

HARINGEY COUNCIL

EQUALITY IMPACT ASSESSMENT FORM

Service: Youth, Connexions and Participation

Directorate: CYPS

Title of Proposal: Proposal for the restructure of the Council's Youth, Connexions and Participation Services

Lead Officer (author of the proposal): Jan Doust

Names of other Officers involved: Jen Johnson, Arleen Brown, Jennifer James, Belinda Evans, Louise Jones

Step 1 - Identify the aims of the policy, service or function

State what effects the proposal is intended to achieve and who will benefit from it.

This EqIA relates to the proposal to reorganise the council's Youth Service, Connexions Service, and Children, Young People, Parent & Community Participation Service (CYPPCPS) into a revised structure that will:

- Deliver the statutory responsibilities of the Local Authority
- Prioritise provision for at risk and vulnerable groups
- Meet the needs of the community and the aspirations of young people

The name of the proposed new service is Youth, Participation & Community. The proposal, which is being put forward as a part of a £14.1m package of savings to the C&YPS budget, involves a 75% saving to the Youth Service and Connexions budgets, and a significant reduction in funding for participation staff. In order to achieve this level of saving, a reduced service based around 3 key service areas is proposed:

- A. Service Delivery
- B. Quality Assurance
- C. Citizenship/Involvement of young people

Current Provision

Youth Service

The legislation that supports youth work is described in the *Statutory Guidance on Section 507B Education Act 1996* published in March 2008. This sets out the requirement for local authorities to secure access to positive activities for young people aged 13 – 19. Volunteering of young people is defined under the Statutory Guidance scope of positive activities. Within the Statutory Guidance, local authorities are also encouraged to involve young people, especially those from disadvantaged backgrounds, in the design, delivery and evaluation of programmes with the aspiration of young people actively shaping decisions on 25% of the budget allocated for positive activities by 2018. In addition, the legislation stresses that local authorities need to identify and address the specific barriers to participation faced by disadvantaged groups. Consequently all Youth Service activity is focussed on encouraging individuals and groups of young people who do not routinely access mainstream services.

In order to fulfil the local authority's statutory duties under the Education Act Section 507B the Youth Service and partners offer a range of universal services open to all young people including volunteering and participation opportunities as well as targeted work with particular groups of young people. Much of the targeted work is aimed at young people at risk of offending or engaging in anti-social behaviour. In 2009/10, the Youth Service made contact with 5267 young people of which 4406 became regular participants, most are aged between 13 and 19.

	Contacts			Participant	
Youth Service 2009/10		5267			4406
Universal					1528
Bruce Grove Area Youth Project		451			432
Wood Green Area Youth Project		499			345
Muswell Hill Area Youth Project		342			238
Cre8		260			198
Duke of Edinburgh Award		473			197
Borough Development		210			118
Participation		1941			1820
Voluntary		238			237
Targeted					1944
Counselling Service (HYPCS)		138			102
Detach & Outreach		529			450
Youth Response Team		238			193
Exposure		219			164
Positive Futures		338			327
Targeted Youth Inclusion Programme (TYIP)		743			656
Challenge & Support		53			52
Website		75			0

Universal

- Area Youth Projects and Borough Development - Youth workers based at youth centres across the borough work with young people to enable and empower them to fulfil their potential as capable, confident young adults. This is done through structured programmes of sporting, artistic and recreational activities. The Youth Centres also provide access to facilities including ICT and the internet, arts and crafts and sporting facilities and equipment.
- CRE8 is Haringey Youth Services Media and Performing Arts Service. The service offers dance programmes including Bollywood Dance; Salsa and Street Dance; a young people led

Drama Company; Film Production activities and Music Technology projects where studio time is available for young people to make their own music tracks.

- Duke of Edinburgh Award Programme - The Award is a challenging programme of activities which helps young people learn new skills, help others and experience adventure. There are three levels of award which require young people to complete activities in Service; Expedition; Skills and Physical Recreation. Unit leaders deliver Duke of Edinburgh Award programmes across the borough.

Targeted

- Haringey Young People Counselling Service - HYPCS are a team of qualified counsellors who offered one to one counselling at schools and other locations and therapeutic group work. Funding for the HYPCS was put forward as an in year saving for 2010/11, however the overall impact is relevant to the Youth, Connexions and Participation proposal and will therefore be included in this EqIA.
- Detached Team - The detached team targets locations identified by agencies where congregations of young people may be causing Anti-Social Behaviour. The team engages with the young people in their own locality, delivers activities and supports the young peoples' progression. The team also delivers drugs awareness, sexual health and other workshops depending on identified need.
- The Youth Response Team are young people between the ages of 18-23 who live locally. They have been trained to VRQ level 2 in youth work and are line managed by the detached team, they deliver activities out on the streets and local estates and also work from 9.00-12.00 midnight two evenings a week.
- Exposure Magazine - is a youth magazine which offers young people the opportunity to explore creative writing and have it published. The magazine offers placements and volunteering experience to local young people both in journalism as well as web design, filming and editing. The funding provided by the Council for Exposure magazine was put forward as part of the 2010/11 in year savings, however the overall impact is relevant to the Youth, Connexions and Participation proposal and will be included in this EqIA.
- Positive Futures- engages young people through sports and arts, works in partnership with the Tottenham Hotspur Foundation and schools and ensures young people have volunteering opportunities with planned exit routes.
- TYIP (Targeted Youth Inclusion Programme) – Activities take place at the Triangle Youth Centre two evenings a week. The TYIP works with young people at risk of engaging in crime. The TYIP 'Core 50' primarily works with the 50 most at risk young people between the ages of 13-19 years old. The main aim is to prevent the young people from being involved in criminal activities and reduce first time entrants to the criminal justice system.
- Challenge and Support works in partnership with the Anti Social Behaviour Action Team (ASBAT) and offers key work support to young people who are engaging in low level Anti Social Behaviour. Home visits identify the reasons behind the Anti Social Behaviour; alternative positive activities and the consequences of a failure to improve behaviour.

Connexions

A local authority must, under *section 68(1) of the Education and Skills Act (2008)* make available services as it considers appropriate to enable, encourage and assist young people's participation in education and training. This covers all 13-19 year olds and those aged up to 25 years old with a learning difficulty and/or disability. Under section 139a of the Learning and Skills Act 2000, local authorities must also arrange for s139A assessments to be carried out during a person's last year of compulsory schooling where he or she has a statement of special educational needs (SEN) and is expected to leave school and go on to further or higher education. S139A assessments are part of the transition planning processes that support young disabled people as they move on in post-16 education and training. In addition, local authorities must have in place robust systems and arrangements for tracking outcomes and current activity of young people, enabling the identification of young people Not In Employment Education or Training. Local authorities will retain these duties in advance of national changes to the provision of careers services.

The Connexions services provides universal information advice and guidance for young people so that they are empowered to make positive choices about learning; raise their aspirations; and are equipped to make safe and informed life choices. In 2009/10, the Connexions Service worked with 5695 young people aged 13 to 19 years or up to 25 years for young people with a learning difficulty or disability. Personal Advisors provide information and advice across many areas including benefits and money; careers, training and employment; relationships; housing; drug information; and sexual health. Personal Advisors are based in all Haringey secondary schools, special schools and pupil support services, as well as in colleges, sixth form centres and the Wood Green drop-in centre.

Connexions is a universal service but targeted work is also undertaken with young people at a higher level of need, particularly young people Not in Employment, Education or Training (NEET) and young people with learning difficulties and/or disabilities. The Partnership team were previously based in other agencies including the Youth Offending Service, Looked After Children, Adolescent Outreach, Housing, Leaving Care and Teenage parents. As part of a restructure in 2010/11, the number of PA's based in other agencies was reduced; however the targeted work with these groups of young people continues to be undertaken by the Connexions Service.

<i>Young People aged 16-19 working with Connexions Targeted PAs in September 2010</i>	
E2E	50
NEET	90
Work-based learning/ modern apprenticeship etc	16
School/college	214
Other	15
Connexions Targeted PAs Total	385

******The information above represents a snapshot of the targeted Connexions PA caseloads. Note that these caseloads change frequently as young people move into and out of education, employment and training. Note also that contact with a young person is only recorded as an intervention where a substantial or meaningful exchange has been made.

Connexions staff also work in partnership with the Teens and Toddlers programme which works with young people who have been identified as being at high risk of teenage conception. The programme matches teenagers with toddlers from a nursery to provide them with realistic experience of what it would be like if they had a child to look after for the whole day.

The Children, Young People, Parent & Community Participation Service (CYPPCPS)

The remit of the Children, Young People, Parent & Community Participation Team incorporates the strategic lead on the participation of children and young people across the council; the linking in and representation of voluntary and community groups; and the work of the Lead Parenting Practitioner. The main aim of the team is to put the wellbeing of children, young people and families at the heart of service planning and decision making, so that they are able to shape delivery towards achieving better services and cohesive communities.

Responsibilities include the development of the Haringey Youth Council so that children have an effective voice; establishing the Children in Care Council; supporting parents so that their children are better able to achieve; improving voluntary sector provision so that children and young people are given more opportunities to achieve; and developing systems and practice so that Haringey's black and ethnic minority communities are better able to contribute to the planning of services. The team also leads for C&YPS on the corporate community cohesion agenda.

Haringey Youth Council (HYC) was previously supported by a dedicated Youth Council Development Officer. This post is currently vacant however the team continues to provide support to HYC. Membership is open to young people aged 11 to 19 years and around 190 young people are currently registered with the HYC. The aims of the HYC are to:

- To represent the views of all children and young people in Haringey.
- To work to promote the quality of life and opportunities for children and young people in Haringey.
- To work for improved understanding and unity between different groups of young people.

The Young People in Care Council is a group of young people in Care and in Leaving Care of secondary school age and above. The group meets once a month and enables young people in care to have a voice and a say in the matters that affect them, making things better through meaningful participation and being representative of all young people in care in Haringey. The group has approximately 8 – 12 young people in each session.

There are some further aspects of the work of the CYPPCPS which are not covered by this review. These are as follows:

Young Carers workers – This service is currently line managed through the CYPPCPS – in the new C&YPS structure, it will be line managed through the Attendance and Welfare service. No change is proposed to service delivery, and there is no impact envisaged for service users.

Parent Commissioner & Parenting Practitioner – these roles are being considered as part of the Think Family Review and an EqlA will be carried out on any proposed changes.

Supplementary Schools – the funding for Supplementary Schools is being reviewed separately to this proposal and any changes to funding levels will be assessed by an EqlA.

Parent Support Advisors – These posts have been considered as part of the Extended Services staff consultation and EqlA.

Proposed Youth, Participation & Community service

In light of the unprecedented scale of spending cuts imposed on local government, the Children and Young People's Service is moving to prioritise resources to enable it to meet its statutory requirements and the needs of the borough's most vulnerable young people. In line with this and given the significant savings proposed to this area, the proposed Youth, Participation & Community service will primarily focus on targeted support for young people at a higher level of need with a reduced universal service offer.

Targeting services will be driven by a focus on the most vulnerable young people that accurately reflect the diversity of Haringey's population, the groups that we have identified as most at risk and the priorities expressed by young people themselves through consultation. The work undertaken by youth services is an integral part of the preventative and early intervention action taken to reduce the numbers of young people entering statutory services and preventing poor outcomes and this will be a key focus of future provision. The new service will also work to increase partnerships with the third sector in specific locations.

The proposed Youth, Participation & Community service is based on the principles of:

- Frontline services - Delivering activities and one to one work with young people
- Quality Assurance - Making sure that the quality of services delivered to young people is the best that it can be
- Citizenship - Involving young people at all levels of making decisions and encouraging volunteering of young people in their community

Frontline services - The priorities for frontline staff in the proposed Youth, Participation & Community Service are to target vulnerable groups of young people and, in partnership with the relevant statutory and community organisations to focus on working with young people and families for whom we know that there are enhanced risk factors in place to offer:

- relevant positive activities
- opportunities for accreditation
- information, advice and guidance to inform and enhance life chances

- ongoing assessment and support through key worker/lead professional role

Haringey Children's Trust Early Intervention and Preventative Strategy (2010) identifies a number of risk indicators and protective factors and these will provide the guiding principles for the new service.

- Looked after young people
- Young people who are subject to a Child Protection plan
- Young people who are gradually engaging in drugs and/or alcohol or whose parents are regularly engaged in drugs and/or alcohol
- Young people living in households where there is domestic violence
- Young people who are living in temporary/unsuitable accommodation
- Young people who are attending the Pupil Support Centre
- Young people whose parents were teenage parents
- Young people who are drifting into engagement with the Criminal Justice System
- Young people whose siblings are engaged in gang activity (and their siblings)
- Young people with disabilities

In addition, the proposal for the Youth, Participation & Community Service broadens the scope and remit of web based and/or social network provision to inform and involve more young people and, in particular, ensure that all young people have access to information, advice and guidance.

Community Development and Quality Assurance – The quality assurance remit of the proposed Youth, Participation & Community Service would include:

- Developing, agreeing and monitoring clear quality standards in conjunction with young people for services that are managed by the Council, commissioned or those that we signpost to in the voluntary and community sector. They will also engage with the third sector to ensure that there is an agreed and shared understanding of quality across the borough
- Work with the Third Sector to further develop capacity and ensure a shared understanding of quality across the Borough
- Addressing professional issues where relevant e.g. supervision
- Training and staff development programmes and monitoring for effectiveness
- Ensuring safeguarding protocols are in place (e.g. CRBs are current and kept up to date, mandatory training programmes are delivered)
- Ensuring tracking systems are in place and maintained to a high standard, providing schools and other agencies with data/information on learning and employment destinations of young people.

Citizenship/Involvement of young people - Ensuring that young people are involved and engaged in planning, monitoring and evaluating delivery and direction forms the foundation of the proposed Youth, Participation & Community Service. It is proposed that this would include:

- Establishing systems so that young people are routinely involved in informing strategic and operational decision making including shaping, planning, delivering and evaluating services.
- The remit of this team would include work with the Youth Council and the Children in Care Council as well as broader developments so that young people in the target groups identified can engage in decision making processes.
- Liaising with Haringey Council for Voluntary and Community Service (HAVCO) to make sure that there are skilled and trained workers in the voluntary sector
- Ensuring that systems and processes are in place to encourage and record young people's volunteering including offering (accredited) training if appropriate.

Step 2 - Consideration of available data, research and information

You should gather all relevant quantitative and qualitative data that will help you assess whether at present, there are differential outcomes for the different equalities target groups – diverse ethnic groups, women, men, older people, young people, disabled people, gay men, lesbians and transgender people and faith groups. Identify where there are gaps in data and say how you plug these gaps.

In order to establish whether a group is experiencing disproportionate effects, you should relate the data for each group to its population size. The 2001 Haringey Census data has an equalities profile of the borough and will help you to make comparisons against population sizes.

http://harinet.haringey.gov.uk/index/news_and_events/fact_file/statistics/census_statistics.htm

2 a) Using data from equalities monitoring, recent surveys, research, consultation etc. are there group(s) in the community who:

- ***are significantly under/over represented in the use of the service, when compared to their population size?***
- ***have raised concerns about access to services or quality of services?***
- ***appear to be receiving differential outcomes in comparison to other groups?***

The data used below is routinely collected by the Youth, Connexions and Children, Young People, Parent & Community Participation Teams. For comparison, Haringey School population data is taken from the October 2010 Pupil Level Annual Census as this provides the most up to date profile of young people in Haringey.

Between January 2010 and January 2011, the Youth Service worked with 5271 young people. 25% of these service users lived out of borough, the highest proportion of service users resident in Haringey were in the South of the borough (37.1%), followed by the North (22.9% and the West (15.0%). In 2009-10, the Connexions Service worked with a total of 5695 young people who either lived or attended school in Haringey. The Haringey Youth Council currently has 189 registered young people; members must also either live or attend school in the borough.

Youth Service - January 2010 - 2011	5271
Connexions Service - 2009-10	5695
Haringey Youth Council - March 2011	189
TOTAL	11155

Equalities information

Age

The services affected by this proposal are all aimed at young people of secondary school age and for service users with a disability, up to the age of 25. For the Youth Service, the majority of Service Users are between 14 and 17, between 15 and 18 for Connexions and 14 and 18 for the Haringey Youth Council. Taken together, the impact of a reduced service is likely to most significantly affect young people aged between 15 and 18 years.

	Youth		Connexions		Haringey Youth Council		Total	
Age	No. Service Users	%	No. Service Users	%	No. Service Users	%	No. Service Users	%
10	0	0.0%	0	0.0%	1	0.5%	1	0.0%
11	69	1.3%	0	0.0%	4	2.1%	73	0.7%

	Youth		Connexions		Haringey Youth Council		Total	
Age	No. Service Users	%	No. Service Users	%	No. Service Users	%	No. Service Users	%
12	199	3.8%	3	0.1%	11	5.8%	213	1.9%
13	440	8.3%	318	5.6%	11	5.8%	769	6.9%
14	753	14.3%	282	5.0%	21	11.1%	1056	9.5%
15	1040	19.7%	1149	20.2%	25	13.2%	2214	19.8%
16	998	18.9%	1395	24.5%	29	15.3%	2422	21.7%
17	797	15.1%	1032	18.1%	41	21.7%	1870	16.8%
18	411	7.8%	922	16.2%	21	11.1%	1354	12.1%
19	293	5.6%	546	9.6%	14	7.4%	853	7.6%
20	148	2.8%	20	0.4%	7	3.7%	175	1.6%
21	83	1.6%	12	0.2%	4	2.1%	99	0.9%
22	27	0.5%	11	0.2%	0	0.0%	38	0.3%
23	12	0.2%	4	0.1%	0	0.0%	16	0.1%
24	1	0.0%	1	0.0%	0	0.0%	2	0.0%
Total	5271		5695		189		11155	

Gender

When compared with the wider Haringey School profile the overall gender profile of service users is in line indicating no disproportionate impact on either gender. When analysed by service, there is a larger proportion of Male service users in the Youth Service, and a similarly larger proportion of females in the Youth Council.

	Youth		Connexions		Haringey Youth Council		Total		
Gender	No. Service Users	% Service Users	No. Service Users	% Service Users	No. Service Users	% Service Users	No. Service Users	% Service Users	Haringey School Population
F	2350	44.6%	2923	51.3%	105	55.6%	5378	48.2%	48.8%
M	2921	55.4%	2772	48.7%	84	44.4%	5777	51.8%	51.2%
Total	5271		5695	100.0%	189		11155		

Although no overall overrepresentation of either gender was identified above, the shifting of focus onto targeted services may mean that there is a larger reduction in services for one gender over the other. It is not possible to identify the extent to which this would be true for the new service proposals.

However considering the profile of groups which have been identified as priorities for the proposed targeted service, indicates there is likely to be a shift towards working with males and a reduction in services to females. This is exemplified in Children in Care where 58% of service users are male and young people working with the Youth Offending Service where 71% are male.

Disability

Analysis by service shows 3.3% of Youth Service users are declared as disabled, this is an under representation when compared with the wider borough profile of 7.6%. Although this indicates that a reduction in service would not disproportionately impact on this user group, it may also highlight a gap in provision. This is picked up in the action plan around the monitoring of our community needs and developing a targeted service that is able to respond to these needs.

10.1% of Connexions service users are recorded as having a Learning Difficulty and/or Disability (LDD). This is higher than the borough profile, however in part this is due to the broader definition encompassing learning difficulties. The Connexions service undertakes targeted work with young people with LDD, particularly with young people aged 13-19 in light of duties around transition reviews

and s139A assessments. This service is available for all young people with LDD indicating that the proportion is representative for this age group. The service only undertakes work with young people aged 19-25 where they have a learning difficulty or disability, these represent a much smaller proportion of service users, however there will likely be a significant impact for this group.

Information on disability is not available for the Haringey Youth Council service user group.

	Youth Service		Connexions	
	No. Service Users declared as disabled (2010-11)	% Service Users	No. Service Users with LDD (2009-10)	% Service Users
No	3021	57.3%	5119	89.9%
Unknown	2077	39.4%		
Yes	173	3.3%	576	10.1%
Total	5271	100%	5695	100%

When broken down by age and gender, the Connexions LDD service user group shows a significant majority of males (67.2%), this is in line with the profile of statemented young people of secondary school age in the Borough (74% male). The vast majority of LDD young people working with the Connexions Service are aged 15-16 years old linked to the statutory duty around s139A assessments. This indicates that a reduction in service without ongoing provision for completing s139A assessments would significantly impact on this age group.

Connexions – Learning Difficulty and/or Disability															
Age	12	13	14	15	16	17	18	19	20	21	22	23	24	Total	%
Female	0	9	13	48	51	16	28	9	9	1	3	1	1	189	32.8%
Male	1	19	33	95	89	56	45	20	13	6	7	3	0	387	67.2%
Total	1	28	46	143	140	72	73	29	22	7	10	4	1	576	
%	0.2%	4.9%	8.0%	24.8%	24.3%	12.5%	12.7%	5.0%	3.8%	1.2%	1.7%	0.7%	0.2%		

Ethnicity

Overall, when compared to the Haringey School profile, young people of Black ethnicities are significantly overrepresented (40.8% compared with 29.8%) and young people of White UK and White Other ethnicities are underrepresented in the service user group (14.3% compared with 18.4% and 17.7% compared with 24.6% respectively). Young people of Asian, Mixed and Other ethnicities are broadly inline with the wider School profile.

When analysed by service, young people of Black ethnicities are significantly overrepresented across Youth, Connexions and the Youth Council (44.5%, 37.1% and 47.1%). This indicates that young people of Black ethnicities will be most affected by a reduced universal service.

Young people of White ethnicities are underrepresented across each service user group; Youth Service 13.3%, Connexions Service 15.2% and Haringey Youth Council 11.6% as compared with 18.4%. There is also an under representation of young people of Mixed (6.3% compared to 10.2%) and most significantly White Other (2.1% compared to 24.6%) ethnicities in the Haringey Youth Council.

Ethnicity	Ethnic Group	Youth Service		Connexions Service		Haringey Youth Council		TOTAL	
		No. Service Users	%	No. Service Users	%	No. Service Users	%	No. Service Users	%
Asian	Asian British / Bangladeshi	100	1.9%	133	2.3%	2	1.1%	235	2.1%
	Asian British / Indian	74	1.4%	92	1.6%	4	2.1%	170	1.5%
	Asian British / Any Asian background	111	2.1%	105	1.8%	3	1.6%	219	2.0%
	Asian British / Pakistani	50	0.9%	61	1.1%	2	1.1%	113	1.0%
Asian Total		335	6.4%	391	6.9%	11	5.8%	737	6.6%
Black	Black African	887	16.8%	876	15.4%	22	11.6%	1785	16.0%
	Black British / Caribbean	1044	19.8%	930	16.3%	41	21.7%	2015	18.1%
	Congolese	48	0.9%	29	0.5%	0	0.0%	77	0.7%
	Ghanaian	20	0.4%	6	0.1%	7	3.7%	33	0.3%
	Nigerian	66	1.3%	18	0.3%	9	4.8%	93	0.8%
	Other Black Background	221	4.2%	153	2.7%	5	2.6%	379	3.4%
	Somali	62	1.2%	99	1.7%	5	2.6%	166	1.5%
Black Total		2348	44.5%	2111	37.1%	89	47.1%	4548	40.8%
Mixed	Other mixed background	194	3.7%	222	3.9%	7	3.7%	423	3.8%
	White and Asian	53	1.0%	38	0.7%	0	0.0%	91	0.8%
	White and Black African	67	1.3%	76	1.3%	0	0.0%	143	1.3%
	White and Black Caribbean	208	3.9%	225	4.0%	5	2.6%	438	3.9%
Mixed Total		522	9.9%	561	9.9%	12	6.3%	1095	9.8%
No information	No information / Refused to Say	109	2.1%	104	1.8%	41	21.7%	254	2.3%
No information Total		109	2.1%	104	1.8%	41	21.7%	254	2.3%
Other	Kurdish	49	0.9%	49	0.9%	1	0.5%	99	0.9%
	Latin American	11	0.2%	28	0.5%	2	1.1%	41	0.4%
	Vietnamese	8	0.2%	17	0.3%	3	1.6%	28	0.3%
	Chinese	15	0.3%	21	0.4%	0	0.0%	36	0.3%
	Any other Ethnic Group Total	330	6.3%	401	7.0%	4	2.1%	735	6.6%
Other Total		413	7.8%	516	9.1%	10	5.3%	939	8.4%
White	White British	702	13.3%	868	15.2%	22	11.6%	1592	14.3%
White Total		702	13.3%	868	15.2%	22	11.6%	1592	14.3%
White Other	Albanian	12	0.2%	16	0.3%	0	0.0%	28	0.3%
	Greek Cypriot	15	0.3%	15	0.3%	0	0.0%	30	0.3%
	Gypsy / Roma	7	0.1%	6	0.1%	0	0.0%	13	0.1%
	Irish	48	0.9%	67	1.2%	0	0.0%	115	1.0%
	Traveller	1	0.0%	5	0.1%	0	0.0%	6	0.1%
	Kosovan	16	0.3%	11	0.2%	0	0.0%	27	0.2%
	Other White Background	587	11.1%	857	15.0%	2	1.1%	1446	13.0%
	Turkish	127	2.4%	113	2.0%	1	0.5%	241	2.2%
	Turkish Cypriot	29	0.6%	41	0.7%	1	0.5%	71	0.6%
White Other Total		842	16.0%	1131	19.9%	4	2.1%	1977	17.7%
Grand Total		5271	100.0%	5695	100.0%	189	100.0%	11155	100.0%

Young People Not in Employment Education or Training (NEET)

In July 2010, 7.4% of young people in Haringey were Not in Employment, Education or Training (NEET); this compares to a London-wide figure of 5.3% ¹ and is a reduction from 10.3% in 2007. Most of those joining the NEET group do so from school/college sixth forms and from Further Education. A very high number of those leaving the NEET group enter Government supported training or return to education. NEET young people are identified through the tracking of destinations and outcomes of young people. Reduced capacity for tracking and identifying need in the proposal to restructure Haringey's Youth Service, Connexions and Children, Young People, Parent & Community Participation Team is likely to impact significantly on the NEET service user group.

In 2009/10, the Connexions service worked with 800 NEET young people. In terms of gender and ethnicity, the NEET population is broadly representative of the wider Haringey School Population although there is a small over representation of White UK service users (23.8% compared to 18.4%) and a small under representation of White Other service users (20.8% compared to 24.6%). Due to the definition of NEET young people, the majority of this service user group are aged between 17 and 19. Disability information is not available.

Gender	Total	%	Haringey School Population
Female	390	48.7%	48.8%
Male	410	51.3%	51.2%
Grand Total	800	100.0%	100.0%

Age	Total	%
14	1	0.1%
16	73	9.1%
17	244	30.5%
18	256	32.0%
19	212	26.5%
20	4	0.5%
21	6	0.8%
22	3	0.4%
23	1	0.1%
Grand Total	800	100.0%

Ethnic Group	Total	%	Haringey School Population
Asian	42	5.3%	6.5%
Black	238	29.8%	29.8%
Mixed	92	11.5%	10.2%
Not declared / Refused to Say	18	2.3%	3.2%
Other	54	6.8%	7.3%
White UK	190	23.8%	18.4%
White Other	166	20.8%	24.6%
Grand Total	800	100.0%	100.0%

¹ Source: <http://www.dcsf.gov.uk/14-19/index.cfm?go=site.home&sid=42&pid=343&lid=337&ctype=text&ptype=single>
Comparison with national DfE data on numbers of NEETs is not possible as the numbers are compiled in a different way.

Haringey Council does not collect information on the following equality strands and assessment of impact on these service user groups is not therefore possible:

- Gender Reassignment
- Religion/ Belief
- Sexual Orientation
- Maternity & Pregnancy

2 b) What factors (barriers) might account for this under/over representation?

The under representation of young people with disabilities attending Youth Service projects highlights a gap in provision for these young people. This is supported by issues raised through consultation and is picked up in the action plan around the monitoring of our community needs and developing a targeted service that is able to respond to these needs.

The over representation of young people of secondary school age and particularly between ages 15-18 is indicative of the remit of the services and in the case of Connexions, the fact that decisions around further education, employment and training are taken around this time.

The proportion of residents of Black ethnicities is higher in the East of the Borough than in the West. More universal and targeted youth services are located in the East of the borough than in the West and attendance are higher, therefore this may in part account for the over representation of service users of Black ethnicities.

Step 3 - Assessment of Impact

Using the information you have gathered and analysed in step 2, you should assess whether and how the proposal you are putting forward will affect existing barriers and what actions you will take to address any potential negative effects.

3 a) How will your proposal affect existing barriers? (Please tick below as appropriate)

Increase barriers?	X	Reduce barriers?	No change?
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Comment

The shift to a focus on targeted services with a significant reduction in universal services, will likely have an impact for all secondary aged young people in Haringey particularly in terms of reduced places to go such as area youth projects and less access to support from youth workers and information, advice and guidance from Connexions workers. These services are highly valued by young people and through the consultation process, they have identified a number of positive outcomes they feel will be affected by the proposal, as well as adverse outcomes including an increase in Anti-Social Behaviour. Consultation responses are explored further in Section 4. Other potential outcomes from the reduction in universal provision may be related to a reduced capacity to track young people's destinations with regards to education, employment and training, resulting in an increase in NEET young people. There is also an identified risk that services are less able to identify need and effectively engage with targeted young people through universal provision and a lack of 'step-down' universal provision will mean young people leaving targeted work may be less supported. The purpose of this EqIA is to identify and mitigate against any protected equalities group likely to be disproportionately impacted by the proposal.

The Haringey Youth Service has an established affiliation scheme for third party projects, which provide activities and places to go for young people across the borough including the Tottenham Hotspur Foundation, Scouts, Black Arts Production (BAP) Theatre, Kori Arts and Action for Kids. Programmes are offered which include sports; arts; theatre; dance; activities for young people with disabilities and faith based projects. It is recognised that these projects will play an increasingly vital role in supporting positive outcomes for young people in Haringey. The remit of the Community Development and Quality Assurance team within the new service will be, in conjunction with community needs assessments, to further develop capacity within the Third Sector, mitigating against the impact of reduced universal youth services provided by the Council.

3 b) What specific actions are you proposing in order to respond to the existing barriers and imbalances you have identified in Step 2?

Age – Young people aged between 15 and 18 will be most significantly impacted by the proposal. This is particularly true for universal access to Information, Advice and Guidance and may lead to an increase in the number of NEET young people. John Hayes, Minister of State for Further Education and Lifelong Learning, announced on 4 November 2010 that there would be an all-age careers service in England by April 2012, with new arrangements for careers guidance accessible from September 2011 including online services for young people. The Department for Business, Innovation and Skills has also committed to continue to fund a network of public, private and voluntary sector organisations to provide face to face careers guidance to priority groups.

Subject to passage of the Education Bill, from September 2012 schools will be under a legal duty to make sure their pupils have access to independent, impartial careers guidance, recognising that schools are best placed to make decisions about the kind of support that will meet the needs of their pupils. Schools will be free to make arrangements for careers guidance that best suit the needs of their pupils, engaging,

where appropriate, with external expert providers. Where schools express an interest in exploring options for buying in services, the Council will work with them to help facilitate this and ensure this is done in a fair and equitable manner.

Disability – 10.1% of Connexions service users are recorded as having a Learning Difficulty and/or Disability (LDD). The vast majority of LDD young people working with the Connexions Service are aged 15-16 years old linked to the statutory duty around s139A assessments. This indicates that a reduction in service without ongoing provision for completing s139A assessments would significantly impact on this age group. In response to this EqlA and consultation responses, the proposed structure of the new service has been amended to include a dedicated Senior Practitioner post to support the needs of young people with disabilities and fulfil the Council's statutory duties. Additionally young people with disabilities are identified as a targeted group in the Children's Trust Early Intervention and Preventative Strategy (2010) which will form the guiding principles for the new service.

Ethnicity - An under representation of White and White Other service users was identified in the Haringey Youth Council. With the continuation of support for this service in the proposals, this highlights an action for ensuring that any barriers to access for this group are identified and removed in future provision. In addition, information on ethnicity was not obtained for 21.7% of HYC members. In order to ensure this service is representative of young people in Haringey, processes for equalities monitoring will need to be reviewed.

Sexuality - The Council does not routinely collect service user data on sexuality. However although some provision exists through a drop-in group and commissioned services from Wise Thoughts, it is acknowledged that there is generally a low level of youth provision for this group. This has been identified as an area for assessment and development.

3 c) If there are barriers that cannot be removed, what groups will be most affected and what Positive Actions are you proposing in order to reduce the adverse impact on those groups?

Gender – Although no overall overrepresentation of either gender was identified in the current service user group, the shifting of focus onto targeted services may mean that there is a larger reduction in services to females. It is not possible to identify the extent to which this would be true for the new service proposals. However considering the profile of groups which have been identified as priorities for the proposed targeted service, such as Children in Care and young people working with the Youth Offending Service, there is likely to be a significant shift (58% and 71% of these groups are male respectively). Supporting the development of third party providers will be essential to ensuring universal access to positive activities for young women. In addition, 55.6% of Haringey Youth Council is female and this provision will continue to be supported along with some universal youth activity across the borough and other opportunities for involvement in planning, monitoring and evaluating delivery of services.

Ethnicity – Young people of Black ethnicities will be most affected by a reduced universal service and supporting the development of third party providers will be essential to ensuring universal access to positive activities for this group.

Taking the profile of targeted user groups into account (40% of children in care and 54% of young people working with the Youth Offending Service are of Black ethnicities), indicates the proportion of Black service users in the proposed targeted service may be likely to remain high and broadly in line with the current service user profile. We would not therefore anticipate a disproportionate impact on young people of Black ethnicities with a higher level of need. Additionally, a locality based approach to the new service, coupled with comprehensive needs assessments will ensure that the new targeted service is reflective of and responsive to the needs of diverse communities across the borough, including emerging communities.

Step 4 - Consult on the proposal

Consultation is an essential part of impact assessment. If there has been recent consultation which has highlighted the issues you have identified in Steps 2 and 3, use it to inform your assessment. If there has been no consultation relating to the issues, then you may have to carry out consultation to assist your assessment.

Make sure you reach all those who are likely to be affected by the proposal, ensuring that you cover all the equalities strands. Do not forget to give feedback to the people you have consulted, stating how you have responded to the issues and concerns they have raised.

4 a) Who have you consulted on your proposal and what were the main issues and concerns from the consultation?

Consultation on the future direction of services in the context of reduced resources has been carried out with young people across Haringey via the Youth Space website, with representatives from the Save Haringey Youth Centres (SHYC) campaign; the Haringey Youth Council Cabinet, members of the Youth Opportunity Fund groups and through interviews held with young people in schools, colleges and the Pupil Support Centre. In addition, Haringey Full Council received a deputation from the Haringey Youth Council and from the SHYC campaign.

From our discussions with young people we know that:

- There is very strong opposition to reducing universal youth provision and that current services are very highly valued
- Youth workers provide the critical interventions, not buildings. Whilst young people need somewhere safe to go, they equally need someone they can trust and that they can talk to and who advocates on their behalf. Buildings are important but not the most critical consideration
- The aspiration of young people is for a universal service to be retained, however some groups consulted broadly agreed that support for vulnerable young people should also be prioritised.
- Youth work is important in community cohesion and safety. This was particularly raised in connection with diversionary work with young people at risk of entering the criminal justice system and with known and prospective gang members.

Word On The Street 2

18th November 2010

Word on The Street is an event organised by Haringey Youth Council to provide an opportunity for young people aged 11-21 to discuss the issues that are important to them, and to put their views and questions to senior figures such as the Council Chief Executive. Much of the discussion related to services for young people and therefore is pertinent to the Youth, Connexions & Participation restructure. Amongst the topics discussed were Education; Youth Voice; Violence; Cuts; Vote for 16 year olds; Transport; Bad Behaviour and the Environment. Some of the main issues raised at WOTS 2 relevant to the proposal were:

- Where are young people meant to go if there are no Youth Clubs?
- Some of those in authority don't want to listen to youth or do listen but aren't able or willing to make change happen
- Youth find it easier to speak to Youth Workers than teachers and the authorities
- Young people are safer in youth clubs than on the streets
- Consider the possible impact of youth services being cut on those groups who do not engage with scouts, etc
- We should have alternative youth provision in different places (e.g. youth clubs in schools would be more efficient to run)
- Some youth are unaware of how to communicate with decision makers and need to be shown how to do this appropriately
- 'Big Cat' Council salaries should be cut, not youth workers jobs

- The public will feel unsafe if more young people are on the streets
- Youth should be taught skills that are more applicable to society
- HYC should have a stronger relationship with schools

Users of Youth Services

21st, 26th, 28th January 2011

2nd, 5th February 2011

A series of discussions have been held with over 20 young people representing Haringey Youth Cabinet, Youth Opportunity Fund group and the Save Haringey Youth Centres campaign group. The following summarises the young people's priorities for the Service:

- Extending the age range from 13 – 19 to 9 – 19. This recognises the importance of early intervention
- Youth workers provide the critical interventions, not buildings. Whilst young people need somewhere safe to go they equally need someone they can trust that they can talk to and who advocates on their behalf. There is a recognition that detached and outreach work is important, particularly working with vulnerable young people.
- However, buildings are important. The young people in the campaign group have broadly agreed that they are willing to work with us on looking at costs of current buildings and identifying suitable alternatives at a lower cost. The campaign group feel that the use of school buildings is not an option as they believe that the young people who currently use youth centres would not wish to return to school after school hours. However, the Youth Cabinet and the Youth Opportunity Fund group believed that the use of schools should be explored as a viable alternative.
- The Youth Opportunity Fund group believe that after school provision may be of a higher priority than evening services (but both are important).
- Youth work is important in community cohesion and safety. The young people referred to a number of their peers who had been diverted from the criminal justice system because of youth work intervention. Although they agreed that the work does need to be focussed, they are concerned that there will not be enough, or the right kind of universal provision for young people to engage in. Of particular interest to the young people, is how the Youth Service engages with known and prospective gang members and diverts them into positive activities.
- Youth democracy and participation were raised as key areas by the Youth Cabinet as they want to be sure that there will continue to be a mechanism for political engagement and young people's involvement in shaping service delivery and measuring quality.
- There was an outstanding opposition (by the Save Haringey Youth Centres group) to the notion of charging for services.

Equalities information

Equalities data is available for the Haringey Youth Council and Youth Opportunity Fund group members, but not for the members of Save Haringey Youth Centres. In a number of cases young people were in attendance at more than one of the meetings – where this is the case, they have only been counted once. The equalities profile of the young people for whom equalities information is available (a total of 10 young people) is as follows:

- Ethnicity – 90% of the young people who were involved in the above discussions for whom equalities data was available were of black ethnicity, (30% Black Nigerian, 30% Black Ghanaian, 20% Black Caribbean, 10% Black Dominican). 10% of the young people were of White British ethnicity
- Gender – 50% of the young people were female, 50% male
- Disability – none of the young people had declared themselves as disabled
- Age – 50% of the young people were aged 18, 40% were 17 and 10% were 13 years old

Survey of Young People – Connexions PAs

1st -11th February 2011

Connexions PAs carried out a survey of young people, asking the simple question: *“Do you think the Council should be doing anything for young people and if so, what would that be for you?”* 309 young people responded and made over 500 suggestions. Responses were from young people between 12-20 years old in locations across the borough including secondary schools, The Octagon, Haringey Sixth form centre and the Connexions drop-in centre, where PAs spoke with young people who are not in education, employment or training.

The areas covered by the highest number of suggestions are listed in order below:

1. The continuation and/or increase of the EMA grant were by far the most frequent suggestions made by the young people surveyed. These coupled with other suggestions around financial assistance, including child benefit and Free Schools Meals/free food, accounted for around a third of the suggestions made.
2. More youth clubs and youth and leisure activities. These included after school activities, places to hang out and an emphasis on sport and fitness including cheap or free swimming and more outdoor activities. Other activities such as singing, music, dancing, drama, art and cookery courses were also mentioned frequently.
3. Improvements in Schools. Suggestions included more lessons and time in lessons; better facilities and equipment; free or cheaper revision books and more academic support outside of lessons.
4. These issues were all raised by a similar proportion of young people
 - Police and safety particularly increased safety on the streets
 - young people’s futures, in particular the need for more job opportunities and help/information related to jobs
 - free transport

Equalities information

Gender – Of 309 young people completing the questionnaire, 44.3% were female and 46.3% were male (9.4% did not declare their gender). This is broadly in line with the wider Haringey School profile.

Gender	No. students	%	Haringey School Census (Oct 2010)
Not declared	29	9.4%	0.0%
F	137	44.3%	48.8%
M	143	46.3%	51.2%
Grand Total	309	100.0%	100.0%

Age – Young people completing the questionnaire were aged between 12-20, with the majority aged 16 (21.7%) – this reflects the nature of the Connexions service.

Age	No. students	%
Not declared	18	5.8%
12	20	6.5%
13	39	12.6%
14	24	7.8%
15	43	13.9%
16	67	21.7%
17	47	15.2%
18	38	12.3%

19	11	3.6%
20	2	0.6%
Grand Total	309	100.0%

Disability - Students were not asked to declare whether they considered themselves disabled, however students with learning difficulties and disabilities (LDD) contributed to the survey and represent 4.5% of the young people who completed the questionnaires.

Ethnicity - Students were not asked to declare their ethnicity in this survey.

Survey of Young People - Youth Space 25th January 2011 – 1st April 2011

The question “Do you think the Council should be doing anything for young people and if so, what would that be for you?” was also posted on Youth Space, Haringey’s dedicated website for young people, on 25th January 2011. The survey closed on 4th April 2011.

56 responses were received. 91% of respondents said that the Council should be providing services for young people. 69% of the responses referred to keeping youth centres open and/or providing safe places for young people to go. Many of the responses referred to keeping young people out of trouble and four specifically raised the importance of services in relation to reducing gang culture and gun and knife crime. The remainder of the responses felt services should offer support and vital education opportunities; help prepare young people for the future and provide support and help finding jobs and information for young people, particularly those in need. Two responses said that youth centres needed to be safer in order for them to attend and one response referred to a lack of adequate resources at youth centres. A number of responses cited the need for more youth involvement in decision making and the way that services are run.

From the launch of the survey (25th January) each respondent was asked to provide their age. From 17th February respondents were also asked to provide equalities information relating to gender, ethnicity and disability, only 5 young people provided their full profile and therefore it is not possible to draw meaningful conclusions from this data.

Age	Number Respondents	%
13 - 15	20	36%
16 - 19	17	30%
20 - 21	4	7%
21 - 25	5	9%
Not provided	10	18%
Grand Total	56	100%

Do you consider yourself to have a disability?	Number Respondents	%
N	2	3.6%
Y	3	5.4%
Not provided	51	91.1%
Grand Total	56	100.0%

Gender	Number Respondents	%
Female	3	5%
Male	2	4%
Not provided	51	91%
Grand Total	56	100%

Ethnic Group	Number Respondents	%
Asian - Other	1	2%
Black - African	1	2%
Black - British	1	2%
Black - Caribbean	1	2%
White - British	1	2%
Not provided	51	91%
Grand Total	56	100%

IYSS Consultation

In addition to the focused discussions with young people outlined above, a comprehensive programme of consultation was carried out in 2010 around the introduction of the Integrated Youth Support Service in Haringey. Consultation involved managers and frontline staff; targeted and universal service users; non-service users; young volunteers; and parents of young people with disabilities. The key issues raised through the consultation relevant to this EqlA were:

- facilities for young people must be of good quality, be up to date, safe, clean and properly supervised;
- the integration of Youth and Connexions services will deliver improved outcomes through sharing of expertise and strategies and greater joined-up working;
- Advice and support in getting good job is important to young people;
- Young people want to have a say in things that affect them and be able to contribute to the community;
- The main out of school activities that young people in Haringey want to engage in are sporting activities; raves; hanging out with friends at youth clubs and drama;
- improved local needs analysis and mapping of provision is revealing gaps in services;
- support for young people with disability is varied - good access to advice and guidance but concerns were raised about the range of options available for training and employment;
- access to youth provision for young people with disability or learning difficulty is limited and transport proves to be one of the greatest barriers to participation; access to specialist help and support was a secondary concern raised;
- the staff of the services represent a very diverse team and offer good role models for young people;
- concern at the widespread negative attitudes held by young people about other young people who are lesbian, gay, bisexual or transsexual.

4 b) How, in your proposal have you responded to the issues and concerns from consultation?

Across the discussions with young people, they told us that they wanted to have a say in things that affected them, and be involved in the decision making process concerning services for young people. Ensuring that young people are involved and engaged in planning, monitoring and evaluating the delivery and direction of the proposed Youth, Participation & Community Service forms the foundation of the proposal. In line with this, actions will be put in place to secure ongoing involvement and input from young people in the shaping of the proposed service, in particular the frontline delivery area of the service.

The meetings held with users of Youth Services and Youth Service staff have highlighted that frontline services are most highly valued and the ratio of senior management to frontline staff has been developed accordingly to ensure front line workers are prioritised and supported appropriately.

In response to this EqlA and consultation responses, the proposed structure of the new service has been amended to include a dedicated Senior Practitioner post to support the needs of young people with disabilities and the Council's statutory duties.

Through the consultation, young people have identified that buildings, although not a critical consideration, are an important element of youth provision. The young people in the SHYC campaign group broadly agreed that they would be willing to work with the Council on looking at costs of current buildings and identifying suitable alternatives at a lower cost. We have identified this in the action plan, and are committed to taking it forward.

4 c) How have you informed the public and the people you consulted about the results of the consultation and what actions you are proposing in order to address the concerns raised?

A summary of the consultation responses received will be published as part of the Service Delivery EqlA and be made available on the Youth Space and Haringey Council websites. In addition we are anticipating a series of road shows held with young people to look at the new structure and development of the Youth, Participation and Community Service.

Step 5 - Addressing Training

The issues you have identified during the assessment and consultation may be new to you or your staff, which means you will need to raise awareness of them among your staff, which may even training. You should identify those issues and plan how and when you will raise them with your staff.

Do you envisage the need to train staff or raise awareness of the issues arising from any aspects of your proposal and as a result of the impact assessment, and if so, what plans have you made?

The proposal for the Youth, Participation and Community service include frontline staff whose remit will be to target vulnerable groups of young people and young people at enhanced risk to offer:

- relevant positive activities
- opportunities for accreditation
- information, advice and guidance to inform and enhance life chances
- ongoing assessment and support through key worker/lead professional role

The current structure contains Connexions, Youth Service and Children, Young People, Parent & Community Participation Service staff who primarily carry out distinct areas of the above remit. In the proposed Youth, Participation and Community service, frontline staff will have a broader remit encompassing the whole offer. Staff recruited into the frontline staff posts will be supported to undertake training and development for any identified areas of need or skills deficits and staff will be given a comprehensive induction which will include a focus on engaging with young people, including relevant equalities considerations; working with and identifying target groups and developing links with other agencies.

Step 6 - Monitoring Arrangements

If the proposal is adopted there is a legal duty to monitor and publish its actual effects on people. Monitoring should cover all the six equality strands. The purpose of equalities monitoring is to see how the policy is working in practice and to identify if and where it is producing disproportionate adverse effects and to take steps to address the effects. You should use the Council's equal opportunities monitoring form which can be downloaded from Harinet. Generally, equalities monitoring data should be gathered, analysed and report quarterly, in the first instance to your DMT and then to the Equalities Team.

What arrangements do you have or will put in place to monitor, report, publish and disseminate information on how your proposal is working and whether or not it is producing the intended equalities outcomes?

- *Who will be responsible for monitoring?*

The Head of the Youth, Participation and Community Service in conjunctions with the Admin and Data Lead, Community Participation Officer and Community Development and Quality Assurance Officers.

- *What indicators and targets will be used to monitor and evaluate the effectiveness of the policy/service/function and its equalities impact?*

The NEET national indicator will remain a statutory target for the service and will be monitored and reported accordingly. Local Authority's duty around completing s139A assessments for young people with disabilities will also remain a statutory responsibility and will be monitored accordingly.

The remit of the Community Development and Quality Assurance officers will involve the development of a Quality Assurance framework for youth services alongside community needs assessments.

- *Are there monitoring procedures already in place which will generate this information?*

NEET tracking and the monitoring of s139A assessments have procedures in place in line with statutory duties as outlined above.

- *Where will this information be reported and how often?*

All Quality Assurance and needs assessments as well as the NEET national indicator and if appropriate reports on the monitoring of S139A assessments will be reported to the Head of the Youth, Participation and Community.

Additionally a review of the service will be undertaken after the first year of operation.

Step 7 - Summarise impacts identified

In the table below, summarise for each diversity strand the impacts you have identified in your assessment

Age	Disability	Race	Gender	Religion or Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity
The services affected by this proposal are all aimed at young people of secondary school age and for service users with a disability, up to the age of 25. Overall, the impact of a reduced service is likely to most significantly impact on young people aged between 15 and 18 years.	Service users declared as disabled, are proportionally under represented in the Youth Service which indicates that a reduction in service would not disproportionately impact on this user group. However it may also highlight a gap in provision.	Overall, when compared to the Haringey School profile, young people of Black ethnicities are significantly overrepresented and young people of White UK and White Other ethnicities are underrepresented in the service user group. Young people of Asian, Mixed and Other ethnicities are broadly inline with the wider School profile.	No disproportionate impact is envisaged with regards to the profile current service users. However the shifting of focus onto targeted services may mean that there is a larger reduction in services to females.	Haringey Council do not routinely collect data on the religious beliefs of service users and therefore an assessment of impact is not possible.	Haringey Council do not routinely collect data on the sexual orientation of service users and therefore an assessment of impact is not possible. However it is acknowledged that there is generally a low level of youth provision for this group and this has been identified as an area for assessment and development.	Haringey Council do not routinely collect data on gender reassignment with regards to service users and therefore an assessment of impact is not possible.	Haringey Council do not routinely collect data on marriage or civil partnerships with regards to service users and therefore an assessment of impact is not possible	Haringey Council do not routinely collect data on pregnancy or maternity with regards to service users. However risk factors for teenage pregnancy including young people whose parents were teenage parents are identified as targeted groups for the new service.

Step 8 - Summarise the actions to be implemented

Please list below any recommendations for action that you plan to take as a result of this impact assessment.

Issue	Action required	Lead person	Timescale	Resource implications
Resources to be targeted effectively to meet the needs of communities and young people with identified risk factors.	Establish procedures for assessing and monitoring community needs and the development of targeted responsive services to meet these needs. Including the needs of targeted groups including Children with Disabilities and LGBT young people.	Head of Youth, Participation and Community Service Community Participation Officer	June – October 2011	These actions fall within the remit of the identified lead person's role.
Ensuring that young people are involved and engaged in planning, monitoring and evaluating the delivery and direction of the proposed Youth, Participation & Community Service forms the foundation of the proposal	Develop structures based on existing good practice so that young people can be meaningfully engaged in shaping, planning, delivering and evaluating services to ensure young people in target groups can engage in the decision making process.	Head of Youth, Participation and Community Service Participation Strategy Officer	Ongoing	These actions fall within the remit of the identified lead person's role.
Third Sector providers will be increasingly important in providing universal access for all young people in Haringey. Provision should be without barriers for protected groups, particularly those who may be most impacted by a reduced universal service, namely young women and young people of black ethnicities.	Further expand existing structures to ensure young people are engaged in assessing the quality and accessibility of services (Council managed, commissioned or signposted to). Work with Third Sector to further develop capacity and ensure a shared understanding of capacity across the borough. Develop quality assurance framework for Council and third party providers.	Head of Youth, Participation and Community Service Young People's Involvement Officer Community Participation Officer Community Development and QA Officers	June – October 2011	These actions fall within the remit of the identified lead person's role.
White UK and White Other service users are disproportionately under represented in the Haringey Youth Council.	Identify and mitigate against any barriers for young people of White and White Other ethnicities who may wish to join the HYC.	Young People's Involvement Officer		These actions fall within the remit of the identified lead person's role.

Step 9 - Publication and sign off

There is a legal duty to publish the results of impact assessments. The reason is not simply to comply with the law but also to make the whole process and its outcome transparent and have a wider community ownership. You should summarise the results of the assessment and intended actions and publish them. You should consider in what formats you will publish in order to ensure that you reach all sections of the community.

When and where do you intend to publish the results of your assessment, and in what formats?

All full EqIAs will be published on the Haringey website.

Assessed by (Author of the proposal):

Name: Jan Doust

Designation: Deputy Director, Prevention and Early Intervention

Signature:

Date:

Quality checked by (Equality Team):

Name: Helena Pugh

Designation: Policy, Equalities and Partnerships Manager

Signature:

Date: 21.04.11

Sign off by Directorate Management Team:

Name:

Designation:

Signature:

Date:

