

Equality Impact Assessment [version 2.9]



Title: Budget Proposal Targeted Youth Services	
<input checked="" type="checkbox"/> Budget Proposal CF10	<input checked="" type="checkbox"/> Changing
Directorate: People	Lead Officer name: Gail Rogers
Service Area: Combined Commissioning	Lead Officer role: Head of Children's Commissioning

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use [plain English](#), avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

Budget context:

Bristol City Council is required by law to set a balanced budget however we face a potential gap in our core budget of around £23.1 million next year. With such a significant challenge the budget cannot be balanced without additional funding, making greater efficiencies (doing the same for less money) or by transforming the way we do things.

The Council has defined statutory responsibilities, but deliver against a far broader agenda, providing universal services benefiting the whole community, and targeted services aimed at individuals, communities with particular needs, and businesses – administered by our workforce, city partners, stakeholder organisations and commissioned services.

The COVID-19 pandemic has been far reaching, with a lasting impact on our people and our economy. Our finances are stretched to the limit, and the UK Government has stopped funding local COVID-19 responses. Up and down the country councils are facing this funding crisis with less money to keep services going. This is because more money is needed to: help citizens with the impact of the COVID-19 pandemic; support low-income households and local businesses in need of support post-COVID-19; support more people than ever with mental health and social care services; and meet the rising need and cost of home to school transport for children with special educational needs and disabilities (SEND) etc. At the same time, the pandemic saw us receive less income from business rates, commercial rentals, parking, sports facilities, and our museums, shops and cafes.

The [Medium Term Financial Plan](#) underpins the Council's financial planning process and outlines the approach we will take to meet the challenges presented by focusing primarily on delivering efficiencies, service re-design programmes which cut across directorate boundaries, and increasing external income and Invest to Save revenue.

This proposal:

The proposal is to reduce the Targeted Youth Services budget by £200k in 2022/23 from a current value of £2,125,602 to £1,925,602, and then to recommission the service at a further saving of £200k in 2023/24

Targeted Youth Services include the delivery of support for young people to reduce risk and build resilience, using a proven youth work approach to build relationships and enable young people to have agency over their lives now and in the future. This approach means that the contract is integrated in its focus on particular areas of risk and harm. Support is primarily delivered in response to a referral from a professional body; the Post 16 Participation Team, Secondary Schools and Social Care are the three biggest referring agencies.

Support is delivered via a combination of 1-2-1, targeted groupwork, open access and detached/outreach work. The service currently supports approximately 2,500 young people through 1-2-1 support and 1,000 via group/open access work per annum (please note these figures have been affected by COVID restrictions, in particular the group/open access support which pre covid where the service was supporting approx. 2,500 young people).

All of the following services will be impacted by this proposal:

- Inclusive offer of targeted positive youth activities for children and young people focused on areas of deprivation and areas with little or no other provision.
- Support for young people who are facing difficulties to help them maintain healthy lifestyles, in particular support for emotional health & wellbeing, substance misuse and healthy relationships to help improve their life chances and a successful transition into adulthood.
- Support for Young People who are not in education, employment or training (NEET), those who are at risk of becoming NEET and those whose learning status is not known, to support them into education, employment or training (this is delivered in close working partnership with the in-house Post 16 Participation Team).
- Providing responsive support when required to particular issues such as crime, anti-social behaviour, child sexual exploitation, violence and lack of community integration.

Funding arrangements:

Targeted Youth Service Funding	LOT 1 North	LOT 2 South	LOT 3 East Central	Total /Year
Year 1 2018/19	£565,257	£996,266	£793,715	£2,355,238
Year 2 2019/20 (5% cut)	£536,994	£946,452	£754,030	£2,237,476
Year 3 2020/21 (5% cut)	£510,144	£899,130	£716,328	£2,125,602
Year 4 2021/22	£510,144	£899,130	£716,328	£2,125,602
Year 5 2022/23 minus 200K saving (9%)	£462,144	£815,130	£648,328	£1,925,602
Reduction between year 4 and 5	£48,000	£84,000	£68,000	£200,000
Reduction between 1 and 5 (18% cut)	£103,113	£181,136	£145,387	£429,636

Recommissioning budget for 2023/24:

The budget for the recommissioning of the service in 2023/24 will be reduced by a further £200k to £1,725,602. In addition to this, £400k will be taken from the budget for the new Bristol Youth Zone. This will be factored into the recommissioning and design of the new service.

1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
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<input checked="" type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations
Additional comments:	

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	[please select]
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2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: <https://www.bristol.gov.uk/people-communities/measuring-equalities-success>.

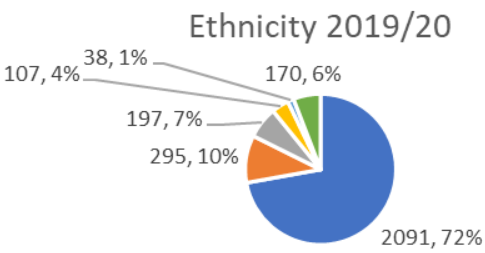
Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

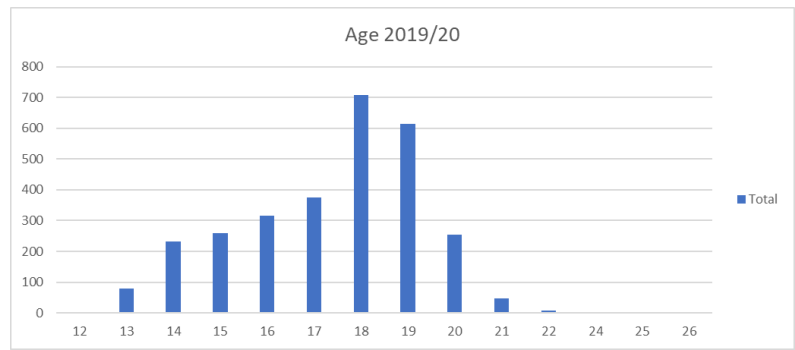
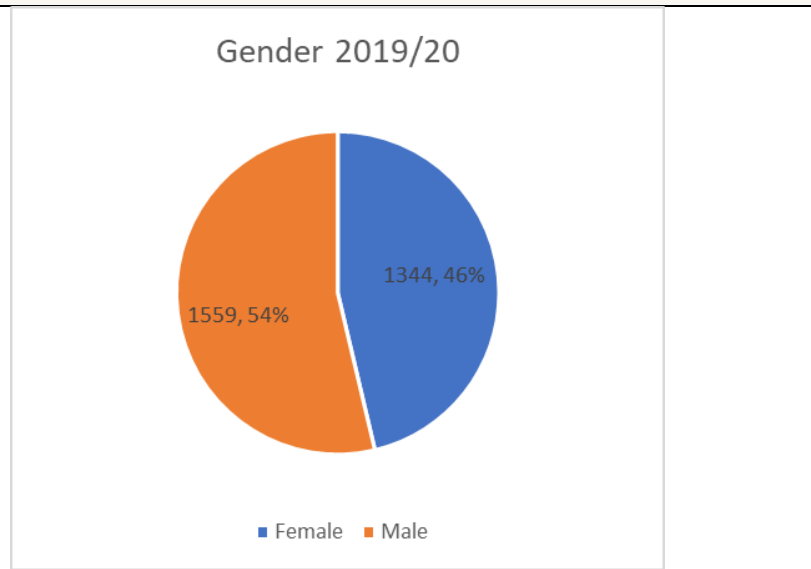
Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](#). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](#); [Joint Strategic Needs Assessment \(JSNA\)](#); [Ward Statistical Profiles](#).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment Form](#)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
Census 2011 and Census 2021 2011 Census Key Statistics About Equalities Communities	The Census details the demographic profile of Bristol. The first results of the 2021 census will not be available until Spring 2022, so demographic data is still informed by 2011 census and other population related documents (listed below) 16-24 making up 11.9% of the population
The population of Bristol	Updated annually. The report brings together statistics on the current estimated population of Bristol, recent trends in population, future projections and looks at the key characteristics of the people living in Bristol.

	<p>Overall, there are more children living in Bristol than people aged 65 and over. Bristol's 85,700 children make up 18.4% of the total population, i.e. almost 1 in every five people living in Bristol is aged under 16.</p>
<p><u>New wards: data profiles</u></p> <p><u>Ward Profiles - Power BI tool</u></p>	<p>The Ward Profiles provide a range of data-sets, including Population, Life Expectancy, health and education disparities etc. for each of Bristol's electoral wards.</p>
<p><u>Bristol Quality of Life survey 2020/21 final report</u></p> <p><u>Quality of Life 2020-21 — Open Data Bristol</u></p>	<p>The Quality of Life (QoL) survey is an annual randomised sample survey of the Bristol population, mailed to 33,000 households (with online & paper options), and some additional targeting to boost numbers from low responding groups. In brief, the 2020 QoL survey indicated that inequality and deprivation continue to affect people's experience in almost every element measured by the survey.</p> <p>The Open Data 'Equalities View' tool shows at a glance the disparities for each Quality of Life indicator based on people's characteristics and circumstances including protected characteristics, caring responsibility, tenancy, education level, and deprivation.</p>
<p><u>Citizens' Assembly</u></p>	<p>The citizens' assembly is composed of 60 randomly selected participants. The group reflects as far as possible the diversity of the population in terms of age, sex, ethnicity, disability, employment status, and geographical location. Bristol Citizens' Assembly was part of a process created by the city of Bristol to gather public input to inform its COVID-19 recovery plan.</p>
<p><u>Joint Strategic Needs Assessment (JSNA)</u></p>	<p>The Joint Strategic Needs Assessment reports on the health and wellbeing needs of the people of Bristol. It brings together detailed information on local health and wellbeing needs and looks ahead at emerging challenges and projected future needs. The JSNA is used to provide a comprehensive picture of the health and wellbeing needs of Bristol (now and in the future); inform decisions about how we design, commission and deliver services, and also about how the urban environment is planned and managed; improve and protect health and wellbeing outcomes across the city while reducing health inequalities; and provide partner organisations with information on the changing health and wellbeing needs of Bristol, at a local level, to support better service delivery.</p>
<p><u>Final report on progress to address COVID-19 health inequalities - GOV.UK (www.gov.uk)</u> December 2021</p>	<p>Multiple sources of data and evidence have highlighted the disproportionate impact of COVID-19 on equalities communities, and the impact of measures taken to address this. This final report highlights the government response to the original recommendations and the long lasting 'take homes'. This highlights the importance of not treating ethnic minorities like a homogenous group and nurturing existing local partnerships and networks for public health programmes. It also gives recommendations around communications, developing and providing materials in multiple languages and working with community partnerships to improve understanding and co-create content for key audiences.</p>
<p><u>HR Analytics: Power BI reports (sharepoint.com)</u> [internal link only]</p> <p><u>Equality and Inclusion Annual Progress Report 2020-21 (pdf, 982KB)</u> Appendix –</p>	<p>The Workforce Diversity Report shows Bristol City Council Workforce Diversity statistics for Headcount, Sickness, Starters and Leavers data. The report is updated once a month with data as at the end of the previous month. It excludes data for Locally Managed Schools/Nurseries, Councillors, Casual, Seasonal and</p>

Workforce Diversity Data – summary analysis	External Agency employees. The report is based on the sensitive information that staff add to Employee Self Service on iTrent (ESS (Employee Self Service)).																																												
<u>Designing a new social reality - Research on the impact of covid-19 on Bristol's VCSE sector and what the future should be – Black South West Network 2020</u>	Local research has highlighted how long-term underinvestment and lack of equity in funding and procurement has eroded the local Voluntary and community sector – in particular for Black and minority ethnic led organisations. 30% of the organisations surveyed stated to operate on an annual budget below £5,000, and an additional 18% operated on below £25,000. 42% of the organisations sampled had no paid staff at all and fully relied on volunteers to deliver their activities and services.																																												
Targeted Youth Services Monitoring Data	<p>The monitoring data shows us that the service reached the following young people annually:</p> <table border="1" data-bbox="663 674 1444 819"> <thead> <tr> <th>Number of young people supported</th> <th>1-1 Support</th> <th>Group Support</th> </tr> </thead> <tbody> <tr> <td>June 2019-May 2020</td> <td>2434</td> <td>2344</td> </tr> <tr> <td>June 2020-May 2021</td> <td>2009</td> <td>990</td> </tr> </tbody> </table> <table border="1" data-bbox="663 857 1450 1126"> <thead> <tr> <th>Characteristic of Young Person</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Disabled</td> <td>256</td> </tr> <tr> <td>Education, Health and Care Plan</td> <td>228</td> </tr> <tr> <td>Young Carer</td> <td>155</td> </tr> <tr> <td>Child Protection Plan</td> <td>51</td> </tr> <tr> <td>Child in Care</td> <td>62</td> </tr> <tr> <td>Care Leaver</td> <td>50</td> </tr> </tbody> </table> <div data-bbox="663 1162 1319 1722"> <p style="text-align: center;">Ethnicity 2019/20</p>  <table border="1" data-bbox="671 1182 1157 1433"> <thead> <tr> <th>Ethnicity</th> <th>Count</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>White total</td> <td>2091</td> <td>72%</td> </tr> <tr> <td>Dual heritage/Mixed total</td> <td>295</td> <td>10%</td> </tr> <tr> <td>Black or Black British total</td> <td>197</td> <td>7%</td> </tr> <tr> <td>South Asian or Asian British Total</td> <td>107</td> <td>4%</td> </tr> <tr> <td>Other ethnic groups total</td> <td>38</td> <td>1%</td> </tr> <tr> <td>Prefer not to say</td> <td>170</td> <td>6%</td> </tr> </tbody> </table> <ul style="list-style-type: none"> ■ White total ■ Dual heritage/Mixed total ■ Black or Black British total ■ South Asian or Asian British Total ■ Other ethnic groups total ■ Prefer not to say </div>	Number of young people supported	1-1 Support	Group Support	June 2019-May 2020	2434	2344	June 2020-May 2021	2009	990	Characteristic of Young Person	Total	Disabled	256	Education, Health and Care Plan	228	Young Carer	155	Child Protection Plan	51	Child in Care	62	Care Leaver	50	Ethnicity	Count	Percentage	White total	2091	72%	Dual heritage/Mixed total	295	10%	Black or Black British total	197	7%	South Asian or Asian British Total	107	4%	Other ethnic groups total	38	1%	Prefer not to say	170	6%
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Additional comments:

2.2 Do you currently monitor relevant activity by the following protected characteristics?

- | | | |
|--|---|---|
| <input checked="" type="checkbox"/> Age | <input checked="" type="checkbox"/> Disability | <input checked="" type="checkbox"/> Gender Reassignment |
| <input checked="" type="checkbox"/> Marriage and Civil Partnership | <input checked="" type="checkbox"/> Pregnancy/Maternity | <input checked="" type="checkbox"/> Race |
| <input checked="" type="checkbox"/> Religion or Belief | <input checked="" type="checkbox"/> Sex | <input checked="" type="checkbox"/> Sexual Orientation |

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

Although our corporate approach is to collect diversity monitoring for all relevant characteristics, there are gaps in the available local diversity data for some characteristics, especially where this has not always historically been included in census and statutory reporting e.g. for sexual orientation.

We also know there are some under-reporting gaps in our workforce diversity information - where personal and confidential information is voluntarily requested from staff.

We do not currently monitor information on sexual orientation or religion within the Targeted Youth Service.

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities. See <https://www.bristol.gov.uk/people-communities/equalities-groups>.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing change or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

We held a public Budget Consultation from Friday 5 November 2021 until Friday 17 December 2021. Alongside asking for views on different options for Council Tax next year, we shared some of the broad areas where we were looking at to reduce council spend to seek citizen's view. We made it clear in our communications that "We know we may need to consult with you about some of our more detailed saving proposals before we make any final decisions about them in future, and they may include difficult choices."

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

All responses to the Budget Consultation will be analysed and included in a report that will be published on the Bristol City Council website in early 2022. We will take Budget consultation responses into account when developing our final proposals to put to the Cabinet and a meeting of the Full Council for approval. The final decision will be taken by Full Council at its budget setting meeting in February 2022.

We will undertake a formal consultation process as part of the recommissioning of the service for 2023/24, this will include children and young people, professionals, and residents of Bristol. This will include focus groups and surveys and we will work to ensure the inclusion of seldom heard groups. Furthermore a consultation has been undertaken around the introduction of the Youth Zone.

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above, and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#)

3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)

Even when we plan to consult in more detail on specific service delivery proposals at a later time, we must ensure that any budget setting decisions that are likely to affect future services are informed by sufficient consultation and

proper analysis. This is so that decision makers can have due regard to any likely disproportionate or negative impact for citizens, service users or employees on the basis of their protected and other relevant characteristics at the time the budget is approved – not afterwards¹.

Decision makers will have the ability to make changes to the individual spending plans following further consultation as appropriate and detailed evaluation of the impact of specific proposals. Within the proposed budget envelope there will be financial mitigation put aside for any non-delivery or amendments to proposals which may occur due to future consideration of equalities issues or other factors.

As well as identifying whether budget changes will have a disproportionate impact on particular groups (e.g. because they are over-represented in a particular cohort of affected service users), we need to pay particular attention to the risk of indirect discrimination: when an apparently neutral decision puts members of a given group at a particular disadvantage compared with other people because of their different needs and circumstances.

Because the underlying reasons for the Council's budget deficit are very far reaching and likely to impact other public bodies and providers - we need to avoid making any assumptions that people's needs will still be met by other / external provision if we reduce or decommission our existing services.

Where budget proposals are likely to impact on our workforce we will follow the 'Management of Change' guidance for internal consultation and seek advice from diversity consultants in the Equality and Inclusion Team to mitigate risks of discrimination. For proposals which are likely to impact external workforce teams e.g. in commissioned services, we will consider any likely disproportionate impacts of TUPE transfer arrangements etc.

Where proposals relate to changing work locations or conditions we will also consider the impact on those who may be more reliant on car parking or public transport; provide and support access to funding for workplace adaptations and aids to enable disabled employees to obtain and retain their employment; and promote flexible working patterns wherever possible to maximise opportunities for people with caring responsibilities and those from faith groups etc.

As there is evidence showing that lack of equity in funding and procurement has eroded the local voluntary and community sector, we need to consider the extent to which any proposed reductions in budgets for commissioned services, or proposals to increase income (e.g. by reducing subsidies or charging more commercial rates for premises and services) may have a disproportionate impact on smaller organisations which are led by and/or support local equalities communities.

We are also aware of existing structural inequalities and particular considerations, issues and disparities for people in Bristol based on their characteristics, which we have taken into account in making this budget proposal (detailed below).

The current Targeted Youth Service is tasked to work in particular with priority groups in need of help and support. These include, but are not limited to:

- Children in care and care leavers
- Young carers
- Teenage parents
- Young people at risk of entering the criminal justice system
- Young offenders
- Young people with special educational needs and disabilities
- Children of parents misusing substances

These young people are not equally located through the City, as need tends to align with economic disadvantage. In addition, young Black males are nationally and locally over-represented in the criminal justice system.

Reduced budget will mean less capacity within the service, and in all likelihood provider staff redundancies or not

¹ [Bristol judgment clarifies Councils' Budget consultation duties](#) — The Consultation Institute

filling vacant posts. This is likely to affect the generic youth work/wellbeing offer and the service's ability to accept referrals for 1-2-1 support. It may result in more partnership working to deliver group sessions or the stopping of some group sessions, especially in the summer when statutory September tracking is required to be delivered.

Mitigations

Where funding is being reduced, we will take this as an opportunity to scope and draw on other sources of funding to maximise our 'One City' approach and draw in additional funding streams. This has already been done with Serious Youth Violence funding which has supplemented targeted youth services for our most vulnerable. We will continue to search and work with city partners to apply for alternative funding streams that will increase total available expenditure. Our Belonging Strategy: Belonging in the Community is a One City Plan that sets out our ambitions to work with the sector as a whole, to develop a youth offer that meets the needs of children and young people in all parts of the City. We will improve partnership working and create joined up systems so that there is "no wrong door" into these services. There are no current pots of funding that have been confirmed however, we will consider whether we can commercialise any services and investigate sponsorship

Youth services tend to support those young people with lower levels of need – those with higher levels of need will continue to receive additional support via alternative services such as ROUTES (relationship based, trauma informed, one to one intervention to children, young people and young adults who are at risk of Serious Youth Violence (SYV) and Child Criminal Exploitation (CCE)).

Areas of statutory service delivery that are currently included in our targeted youth services contracts such as the September Education, Employment and Training Guarantee to young people aged 16 and young carer assessments will remain in place.

We will ensure that we utilise the Holiday Activities and Food Programme fund for 2022. The 2022/23 settlement for Bristol for is £1.9m. This is an increase in the funding that we received in 2021-22 and is a significant sum that will support the sector to deliver youth and play services in the holidays for children entitled to free school meals. This funding will help to offset the proposed reduction and minimise the adverse impacts for our most vulnerable.

Bristol have invested in a South Bristol Youth Zone, in addition to the council's £400k annual investment, the Youth Zone provide £900k. That is additional funding into the youth sector that does not currently exist.

Furthermore, Bristol has a very large and diverse youth sector that is not funded by the council. In total there is approx. £7.2m of funding in the youth sector with just 30% of it provided by Bristol City Council. This evidences the strength of the sector and that there will continue to be a significant youth presence in the city.

PROTECTED CHARACTERISTICS

Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
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- | | |
|--------------------|--|
| Potential impacts: | <ul style="list-style-type: none"> • Young people are often under-represented in engagement and consultation and in Bristol are less satisfied than average with the way the council runs things. • Children and young people in Bristol are considerably more ethnically diverse than the overall population of Bristol. • Children and young people from the most deprived areas of Bristol have the poorest outcomes in health and education in terms of health, education and future employment etc. • Young people in Bristol are more likely to: <ul style="list-style-type: none"> ○ have poor emotional health and wellbeing ○ find inaccessible public transport prevents them from leaving their home when they want to ○ 6.8% of 16-17 year olds (2020/21) were "not in education, employment or training" (NEET) • Young adults are most likely to have lost work or seen their income drop because of COVID-19 |
|--------------------|--|

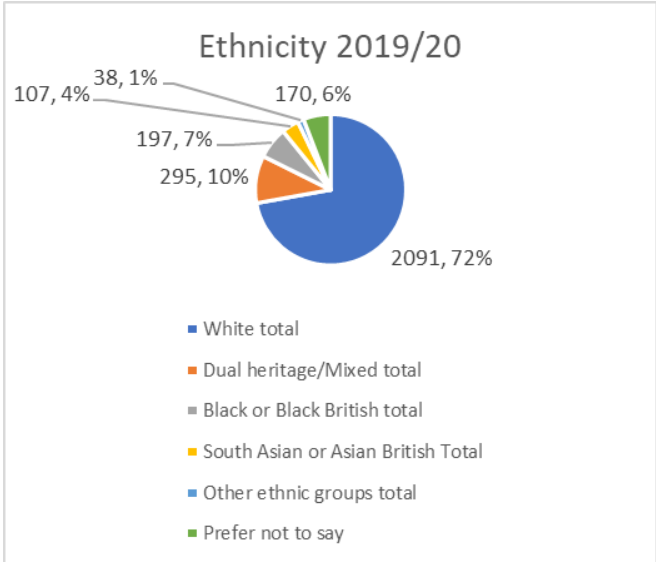
Reduction in service capacity is likely to lead to either waiting lists, or a number of young people

	<p>who are unable to access the service. This could contribute to a higher rate of young people who are NEET and lead to an increase in antisocial behaviour. As the service is preventative in nature it does support a lot of young people to maintain healthier lifestyles. Reductions to services will potentially lead to an increase in young people requiring additional support for mental health and wellbeing and potential breakdowns in families. It could also result in additional young people being exposed to CCE (Child Criminal Exploitation) and CSE (Child Sexual Exploitation).</p>
Mitigations:	<p>Delivery of the Youth Zone in 2023/24 will be factored into the recommissioning and redesign of the current youth services contract. The risk of funding being removed from the wider TYS service is mitigated by the fact that the Youth Zones will bring significant match funding through philanthropic giving. The ongoing revenue costs for the Youth Zone is expected to be circa £1.3m, bringing in an additional £900,000 to our £400,000 revenue investment, significantly increasing the total funding into the sector and therefore benefitting more young people.</p>
Age: Older People	<p>Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>
Potential impacts:	<ul style="list-style-type: none"> •
Mitigations:	
Disability	<p>Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>
Potential impacts:	<ul style="list-style-type: none"> • 17% of Bristol's population are disabled. There are more disabled women than men living in Bristol. • The UK Disability pay gap is 20% (2020) • There is a disproportionate impact of COVID-19 on disabled people The lived experience of disabled people during the COVID-19 pandemic - GOV.UK (www.gov.uk) • 22% of disabled people aged over 16 are economically active in Bristol compared with 70% of the general population, and are more likely to work part time. • Disability increases with age: 4.1% of all children, for the working age population it increases to 12.3% and for people aged 65 and over it increases to 55.9%. • Disabled people on average have lower qualification levels than the population as a whole. • Disabled people experience higher rates of hate crime and domestic abuse compared to the general population • Disabled people should be empowered to make independent living choices and have a say in access to service provision. • Budget setting needs to provide sufficient resource and flexibility to meet our legal duty to make anticipatory and responsive reasonable adjustments for disabled people including: <ul style="list-style-type: none"> ○ changing the way things are done e.g. opening / working times; ○ changes to overcome barriers created by the physical features of premises. ○ providing auxiliary aids e.g. extra equipment or a different or additional service. ○ is 'anticipatory' so we must think in advance and ongoing about what disabled people might reasonably need. • Disabled people must not be charged for their reasonable adjustments, accessible formats or other adaptations. It is a legal requirement under the Equalities Act to ensure information is accessible to disabled employees and service users.
Mitigations:	<p>We will ensure that disabled young people continue to be factored into service redesign</p>
Sex	<p>Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>
Potential impacts:	<ul style="list-style-type: none"> • There are more males (54%) than females accessing targeted youth services. • Nationally the gender pay gap was 15.5% in 2020. This shows the relative pay gap between female and male employees and how the balance of pay is distributed in an organisation irrespective of equal pay for job roles. • Women still bear the majority of caring responsibilities for both children and older relatives. • Women are more likely to be excluded from conversations which affect decision making due

	<p>to lack of representation in boards / organisational leadership.</p> <ul style="list-style-type: none"> • Services and workplace requirements may not take into consideration the impact of women's reproductive life course including menstruation, avoiding pregnancy, pregnancy, childbirth, breastfeeding, and menopause. • Young women between the ages of 16 and 24 have higher risk of common mental health problems and higher rates of self-harm and post-traumatic stress disorder etc. • Bristol female preventable mortality rates are significantly higher than the England rates • Nationally 27% of women experience domestic abuse in their lifetimes. The rate of recorded domestic abuse incidents in Bristol has shown a significant rise over the last two years and 74% of victims were female. • Men and boy's health is in general poorer than that of women and girl's • Male life expectancy at birth in Bristol is around four years less than for females. • On average men in Bristol live 18 years in poor health, women live 22 years in poor health • A higher proportion of boys have physical impairments and more boys than girls have diagnosed mental health disorders and learning difficulties. • Men in Bristol are more likely than women to have unhealthy lifestyle behaviours including being overweight and obese, smoking, alcohol and substance misuse • There are differences between men and women in health practices and the way they use health services • Men are three times more likely than women to take their own lives. •
Mitigations:	See general comments above
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Lesbian, gay and bisexual people are statistically more vulnerable to verbal and physical abuse • 1 in 5 Lesbian, Gay, Bisexual and Trans (LGBT) staff have been the target of negative comments or conduct from work colleagues in the last year because they're LGBT. • More than a third of LGBT staff have hidden or disguised that they're LGBT at work in the last year because they were afraid of discrimination. • 1 in 10 Black, Asian and Minority Ethnic LGBT staff have similarly been physically attacked because of their sexual orientation and /or gender identity, compared to 3% of White LGBT staff • One in four lesbian and bisexual women have experienced domestic abuse in a relationship, one third of them were abused by a man. Almost half of all gay and bisexual men have experienced at least one incident of domestic abuse from either a family member or a partner since the age of 16. • Research shows LGBT people face widespread discrimination in healthcare settings and one in seven LGBT people avoid seeking healthcare for fear of discrimination from staff • The Stonewall LGBT in Britain - Health Report shows LGBT people are at greater risk of marginalisation during health crises, and those with multiple marginalised identities can struggle even more. In communications we should signpost and refer where possible to mutual aid and community support networks². • Research has shown that LGBT people are more likely to be living with long-term health conditions, are more likely to smoke, and have higher rates of drug and alcohol use. • Half of LGBT people experienced depression in the last year • 14% of LGBT people have avoided treatment for fear of discrimination because they are LGBT.
Mitigations:	<p>See general comments above</p> <p>Freedom Youth is a gender and sexuality social action service run by Off The Record. This is run separately from the council. Group sessions are social, informative and safe supportive spaces. Sessions are filled with workshops (on topics such as housing, relationships, mental health, gender and sexuality, keeping safe and much more).</p>
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential	<ul style="list-style-type: none"> • The Equality Act 2010 applies to those who are pregnant or have given birth in the past 26

impacts:	<p>weeks, as well as making provisions to protect the rights of breastfeeding mothers.</p> <ul style="list-style-type: none"> • Around 80% of women will give birth and many women will also experience termination, miscarriage and stillbirth • In the workplace we need to ensure equal access to recruitment, personal development, promotion and retention for employees who are pregnant or on maternity leave (including briefing and updates for any workforce changes) • Ensure there is equality of opportunity for services in relation to pregnancy and maternity. This includes e.g. providing physical access when using prams and pushchairs, and availability of toilets and baby-changing facilities etc. , and flexible working patterns and service times for childcare arrangements • Black, Asian and Minority Ethnic women more likely to experience complications at birth
Mitigations:	See general comments above
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • As sexual orientation above Transgender people are statistically more vulnerable to verbal and physical abuse. Transgender people regularly face prejudice and discrimination because of the way in which they transgress many of the norms of our culture and society. • 1 in 8 Trans people (12%) in the workplace have been physically attacked by customers or colleagues in the last year because they were Trans
Mitigations:	See general comments above
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Black, Asian and minority ethnic people are disproportionately impacted by COVID-19 • Ethnic minorities in Bristol experience greater disadvantage than in England and Wales as a whole in education and employment and this is particularly so for Black African people². • In the last census (2011) 16% of the population belonged to a Black, Asian or minority ethnic group and this is likely to be higher now. • The top three countries of birth outside UK for Bristol residents are Poland, Somalia and India. • Bangladeshi, Pakistani, and Black ethnic groups are more likely to live in deprived neighbourhoods; and the same groups and Chinese ethnicities are about twice as likely to live on a low income and experience child poverty compared to White groups • Black, Asian and minority ethnic households are less likely to own their home and more likely to living in overcrowded housing and intergenerational households. Bangladeshi and Pakistani groups are more likely to live in multi-family households. • Black Asian and minority ethnic groups in Bristol are more likely to find inaccessible public transport prevents them from leaving their home when they want to • Black African young people are disadvantaged in education compared to their White peers⁸. A disproportionately high percentage of Bristol school pupils from Black, Asian and minority ethnic backgrounds are excluded from school and In Bristol pupils with the lowest 'Attainment 8' scores are from Black ethnic background (highest from Chinese ethnic background.) • In addition, young Black males are nationally and locally over-represented in the criminal justice system. • Organisations may lack cultural competence because Black, Asian and minority staff are under- represented. • People from Black African, Other, and Black Caribbean groups have persistently high levels of unemployment and almost all ethnic minority groups in Bristol experience employment inequality when compared to White British people. • Black Asian and minority ethnic groups are more likely to be self-employed than the Bristol average and over-represented in low income self-employment including taxis, takeaway restaurants • Black Asian and minority ethnic people are underrepresented in political and civic

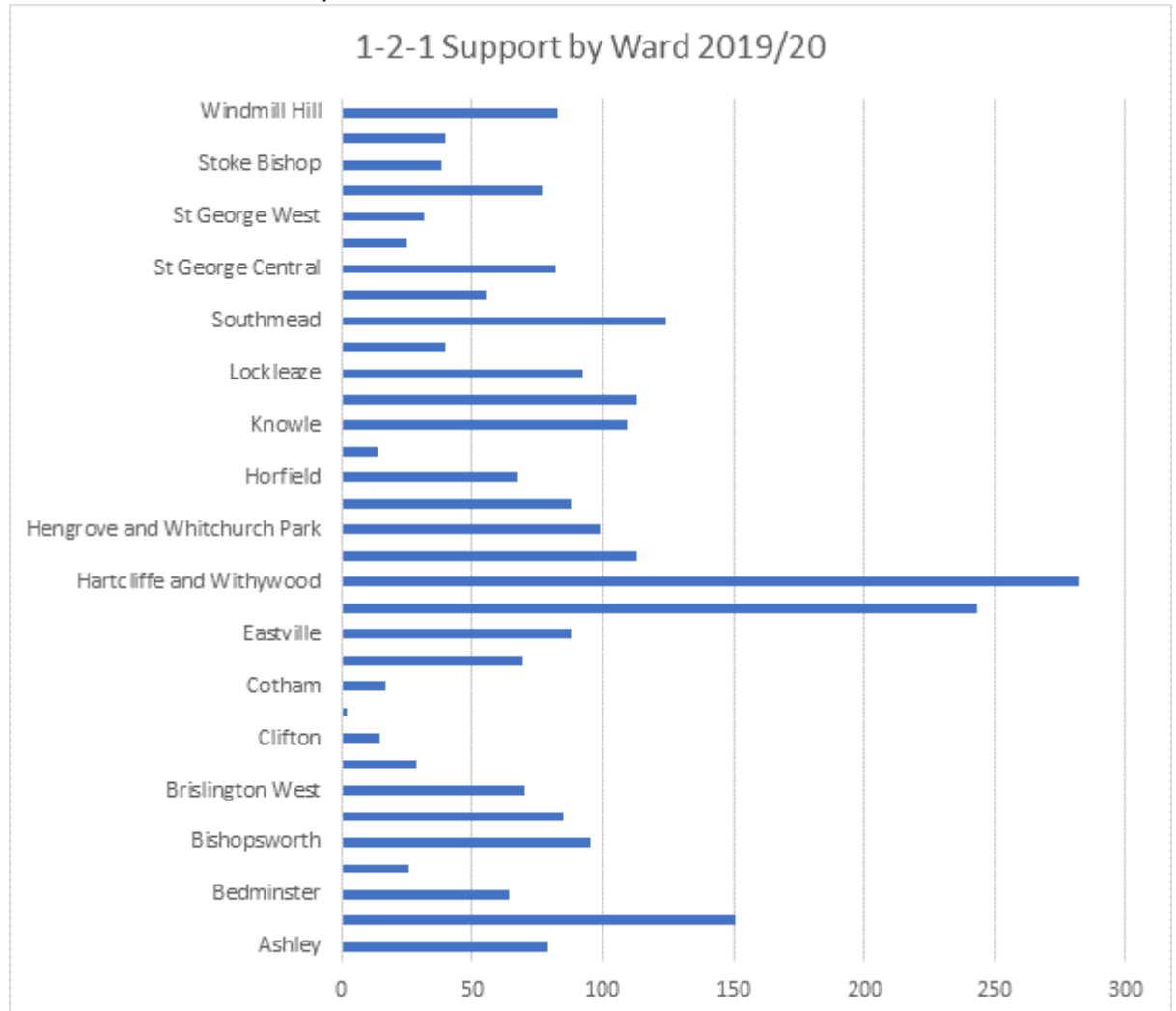
² CoDE Briefing Bristol v2.pdf (runnymedetrust.org)

	<p>leadership.</p> <ul style="list-style-type: none"> • People who do not speak English as a main language may require information in plain English and community language translations or videos etc.  <p>It is anticipated that the number of mixed / dual heritage young people will significantly have increased in the 2021 census.</p>
Mitigations:	It is a requirement of our services to ensure they target and support children and young people identified as particularly vulnerable which includes those from black and ethnic minority backgrounds, refugees and asylum seekers.
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • There are at least 45 religions represented in Bristol. Approximately 1 in 20 people in Bristol are Muslims, and Islam is the second religion in Bristol after Christianity • Budget proposals should take into account differing needs because of people’s religion and belief (for example different requirements around diet, life events, and holidays) • Having a designated multi-faith room can make environments such as workplaces and shopping centres is more accessible and friendly for people from faith groups where regular prayer is required. • Currently the TYS do not collect data on religion, however we will build this requirement into monitoring arrangements going forward.
Mitigations:	See general comments above
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Bristol has 41 areas in the most deprived 10% in England, including 3 in the most deprived 1%. The greatest levels of deprivation are in Hartcliffe & Withywood, Filwood and Lawrence Hill. • In Bristol 15% of residents - 70,800 people - live in the 10% most deprived areas in England, including 19,000 children and 7,800 older people. • 9.8% (approximately 19,572 households) of all households in Bristol are living in fuel poverty (<u>BEIS, 2020</u>) • 4.2% of households have experienced moderate to severe food insecurity, rising to 13% in the most deprived areas of the city (QoL 2020-21) • 25% of people in Bristol are dissatisfied with the way the Council runs things, but this is 43%

for people living in the most deprived areas of the city (QoL 2020-21).

- The inequalities gap in life expectancy between the most and least deprived areas in Bristol is 9.6 years for men and 7.2 years for women.

The service is currently focused on delivering targeted positive youth activities for children and young people in areas of deprivation and areas with little or no other provision, therefore any cuts will disproportionately impact this. As the service is preventative in nature, it supports a lot of young people to maintain healthier lifestyles. Reductions to services could increase the equalities gap between most and least deprived areas.



Mitigations:

See general comments above.

The service will continue to be expected to work within areas of high deprivation and the addition of the Youth Zone in South Bristol in 2023 will supplement this.

Carers

Does your analysis indicate a disproportionate impact? Yes No

Potential impacts:

- Being a carer can be a huge barrier to accessing services and maintaining employment
- We need to consider the timing/availability of services, events etc. to allow flexibility for carers.
- As with Disability and Pregnancy and Maternity – policies which aim to restrict driving or parking can have a disproportionate impact on people who are reliant on having their own transport.
- Studies show around 65% of adults have provided unpaid care for a loved one.
- Women have a 50% likelihood of being an unpaid carer by the age of 46 (by age 57 for men)
- Young carers are often hidden and may not recognise themselves as carers_

Mitigations:

See general comments above

3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

The proposal is unlikely to have any potential benefit other than to contribute to a balanced budget, however a number of mitigations will be put in place to minimise the impact to young people as set out in section 3.1.

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

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:

As the service is preventative in nature it supports a lot of young people to maintain healthier lifestyles. Reductions to services will potentially lead to an increase in young people requiring additional support for mental health and wellbeing and potential breakdowns in families. It could also result in additional young people being exposed to CCE and CSE.

The risk will be mitigated by maximising alternative funding stream, supporting the sector to develop and the introduction of the Youth Zone in South Bristol which will bring in an additional £900,000 investment into the area. The Youth Zone is being set up in South Bristol in order to serve some of our most deprived communities. Whilst locate in south Bristol and focused on delivery to our communities in that part of the city, the Youth Zone will be a world class youth facility available to all young people in the city. We will ensure the information about and travel to the Youth Zone enables access for all. Additionally, we will deliver youth services across North and East Central by commissioning youth services specific to the needs of young people in those communities.

Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

Contribute to a balanced budget

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
Ensure access to the Holiday Activity and Food (HAF) Fund	Gail Rogers	2022
Additional investment into the sector via the Youth Zones	Gail Rogers	2023
Scope out additional funding streams in line with the One City Plan	Gail Rogers	2023

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

How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

We will continue monitoring access to the service and the outcomes being achieved. We will aim to recommission in such a way that supports the development of the wider youth sector, recognising that BCC is only a small part of the total funding pot, with a view to them meeting the needs of the young people of Bristol.

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director³.

Equality and Inclusion Team Review: Reviewed by Equality Officer	Director Sign-Off: Ann James, Director – Children and Families
Date: 29/12/21	Date: 30/12/2021

³ Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.