth work offer. Young people have told us that they do not always feel safe and they would like more done to address this. They would like new youth offer to address their concerns about safety as well as to provide additional support for young people who need it, particularly those where wellbeing or mental health is a concern. A newly established team will form part of the Council’s Early Help Service to provide a strengthened offer to young people most in need of additional diversionary or preventative support including those that are at risk of becoming, or are not in education, employment or training (NEET). • A network of locality based provision. Young people have told us that whilst they want to see more provision across the Borough that makes better use of local spaces, parks and community assets, many also value youth club provision. The new offer will consist of 2 main youth hub sites; one in the North of the Borough (Lancaster Road area), and one in the South (in Chelsea Riverside ward) and 5 youth club sites (this is likely to include clubs in the wards of Notting Dale, Golbourne, Dalgarno, and covering Stanley and Redcliff wards in the South of the Borough). The proposed locality based provision will also include two water sport facilities; one in the North and one in the South of the Borough. These hubs will coordinate a rich and varied offer of activities and support to young people across the Borough, ensuring this offer is well promoted to young people and families. • The creation of a Youth Foundation which will look to provide a voice for the youth sector, build capacity, offer networking opportunities, promote sustainable funding streams and facilitate the sharing of spaces sustainable funding streams and facilitate the sharing of spaces. The creation of a Youth Foundation has been strongly supported by the voluntary and community sector and it is anticipated that match funding will be available on an annual basis. The contribution from the Council to support infrastructure costs (including salaries, networking and promotion) will be £75,000 per annum.
<p>Lead Officer</p>	<p>Children’s Services Name: Etiene Steyn Position: Head of Commissioning – Children’s Services Email: etiene.steyn@rbkc.gov.uk</p>

Date of completion of final EIA	December 2018
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Section 02	Scoping of Full EIA
Plan for completion	<p>Timing: New youth services will commence from 01 August 2019</p> <p>Resources: A project team was established to undertake the review and carry forward subsequent recommendations consisting of 2 strategic commissioners, a Contract Manager, 2 part time outreach workers and a service development officer. The project team has relied upon internal expertise including Procurement, Legal, Business Intelligence and Corporate Property Services.</p>

Analyse the impact of the policy, strategy, function, project, activity, or programme

Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral or negative impact on equality, giving due regard to relevance and proportionality.

As identified in the JSNA on child poverty and other needs analyses there are concentrated levels of child deprivation in the North of the Borough (Notting Dale, Golborne, Dalgarno, St Helens and Colville wards) and pockets of high deprivation in the East and South of the Borough (Chelsea Riverside and Brompton and Hans Town wards) likely corresponding to social housing estates in these areas.

When specifically referencing the most deprived children and young people in the borough, they are largely within the Northern parts of the Borough, making up large sections of the Dalgarno, Golborne, St Helens and Notting Dale wards. However, there are also identified areas in the most deprived 10% in Chelsea Riverside and Brompton and Hans Town wards. These areas are expected to be areas in which there are larger populations of deprived young people in need of Council support and support from partner agencies. This deprivation is shown to correlate with a range of additional needs such as SEND, Youth Violence and lack of employment.

Proposal 1: Establishing Activity Based Provision consisting of a core programme of activities as well as bespoke, time limited and seasonal projects.

The impact is that this new offer will invest in a wider range of activities that are delivered in accessible spaces across the Borough. There will be a core programme of activities throughout the year as well as shorter term, seasonal 'pop-up' activities shaped by young people on an ongoing basis.

By implementing this proposal, young people will have a blend of activities run from youth clubs and provision run across the Borough in flexible spaces, making the most of local assets. Young people have also told us that they would like employment and education focused support, a stronger arts and culture offer, an opportunity to go on trips within and beyond the Borough, a range of sports activities and more support with wellbeing, personal development and independence skills. The impact of implementing this proposal is that it ensures that young people receive a range of activities that support what they have identified as important to them.

In addition to this youth offer across the Borough, the Council has also transferred funds to the London Community Foundation as part of its commitment to Game4Grenfell to help establish the Grenfell Youth Fund that has a number of other donors. With this transfer from the Council, the total Fund will exist over a 5-year period and will award grant to local organisations working with young people who were victims of the Grenfell Tragedy or affected communities. Whilst these funds are being administered independently from the Council, the anticipated impact of this is that young people affected by the Grenfell Tragedy will have access to projects delivered by local organisations with a focus on wellbeing (mental health support, trauma therapy, sports, music and dance), empowerment (youth leadership, violence reduction, community cohesion) and finally being work ready (offering work experience, training, skills or qualifications).

The Activity Based provision consisting of a core schedule of programmes and more bespoke, seasonal project, will aim to ensure

provision is located in areas of need and deprivation. Additionally, Locality Based Provision consisting of youth hubs and youth clubs will be more highly concentrated within areas with highest deprivation. In this way, provision will be better placed to young people who need support and access to positive activities.

Proposal 2: A strong youth participation offer to promote and coordinate the current youth offer whilst also facilitating young people to participate in decision making about the services they receive and programme of activities available. This will include the development of a youth parliament and the allocation of the young people's participation fund with the likely inclusion of a Young Mayor and Youth Commissioner.

Currently, there are a number of youth forums across the Borough that are either commissioned by the Council or that are run independently. This review has mapped the provision and it is evident that there is a rich and diverse offer from the voluntary sector beyond commissioned services which offer a wide range of opportunities for young people many of which exist independently from the Council's commissioned offer.

These forums offer formal youth participation groups where young people meet and debate social and economic issues affecting them. However, they do not systematically communicate with each other nor do they have established links with the Council to inform decision making. This is especially relevant for vulnerable young people who are believed to be underrepresented within these forums.

The impact of establishing youth participation as part of the Early Help Team is that the voice of young people will be promoted and clearly heard in decisions that affect them; and young people will be better placed to shape policies and initiatives. With the provision of a youth parliament and more coordination of youth forums, the impact is that a network of youth forums will be established, further encouraging youth engagement and participation.

Additionally, the proposed Youth Hubs and Youth Clubs will deliver a range of activities, support and programmes for young people in line with their 4 priority areas as well as unstructured, open access provision. As part of these activities, support and programmes, the youth hubs and clubs will also work with vulnerable groups of young people or young people from minority groups. Examples of these groups of young people include Looked After Children; Care Leavers; young people from BAME communities; young parents; young people from the LGBTQI+ community; and young people at risk of serious youth violence and offending behaviours.

In this way, young people who are vulnerable or who are from under-represented communities are able to participate, be heard and have a say in decisions that affect them in the Borough.

There will be a reduction in spend for youth participation. The potential impact on young people could be that there is a reduction in some youth participation activity. The intention of these proposals are to cease activities that are not valued by young people and commission activities that young people have identified as important and that are currently gaps in service provision. The new offer will include a Borough-wide coordinated approach to youth participation; direct input by young people into decision making in the Council and across the Borough; and young people having more of a say in which activities are delivered and how these are delivered

The impact of these proposals will be assessed as part of the mobilization and will implement measures that mitigate any potential negative impacts that are subsequently identified.

Proposal 3: Establish a new team that will form part of the Council's Early Help Service to strengthen the offer to young people most in need of additional diversionary or preventative support including those that are at risk of becoming, or are not in education, employment or training (NEET).

There will be a reduction in spend for targeted youth support and detached and outreach. However, the review has identified areas of duplication between Council provision and the commissioned offer. Additionally, the landscape is currently fragmented and young people do not know where to go to access support or services. Stronger links need to be established with the Early Help service, wider Council services and those commissioned by the CCG in order to provide robust and effective support to young people most at risk.

Whilst there will be a reduction in spend, the aim is to maximise existing resources and reduce duplication by aligning service provision. There will be a shift in focus so that the new services ensures that vulnerable groups or those young people with protected characteristics are supported through a coherent and clearly articulated offer.

The impact of these proposals will be continually assessed and reviewed to implement measures that mitigate any potential negative impacts.

The new youth workers will be visible within communities and will embed earlier identification and intervention as well as improve integration with other Council departments and partner services. These youth workers will work in areas of high deprivation and will work with young people to prevent behaviours from escalating to the point where young people are at risk of care, custody, school exclusion or serious harm. The youth work support will be much more closely integrated with effective family intervention that works to support change within the family as well as the wider system of schools, colleges and youth centres.

The team will as a priority:

- Establish and run a Youth Parliament with an appointed Mayor and Young Commissioner, giving young people the opportunity to represent their wards about issues that affect their communities.
- Support the British Youth Council representative with the local Young Member of Youth Parliament and the Deputy Member of Youth Parliament
- Link with other youth forums to facilitate decision making opportunities.
- Link in with local cultural organisations to develop opportunities to broaden the horizons and life experiences of young people
- Support the annual international youth work conferences
- Support Looked After Children and Care Leavers by encouraging representation on the Youth Parliament
- Support the engagement and involvement of young people with SEND and all vulnerable groups
- Manage the youth participation fund, making it available to young people in the Borough and for projects run by the Youth Parliament.

- To promote and communicate the youth offer and services for young people across the Borough
- Ensure that the voice of young people is central to all future children and young people's service planning, review and development.

The overall anticipated impact is that it will increase the aspiration and attainment of young people in the Borough. In particular, the intended impact is to improve standards of engagement and promote equality of opportunity. This will help to ensure that all young people have the necessary qualities, skills and qualifications they need to succeed in life.

The impact of the proposed team is that it will have a particular focus upon Contextual Safeguarding to support groups of young people who do not usually engage with services in areas of high deprivation. It will create clear pathways for schools, families and young people where young people's behaviour places them at risks of exclusion. The service will identify and link young people to other statutory services such as Community Safety, Education (SEND), Insights commissioned by Public Health, and Prevent as well as work with Education Services to develop additional options for those most at risk of exclusion (or who have been excluded). The team will also be able to address identified concerns such as a disproportionality of BAME in the criminal justice system and school exclusions.

The rationale for establishing this team is also underpinned by the need to better integrate with Family Services as:

- Early Help data indicates that concerns relating to education are a common reason for referrals. There is a need for youth work integrate with teams across the Council and in in the education sector towards joint outcomes.
- Rates of knife crime and serious youth violence are comparatively low in RBKC compared with other London Boroughs. However, this is a growing area of focus within RBKC and across London. These proposals have incorporated planned developments within Community Safety and will look to integrate and align the offer within the Borough.
- The group of Looked After Children in RBKC represents a significantly larger proportion of older young people in the London or England averages, this indicates that there are more older young people entering care than elsewhere. Youth services therefore need to be better integrated to effectively link in with Looked After Children and Care Leavers services.

Proposal 4: A network of locality based provision. Young people have told us that whilst they want to see more provision across the Borough that makes better use of local spaces, parks and community assets, many also value youth club provision. The new offer will therefore consist of 2 main youth hub sites, 5 youth club sites as well as two water sport facilities.

The impact is that these hubs will coordinate a rich and varied offer of activities and support to young people across the Borough, ensuring this offer is well promoted to young people and families. Engaging young people, and ensuring that young people from all backgrounds are able to access this offer, will be a key priority and therefore have demonstrable impact. It will also look to make the buildings available for voluntary and community organisations.

Whilst there wasn't complete consensus in relation to youth clubs and locality based provision a significant proportion of young people told us that they value youth clubs and see them as safe spaces but that they want both structured and unstructured provision to be delivered. Structured provision is likely to include specific activities relating to one of their priority areas, such as life skills and

unstructured provision will be delivered on a drop in basis. To meet the drivers and priorities, the proposed approach is to create Locality Based Provision by establishing a network of two main 'Youth Hubs' (one in the North and one in the South of the Borough) and funding to 5 youth clubs across the Borough. These two main Youth Hubs will deliver services to young people, and coordinate a Youth Network of services and activities in their locality.

The impact for Locality Based Provision includes the creation of a flexible and responsive offer for young people which can meet changing needs of young people, and offer young people choice. It means that it also becomes community based provision located in areas which young people perceive as safe spaces and that are situated in areas that will work with young people who do not usually engage with services. The impact of Locality Based Provision is that it will improve outcomes for young people, ensuring they have equal opportunities to access services and to develop positive futures. These services will be well coordinated and communicated, the impact of this is that a clear Borough wide offer to young people is articulated, which builds on strengths and specialisms of a wide range of partners and organisations and resulting in higher uptake by young people who are clear about where to go for information, guidance, advice or support.

A further impact of the Locality Based Provision is that it will maximize strengths and assets of the Borough, providing coordination to ensure the best use of spaces and buildings accessed by young people and the community, to support organisations and community groups to develop and collaborate. The impact of this is that Council buildings will not be under-used but instead become dynamic spaces that promote participation in local community initiatives and groups.

The impact of Locality Based Provision is that it will use a whole systems approach with clear interfaces between services and early identification of need. It means that young people will receive the right support at the right time and that they are clear about where to go when they need support.

It is worth including that the Council is funding 5 eligible youth clubs, following a competitive procurement process, rather than 6 (as is the intention of the current offer). This is because currently only 5 youth clubs are in operation. One of the existing Clubs (Golbourne Youth Club) has low levels of attendance rates (the reason provided as being the isolated location of the youth club preventing footfall). For a number of months, Lancaster Youth Club has been closed because it was used as a space for Grenfell donations. This resulted in young people attending Golbourne Youth Club instead. After a process of renovation, final health and safety works are currently being carried out to re-open Lancaster Youth Club. As the location of Golbourne has a low footfall, it is anticipated that it will merge with Lancaster Youth Club in order to increase attendance and footfall of young people in the area. This merger is anticipated to pre-date the launch of the new youth offer in September 2019.

The impact of this merger on young people is expected to be neutral. The distance between the Golbourne and Lancaster is 0.3 miles (a 6 minute walk). Given that Lancaster Youth Club is better positioned and well established within the community, it is anticipated that the rates of footfall will increase and that attendance will therefore be improved. The exact layout and location of the future youth clubs offer be subject to a competitive procurement process so cannot be confirmed at this point. Any changes will be contingent on the Lancaster site being open and operational.

Proposal 5: The creation of a Youth Foundation

The Office of National Statistics projections indicate that there are 14,600 young people (in the 10-19 age bracket). This is expected to rise to 15,000 by 2020 and 15,500 by 2025. As such there is a need to future proof youth services and build additional capacity and sustainability into the sector over the next seven years to account for the rising youth population (an additional 6%).

The impact of this proposal is that young people will receive long term services as the Foundation will:

- Provide fundraising expertise to smaller organisations
- Embed coordination and collaboration within the voluntary sector; especially needed in RBKC as this has been a constant theme from engagement with the market that there is a need for collaboration and the coordination of a network
- Sharing knowledge of alternative funding streams between member organisations as part of this network, thereby promoting sustainability and reducing competition.
- A Foundation model encourages organisations to be less dependent on one sourcing supply and to attract additional funding streams.
- The Foundation model supports the sustainability of smaller and local 'grass roots' organisations in RBKC.

Across all of the protected characteristics outlined below, different providers currently offer youth forums and activities or sessions for young people who are vulnerable or young people with protected characteristics. As examples, this includes young travellers sessions, LGBTQI+ youth forum, and SEND specific activities.

With the reduction in youth participation, there may be a potential an impact on participation activities. However, the new model has been designed with flexible components that focus upon the needs of young people, especially those that are vulnerable or have protected characteristics. To mitigate against this impact, the new offer will implement:

- A participation team to flexibility offer provision and promote activities and the voice of young people
- A Youth Foundation to support groups and organisations that are not part of the commissioned offer
- A youth participation fund if young people wanted to run their own initiatives
- Specifications for youth hubs and youth clubs that will include the running of these groups

In the event that there is a change in provider, the Council will ensure that the level of offer to these groups is maintained or enhanced. Ongoing mapping will continue to ensure that these groups and forums are connected to the new provision and are not negatively impacted.

	Protected characteristic	Analysis	Impact: Positive, Negative, Neutral																																																																				
	Age	<p><i>Young People:</i></p> <p>The location of young people across the Borough is approximately:</p> <table border="1" data-bbox="840 391 1686 1152"> <thead> <tr> <th>Ward</th> <th>10-19 Population</th> <th>% of total</th> <th>Area</th> </tr> </thead> <tbody> <tr><td>Notting Dale</td><td>1117</td><td>8.05%</td><td>North</td></tr> <tr><td>Golborne</td><td>1015</td><td>7.31%</td><td>North</td></tr> <tr><td>Dalgarno</td><td>933</td><td>6.72%</td><td>North</td></tr> <tr><td>Redcliffe</td><td>919</td><td>6.62%</td><td>South</td></tr> <tr><td>Courtfield</td><td>860</td><td>6.19%</td><td>South</td></tr> <tr><td>Stanley</td><td>855</td><td>6.16%</td><td>South</td></tr> <tr><td>Holland</td><td>848</td><td>6.11%</td><td>Central</td></tr> <tr><td>Colville</td><td>803</td><td>5.78%</td><td>North</td></tr> <tr><td>Campden</td><td>789</td><td>5.68%</td><td>Central</td></tr> <tr><td>Chelsea Riverside</td><td>773</td><td>5.57%</td><td>South</td></tr> <tr><td>Queen's Gate</td><td>764</td><td>5.50%</td><td>Central</td></tr> <tr><td>Earl's Court</td><td>727</td><td>5.24%</td><td>Central</td></tr> <tr><td>Abingdon</td><td>680</td><td>4.90%</td><td>Central</td></tr> <tr><td>Brompton & Hans Town</td><td>640</td><td>4.61%</td><td>South</td></tr> <tr><td>Royal Hospital</td><td>630</td><td>4.54%</td><td>South</td></tr> <tr><td>St Helen's</td><td>576</td><td>4.15%</td><td>North</td></tr> </tbody> </table>	Ward	10-19 Population	% of total	Area	Notting Dale	1117	8.05%	North	Golborne	1015	7.31%	North	Dalgarno	933	6.72%	North	Redcliffe	919	6.62%	South	Courtfield	860	6.19%	South	Stanley	855	6.16%	South	Holland	848	6.11%	Central	Colville	803	5.78%	North	Campden	789	5.68%	Central	Chelsea Riverside	773	5.57%	South	Queen's Gate	764	5.50%	Central	Earl's Court	727	5.24%	Central	Abingdon	680	4.90%	Central	Brompton & Hans Town	640	4.61%	South	Royal Hospital	630	4.54%	South	St Helen's	576	4.15%	North	Neutral
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Norland	553	3.98%	North
Pembridge	402	2.90%	Central

Proposals have not increased or decreased the age range of young people who can access services, and therefore the impact is neutral. Whilst the age range remains the same, the impact of these proposals is that more young people will access a wider range of services. These proposals will deliver a diverse and enhanced offer such as the new Youth Parliament that will give young people across the Borough a way to participate in issues that matter to them; or a wider range of activity based provision.

There will be a reduction in funding to overall youth services spend, however, it is not anticipated that this will have a negative impact on young peoples' experience or access given that the new offer has been tailored to what young people have asked for.

Disability

Young People with Special Education Needs and Disabilities (SEND)

Data from the School Census indicates that 550 secondary school pupils in RBKC are registered as having special education needs or a disability (this number only covers state-funded secondary schools). Of these, 128 have an Education, Health and Care (EHC) plan and 422 are receiving SEN support. Although this data will exclude those out of school, in schools out of Borough and in independent schools, it gives a good baseline figure for prevalence.

Primary Type of Need	Count	Percentage of Total
Social, Emotional and Mental Health	103	18.7
Speech, Language and Communications Needs	102	18.5
Moderate Learning Difficulty	97	17.6
Specific Learning Difficulty	89	16.2
Autistic Spectrum Disorder	64	11.6
Other Difficulty/Disability	29	5.3
SEN support but no specialist assessment of type of need (4)	29	5.3
Physical Disability	13	2.4
Visual Impairment	8	1.5
Severe Learning Difficulty	6	1.1
Hearing Impairment	5	0.9
Multi-Sensory Impairment	4	0.7
Profound & Multiple Learning Difficulty	1	0.2

Neutral/
Positive

		Total	550	100	
		<p>Current proposals have not increased or decreased the criteria to access services. However, all commissioned services where applicable will include clear requirements for young people with special educational needs and disabilities to be able to access services. The new specifications for youth hubs, youth clubs and activity based provision will specifically require providers to ensure universal open access provision is accessible to those with SEND. Organisations will be asked to outline how they will engage and increase numbers attending from vulnerable groups and protected characteristics, as well as promote inclusion and raise awareness.</p> <p>In this way, engagement rates are intended to increase and therefore the impact will be neutral to positive. This will be part of the annual targets that will be regularly contract monitored.</p>			
	Gender reassignment	<p>No data available as this is not currently collated or reported. It is deemed likely that the new proposals will have a neutral to positive impact specifically relating to this characteristic.</p> <p>All commissioned services where applicable will include clear requirements for vulnerable young people or young people from minority groups to be able to access services. In this way, engagement rates are intended to increase and therefore the impact will be neutral to positive. This will be part of the annual targets that will be regularly contract monitored.</p> <p>The new specifications for youth hubs, youth clubs and activity based provision will specifically require providers to ensure universal open access provision is accessible to all young people. Organisations will be asked to outline how they will engage and increase numbers attending from vulnerable groups and protected characteristics, as well as promote inclusion and raise awareness.</p> <p>There are currently a number of youth forums that have either been set up to specifically represent vulnerable groups of young people or young people from minority groups. However, these are stand alone and there are no links to the Council (with the exception of the LAC and Care Leavers Council) to ensure that young people have a say in decision that affect them or a coordinated voice. The comms and networking officer will better coordinate these youth forums and ensure that young people who are vulnerable or who are from under-represented communities are able to participate, be heard and have a say in decisions that affect them in the Borough.</p>			Neutral

	Marriage and Civil Partnership	These proposals do not impact on marriage and civil partnership and are therefore neutral.	Neutral																							
	Pregnancy and maternity	<p>Any proposals would fall in line with Council policy in relation to pregnancy and maternity. These proposals do not therefore impact on Pregnancy and maternity.</p> <p>However, if pregnancy rates in relation to young people are being considered, all commissioned services where applicable will include clear requirements for vulnerable young people or young people from minority groups to be able to access services. In this way, engagement rates for young parents are intended to be sustained or increase and therefore the impact will be neutral to positive. This will be part of the annual targets that will be regularly contract monitored.</p> <p>The new specifications for youth hubs, youth clubs and activity based provision will specifically require providers to ensure universal open access provision is accessible to all young people. Organisations will be asked to outline how they will engage and increase numbers attending from vulnerable groups and protected characteristics, as well as promote inclusion and raise awareness.</p> <p>The aim of these proposals will be to help young people make positive life choices, especially in terms of sexual education and further reducing the rates of teen parents.</p>	Neutral																							
	Ethnicity	<p>According to data from the 2011 census under 25's in RBKC are significantly more diverse than the national averages with large proportions of Asian/British Asian, Black/African/ Caribbean/ Black British and Mixed/multiple ethnic group. It is worth noting that these groups are smaller than the London average.</p> <p>RBKC has high levels of children and young people speaking English as an additional language (not as a first language). In secondary schools this level is 46.7% compared to the national average of 16% or the London average which is 41.5%.</p> <table border="1" data-bbox="757 1200 1776 1445"> <thead> <tr> <th colspan="4">0-25 Age Group</th> </tr> <tr> <th>Ethnic Group</th> <th>RBKC</th> <th>London</th> <th>England</th> </tr> </thead> <tbody> <tr> <td>White: Total</td> <td>59.75%</td> <td>38.04%</td> <td>79.22%</td> </tr> <tr> <td>Mixed/multiple ethnic group: Total</td> <td>11.42%</td> <td>9.19%</td> <td>4.61%</td> </tr> <tr> <td>Asian/Asian British: Total</td> <td>11.12%</td> <td>20.66%</td> <td>10.23%</td> </tr> <tr> <td>Black/African/Caribbean/Black British: Total</td> <td>8.85%</td> <td>17.35%</td> <td>4.64%</td> </tr> </tbody> </table>	0-25 Age Group				Ethnic Group	RBKC	London	England	White: Total	59.75%	38.04%	79.22%	Mixed/multiple ethnic group: Total	11.42%	9.19%	4.61%	Asian/Asian British: Total	11.12%	20.66%	10.23%	Black/African/Caribbean/Black British: Total	8.85%	17.35%	4.64%
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		Other ethnic group: Total	8.87%	4.00%	0.69%		
		<p>New proposals will make it a requirement of organisations to demonstrate how they have reached young people from the BAME communities who do not typically engage with youth services in the Borough. Through the engagement process it has been recognised that there are community groups, independent from the council, who are highly effective at engaging young people from BME communities. The development of local networks, coordinated by youth hubs, will ensure this successful engagement is recognised and that these young people are supported to access additional services. Youth clubs working in local areas will also have a specific focus on outreach and engaging those who may not engage with youth services.</p> <p>The new specifications for youth hubs, youth clubs and activity based provision will specifically require providers to ensure universal open access provision is accessible to those from BAME communities. Organisations will be asked to outline how they will engage and increase numbers attending from vulnerable groups and protected characteristics, as well as promote inclusion and raise awareness.</p> <p>As part of the new offer to established detached and outreach, it is anticipated that young people who are vulnerable and from minority groups, including BAME communities, will be engaged and encouraged into positive activities and support. This offer will link in with wider Council services and those of partner agencies to ensure there is a strong targeted support in place.</p> <p>As part of an offer with more coordinated youth forums, youth participation and a youth parliament, the Council will be better placed to respond to the needs of vulnerable young people and minority groups.</p> <p>Therefore the impact of these proposals on ethnic groups will be neutral.</p>					
	Religion/belief (including non-belief)	<p>No data available for young people's religion and belief. However, as part of an offer with more coordinated youth forums, youth participation and a youth parliament, the Council will be better placed to respond to the needs in this particular area.</p> <p>As part of the youth hub and youth club offer, youth forums will support the exploration of culture, heritage and Identity which will also include religious views or beliefs.</p> <p>The new specifications for youth hubs, youth clubs and activity based provision will specifically require providers to ensure universal open access provision is accessible to all young people.</p>					Neutral

		<p>The specifications will also require the service to explore and promote cultural identity and heritage as part of young people's priority to focus upon 'Community and Environment'. Organisations will be asked to outline how they will engage and increase numbers attending from vulnerable groups and protected characteristics, as well as promote inclusion and raise awareness.</p> <p>Therefore, the impact of these proposals will be neutral.</p>	
	Sex	<p>A high proportion of young people attending or receiving a youth service intervention are male.</p> <p>Organisations will need to submit proposals demonstrating how they will increase rates of young women attending youth clubs and hubs. These will be included as part of the annual targets that will be monitored. Submissions for activity based provision will also need to demonstrate how projects will engage with more young women across the Borough. Where appropriate and identified, gender specific groups or activities may be established to increase engagement rates of young people.</p> <p>Therefore, the impact of these proposals on sex will be positive.</p>	Positive
	Sexual Orientation	<p>No data available. However, it is anticipated that new proposals will have a neutral to positive impact.</p> <p>All commissioned services where applicable will include clear requirements for vulnerable young people or young people from minority groups to be able to access services. In this way, engagement rates are intended to increase and therefore the impact will be positive. This will be part of the annual targets that will be regularly contract monitored.</p> <p>The new specifications for youth hubs, youth clubs and activity based provision will specifically require providers to ensure universal open access provision is accessible to all young people. Organisations will be asked to outline how they will engage and increase numbers attending from vulnerable groups and protected characteristics, as well as promote inclusion and raise awareness.</p> <p>There are currently a number of youth forums that have either been set up to specifically represent vulnerable groups of young people or young people from minority groups. These include some specific LGBTQI+ youth forums. As part of the transition to the new model, there will be a continued mapping of these groups to ensure that there is a continued offer to these young people.</p> <p>Additionally, groups that have been mapped are stand alone and there are no links to the</p>	Neutral

	<p>Council to ensure that young people have a say in decision that affect them. The comms and networking officer will better coordinate these youth forums and ensure that young people who are vulnerable or who are from under-represented communities are able to participate, be heard and have a say in decisions that affect them in the Borough and potential to design of activities or services.</p>	
<p>Human Rights or Children’s Rights If your decision has the potential to affect Human Rights or Children’s Rights, please contact your Equality Lead for advice</p> <p>Will it affect Human Rights, as defined by the Human Rights Act 1998? No</p> <p>Will it affect Children’s Rights, as defined by the UNCRC (1992)? No</p>		

Section 03	Analysis of relevant data Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.
Documents and data reviewed	<p>Young people: Peer to Peer Needs Analysis – August 2018 Engagement Findings Report – September 2018 Needs Analysis – August 2018</p>
New research	

Section 04	Consultation					
Consultation	<p>Summary of Organisations Engaged with</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>Peer to Peer youth survey conducted by Working with Men and RBKC</td> <td style="text-align: center;">152</td> </tr> <tr> <td>Youth Review Engagement</td> <td style="text-align: center;">619</td> </tr> </table>		Peer to Peer youth survey conducted by Working with Men and RBKC	152	Youth Review Engagement	619
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Engagement with parents	172
Organisations and community groups engaged	72
Total number of people engaged	1015

The number of organisations and community groups engaged across RBKC is 71, as below.

There were 4 organisations or groups that the project regularly reached out to but unfortunately have not been able to meet with to date, these being: Chickenshed theatre, Pimento Community Project, Portobello Dance School, and Prospects.

Organisation Name	Number of times engaged	Number of parents introduced to	Number young people introduced
ACAFA	2	0	0
Action Disability Kensington and Chelsea	1	0	0
African Women's Care	1	0	0
Al Manaar	1	0	0
Azza Supplementary School	1	0	13
Baraka Youth	3	0	8
Big Local	2	0	11
Blenheim/Insight	1	0	0
Break4U Forum	1	5	3
Chelsea Academy	1	0	40
Chelsea Theatre	1	2	0
Chelsea Youth Club	1	0	30
Chickenshed Theatre	0	0	0
Child Bereavement UK	2	0	0
Children in Care Council	1	0	4
Clement James Centre	3	0	13
Community Champions	1	0	3
Coram	1	0	0
Dalgarno Trust	7	0	18
Earls Court Youth Club	6	3	12
EPIC CiC	14	0	89
Flying Gorillas	1	0	0
Golborne Youth Community Centre	2	0	20
Grenfell United	2	0	0
Guinness Trust	1	0	0
Harrow Club	6	0	68
Henry Dickens Community Centre	3	0	9
Hestia Housing & Support	1	0	0
Imperial University	2	0	0
Kensington Aldridge Academy	2	0	62
Kensington and Chelsea Social Council	5	0	0
Kids on the Green	1	0	0

Lancaster West Residents Association	1	0	4
Lancaster West Youth Forum	3	0	0
Latymer Community Church	1	0	0
London Sports Trust	2	0	0
London Youth Assembly	1	0	2
Making Communities Work and Grow	6	25	25
Midaye Somali Development Network	3	0	0
Migrants Organise	2	0	0
Musawa	1	0	0
Natural History Museum	2	0	0
Noise Solution	1	0	0
North Kensington Youth Festival	1	20	40
Octavia Foundation	3	0	10
Outreach sessions/Youth Panel/Commissioning events (RBKC)	14	14	58
Pimento Community Project	0	0	0
Portobello Dance School	0	0	0
Prospects	0	0	0
QPR in the Community Trust	2	0	13
Rugby Portabello Trust	6	4	15
SASH	1	0	0
Science Museum	2	0	0
SPID Theatre	3	0	8
Kensington & Chelsea Supplementary Schools Partnership	1	0	0
The Curve Community Centre	5	87	6
Total Family Coaching	1	0	0
Venture Community Association	1	0	0
Victoria and Albert Museum	3	0	0
WAND UK	1	0	0
WCC Youth Foundation	1	0	0
West London Action for Children	1	0	0
West London Zone	2	0	0
Westway Fives	2	0	0
Westway Sports Centre	2	11	19
Westway Trust	2	0	0
Working with Men	1	0	152
Worlds End Community Centre	1	1	0
Xenzone	2	0	0
Youth Offending Team	2	0	3
Young Hammersmith & Fulham Foundation	1	0	0
Youth Action Alliance	6	0	13
TOTAL number of organisations & community groups: 72		172	771

Analysis of consultation outcomes

- A full findings report on the consultation can be found in the appendix of the Strategy Paper
- The findings of the consultation will help the council to understand the needs of young people and the requirements of the community when undertaking the reprourement.

As part of the youth review, the Council has been engaging extensively with a range of stakeholders since February 2018. To date, the Council engaged with 984 stakeholders which includes 741 young people, 172 parents, 71 community groups and voluntary sector organisations including all current youth providers as well as various internal stakeholders such as Children’s Services, Early Help, Public Health and Community Safety, Grenfell Health and Wellbeing Team and Grenfell Response Team. Engagement and co-design is an ongoing process, and as such the engagement process will continue through to mobilisation of the new service and beyond.

To engage with young people, parents and residents, outreach workers visited youth clubs, community groups, coffee mornings, school groups, representative bodies, assemblies, youth forums and community events. They have also engaged with specific groups of young people that include children in care, care leavers, young people with special educational needs, young travellers and young people that are in the youth justice system. They also undertook street based and estate based outreach in order to engage with young people in the community or those who would not ordinarily use youth clubs.

The purpose of this engagement was to obtain the views of young people, parents and residents on current youth provision in the Borough, and also to identify what their key priorities are for the future.

Engagement findings

An early and consistent finding from the engagement is that young people want to be more involved in decisions that affect them. The Council therefore placed young people at the centre of engagement and co-design activity from the outset.

Four priority areas were developed by young people as a focus for future services. These areas are:

- Future and ambition
- Safety and security
- Community and Environment
- Health and happy lives

Section 05

Analysis of impact and outcomes

Analysis

The views of wider stakeholders including parents, community groups and the voluntary and community sector have also been sought and included. The key findings therefore include both the common headlines across all these groups, as well as specific messages from different stakeholders.

In response to the findings, the new youth offer will be part of a whole systems approach and support wider provision across the Borough delivered by other departments and external partners including Public Health, Community Safety, the Police, Schools and Colleges, CCGs and Health providers. In doing so, it will look to connect pathways and provision across the Local area.

General findings

- There is a feeling that the Borough is well resourced with a strong offer and a wide variety of services. However, young people felt that this offer could be better coordinated and promoted.
- Young people wanted a way to have their voice heard and to influence decision making about things that affect them.
- The creation of a Youth Parliament was identified as being an important part of any new model.

Future and Ambition: focus on future ambitions and aspirations including employment, mentoring, entrepreneurship and training, as well as personal development, and having opportunities to broaden their horizons through trips and new experiences. Specifically;

- There has been a strong focus by young people on their future ambitions and aspirations including employment and creating a network of business mentors, entrepreneurship and training, as well as personal development to broaden their horizons and gain new experiences.
- Young people want clearer routes into employment and an understanding of pathways and opportunities for business and enterprise creation.
- Young people want a holistic career development offer to sit alongside their academic work in schools, colleges and universities.
- Young people want more employment and work experience opportunities for young people who would otherwise struggle to access them.

Community and environment: Young people want to maximize use of local assets and spaces across the borough and spoke about wanting to bring communities together. Young people also want to ensure that their voice and that of the community is central and heard when changes to services are made. Specifically;

- Young people want provision at times when they are available, such as evenings and weekends.
- Young people would like both structured and meaningful youth activities, as well as unstructured open access sessions are valued by young people.
- Community and environment are highly valued, and young people want local assets to be better used and for the voice of young people and the community to be central and heard when changes to services are made.
- Young people wanted the youth offer to be more clearly advertised and coordinated and to be able to influence the provision they receive and decision making
- Young people want beautification projects for neighbourhoods and repair of community assets.
- Young people want strong, supportive community groups with a need for further community cohesion.
- Young people want intercultural exchange to promote different life experiences.
- Young people want community spaces to be better used and to offer year round community activities in parks, community and

youth centres and open spaces.

- Young people want opportunities to explore the Borough and beyond through trips
- Some young people said that there seems to be an imbalance between the provision of services in the North and South of the Borough, and some perceived imbalance with provision in the West of the Borough.

Safety and security: young people do not always feel safe when travelling around the Borough. They have concerns about, gangs and knife crime, and feel there is a need for more safe spaces and diversionary support. For some young people youth centres have been identified as safe spaces, but a need for greater outreach has also been identified and for there to be a better balance between centre based and detached provision. Specifically, young people said;

- That they can feel unsafe when travelling around the Borough, even in their own neighbourhood. They have safety concerns due to witnessing violence or anti-social behaviour, as well as hearing about negative experiences of peers.
- There was also a recognition by young people that causes of crime are linked to opportunity, home life, accessible social activities and networks.
- Young people have said that they need more safe spaces, proactive outreach, targeted serious youth violence work and general advice and information for young people on personal safety.
- For some, youth clubs are valued as a place to provide safe spaces for young people to spend time but they are not always well attended and for other young people there are barriers to accessing them including concerns about perceived safety

Happy Health Lives: mental health and emotional wellbeing, was a key priority. There was a focus on what can help young people feel happy and less stressed, as well as their physical health. Young people want to see a broader range of activities available beyond a core sports offer, such as activities that support wellbeing, personal development and pathways into employment, life skills and arts based provision. Specifically;

- Young people would like more provision to be available at weekends and have specific support available for exam stress, more access to a range of health and fitness activities
- The activities that young people currently attend are heavily weighted towards sports based provision. Young people would like to maintain a focus on physical activity but they would also like a broader focus on activities that supports emotional health and wellbeing, personal resilience, personal development and pathways into employment, life skills and arts based activities.
- Young people felt that there is a need for dedicated mental health support, especially since the Grenfell Tragedy.
- Young people said that there needs to be clearer approaches when working with young people who have mental health needs.
- A greater focus is needed on earlier identification and preventative work to support young people who need additional help

Findings relating to the Grenfell Tragedy

Young people have said the following:

- Rebuilding the community's trust in the Council requires a greater level of youth participation and decision making in matters that affect young people.

- Although the community are living with the experiences and losses from the Grenfell Tragedy all year round, there may be certain times of the year (such as holidays and during the anniversary of the Tragedy) where additional mental health support and provision should be enhanced.
- Young people felt that trauma may continue for some time and specialist support may be needed.

Engagement with Voluntary Sector Providers

There was extensive engagement that took place with the voluntary sector providers across RBKC that included events, site visits, meetings, informal discussions and questionnaires. The key findings have included:

- There is a real drive and enthusiasm from youth providers to work towards a better future and make services better.
- There is a large amount of diversity in the Borough as well as a variety of services, there are a number of local organisations and youth providers who are well positioned within the community to deliver services.
- The Borough has access to some great spaces; some of these, in particular safe spaces, could be better advertised to parents and young people.
- There is an opportunity to make better use of the resources that the Council has and to work in a more joined up way with providers across the Borough and to diversify the offer to young people.
- Providers wanted a refocusing of support for young people around careers guidance and mental health and wellbeing.
- Providers would like the inclusion of structured life skills courses and training to help with cooking, budgeting and wider employment.
- Providers wanted more training for staff in areas such as complex trauma and contextual safeguarding. Providers also wanted more training around impact measurement and the delivery of outcomes.
- Establish a 'youth network' to ensure the offer is coordinated.
- Forming a governance structure which allows young people to participate in decision making.

By engaging with voluntary sector organisations as part of this review, the Council has been bringing organisations together and offering opportunities to network and help coordinate the sector, assisting organisations in identifying synergies to work collaboratively. This is something that voluntary sector organisations have said needs to happen more systematically.

To ensure all organisations including voluntary organisations, are equipped to participate in competitive commissioning processes, the Council has run a number of events that will continue until April 2019. These events have/will set out engagement findings; intentions; and offering commissioning support in relation to meeting compliance requirements, e-tending portals, evidencing outcomes and bid writing.

Co-designing youth services

Having collated the four themes and young people's priorities, the outreach workers then took these back to young people to ensure that these had been captured correctly.

	<p>Based on these findings and themes, there are clear components that young people want to see in a future model. Outreach workers have created a 'co-design questionnaire' which sets out what young people have told us, and how the future model could meet these priorities.</p> <p>The Council then worked with young people, parents, carers and residents to co-design youth services, using this booklet as a tool, in one-to-one sessions, group sessions, and through an online questionnaire open to all residents to complete, as well as a public forum which was widely advertised across the Borough.</p>
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Section 06	Reducing any adverse impacts and recommendations
Outcome of Analysis	<p>The changes being proposed are either neutral or positive for young people in the Borough. This is especially the case given that 7.2 out of 10 young people voted in favour of these changes at a recent public consultation event.</p> <p>The merger of youth clubs (Golbourne merging with Lancaster) will improve footfall as the Lancaster Youth Club is better located in the Borough and more established within the community, resulting in more young people attending the youth club and receiving services.</p> <p>As part of the review, a risks and mitigation register has been tracking potential risks and action that needs to be implemented to mitigate these risks. One risk that was identified that may have an impact on young people is that some young people may not attend youth clubs or services during transition periods or mobilization of new contracts. This can be mitigated through clear communication and planning to ensure young people and families are well informed and aware of the new offer and that they are introduced to the new service. Additionally, the new comms and networking officer will be working with organisations to promote the offer and ensure there is maximum uptake. A full communications and mobilization plan will be developed to ensure a smooth transition to new services.</p> <p>Given that the proposals have a positive impact on young people in RBKC and that these are also supported by young people, they will be put forward to Leadership for decision to implement in December 2018. Procurement and commissioning activity will take place subject to approval with a view to put new services in place by 01 September 2019.</p>

Section 07	Action Plan					
Action Plan						
	Issue identified	Action (s) to be taken	When	Lead officer and borough	Expected outcome	Date added to business/service plan
	Effective communication will be key to allaying	Regular update is sent out to all service users and	When updates are available	Children's Integrated Commissioning	This would allow both regular invitations of	1/11/2018

	concerns, managing expectations	stakeholders, as well as being made available online to the general public.		Team (CICT)	feedback and contact information, and updates on progress.	
	Change in procured providers could have an impact on attendance figures during a transitional period.	Ensure a robust mobilization plan is submitted in the tender process and that this is implemented as part of embedding the new service. Organisations will be asked to outline how they will engage and increase numbers attending from vulnerable groups and protected characteristics, as well as promote inclusion and raise awareness.	Prior to "go live" date for new contract	Children's Integrated Commissioning Team (CICT)	Attendance rates are maintained during and after transition to new services.	1/11/2018
	Ensure that services are accessible to vulnerable groups (inc SEND) and protected characteristics	The new specifications for youth hubs, youth clubs and activity based provision will specifically require providers to ensure universal open access provision is accessible to all young people.	Prior to "go live" date for new contract	Children's Integrated Commissioning Team (CICT)	Young people from target groups or with protected characteristics continue to access services and new contracts are launched seamlessly	1/11/2018

		Continue to map youth groups and forums to ensure these continue in the new provision.				
	Any change to provision, whether in terms of location, Youth Network provision or outreach setting, may affect how young people receive services.	Young people are informed and their families and or carers are contacted at an early stage with regard to their personal situation. Implementation of new contract will take place at the beginning of the new academic year to reduce impact on young people	Prior to “go live” date for new contract	Undertaken by CICT, as part of the approach to scheduling and risk assessment.	Proactive approach to responding to issues raised can mitigate the impact.	1/11/2018
	There may be a drop in attendance rates as new services are established	As part of mobilization, providers will need to demonstrate how they will raise awareness of the new services and how they will ensure that young people transition	From April 2019 as part of mobilisation	Commissioners working with new providers to implement the contracts	Young people continue to access services and new contracts are launched seamlessly	1/11/2018
	The model of the new service does not deliver anticipated benefits.	Ensure a KPI framework is in place that measures impact such as engagement and attendance rates; reach; engagement with groups with	Prior to “go live” date for new contract and for the duration of the contract	Commissioners and contract managers working with new providers	High quality service is delivered with contract oversight and reporting.	1/11/2018

		protected characteristics. Ensure a named contract manager is assigned and that regular contract meetings are taking place.					
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Section 08	Agreement, publication and monitoring
Chief Officers' sign-off	Name: Etiene Steyn Position: Head of Commissioning (Interim) Email: etiene.steyn@rbkc.gov.uk
Key Decision Report (if relevant)	Date of report to Cabinet Members: 15th December 2018 Key equalities issues have been included: Yes
Opportunities Manager (where involved)	Name: Position: Date advice / guidance given: Email: Telephone No:

Please ensure that a final version of your EqIA is sent to the Equalities Officer, Angela Chaudhry, so that it can be published on our intranet