



# Equality Impact Assessment [version 2.10]

Title: Bristol Youth Service – Grant Scheme	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input type="checkbox"/> Already exists / review <input checked="" type="checkbox"/> Changing
Directorate: People	Lead Officer name: Mark Lee
Service Area: Commissioning	Lead Officer role: Commissioning Manager

## Step 1: What do we want to do?

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.

Bristol City Council proposes to work in partnership with the youth and play sector to develop and deliver a youth and play offer for Bristol. This is a change in approach as currently BCC has three procured contracts held by Creative Youth Network to deliver youth services. The current service supports young people aged 11 to 19 years (or up to 25 for care leavers/ 24 for young people with learning difficulties). The new proposal will be expanded to include young people aged 8 – 19.

We propose to move to a grant based collaborative model. This new Youth Service will be delivered by Youth and Play organisations based within the VCSE, across Bristol, steered by our Families in Focus Teams Senior Practitioners (JNC Youth Workers) and funded through a grants scheme managed by BCC.

This process has been supported by a 12-month co-production process with our partners from the VCSE sector including organisations from the Youth Alliance and the Bristol Play Forum.

We have established a governance model that is responding to our desire to:

- jointly fund youth and play work across Bristol in line with the Belonging Strategy and One City Plan
- develop a strong partnership across the sector to build capacity
- fulfil our statutory duty to provide positive activities to children and young people
- offer youth and play services that are local, diverse, culturally aware, trauma informed, flexible, skilled and supported.
- work alongside the VCSE to ensure our governance and model is as equitable as the provision that is delivered for children and young people.
- support a variety of youth and play services that are already working well and are embedded within Bristol communities.

- create a whole, interrelated system where we understand and utilise the totality of resource that makes up our wider economy and where we create the best opportunities and outcomes by working together.
- develop quality standards and outcomes across the sector, working together to ensure that high quality youth and play provision is available across the city for all young people.
- link with the Public Health Innovation fund and colleagues within the Community Resources team, explore opportunities to align work on grants, using cross service working to maximise resource available.

Reasons for change from the current Targeted Youth Service model:

- The current three externally commissioned contracts are coming to an end in September 2023.
- There is a reduced BCC budget which has encouraged us to proactively forge this partnership with VCSE organisations to jointly fund Bristol wide play and youth settings in local communities. It is important to emphasise that the VCSE has additional funding opportunities available.
- To respond to the changed need of children and young people especially after the pandemic asking for and requiring safe local spaces and peer communities for them to address their experienced adversities and feel a sense of belonging. Somewhere, where they will find inspiration, acceptance and the help they need.
- To support the VCS youth and play organisation to become more sustainable through proactive partnership working and pooling of resources.
- This development will work alongside the development of the Youth Zone in South Bristol.

## 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
<input checked="" type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	

## 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"/> <b>Yes</b>	<input type="checkbox"/> <b>No</b>	[please select]
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The proposal has increased its age range which will have a positive impact on children and young people.

The proposed changes will need to be carefully managed so that it does not have a detrimental impact on CYP across Bristol, in particular groups with protective characteristics.

We have created a governance structure to support the implementation of this process, this will include representation from children and young people plus organisations that champion CYP from protective characteristic groups and vulnerable groups.

## Step 2: What information do we have?

### 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: [How we measure equality and diversity \(bristol.gov.uk\)](http://bristol.gov.uk)

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 \(sharepoint.com\)](http://sharepoint.com). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](http://bristol.gov.uk); [Joint Strategic Needs Assessment \(JSNA\)](http://bristol.gov.uk); [Ward Statistical Profiles](http://bristol.gov.uk).

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 \(sharepoint.com\)](http://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](http://bristol.gov.uk) and [Stress Risk Assessment Form](http://bristol.gov.uk)

<b>Data / Evidence Source</b>  [Include a reference where known]	<b>Summary of what this tells us</b>
Needs Analysis, which includes data from: <u><a href="#">The population of Bristol</a></u> <u><a href="#">New wards: data profiles</a></u> <u><a href="#">Ward Profiles - Power BI tool</a></u> <u><a href="#">2011 Census Key Statistics About Equalities Communities</a></u> <u><a href="#">Schools, pupils and their characteristics : January 2021 - GOV.UK</a></u>	<ul style="list-style-type: none"> <li>• The changes in population and age profile across the city will have service delivery implications and will affect certain areas more than others and this should be considered when planning services.</li> <li>• There is significant variation in population diversity across the city, so the challenge will need to be inclusive and to enable choice and availability of services where it is needed most.</li> <li>• With concentrations of particular ethnic groups and diverse populations in certain areas of the city, a city-wide/universal approach to provision may not be appropriate for all services. A targeted or tailored provision for particular populations may be necessary.</li> <li>• Services need to be aware of the particular support needs for some groups, for example young carers, refugees and asylum seekers, young people of ethnic minorities and LGBTQ+ young people.</li> <li>• There are many young people who are carers but are not identified. Being a carer can impact on a range of health, wellbeing and educational outcomes.</li> </ul>

([www.gov.uk](http://www.gov.uk))

According to the Bristol Locality Health Profile 2022:

- As we saw during the uprisings of 2020 and prior, race does matter. Race matters because systemic racism exists. Racial inequalities exist. Unconscious bias exists which all impact on the health, wellbeing and attainment of Black, Asian and minoritised ethnic young people. However, this is not limited to race.
- Representation can serve as opportunities for minoritized people to find community support, validation but also as a way of raising aspirations. If young people don't see themselves represented in the community structures around them, or in positions of power, how do they know that these opportunities are available for them?
- For Children and Young People involved in youth work, representation is about being relatable, having a deep understanding of lived experience and about supporting cultural identity. Strong cultural identity has been shown to improve social well-being, mental health resilience and can help ease trauma. It is tremendously important to have representatives from Black, Asian and minoritised ethnic backgrounds, Young Carers, Disabled young people with special educational needs, individuals from varied socio-economic backgrounds, members of the LGBTQIA community – and have them leading change in their own communities.

Representation also benefits the workplace in a variety of ways:

- Diversity in an organisation's workforce as well as upper management positions fosters representation. Having diversity in multi-hierarchical levels of an organisation nurtures a deeper understanding and compassion beyond the limits of job roles.
- Organisations representing diverse communities can help offer a better understanding of their needs and pain points. With an array of perspectives, organisations can take steps to improve their existing offers and develop new ones.
- With a wide variety of talent, organisations also gain access to more innovative ideas, perspectives, and solutions. When an organisation puts importance on representation, they can promote these differences as strengths that can help everyone achieve their goal.

Targeted Youth Services Monitoring Data

Figures taken from Jun 2021 – May 2022

Number of young people supported	1-1 Support
City Centre	44
East Central	1003
North	1084
South	1270
Total	3401

Demographic Information for CYP in receipt of 1-2-1 Support

Characteristics of YP	1-2-1 Support	Percentage
Disabled	236	7%

Young carer	127	4%
CP plan	26	1%
Looked after	87	3%
Care leaver	45	1%

Age	Total	Percentage
11	15	0%
12	174	5%
13	362	11%
14	369	11%
15	466	14%
16	425	12%
17	691	20%
18	695	20%
19	153	4%
20	34	1%
21	6	0%
22	3	0%
23	5	0%
24	1	0%
25	2	0%
<b>Grand Total</b>	<b>3401</b>	

Gender	Total	Percentage
Female	1634	48%
Male	1761	52%
Unknown	6	0%
<b>Grand Total</b>	<b>3401</b>	

<b>Ethnicity</b>	<b>Total</b>	<b>Percentage</b>
Asian	137	4%
Black	272	8%
Mixed	386	11%
Other	237	7%
White	2369	70%
<b>Grand Total</b>	<b>3401</b>	

<b>Ethnicity</b>	<b>Total</b>
<b>Asian</b>	<b>137</b>
Any Other Asian Background	24
Bangladeshi	19
Indian	19
Pakistani	75
<b>Black</b>	<b>272</b>
Any Other Black Background	50
Bac - Jamaica	3
Black - Somali	8
Black - African	23
Black - Eritrean	2
Black - Gambian	2
Black - Sudanese	2
Black Caribbean	5
Black European	1
Black/ Black British -Somali	63
Caribbean	99
Other Black African	14
<b>Mixed</b>	<b>386</b>
Any Other Mixed Background	74

Dual + Asian & Black	1
Dual + Asian & Other Ethnicity	1
Dual + Black & Other Ethnicity	5
Dual + White & Black Asian	1
Other Mixed Background	12
White and Any Other Asian Background	3
White and any other Ethnic Group	4
White and Asian	32
White and Black African	45
White and Black Caribbean	208
<b>Other</b>	<b>237</b>
Afghan	23
Any Other Ethnic Group	35
Arab Other	4
Chinese	4
Egyptian	1
Information Not Yet Obtained	49
Iranian	1
Iraqi	2
Kurdish	5
Refused	4
(blank)	109
<b>White</b>	<b>2369</b>
Any Other White Background	46
Gypsy	7
Portuguese	1
Roma	1
Traveller of Irish Heritage	8
Turkish	1

White - Albanian	2
White - English	51
White - Polish	6
White British	2146
White Eastern European	37
White European	3
White Irish	11
White Other	24
White Western European	25
<b>Grand Total</b>	<b>3401</b>

Disabled	Total	Percentage
No	3080	91%
Yes	307	9%
(blank)	14	0%
<b>Grand Total</b>	<b>3401</b>	<b>100%</b>

SEND	Total	Percentage
Education, Health and Care Plan	455	13%
No Special Educational Need	2293	67%
SEN Support	653	19%
<b>Grand Total</b>	<b>3401</b>	<b>100%</b>

#### Targeted Group and Open Access Support

Please note not all sessions would collect demographic information, in particular open access.

#### Young People Supported

Area	July - Sept 2021	Oct - Dec 2021	Jan - Mar 2022	Apr - Jun 2022
East Central	382	295	285	361
North	151	176	225	339

South	312	380	234	254
The Station	157	148	162	195
<b>Grand Total</b>	<b>1002</b>	<b>999</b>	<b>906</b>	<b>1149</b>

#### Asylum Seekers and Refugee Provision at The Station

Session	July - Sept 2021	Oct - Dec 2021	Jan - Mar 2022	Apr - Jun 2022
Refugee & Asylum Seeker Group Thursday	72	62	79	73
Refugee & Asylum Seeker Group Wed	47	53	83	111
Station Refugees & Asylum Young Leaders	13			11

#### Gender

Area	July - Sept 2021		Oct - Dec 2021		Jan - Mar 2022		Apr - Jun 2022	
	Male	Female	Male	Female	Male	Female	Male	Female
East Central	207	78	126	59	177	96	223	122
North	108	64	94	54	139	79	214	112
South	153	208	132	168	101	125	120	124
The Station	117	25	116	37	147	15	160	21
<b>Grand Total</b>	<b>585</b>	<b>375</b>	<b>468</b>	<b>318</b>	<b>564</b>	<b>315</b>	<b>717</b>	<b>379</b>

#### % Gender Sample: July - Sept 2021

Area	Male		Female		Total
East Central	207	73%	78	27%	285
North	108	63%	64	37%	172
South	153	42%	208	58%	361
The Station	117	82%	25	18%	142

Grand Total	585	61%	375	39%	960
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Significantly higher rate of male service users recorded in North and East Central

#### SEND

Area	Oct - Dec 2021	July - Sept 2021	Jan - Mar 2022	Apr - Jun 2022
East Central	12	10	15	12
North	7	16	14	19
South	10	7	6	13
The Station		1	5	2
<b>Grand Total</b>	<b>29</b>	<b>34</b>	<b>40</b>	<b>46</b>
<b>As % of total recorded</b>	<b>3%</b>	<b>3%</b>	<b>4%</b>	<b>4%</b>

This is lower than expected. Likely that this is due to lack of recording rather than underrepresentation of SEND children and young people.

#### LGBTQ+

	Oct - Dec 2021	July - Sept 2021	Jan - Mar 2022	Apr - Jun 2022	Grand Total
East Central	5	3	9	7	24
North	8	13	9	6	36
South	22	24	18	21	85
The Station		5			5
<b>Grand Total</b>	<b>35</b>	<b>45</b>	<b>36</b>	<b>34</b>	<b>150</b>

#### Ethnicity: Recorded as Black, Asian and minoritised ethnic background

Area	Oct - Dec 2021		July - Sept 2021		Jan - Mar 2022		Apr - Jun 2022	
East Central	95	25%	41	14%	112	39%	182	50%
North	12	8%	50	28%	29	13%	60	18%
South	10	3%	150	39%	10	4%	13	5%
The Station	120	76%	139	94%	158	98%	168	86%
<b>Grand Total</b>	<b>237</b>	<b>24%</b>	<b>380</b>	<b>38%</b>	<b>309</b>	<b>34%</b>	<b>423</b>	<b>37%</b>

Please note there is a significant number of young people where ethnicity data was not collected. Many of the groups in the East Central area are focussed in areas with a higher population of Black, Asian and minoritised ethnic communities, so the number of ethnically diverse young people accessing support is likely to be higher.

**Additional comments:**

- Public Health has confirmed that they will commission a separate drugs and alcohol support service for children and young people under a wider 'drugs and alcohol' strategy remit. Commissioned delivery will align to the new Youth Service model.
- Within our new Youth Service model our statutory duty under the Education and Skills Act 2008 to support and promote effective participation of young people in education, employment, and training (EET) up to the age of 18 (or up to 25 for young people with special educational needs and disability (SEND)) will be delivered by our inhouse Post 16 Participation team (Learning and Skills). Local Authorities must also make tracking arrangements to identify 16- and 17-year-olds who are not participating in education, employment, or training or who are at risk of dropping out of learning, in order to offer support as soon as possible.

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

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

We do not systematically collect information on Sexual Orientation, Gender Reassignment, Religion or Belief, and young carers. It would not always be appropriate as some service users are children. We use the BCC recording system EYES which does not currently have the capacity to record Sexual Orientation or Gender Reassignment.

Our knowledge of young carers is limited, the new school census will be collecting information on young carers which should improve our knowledge of young carers from 2023 onwards.

**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.

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 \(sharepoint.com\)](https://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.

Our approach has been informed by the following reports:

- Research study into Resilience in Young People
- Organisational Resilience in Third Sector
- Black South West Network Study

We heard that smaller VCSE organisations can't survive if funders including BCC continue to procure contracts in the same way.

There has been substantial engagement with the youth and play sector to date and this will continue as it is a coproduced approach.

We have also held a youth conference which was attended by approx. 100 young people, these young people were from existing service user groups and youth participation groups including the Youth Council, CICC, Listening Partnership, Unity and Young Carers Voice. Information from this conference has informed our approach.

## 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.

Individual VCS organisations are invited to the new area strategic youth and play partnerships to develop an area plan for youth and play work delivery (there are currently 36 organisations engaged). Organisations that partake in this strategic partnership will be eligible for a youth service grant. Their ongoing participation is requested.

Local young people are invited to attend their local area youth forums which are represented in the local area strategic youth and play partnership to ensure young people's voices, their ideas and lived experience is being considered when identifying the local need and designing the are delivery plan.

Members of the Youth Council are also currently visiting youth and play services to gather views from CYP.

Simultaneously we are designing a process in which young people will make financial grant decisions with the commissioner as part of a multi professional panel.

## Step 3: Who might the proposal impact?

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)

#### Service Users

The current service is inclusive and is intersectional. It provides targeted group and 1-2-1 support for children and young people including those with particular protected characteristics: for example it offers support to same sex groups to explore gender specific issues. It runs LGBTQ groups and provides support for Refugee and Asylum Seekers. The service has a high proportion of Black and minoritised ethnic children and young people attending its services, as well as supporting many Disabled children, including those with special educational needs and

learning difficulties. The service also provides targeted support groups for young carers, as they have been identified as a vulnerable group.

There will be an expectation that support will be provided based on a Needs Assessment which includes support to the groups identified above.

It is important for children and young people to continue to have access to a range of play and youth services in their local area. Youth and play work provides opportunities for personal achievement and community involvement, supports life and social skills, promotes physical and mental wellbeing, and opens pathways to employment, further education, and positive futures.

There is a proposed reduction in funding from Bristol City Council, but we will work with the VCS sector to create Strategic Area Partnerships that will plan and implement services to deliver Youth and Play work. It is hoped that this new joined up approach with the Youth and Play Sector will reduce duplication and ensure that resources are invested strategically to meet the needs of CYP in Bristol.

### **Wider Community/ Commissioned Services**

The aspiration for this model is to build on community resilience, cohesion and growing grass route delivery. Services need to be inclusive, representative of the Children and Young people they are serving and provided within their local communities for the benefit of CYP however, CYP will be supported to explore new opportunities. This will make services more accessible and begin to break the systemic inequalities that become a barrier to them achieving their full potential and cause internalised trauma.

The new service will need to demonstrate that it is inclusive, compliant with the Equality Act of 2010 and meets the needs of vulnerable groups; such as Black and minoritised ethnic young people, LGBTQIA+ young people, Young people with SEND, Young Carers amongst others. There will be an expectation that this approach will enable a diverse and intersectional workforce .

We will be decommissioning the current TYS Service. BCC will support the current workforce by running a One City recruitment fayre as we recognise the skills within this staff group and would want to help retain them for Bristol children and families.

### **City Partners & Stakeholders**

We will expect our services to continue work in partnership with key organisations who support CYP from protective characteristic groups e.g. Bristol Refugee Rights, WECIL, Carers Support, Centre etc. It is the Council's overall approach 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 are therefore committed to improve partnership working across the sector and create joined up systems so that there is "no wrong door" into these services.

We are seeking inclusive youth services that are truly accessible for local children and young people.

There will be specific support for particular vulnerable groups including Refugees and Asylum Seekers, Young Carers and LGBTQ+ young people.

### **PROTECTED CHARACTERISTICS**

<b>Age: Young People</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Reduction in funding from BCC will reduce its ability to deliver services as leading to a potential loss in services.

Mitigations:	Partnership working with youth and play sector with view to share resources more strategically and attract additional funding.
<b>Age: Older People</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Disability</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Approx. 10% of service users are Disabled children and young people with special educational needs and/or learning difficulties. Reduction in funding from BCC will reduce its ability to deliver services as is so potential loss in services.
Mitigations:	Partnership working with youth and play sector with view to share resources more strategically and attract additional funding.
<b>Sex</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Sexual orientation</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Reduction in funding from BCC will reduce its ability to deliver services as is so potential loss in services.
Mitigations:	Partnership working with youth and play sector with view to share resources more strategically and attract additional funding. LGBTQ+ young people identified as vulnerable in needs analysis so will receive priority consideration in planning future provision.
<b>Pregnancy / Maternity</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Gender reassignment</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	As sexual orientation above
Mitigations:	
<b>Race</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Approx 30% of current service users are Black and minoritised ethnic children and young people. Reduction in funding from BCC will reduce its ability to deliver services as is so potential loss in services.
Mitigations:	Partnership working with youth and play sector with view to share resources more strategically and attract additional funding. The Needs analysis has indicated where provision should be placed to support particular ethnic communities.

<b>Religion or Belief</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Marriage &amp; civil partnership</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>OTHER RELEVANT CHARACTERISTICS</b>	
<b>Socio-Economic (deprivation)</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Reduction in funding from BCC will reduce its ability to deliver services as is so potential loss in services.
Mitigations:	Partnership working with youth and play sector with view to share resources more strategically and attract additional funding. Services will be targeted in areas of socio-economic deprivation as identified in Needs Analysis.
<b>Carers</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Reduction in funding from BCC will reduce its ability to deliver services as is so potential loss in services.
Mitigations:	Partnership working with youth and play sector with view to share resources more strategically and attract additional funding. This group is identified as vulnerable in needs analysis so will receive priority consideration in planning future provision e.g. expectation that a young carers group (or equivalent) will be provided in each area (North, East Central and South).
<b>Other groups: Asylums and Refugees</b>	
Potential impacts:	Reduction in funding from BCC will reduce its ability to deliver services as is so potential loss in services.
Mitigations:	Partnership working with youth and play sector with view to share resources more strategically and attract additional funding. This group has been prioritised as vulnerable so funding has been specifically assigned as part of future provision.

### 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

We believe that this new youth service model will support smaller youth and play organisations to access BCC funds and to be recognised and paid for their valuable services for local cyp in their communities. This can include organisations employing a diverse team of youth and play workers (gender, race, sexuality, disability etc) which we encourage as we welcome diverse and culturally aware delivery teams.

Crucially, youth work fosters positive relationships and community cohesion and aims to eliminate discrimination between different groups of young people through education and positive opportunities to socialise, work and share experiences. This will include young people who share or might not share protected characteristics such as a disability, different sex, different sexual orientation, being pregnant or young parents, have undergone or thinking about gender reassignment, come from different ethnical backgrounds and hold different religions or beliefs.

## Step 4: Impact

### 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:

The reduction in BCC funding means that we cannot secure a like for like service. This means the number of children and young people supported directly by BCC may reduce. We are looking at options that change the delivery of youth services so that there is less 1-2-1 support and more group support.

The new funding model approach will enhance partnership working, coordination of services and the sharing of resources (not just financial) for the benefit of children and young people.

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

The new approach will secure services for an increased age range which will be of benefit for younger children – aged 8 – 11.

It provide us with the opportunity to work with a significantly increased number of organisations which will ensure that we can collectively work together to promote the Public Sector Equality Duty.

Creating an inclusive and representative service will be one of the cornerstones of our approach, which means we will focus on securing and developing services to meet this need.

### 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
Embed expectation of inclusive services in commissioning plan	Mark Lee	Jan 2023
Set standards in grant paperwork/area plans	Mark Lee	Mar 2023
Data collection from providers to demonstrate how they are delivering inclusive services. First report.	Mark Lee	Jan 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.

- Annual Impact assessments from providers receiving grants
- Annual reviews of area delivery / need by local strategic partnerships assessed by commissioner
- Regular peer reviews from professionals
- Regular feedback from children and young people attending / using provision (Centre of Youth Impact assessment tools)

### Step 5: Review

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 Director<sup>1</sup>.

<b>Equality and Inclusion Team Review:</b> <i>Reviewed by Equality and Inclusion Team</i>	<b>Director Sign-Off:</b> Fiona Tudge
Date: 19/1/2023	Date: 19/01/2023

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<sup>1</sup> 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.