

Shropshire Council Equality and Social Inclusion Impact Assessment (ESIIA)

Part One Screening Record

A. Summary Sheet on Accountability and Actions

Name of proposed service change

Please use this box for the full formal name of the proposed service change, whether it is a policy, a procedure, a function, a project, an update of a strategy, etc. The term "service change" is used in this form as shorthand for whatever form the changes may take.

Provision of youth support and activities in Shropshire

Name of lead officer carrying out the screening

Karen Ladd

Decision, review and monitoring

Decision	Yes	No
Part One ESIIA Only?	Yes	
Proceed to Part Two Full Report?		

If completion of a Part One assessment is an appropriate and proportionate action at this stage, please use the boxes below and sign off as indicated. If a Part Two report is required, please move on to separate full report stage.

Actions to mitigate negative impact or enhance positive impact of the service change in terms of equality and social inclusion considerations

The proposed service change to youth support and activities in Shropshire is intended to have a positive impact on all young people in Shropshire and their families and carers, and thus on all Protected Characteristic groupings, with a particular emphasis upon Age, and upon Social Inclusion.

Actions being planned to enhance the positive impact of the proposed changes are as follows:

- 8 week consultation to include all Shropshire residents using on-line survey, face to face consultation and group events, postal opportunities, making use of existing forums and timetable of specific events.
- Focus on young people and social exclusion
- Current contracts have been extended until the end of March 2020, to allow time to agree and embed a new model of delivery.
- Impact report on current provision

At this stage, the extent of the positive or negative impact cannot be fully scoped, ahead of the consultation and the feedback arising.

The likely impact of a new model of youth delivery will be that more of our vulnerable young

people will have direct access to support, aiming to meet in the places where they are at, using a model of detached youth work, on the streets, in schools as well as in youth groups. Local intelligence of young people will be strengthened and shared across services with the aim of growing appropriate support in local areas.

Updated 15/11/2019 – Following the consultation, 70% of consultees agreed with the proposals, some concerns highlighted in the consultation have now been considered and a revised graduated implementation model has been proposed to allow time to fully address the concerns.

Actions to review and monitor the impact of the service change in terms of equality and social inclusion considerations

Analysis of the consultation will inform this direction.

The service area will also continue to make use of guidance and resources through Government, and comparator practice elsewhere, in endeavours to ensure that Shropshire will be an exemplar authority in this regard.

The role of all elected Members across parties will be crucial in development and review of youth support and activities and in seeking to meet the needs of young people wherever they may live across our large and sparsely populated rural county. A cross party task and finish group made up of elected members has been established to lead on this task.

Updated 15/11/2019 – Following the consultation, although most were in support of the consultation, some young people were concerned that they would lose their open access youth clubs. In the new model it is proposed that town and parish councils will fund and commission these, with support from Shropshire Council who will also continue to commission support for voluntary sector clubs. Shropshire Council will introduce the new model using a graduated approach, monitoring outcomes and reporting to the task and finish group.

Associated ESIIAs

Local Commissioning of Youth Activities Oct 2016



Local Commissioning of Youth Activities: proposals for consultation on changes to the funding of targeted geographical provision Oct 2017

Actions to mitigate negative impact, enhance positive impact, and review and monitor overall impacts in terms of any other considerations

Consultation with local town councils to discuss local impact and explore local need and alternative offers of support, in an effort to coordinate youth activities and youth support to meet a local area's differing needs

Updated 15/11/2019 – there has been a varied response to this consultation from local town and parish councils and we propose to introduce the new model in a graduated way, working with those councils initially who are in agreement, to grow and evidence the effectiveness of the model.


Scrutiny at Part One screening stage

People involved	Signatures	Date
Lead officer carrying out the screening Karen Ladd – Early Help Change Programme Manager		15 th August 2019
Any internal support*		
Any external support** Mrs Lois Dale Rurality and Equalities Specialist		17 th August 2019

**This refers to other officers within the service area*

***This refers either to support external to the service but within the Council, eg from the Rurality and Equalities Specialist, or support external to the Council, eg from a peer authority*

Sign off at Part One screening stage

Name		Signatures	Date
Lead officer's name			
Accountable officer's name* Fran Doyle Head of Early Help, Partnerships and Commissioning			20 th August 2019

**This may either be the Head of Service or the lead officer*

B. Detailed Screening Assessment

Aims of the service change and description
<p>As a local authority, Shropshire Council has a duty to secure, so far as reasonably practicable, equality of access for all young people to the positive, preventative and early help they need to improve their well-being. The council must also take steps to gain the views of young people and to take them into account in making decisions about services and activities for them.</p> <p>In order to provide Shropshire's young people with support they need in a modern world – a new proposed model of youth provision needs to be created. It is important that young people and partners contribute to the model. Oversight and engagement will come from a</p>

Community scrutiny committee via a cross party-political task and finish group of members. The timeline for completion of this important work and report to Cabinet – is December 2019. In the meantime – Shropshire Council has extended current contracts, written to individual organisations who deliver specific youth activities – that directly engage young people - in line with the above timescale. Ensuring young people have access to current and ongoing support during this period of time.

Updated 15/11/2019 – the new model will be introduced and trialled in an area of the county in April 2020, and will be developed at a local level working with town and parish councils to extend the model to have a fully operational team of detached youth workers across the county by the end of March 2021.

Intended audiences and target groups for the service change

Young people and their families
Schools and colleges
Local Communities
Local community provisions ie church groups
Elected members

Evidence used for screening of the service change

The review of this provision and proposed change to the offer is largely being driven by recommendations coming out of recent government reports, such as the APPG on Youth Affairs, Youth Work Inquiry, Oct 2018 and report on Serious Youth Violence, Home Affairs Committee; July 2019. Recommendations include investment in a statutory provision of youth outreach workers as well as community youth projects as well as the re-introduction of Ofsted in this area. A government review of the guidance for local authorities is currently underway and early indications reflect these recommendations.

Shropshire Council currently works to a commissioning model of youth activities with no provision of outreach work for young people, as may be seen from previous ESIIAs.

With an increase in youth crime, exploitation and demand on Children's Social Care a change in focus on our responsibility to our most vulnerable young people is essential. A recent impact report; *Youth Activities – Impact Report 8th August 2019, author Marion Versluijs (Commissioning Development Officer)*, on the current provision of youth activities provides us with very little impact on our most vulnerable young people, and it is clear from this that the provision needs re-addressing.

Specific consultation and engagement with intended audiences and target groups for the service change

8 week consultation plan to include;
on-line survey

Face to face consultation with young people.

Stakeholders events

Consultation with local Town and parish Councils

Communications through Shropshire VCSA and school and college mailings

The Council is mindful of the need to endeavour to ensure that the coverage is as wide as possible to reflect geography of the county, and to recognise digital inclusion issues and connectivity challenges.

Initial assessment for each group

Please rate the impact that you perceive the service change is likely to have on a group, through inserting a tick in the relevant column. Please add any extra notes that you think might be helpful for readers.

Protected Characteristic groups and other groups in Shropshire	High negative impact <i>Part Two ESIIA required</i>	High positive impact <i>Part One ESIIA required</i>	Medium positive or negative impact <i>Part One ESIIA required</i>	Low positive or negative impact <i>Part One ESIIA required</i>
Age (please include children, young people, people of working age, older people. Some people may belong to more than one group eg child for whom there are safeguarding concerns eg older person with disability)			Y	
Disability (please include: mental health conditions and syndromes including autism; physical disabilities or impairments; learning disabilities; Multiple Sclerosis; cancer; HIV)			Y	
Gender re-assignment (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)			Y	
Marriage and Civil Partnership (please include associated aspects: caring responsibility, potential for bullying and harassment)				Y
Pregnancy & Maternity (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				Y
Race (please include: ethnicity, nationality, culture, language, gypsy, traveller)			Y	
Religion and belief (please include: Buddhism, Christianity, Hinduism, Islam, Judaism, Non conformists; Rastafarianism; Sikhism, Shinto, Taoism, Zoroastrianism, and any others)			Y	
Sex (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)			Y	

Sexual Orientation (please include associated aspects: safety; caring responsibility; potential for bullying and harassment)			Y	
Other: Social Inclusion (please include families and friends with caring responsibilities; people with health inequalities; households in poverty; refugees and asylum seekers; rural communities; people for whom there are safeguarding concerns; people you consider to be vulnerable)			Y	

Identification of likely impact of the service change in terms of other considerations

Services currently commissioned by Shropshire Council to deliver open access youth activities will be dependent on support from their local Town Council's and other independent sources of funding and therefore may not have the same long term security and their sustainability may be threatened if this support is not forth coming. However, early conversations about the proposed model of delivery have been on the whole positive.

Updated 15/11/2019 – Following the completion of the consultation we propose to introduce the new model in a graduated format, working first in one area of the county with willing town and parish councils to trial and evidence the usefulness of the new approach. A strategic lead will work with other areas to develop the model locally to be fully embedded by the end of March 2021.

Guidance Notes

1. Corporate and Service Area Policy and Practice on Equality and Social inclusion

This involves taking an equality and social inclusion approach in planning changes to services, policies or procedures, including those that may be required by Government.

The decisions that you make when you are planning a service change need to be recorded, to demonstrate that you have thought about the possible equality impacts on communities and to show openness and transparency in your decision making processes.

This is where Equality and Social Inclusion Impact Assessments (ESIAs) come in. Where you carry out an ESIA in your service area, this provides an opportunity to show:

- What evidence you have drawn upon to help you to recommend a strategy or policy or a course of action to Cabinet;
- What target groups and audiences you have worked with to date;
- What actions you will take in order to mitigate any likely negative impact upon a group or groupings, and enhance any positive effects for a group or groupings; and
- What actions you are planning to review the impact of your planned service change.

The formal template is there not only to help the service area but also to act as a stand alone for a member of the public to read.

The approach helps to identify whether or not any new or significant changes to services, including policies, procedures, functions or projects, may have an adverse impact on a particular group of people, and whether the human rights of individuals may be affected.

This assessment encompasses consideration of social inclusion. This is so that we are thinking as carefully and completely as possible about all Shropshire groups and communities, including people in rural areas and people we may describe as vulnerable, for example due to low income or to safeguarding concerns, as well as people in what are described as the nine 'protected characteristics' of groups of people in our population, eg Age. We demonstrate equal treatment to people who are in these groups and to people who are not, through having what is termed 'due regard' to their needs and views when developing and implementing policy and strategy and when commissioning, procuring, arranging or delivering services.

When you are not carrying out an ESIIA, you still need to demonstrate that you have considered equality in your decision-making processes. It is up to you what format you choose.-You could use a checklist, an explanatory note, or a document setting out our expectations of standards of behaviour, for contractors to read and sign. It may well not be something that is in the public domain like an ESIIA, but you should still be ready for it to be made available.

Both the approaches sit with a manager, and the manager has to make the call, and record the decision made on behalf of the Council. Help and guidance is also available via the Commissioning Support Team, either for data, or for policy advice from the Rurality and Equalities Specialist. Here are some examples to get you thinking.

Carry out an ESIIA:

- If you are building or reconfiguring a building;
- If you are planning to reduce or remove a service;
- If you are consulting on a policy or a strategy;
- If you are bringing in a change to a process or procedure that involves other stakeholders and the wider community as well as particular groupings

For example, there may be a planned change to a leisure facility. This gives you the chance to look at things like flexible changing room provision, which will maximise positive impacts for everyone. A specific grouping that would benefit would be people undergoing gender reassignment

Carry out an equality and social inclusion approach:

- If you are setting out how you expect a contractor to behave with regard to equality, where you are commissioning a service or product from them;
- If you are setting out the standards of behaviour we expect from people who work with vulnerable groupings, such as taxi drivers that we license;

- If you are planning consultation and engagement activity, where we need to collect equality data in ways that will be proportionate and non-intrusive as well as meaningful for the purposes of the consultation itself;
- If you are looking at services provided by others that help the community, where we need to demonstrate a community leadership approach

For example, you may be involved in commissioning a production to tour schools or appear at a local venue, whether a community hall or somewhere like Theatre Severn. The production company should be made aware of our equality policies and our expectation that they will seek to avoid promotion of potentially negative stereotypes. Specific groupings that could be affected include: Disability, Race, Religion and Belief, and Sexual Orientation. There is positive impact to be gained from positive portrayals and use of appropriate and respectful language in regard to these groupings in particular.

2. Legal Context

It is a legal requirement for local authorities to assess the equality and human rights impact of changes proposed or made to services. It is up to us as an authority to decide what form our equality impact assessment may take. Carrying out ESIIAs helps us as a public authority to ensure that, as far as possible, we are taking actions to meet the general equality duty placed on us by the Equality Act 2010, and to thus demonstrate that the three equality aims are integral to our decision making processes. These are: eliminating discrimination, harassment and victimisation; advancing equality of opportunity; and fostering good relations.

Service areas would ordinarily carry out a screening assessment, or Part One equality impact assessment. This enables energies to be focussed on review and monitoring and ongoing evidence collection about the positive or negative impacts of a service change upon groupings in the community, and for any adjustments to be considered and made accordingly.

If the screening indicates that there are likely to be significant negative impacts for groupings within the community, the service area would need to carry out a full report, or Part Two assessment. This will enable more evidence to be collected that will help the service area to reach an informed opinion. Please contact the equality policy lead within the Council for more advice and guidance in this regard, as per details below.

For further information on the use of ESIIAs: please contact your head of service or contact Mrs Lois Dale, Rurality and Equalities Specialist and Council policy support on equality, via telephone 01743 258528, or email lois.dale@shropshire.gov.uk.