

## Bristol City Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)



Name of proposal	Targeted Youth Services Recommissioning Project
Directorate and Service Area	People Directorate, Children's Commissioning
Name of Lead Officer	Rachel Beatty

### Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

<p>1.1 What is the proposal?</p> <p>Our proposal is to recommission targeted youth services for young people aged 8-19 years (24yrs if LDD). The current proposed service model will be made up of 3-5 contract which will be area based, specialist and online.</p> <p>The types of services we will continue to commission will include: 1:1 targeted and group sessions, positive activities, and online services.</p> <p>We are aware that the services will affect the following groups and seek to provide targeted services for young people who are disabled, BME, LGBTQ+, young carers, children in care and care leavers, NEET young people, teenage parents, Gypsy/Roma/Travellers, young people at risk of offending, and young people at risk of or affected by Female Genital Mutilation.</p> <p>We will be procuring services competitively. A collaborative model will encourage a diverse range of providers who are able to meet the needs of the local communities, and encourage sustainability of organisations within communities. The commissioning model will be informed by an outcomes framework which will define the expected outcomes for service users.</p> <p>The current Specialist Services specifically target young people to improve outcomes</p>
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around drug and alcohol use, preventing homelessness, healthy relationships (including child sexual exploitation prevention) and emotional health and wellbeing. The new proposals will need to consider how equalities groups can access specialist services.

There will be a reduction to the existing contract value. The impact of this will be a reduced service which will impact children and young people as well providers, staff and the wider community. The proposal in the budget is a reduction of £1.238 million which represents a cut of 33% on existing annual spend. The proposed service to young people with protected characteristics will likely to be affected, however the new services will be required to state how they meet the needs of young people with protected characteristics, and therefore services will be available.

There are likely to be fewer services available for young people to access. As a result there may be a reduction in the number of youth engagement/worker positions available for staff.

Recognising the political and financial context influencing the future of Bristol City Council youth services, we must recognise the wider setting during the recommissioning process:

**Increasing need for youth services:**

The population of Bristol is super-diverse, services for children and young people need to be re-evaluated to ensure they are able to meet emerging needs and ensuring young people with protected characteristics are being engaged with and heard.

**Bristol Youth Services Commissioning Plan 2016**

The Commissioning Plan will be taking Bristol's Priorities forward from the Children young people and Families Strategy and the 'Our Journey Together'.

**Step 2: What information do we have?**

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

## 2.1 What data or evidence is there which tells us who is, or could be affected?

We have carried out a needs analysis and have collated information about current service users including those with protected characteristics. This has informed the EqIA document.

**General child population** - In the last decade Bristol's child population has been rising (JSNA 2015) about three times faster than the national average, and numbers are at the highest level since the mid 1980's

Bristol has 82,800 children under 16 (18.7% of population), with a lower % of children under 10 than nationally (despite the rise in the child population)

The population grew 11.8% since 2004 (8% nationally).

Growth has been mainly concentrated in the inner city, especially young adults, and some wards are increasingly much more populated than others. The child population has risen across Bristol.

Bristol's population is young, (median age of 33.4 compared to 39.9 nationally). There is a larger proportion of adults under 40.

The child population has grown fastest. The birth rate is very high but has now plateaued.

The main drivers of population growth are expected to be due to natural change (i.e. more births than deaths) rather than migration.

By 2022, there are projected to be 12,400 more children (15.4% rise), but the young person population (16-24 years) remains broadly stable.

Most of the rise in the child population is now projected to be in the 5-9 years and 10-14 years age bands (an increase of 19.5% and 23.7% respectively). These increases in population numbers will have implications for health, education and social care services in the city.

**Ethnicity** Bristol youth Links worked with 24% of young people who are non-white British between April and March 2015-16. To illustrate in numbers on average per quarter BYL services worked with 3250 young people, of which 1940 are white British and not obtained 520, and 790 are BME. This compares to the Bristol population that around 16% of the population are from BME backgrounds but amongst children it is 28%. The overall Black

and minority ethnicity (BME) school population of Bristol is 33%. Bristol excludes proportionally more BME pupils than other core cities, our statistical neighbours and England averages. Pupils who are multiple heritage and Black are more likely to be excluded than those who are White, Asian and Chinese. This affects attainment and has the potential to influence employability.

**Disability** - Bristol Youth Links work with 8% disabled young people, data shows us that there are between 1.8% and 7.4% 5 to 19 year olds who are disabled across the Bristol wards. The higher percentages tend to match those areas of higher deprivation.

**Sexuality** - The Lesbian, Gay and bisexual campaigning group Stonewall estimate local populations to be between 5-7% LGB with numbers being higher in urban than rural areas. The state of the city report (2016) references LGBT Bristol have identified there is a lack of resources and expertise around transgender issues in Bristol and a real need for resources that can help support transgender people and improve awareness through education and training to improve quality of life for transgender people. Tackling hate crime is a key issue for people who are lesbian, gay and bisexual and for Muslims in the city.

Challenging Institutional and societal homophobia and transphobia, including challenging heteronormativity remains a key challenge in Bristol. This is especially important in schools and colleges. Schools are the hubs of communities and children often have a key role in educating their parents. LGBT young people still have a very difficult time at school.

In 2012, Stonewall commissioned research into the views of 1600 young LGB people and found more than half (55 per cent) of lesbian, gay and bisexual young people experience homophobic bullying in Britain's schools. Also that one in three (32 per cent) gay pupils who experience homophobic bullying change their plans for future education because of it.

Current Bristol Youth Links provision includes specialist support for LGBTQ+ young people, including group and 1:1 support, helping to resource the need for support and education for LGBTQ+ young people. Data from Bristol Youth Links service users shows 4% identify as LGB, slightly under the Stonewall estimation.

**Religion** - According to the state of the city report (2016) the largest religion is Christian (47%), although following national trends the proportion of people stating that they are Christian has fallen from 62% of all people living in Bristol in 2001.

Bristol is ranked 7th in England and Wales for the proportion of people stating that they have no religion - 37% of the population state they have no religion, up from 25% in 2001.

Religions have varying age profiles. The age profile of the Muslim population living in Bristol is much younger than that of the population as a whole - almost 40% of Muslims are children aged under 16 compared to 18% of the total population. Similarly, less than 3% of Muslims are aged 65 and over compared to 13% of the total population. Christians have the largest proportion of older people - 22% of Christians are aged 65 and over.

The data shows from current Bristol Youth Links service users that the largest percentage of service users 'Prefer not to say' (63%), with the next largest percentage being 'None' at 25%.

Other information for consideration (not a protected characteristic)

**Safety** –and tackling hate crime is a key issue for people who are lesbian, gay and bisexual and for Muslims in the city. Concerns about unequal treatment in the criminal justice system are priorities for BME men and young men and transgender people

**Emotional health and wellbeing** - For young people who experience emotional health and wellbeing, a range of risk factors are associated with increased prevalence of poor emotional health outcomes in children and young people. Household level factors include; growing up in a household with a single parent, where there is a low income, where household members are in receipt of disability benefits, the household is in a socio-economically disadvantaged area, being homeless, or being in a household where there is domestic violence. Family level risk factors include; having a teenage mother, growing up in family where parents have low educational attainment, or have been in prison, or have alcohol or drug problems. Child level factors include; being a child in the care of the local authority, being in the criminal justice system, having special educational needs, being bullied, overweight or having experienced female genital mutilation or being LGBT.

Education and Disadvantage - On average only 30.3% of disadvantaged students in Bristol attain 5 A\* to C including English & mathematics, whereas 67.5% of other students attain this standard.

**Deprivation** The data from Bristol Youth Links service users shows us that the current services are targeting the right young people in terms of areas of deprivation and those who may be vulnerable to the identified Family outcome plan indicators.

**Gender** – In education girls are continuing to outperform the boys, but in youth services the data from current Bristol Youth Links service users shows there are more males than females accessing provision, with 59% male and 40% female (1% prefer not to say). Therefore showing that commissioned services will need to work hard to attract more young women. This challenge is not new, traditional youth services have always had greater participation for young men.

Gender based violence is a key issue for women and girls in the city. The Bristol Women's Voice published a report highlighting five key health concerns for 16 to 24 year old Bristolian women. They are: mental health, substance misuse, obesity, sexual health and violence.

**Education** – The State of the City Report (2016) shows the overall picture for Bristol schools is an improving one, especially at KS1 and KS2. However some ethnic groups are under performing when compared to other young people in Bristol, in the UK and in comparison to national attainment data for each ethnic group and other children in. The young people whose performance is of concern are those from Gypsy Roma Traveller, Somali, Caribbean and dual heritage White/Caribbean backgrounds. Exclusion rates are high for these groups. Young people with entitlement to free school meals, children with special educational needs and looked after children also have poor attainment when compared to the Bristol average. Girls continue to outperform boys.

It shows the current services are working with BME groups that mirror the picture of the city's demographic.

**Homelessness** - Local authorities have a duty to house certain groups of homeless people under the homelessness legislation. These include young people aged 16 to 17, care leavers aged 18 to 20, and people considered vulnerable because they've been in care, the armed forces or prison, or because they've experienced violence, or the threat of

violence. Research has identified adverse housing, economic and family trends as having impacted disproportionately on young people. Furthermore, many young people do not know where to go when they have housing problems. Surveys among single homeless people have consistently found that between 80 and 90 per cent are unemployed. Some young people are forced to leave the family home in an unplanned way. This may be due to family conflicts, violence or sexual abuse, or simply poverty, and the lack of space and privacy. Young people who leave home due to 'push' factors tend to do so at an early age and are more likely to lack the skills and resources required to successfully set up a home.

**Cyber Crime** -The Avon and Somerset PCC's Police and Crime Assessment 2015 identifies Cybercrime as being one of the fastest growing areas of victimisation risk, particularly with regard to stalking, harassment, bullying, grooming and other forms of sexual exploitation. Individuals spending most time on-line and undertaking a greater range of activities on-line being are amongst those most vulnerable to victimisation. The recorded crime picture indicates that victims of these offences are most likely to be young females between the ages of 10 and 30, with risk increasing markedly from the age of 14. Around 78% of victims of recorded sexual related cybercrime offences over the last two years were under the age of 16 and 87% were female. It should be noted, however, that this may only represent those most likely to report victimisation. The increase in children using and having access to social media via mobile devices also continues to present challenges in terms of safeguarding and law enforcement.

**Gender and crime** - The vast majority of people in the criminal justice system are young men and men. 95% of the Prison Population in May 2016 are male. Girls are consistently less likely than boys to come into contact with the youth justice agencies; they commit fewer and less serious offences, and grow out of crime more successfully and at a lower age (Smith, D 2006 University of Edinburgh).

For the current service users of Bristol Youth Links services, the demographic spread shows: Our services users are predominantly found in the areas of Bristol have multiple deprivation indicators:

#### Bristol Youth Links (BYL) Participants and the Education Skills and Training Element of the IMD 2015 (Worst 30% Nationally).

Source: DCLG English Indices of Deprivation 2015 and Bristol Youth Links 2015

Analysed by: Policy and Research Team, Policy Research & Communications, Bristol City Council.



Ten wards with the most participants:

Southmead: 308

Filwood: 249

Many of the young services users have more than one indicator on the Family Outcome Plan. Individuals may be identified by the Family Outcome Plan for meeting indicators from the following themes:

- Parents and young people involved in crime or antisocial behaviour
- Children who have not been attending school regularly
- Children who need help
- Adults out of work or at risk of financial exclusion, and young people at high risk of worklessness
- Families affected by domestic violence and abuse
- Parents and children with a range of health problems

The following data demonstrates that the current services are targeting those most in need and at risk within the city.

Service Users	Apr 2015 – June 2015	Jul 2015 – Sep 2015	Jan 2016 – Mar 2016
Young People Reported	3,070	3,014	2,790
Matched to Family Outcome Database	2,352	2,404	2,322
% Matched	77%	80%	83%

The following demographic data plots the current service users supported during Apr 2015 – Mar 2016:

Gender of clients supported during Apr 2015 – Mar 2016:	Total
Female	40%
Male	59%



Prefer not to say	1%
Not obtained	0%

Age of clients supported during Apr 2015 – Mar 2016:	Total
8-12	43%
13-19	50%
20+	5%
Prefer not to say	1%
Not Obtained	1%

Ethnicity of clients supported during Apr 2015 – Mar 2016:	Total
White – British	60%
White - Eastern European	1%
White - Gypsy (Including English, Scottish and Roma Gypsy) or Irish Traveller	0%
White – Irish	1%
White – Other	1%
Black or Black British – African	1%
Black or Black British – Caribbean	2%
Black or Black British – Somali	3%
Black or Black British – Other	2%

Mixed/ Dual Background - White and Asian	0%
Mixed/ Dual Background - White and Asian	0%
Mixed/ Dual Background - White and Black African (non Somali)	1%
Mixed/ Dual Background - White and Black Caribbean	5%
Mixed/ Dual Background – Other	2%
Asian or Asian British – Bangladeshi	0%
Asian or Asian British – Chinese	0%
Asian or Asian British – Indian	1%
Asian or Asian British – Pakistani	1%
Asian or Asian British – Other	1%
Other – Arab	0%
Other – Iranian	0%
Other – Kurdish	0%
Other – Other	1%
Prefer not to say	16%
Not obtained	0%

Disability of clients supported during Apr 2015 – Mar 2016:	Total
Disabled	8%
Non-disabled	77%

Prefer not to say	6%
Not Obtained	9%

Sexuality of clients supported during Apr 2015 – Mar 2016:	Total
Heterosexual (straight)	29%
Gay	1%
Lesbian	1%
Bisexual	2%
Other	1%
Prefer not to say	63%
Not obtained	2%

(\*The above table only contains the breakdown for those clients aged 14 or above.)

Religion of clients supported during Apr 2015 – Mar 2016:	Total
Christian	6%
Muslim	2%
Buddhist	0%
Hindu	0%
Jewish	0%
Sikh	0%
Other	1%

None	25%
Prefer not to say	63%
Not obtained	2%

In the next section we go into more detail around how groups of young people will be affected and how we plan to mitigate them.

## 2.2 Who is missing? Are there any gaps in the data?

We have good data for service users who have accessed Bristol Youth Links services, due to the robust monitoring on providers part. Some equalities elements are stronger than others and there are still gaps in response to sexuality and religion. The data on these areas has improved over the life of the contract through contract monitoring meetings, leading to workers supporting young people to answer the questions, but this could still be improved.

We have good data on young people with protected characteristics, however we have a gap in knowledge around how young people access services (i.e. whether they are accessing specialist 1:1 services or open access, whether DYP are attending specialist disability sessions or accessing open access sessions because they feel included in mainstream sessions).

We also have good data for the population of Bristol as a whole through the JSNA, schools data, and information from local surveys and research. However we have a gap in knowledge around young people with protected characteristics and other youth provision they attend that is not funded by the council (BYL). This data is not possible to collect due to the massive range of services available to children and young people.

## 2.3 How have we involved, or will we involve, communities and groups that could be affected?

## **Responses from the public on budget proposal**

### **Creative Youth Network**

Creative Youth Network works with young people across the West of England and holds part of the Bristol Youth Links contract with Bristol City Council but brings a further £3m a year from other sources to youth work in the city each year.

We work with over 3000 young people each year between the ages of 11-20 and a smaller number of younger and older people. many of those using our services are amongst the most vulnerable young people in Bristol including those vulnerable to CSE, young people in and leaving care, homeless and those with mental health issues. At the Station (youth hub) we are the first port of call for many young people in crisis and offer interventions 13hours a day, 6 days a week.

Running throughout the consultation document are the themes of diversity, inclusion and early intervention. Yet, the proposed cuts within the documents all relate to early intervention services. Youth links, early help, sure start, adult health and other services named in the document all contribute to the wellbeing of users. Youth work accounts for 2% of the Council Budget yet delivers support to over 6000 vulnerable young people. Youth workers provide activities, support into Education, Employment and Training, support in crises, reducing Anti Social behaviour and a range of other issues faced by young people. The young Foundation estimates each intervention with a young homeless person saves over £1,300 with the average cost of each intervention at only £32. Similar savings are replicated in getting young people into work saving £4300 each year for an unemployed young person at an average cost of £2000 per person.

CYN would recommend reducing the Youth Services budget by the minimum possible and instead act boldly to support early intervention services.

CYN would recommend a 'stepped' reduction over a number of years to allow for planning and fundraising.

### **Community Asset Transfer**

CYN supports the proposal to transfer more LA assets into community ownership and has taken leaseholds on a number of properties already. We are also supportive of the 'dowry'

proposal that has worked well in other Local Authority areas. Our observations and experience show that more substantial asset transfers (over several sites at once) work better by allowing the organisations involved to build a shared expertise and infrastructure.

### **Responses to the public consultation on the budget proposals**

Black Southwest Network

CF11 (Bristol Youth Links)

This will have a major impact on the BME communities of Bristol. Services for young BME people were dramatically hit when Youth Links was first introduced; a further reduction in services will only worsen the situation for them. With youth unemployment, low educational attainment, victimisation and criminalisation of BME young people, and their representation in the criminal justice system already at worryingly high rates, and there already being very few support services for BME young people available, a £900k cut will disproportionately impact upon them.

How do we balance the cuts against a growing youth population?

- which aspects can be monetised e.g. rife mag?
- which communities are being underserved by these organisations?
- what role do universities have to play in supporting?
- becoming more enterprising/resilient

BME specific issues = Some equalities groups may be impacted negatively if there is reduced service provision. Only when detail is known as to which services are affected can the impact be anticipated on people with different protected characteristics.

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## **Responses to the public consultation on the budget proposals**

Carers Support Centre

CF11: Young Carers and Adult Carers (caring for someone up to the age of 25 with a learning difficulty) will be impacted by the proposal to reduce the current amount of funding available for commissioning services for 13–19 year olds. The reduction in the number of sessions delivered will mean that young carers and adult carers are less likely to get a break from their caring role, which could significantly impact on their health and well-being, and have the same access to opportunities as that of their peers. Organisations that support these groups of carers will also have a resultant reduction in the support referral options available. The proposed cuts will inevitably affect the degree of accessibility of any future offer from the Youth Links provider (i.e. area of cover and access). As accessibility is critical to ensure Young Carer engagement with services on offer, this will increase the level of impact on this group of young people.

## **Responses to the public consultation on the budget proposals**

Bristol Older Peoples Forum

Re-commissioning youth links means cutting services to young people who need all the help that they can get.

## **Responses to the public consultation on the budget proposals**

Bristol Disability Equality Forum

We are somewhat confused about this proposal as the figures don't add up. The EIRC states that the total reduction will be £900,000, yet the figures provided only add up to £789,000. Our best guess is that the lower figure is the actual proposed reduction and that the officer incorrectly included a £100,000 increase in 'specialist services' as another decrease.

However, in the absence of adequate information it is, again, not possible to provide an informed response to the proposal, as it's entirely possible that this £100,000 is meant to be a decrease, not an increase.

We would be deeply concerned if this latter scenario were to be the case.

Disabled young people in Bristol sent us their views on this proposal, as follows:

- a. they already have fewer places to go to meet friends and socialise so any further closures would disadvantage them more than non-Disabled young people;
- b. Many schools and colleges are centralised so removal of local youth clubs would leave them without friends who live nearby or who use a service they can get to, leaving them socially isolated;
- c. This, in turn, would reduce their social development, further disadvantaging them in their future life – in addition to the multiple barriers they will face;
- d. They would lose the ability to:
  - i. take part in the volunteering experiences provided by their youth groups,
  - ii. take part in activities that develop life skills and contribute to building a sense of independence and a sense of self-worth;
- e. Youth centres have gyms and sports facilities so they would miss out on having a big space to take part in sporting activities, to run around in, and to let off steam. This could also negatively impact their education and undermine their ability to cope.

We are working with the Bristol City Youth Council and Members of the Children and young people's voice network to establish a young commissioners group, to help to steer the commissioning project. Groups which work with young people will be consulted with as part of the recommissioning process, and groups who may wish to tender for services will also be consulted. We are planning to consult directly with young people during the consultation phase, and work with young people to help to shape the commissioning process.

We will also consult with groups and officers identified in the stakeholder mapping document.

We will carry out informal and formal consultation as part of the commissioning cycle to gather feedback on the Plan for the new service. The feedback gathered will contribute



towards building a more informed picture of the needs of communities and groups.

### Step 3: Who might the proposal impact?

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

<p>3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?</p> <p><b>Equality Group</b></p>	<p>3.2 Can these impacts be mitigated or justified? If so, how?</p> <p><b>Proposed measures to mitigate any adverse impacts</b></p>
<p><b>Gender (incl. Transgender)</b></p> <p>Higher numbers of boys and young men use current services, e.g. current Bristol Youth Links Services figures show that the percentage of male verses female contacts has remained steady at 59% to 40% and 1% prefer not to say.</p> <p>Children and young people of both genders make different use services at different times of their lives or require differentiated services.</p> <p>Bristol Youth Links services currently offer services for Transgender young people, through a specialist service, offering peer/group and 1:1 support. We know that transgender young people are more likely to experience issues around sexual exploitation, substance misuse, and physical and mental health</p>	<p>The targeted support service type will be provided subject to an assessment of need to ensure the services are meeting the needs of the children and young people of all genders in each community.</p> <p>Currently transgender young people are provided a service within the LGBTQ+ programme – The future specification will include the requirement to meet the needs of this group</p>

<p>problems and any cut to services to help transgender young people build resilience would lead to poorer outcomes.</p>	
<p><b>Disability</b></p> <p>Bristol Youth Links services currently offer a range of services for disabled children and young people, from targeted services specifically for DYP and ensuring mainstream activities area accessible to disabled young people.</p> <p>8% of CYP accessing the service identify as disabled.</p> <p>Disabled young people are listed as a vulnerable group within the priorities for re-commissioning services so will be prioritised.</p>	<p>Disability will need to be considered in building the commissioning Plan , including training and staff development, and taking the following into account by potential providers of services:</p> <ul style="list-style-type: none"> <li>• Ensuring accessible buildings are used for provision to enable disabled CYP to use mainstream services</li> <li>• Need for additional support for some young people to enable participation.</li> <li>• Working to improve integration and inclusive services by starting with the assumption that young people should access mainstream services.</li> </ul> <p>Work needs to continue with parents, schools and social care to encourage parents to support their disabled children and young people to participate in mainstream activity where appropriate.</p>

<p>Deaf Young People</p> <p>The current service provides a service for deaf young people to access positive activities. In 2015-16 28 outcomes achieved by deaf CYP over the year with a population in the city of 159. This highlights the population is small. With advancements in hearing implants the number of young people identifying as deaf is reducing. This impacts the level of demand for services targeting deaf individuals across the city. However for open access services to be fully inclusive this would require workers with British Sign Language skills.</p>	<p>The current youth service specialist contract includes an element dedicated to deaf young people's services. It is not clear if there will be sufficient demand for this service in future specialist youth services.</p>
<p><b>Age</b></p> <p>The overall funding available will continue to be spent on services for children and young people aged between 8 to 19 or up to 24 if LDD.</p> <p>We recognise that over the next decade there will be an increase in CYP aged 8-12 at a rate slightly above those aged 13-19.</p> <p>This requirement must be balanced against the needs of NEET young people across the city which points to a requirement of support for older young</p>	<p>We will be asking providers to demonstrate how they will meet the needs of local young people according to the demographic of the area of the city they are working in.</p> <p>For example, if there is an increased population of young people ages 8-12 this should be reflected in service delivery proposals.</p> <p>The needs analysis will influence the commissioning plan of the Targeted Youth Services Project team on balance of service provision across age groups. This will include the statutory requirements of NEET tracking and September Guarantee.</p>

<p>people.</p>	<p>Current services attract 43% 8-12 year olds and 50% 13-19 year olds. Between 2014 and 2025 there is a predicted increase of 20% for males aged 8-12 and 18% for girls aged 8-12. This increase is similar for males aged 13-19 (18%) and females aged 13-19 (15%). Some services will be targeted to older young people (working with NEET young people in particular), and therefore the planned commissioned services will need to balance service delivery to meet the needs of the contract and the local demographic</p>
<p><b>Race</b></p> <p>BME children and young people within the city are predicted to increase. Statistics point to the fact that they experience barriers to entering training and education.</p> <p>Within Bristol the BME population is growing. There are 8,000 pupils with English as an additional language (EAL), East &amp; Central Bristol have particularly high numbers of EAL.</p> <p>The percentage of BYL service users identifying as White British remains the highest category. However this reflects a decrease from the 2012 figures of 2% from 62% to 60% in 2016.</p> <p>There are a large number of clients where ethnicity is recorded as "Prefer</p>	<p>Ethnicity/Race concerns raised in the Needs Assessment will need to be considered in building the Commissioning Plan, including training and staff development.</p> <p>Providers must evidence and take into account within their proposals:</p> <ul style="list-style-type: none"> <li>a) Identity and Culture – BME and Black British young people are creating identities which challenge parents/community expectations</li> <li>b) Creating positive role models for BME young people by matching youth workers to the communities they will interact with to reflect the community culture and ethnicity.</li> <li>c) Concerns raised about racism in particular for BME young people</li> <li>d) Young women across some BME</li> </ul>

<p>not to say" at 16%. A significant number of these are from open access sessions or sessions that have been run at schools. The trend for recording "Prefer not to say" has stayed the same or generally increased as the quarters have progressed.</p> <p>Young offenders reflect the ethnic breakdown across the city with 78% of offenders being white; however there are a disproportionate amount of Black/Mixed background young offenders in comparison with national indicators. The Youth Justice Board data from England &amp; Wales show that from 2014-15, 40% of prisoners under 18 were from black, Asian, mixed race or 'other' ethnicity backgrounds (BME) thereby significantly over represented compared to the decreasing number of their white British counterparts.</p> <p>It is predicted that following the Brexit decision to leave the EU there will be a potential rise in hate crimes and discrimination incidents. Sari reported in their 2015 annual report that race hate crimes increased by 8%. They stated that 36% of incidents were in south Bristol wards- a fairly stark statistic given the overall percentage of the population who are BME. Whilst these findings are</p>	<p>communities do not have equal access to opportunities for personal/social development</p> <ul style="list-style-type: none"> <li>e) Put in place preventative services working to reduce street violence and conflict. i.e. gangs</li> <li>f) Improve relationships with the police and community support officers.</li> <li>g) Working to improve integration and inclusive services.</li> </ul> <p>The commissioning Plan will require providers to ensure that young people from a range of ethnic and racial groups have access to services, some of which may be group specific where separate provision is required.</p> <p>The newly commissioned Youth Services will collaborate with the Youth Offending Team to respond to the increasing number of first time entrants to the criminal justice system which includes a higher proportion of BME young people.</p> <p>Providers need to be aware of issues raised through the Needs Assessment:</p> <ul style="list-style-type: none"> <li>• Islamophobia</li> <li>• Racist name calling and bullying, e.g. Issue of racism towards BME young people in areas with largely white populations</li> <li>• Homophobia</li> </ul>
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<p>not young people specific they indicate a trend that is alarming.</p> <p><b>Gypsy/Roma/Travellers (GRT)</b></p> <p>There is very little data available which provides a reliable estimate of GRT living in the UK.</p> <p>In the UK there are different groups: Gypsy, Roma, Travellers. There are a lot of similar problems they all face. For example welfare problems, access to health services, low achievement in education and discrimination. However they have different cultural identities and lifestyle.</p>	<ul style="list-style-type: none"> <li>• Rapidly changing and more diverse communities</li> </ul> <p>The commissioning Plan will require providers to bring together young people from different geographical and all equalities strands to break down prejudice and misunderstanding.</p> <p><b>Gypsy Roma Traveller Young People</b></p> <p>GRT children are often pushed-out learners.</p> <ul style="list-style-type: none"> <li>- Amongst the lowest performing groups in terms of achievement and engagement.</li> <li>- Often come from socio-economically disadvantaged families</li> <li>- With 50% of GRT pupils eligible for free school meals (DfE, 2015).</li> </ul> <p>Recognising that education and training outcomes as well as health and wellbeing outcomes are not as good for GRT young people as the general population, the newly commissioned youth services will focus on deprived and transient areas and will work to improve integration and inclusive services for GRT communities. GRT young people will be a target population of the prevention of NEET. There will be a particular focus on removing barriers to GRT communities accessing support services.</p>
<p><b>Sexual orientation</b></p> <p>The 2015-16 End of Year Report found</p>	<p>LGBTQ+ concerns raised in needs analysis will need to be considered in building the</p>

<p>29% of BYL service users identified as heterosexual compared to 1% gay, 1% lesbian and 2% bisexual. The largest return was 63% of young service users chose 'prefer not to say', this was collected from young people aged 14 and over.</p> <p>Within the current BYL contract there are specific LGBTQ+ sessions. Any reduction in sexual orientation specific services would impact on this group of young people.</p> <p>The Sari 2014-15 annual report found a 25% increase in homophobic hate crime.</p> <p><b>Homelessness and LGBTQ+</b></p> <p>TUC research in 2016 indicated that young LGBT people experience high levels of homelessness as a result of homophobia they experience.</p> <p><b>Mental Health LGBTQ+</b></p> <p>In the Youth Chances (2104) research they found LGBTQ young people experience higher levels of mental health problems including depression and anxiety, self harm and suicidal thoughts.</p>	<p>commissioning Plan , including training and staff development, and taken into account by potential providers of services:</p> <ul style="list-style-type: none"> <li>• Improvement of service user sexual orientation recording</li> <li>• Young people want a safe place to meet</li> <li>• Working to improve integration and inclusive services.</li> </ul> <p>The youth services commissioning Plan will include a requirement for all providers to ensure that LGBTQ+ young people are able to access mainstream services.</p> <p>The newly commissioned youth services will work in collaboration with Youth Mental Health Services and the Young People's Housing Pathway to provide joined up services for the LGBTQ+ community.</p> <p>The commissioning Plan will require that services are provided by organisations with strong LGBTQ+ community links</p>
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**Faith/belief**

There is limited data available on the faith of current Bristol Youth Links service users. The 2015-16 end of year report found 63% of young service users 'preferred not to say', the next largest cohort identified as having 'no religion'. However, there are organisations across the city, who work with young people of different faiths. For example: church youth groups and the Bristol Muslim Cultural Society. Whilst the current Bristol Youth Links service does not provide faith specific services young people will continue to have access to groups and support through organisations such as these.

56.2% Muslims aged 16 and over are economically active compared to the Bristol average of 65.2%. A lower proportion of Muslims are in full time employment, and Muslims have lower qualification levels than the population as a whole. In Bristol the largest Muslim population is concentrated in the Lawrence Hill ward. The proportion of Muslims is higher than average in a number of Central and East Wards.

Reported in their 2014-15 annual paper, Sari stated that 39% of their clients were

The commissioning Plan will state the BYL will not fund activities where engagement is dependent on acceptance of a political or religious affiliation.

However the issues raised around economic disadvantage of Muslim young people highlights the need to target services to be inclusive to Muslim young people by ensuring services are culturally appropriate. The needs analysis highlights needs around employment support and educational attainment.



<p>Muslim. This demonstrates that a significant proportion of adults and young people accessing their services have a Muslim faith giving an insight into the wider city population.</p>	
<p><b>Any other groups?</b></p> <p><b>NEET young People</b></p> <p>Children and young people who are not in education, employment or training (NEET). This includes:</p> <ul style="list-style-type: none"> <li>- Young people of compulsory education age (academic age 15)</li> <li>- Young people who have reached the compulsory school leaving age</li> <li>- Up to the end of the academic year in which they have their 18<sup>th</sup> birthday.</li> <li>- 18-25 year olds with a current education, health and care plan or a learning difficulty assessment.</li> </ul> <p><b>Children in Care (CIC) &amp; Care Leavers (CL)</b></p> <p>In 2016 there were 675 CIC in Bristol. This</p>	<p>The new commissioning Plan will stipulate the statutory requirement for NEET Tracking with its guidelines. With an expectation of providers to reduce the numbers of NEET young people across the city.</p> <p>The youth services commissioning Plan will include a requirement for providers to ensure</p>

<p>number has remained steady, however unaccompanied asylum seekers are growing in numbers in Bristol; The numbers of UASC are small at present (16) but likely to grow and Bristol has the highest number in the South West.</p>	<p>that CIC and CL are able to access services both their placement / home addresses (within Bristol).</p>
<p>Young carers</p>	<p>It is estimated one in every 100 school children is a young carer and commissioned providers will be required to work with partners to identify these children and young people and provide services that meet their needs.</p>
<p>Young Parents</p>	<p>The commissioning plan will include a requirement for providers to put in place programmes/projects for young people in care/care leavers; young carers, young homeless people, young parents and young offenders e.g. crèche facilities, support for personal education plans, including access to positive activities for children in care</p>
<p>Homeless young people</p>	<p>Alongside youth services young homeless people will be directed to the Young People's Homeless Pathway to try to mitigate causes of homelessness, including prevention of homelessness services and family mediation.</p>
<p>Young Offenders</p>	<p>There will be a requirement for joined up working between the commissioned providers and youth offending team.</p>

### 3.3 Does the proposal create any benefits for people with protected characteristics?

The newly commissioned services will benefit those most in need. We have clearly identified that young people with protected characteristics are the target groups for these services and will benefit as a result of engaging with them.

We expect that the benefits will include but are not limited to:

- A continued reduction in the number of NEET young people across the city
- Improved outcomes in health and wellbeing and education and training for young people with protected characteristics.
- Continued improved monitoring of equalities data leading to improved services

### 3.4 Can they be maximised? If so, how?

The consultation needs to identify whether there are any differences in the way children and young people want to access youth services services and how they want to be supported. It must also identify if there are any additional barriers for children and YP with protected characteristics to come forward for support where it is needed.

The providers who bid for this work will have their track record tested to ensure they have a history of supporting and promoting equality and working with equality and vulnerable groups of children and young people.

During the implementation phase of the new commissioned services there will be a strong focus on the transition of old services to new, ensuring communications are clear and transparent.

## **Step 4: So what?**

The Equality Impact Assessment must be able to influence the proposal and decision. This section asks how your understanding of impacts on people with protected characteristics has influenced your proposal, and how the findings of your Equality Impact Assessment can be measured going forward.

### 4.1 How has the equality impact assessment informed or changed the proposal?

The information from the EQIA will inform the development of the service specification and contract for future youth services. Data from the services and local intelligence will inform commissioners. The consultation needs to include good qualitative information about the design of support services and publicity. Providers need to accurately monitor equalities information. This will be a requirement in the service specification and contract.

#### **How has the budget consultation informed or changed the proposal?**

The feedback has informed the project to consider the early intervention approach, and spending funds to save. The services will continue to target vulnerable young people. The future services will support young people into Education, Employment and Training, and support young people via an early intervention approach. The Commissioning Plan will be consulted upon, with opportunities for changes to the service model. It will have plans for the proposed spend.

Informing the proposal; BME young people: consultation has confirmed demographic and research in EQIA findings around young people and the effect on education, employment and training, high representation in the criminal justice system. The proposed services will need to work proactively with BME communities to improve BME young people's outcomes.

Informing the proposal; Young Carers: consultation feedback has highlighted needs of young carers and a potential negative impact on young carers' health and wellbeing following a service reduction. The Commissioning plan which will go out for consultation includes young carers as a group of young people to target to access support from peers and receive a break from caring.

Informing the proposal; disabled young people: consultation feedback has highlighted disabled young people have fewer places to go to meet friends, are more likely to be socially isolated, and a lack of opportunities to develop life skills, independent living etc. The Commissioning plan identifies disabled young people as a target group to work with, and feedback on the approach will be sought in the consultation period.

#### **4.2 What actions have been identified going forward?**

The Commissioning plan will be consulted upon in line with the Bristol Compact Agreement.

Commissioned services will have to ensure that staff are appropriately trained to meet the needs of their service users.

#### Disability

- Ensuring that staff have good training and are competent in supporting disabled service users and young people who may not identify as being disabled but who have specialist needs.

#### Ethnicity

- Ensuring that Services are designed to be relevant and accessible for BME young people and children.
- To ensure that outreach and publicity gains the confidence of YP and children and alleviate any fears around engaging with youth services.
- Ensure that the management and staff understand the cultural background and needs of service users. Workers are representative as a diverse workforce.

#### Gender

- The consultation needs to identify if there are any differences in the kinds of risks factors impacting girls and boys in line with the statutory requirements (e.g. NEET). If there are any additional barriers to engaging with youth services for boys and girls and if there are any differences in resilience to additional stresses between boys and girls.

#### Sexual orientation

- The consultation needs to consult with young people who are LGBTQ+ to identify if the sexual orientation of young people would impact on the design of new services.

### 4.3 How will the impact of your proposal and actions be measured moving forward?

The Providers quality will be regularly reviewed throughout the lifespan of the contract. Providers will be required to report quarterly on key performance indicators. These indicators will be used, along with other intelligence collected from additional stakeholders to provide a holistic view of the provider's quality.

Service Director Sign-Off:	Equalities Officer Sign Off: Anne James – Equality and Community Cohesion Team Leader
Date:	Date: 4/1/2017