



**Notice of meeting of
Cabinet (Calling-In)**

- To:** Councillors Alexander (Chair), Simpson-Laing (Vice-Chair), Crisp, Cunningham-Cross, Levene, Looker, Merrett and Williams
- Date:** Tuesday, 25 November 2014
- Time:** 5.00 pm
- Venue:** The George Hudson Board Room - 1st Floor West Offices (F045)

AGENDA

1. Declarations of Interest

At this point, Members are asked to declare:

- any personal interests not included on the Register of Interests
- any prejudicial interests or
- any disclosable pecuniary interests

which they may have in respect of business on this agenda.

2. Public Participation

It is at this point in the meeting that members of the public who have registered to speak can do so. The deadline for registering is **5.00pm** on **24 November 2014**. Members of the public can speak on agenda items or matters within the remit of the committee.

To register to speak please contact the Democracy Officer for the meeting, on the details at the foot of the agenda.

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3. Called-in Item: Rewiring of Public Services: Business Case for Children's Services (Pages 1 - 136)

To reconsider the decisions taken by the Cabinet on 7 October 2014 regarding the above item, following a request to do so by the Corporate and Scrutiny Management Committee (Calling In) at their meeting on 31 October 2014.

4. Urgent Business

Any other business which the Chair considers urgent under the Local Government Act 1972.

Democracy Officer:

Name : Jill Pickering

Contact Details:

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For more information about any of the following please contact the Democratic Services Officer responsible for servicing this meeting:

- Registering to speak
- Business of the meeting
- Any special arrangements
- Copies of reports and
- For receiving reports in other formats

Contact details are set out above.

This information can be provided in your own language.

我們也用您們的語言提供這個信息 (Cantonese)

এই তথ্য আপনার নিজের ভাষায় দেয়া যেতে পারে। (Bengali)

Ta informacja może być dostarczona w twoim własnym języku. (Polish)

Bu bilgiyi kendi dilinizde almanız mümkündür. (Turkish)

یہ معلومات آپ کی اپنی زبان (بولی) میں بھی مہیا کی جاسکتی ہیں۔ (Urdu)

 (01904) 551550

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Cabinet (Calling – In) Meeting**25 November 2014**

Report of the Assistant Director, Governance and ICT

Called-in Item: Rewiring of Public Services: Business Case for Children's Services**Summary**

1. This report sets out the reasons for the call-in of the decisions made by the Cabinet on 7 October 2014 in relation to the Children's Services, Education and Skills Transformation Programme. In particular in relation to the Business Cases for Early Years, Services to Young People and the School Improvement and Skills Service which included proposals for the transfer of services for young people from Castlegate to West Offices.
2. The report also sets out the decision of the Corporate and Scrutiny Management (Calling-In) Committee (CSMC) which considered the call-in of the Cabinet's decisions, at their meeting held on 31 October 2014 and asks Cabinet to re-consider its original decision based on the reasons for the call-in and the comments made by the CSMC (Calling-In) meeting.

Background

3. An extract from the Decision Sheet issued after the Cabinet meeting is attached as Annex A to this report. This sets out the decision taken by the Cabinet on the called-in item. The original report to the Cabinet meeting on the called-in item is attached as Annex B to this report.
4. Cabinet's decision was called in, firstly, by Councillors Brooks, Douglas and Doughty for review by the Corporate and Scrutiny Management Committee (Calling-In), in accordance with the constitutional requirements for call-in, for the following reasons:
 - The current location of Castlegate is far less imposing than for example West Offices and the move would therefore be worse for young and especially disengaged people

- It is at odds with the Health & Wellbeing Strategy & Joint Strategic Needs Assessment and their emphasis on the greater need for counselling as a preventative service.
- It flies in the face of the government parity of esteem for mental health services.
- There has been inadequate consultation with the most affected groups.
- The budgetary savings may not materialise if, as a result of the change of location, the current uptake of the service is not maintained and the number of Not in Employment, Education or Training (NEETS) rises.

The decision was subsequently called in by Councillors Aspden, D'Agorne and Runciman for review also by the Corporate and Scrutiny Management Committee (CSMC) (Calling-In), in accordance with the constitutional requirements for call-in. These Members were opposed to the decision to close Castlegate and re-locate the remaining services to West Offices for the following reasons:

- When Castlegate opened 2007, it brought together a number of agencies and different funding streams to offer a comprehensive support service for young people in a user-friendly, accessible and flexible location.
- Through offering effective support and advice the centre has an outstanding track-record of helping keep young people safe, healthy, off drugs, out of the criminal justice system, in suitable accommodation and in work.
- This effective early-intervention is crucial in many areas, including mental health where half of all diagnosable conditions start by the age of 14 and 75% by the age of 21.
- The closure of Castlegate, cuts in services, and the re-location of remaining services to West Offices jeopardises all this work and abandons the commitment to effective early-intervention.
- West Offices – a large, public and corporate building – is not a suitable location for the services which will remain.
- This decision has been taken with little consultation or prior notice and without properly considering alternatives.

- We would urge Cabinet to withdraw the proposal and, at the very least, delay the closure of Castlegate in order to ensure that other options, such as suitable co-location with another service, can be considered.
5. Consideration was given to the reasons for call-in of the Cabinet decision at the CSMC (Calling-In) meeting on 31 October 2014. Having heard from two of the Calling-In members, a number of speakers who expressed their opposition to the proposals, the Director of Children's Services, Education and Skills and the Cabinet Members concerned the following decision was made:

Resolved: That Option B be approved and that the decision of Cabinet be referred back with a recommendation that Cabinet withdraws the proposals and delays the closure of Castlegate in order to allow time for Officer's to bring forward a report detailing all options, including a suitable location and alternative funding options and for these options to be properly considered and consulted upon.

6. A petition opposed to the changes at Castlegate was handed to the Chair of the CSMC (Calling-In) at the meeting on 31 October 2014, together with details of the signatories comments (Annex C). The petition contained over 1,600 signatures, requesting the Council Leader to 'Review the decision to remove the provision of holistic information, support and counselling for young people 16-25 in York, provided by Support Workers, Careers Advisors and Counsellors at Castlegate.' Link attached
<http://www.change.org/p/james-alexander-review-the-decision-to-remove-the-provision-of-holistic-information-support-and-counselling-for-young-people-16-25-in-york-provided-by-support-workers-careers-advisors-and-counsellors-at-castlegate>
7. Receipt of this petition was also reported to the Corporate and Scrutiny Management Committee, at their meeting held on 10 November 2014, in accordance with the Council's new petitions arrangements agreed by Council on 9 October 2014. The Committee agreed to forward the petition to the Cabinet (Calling-In) meeting for consideration in conjunction with the recommendations of the CSMC (Calling-In) at paragraph 5 above.

Consultation

8. Councillor Galvin, as Chair of CSMC has been invited to attend the meeting to present the recommendations of CSMC (Calling In) and to

answer any questions in relation to the decision made by the Committee.

Options

9. The following options are available to Cabinet (Calling-In) Members in relation to dealing with this call-in, in accordance with the constitutional and legal requirements under the Local Government Act 2000:
 - a. To reconsider the original decisions of Cabinet, on the Business Case for Children's Services, from their meeting on 7 October 2014, to take account of the recommendations of the CSMC Calling-In meeting held on 31 October 2014 or any other further considerations ; or
 - b. To reaffirm the original decisions of the Cabinet meeting held on 7 October 2014.

Analysis

10. Cabinet will no doubt wish to give careful consideration to the reasons for call-in of the decision together with the recommendations of CSMC (Calling-In) as well as the strength of feeling demonstrated by the petition. Cabinet will wish to balance these factors against those arguments set out in the original Cabinet report which underpinned the decision which was called in.

Council Plan

11. There are no direct implications for this call-in in relation to the delivery of the Council Plan and its priorities for 2011-15.

Implications

12. The original report draws Members' attention to relevant implications and includes a community impact assessment which will specifically assist Members in ensuring that the Council complies with its public sector equality duties, with which Members are familiar.

Risk Management

13. There are no significant risk management implications associated with the referral back of this matter. Although, the delay in any decision making could have an impact on timelines for the delivery of the transformation of services identified.

Recommendations:

14. Members are asked to consider all the reasons put forward for calling in this decision together with the views of the Corporate and Scrutiny Management (Calling-In) Committee, from their meeting held on 31 October 2014, in relation to the decisions taken by Cabinet on 7 October 2014.

Reason: To enable the called-in matter to be dealt with efficiently and in accordance with the requirements of the Council's Constitution.

Contact details:

Author:

Dawn Steel
Head of Civic &
Democratic Services
01904 551030

Chief Officer Responsible for the report:

Andrew Docherty
Assistant Director, Governance and ICT

**Report
Approved**



Date

17 November
2014

Specialist Implications Officer(s) None

Wards Affected:

All



For further information please contact the author of the report

Annexes

Annex A – Extract from the Decision Sheet produced following the Cabinet meeting on the called-in item.

Annex B – Report of the Cabinet Member for Finance and Performance, Rewiring of Public Services: Business Case for Children's Services, 7 October 2014.

Annex C – Comments of signatories from the change.org online Castlegate petition

Background Papers

None

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CABINET**TUESDAY, 7 OCTOBER 2014****DECISIONS**

Set out below is a summary of the decisions taken at the Cabinet meeting held on Tuesday, 7 October 2014. The wording used does not necessarily reflect the actual wording that will appear in the minutes.

Members are reminded that, should they wish to call in a decision, notice must be given to Democracy Support Group no later than **4.00pm on Thursday 9 October 2014.**

If you have any queries about any matters referred to in this decision sheet please contact Jill Pickering (01904) 552061.

8. Rewiring Public Services: Business Case For Children's Services

Resolved: That Cabinet agree to:

- (i) Note that extensive engagement has taken place as agreed by Cabinet in July and the priorities that residents have expressed;
- (ii) Approve the 3 Children's Services business cases, as outlined in the report and Annexes.
- (iii) Agree that a further update on the organisational development plan be brought to Cabinet in November as part of our commitment to report regular progress.
- (iv) Examine any alternative proposals from staff to deliver Castlegate services that meet the timescales and savings targets outlined in the report.

- Reasons:
- (i) The phased approach will allow Children's Centres to become more sustainable, develop community capacity and support the long term vision for Whole Family Support;
 - (ii) The approach for Phase 2 of the transformation of Services to Young people will allow for the savings target to be achieved;
 - (iii) Support the closure of Castlegate and the re-provision of services from West Offices will build a sustainable model which has the flexibility to respond to schools needs.



Cabinet

7 October 2014

Report of the Cabinet Member for Finance and Performance

Rewiring Public Services: Business Case for Children's Services**1. Background**

- 1.1. The Cabinet established the Rewiring Public Services programme in February and has received progress reports on a regular basis.
- 1.2. In establishing the Programme Cabinet recognised that there would have to be significant change across the Council and in particular:
 - the ways it relates and accounts to residents;
 - how it partners with other public agencies in the City;
 - how it supports and collaborates with the voluntary and community sector; and
 - the services which it delivers and commissions for residents and local businesses.
- 1.3. This change is being driven by several factors – most of which are not unique to the City of York – and by a very strong determination by the Cabinet and Council to allow local residents and businesses to increasingly influence how the city develops.
- 1.4. The Rewiring Programme is designed to respond to external change and to fulfil the Council's objectives and priorities.
- 1.5. The national context for the programme includes:
 - legislative and policy changes in areas such as education, health and social care;
 - the introduction of the Social Value Act;

- unprecedented reductions in public expenditure especially central government grant to local authorities (£80m over 5 years);
- the prospect that the central government austerity programme will continue at least throughout the 2015 – 2020 Parliament irrespective of the general election result in May 2015; and
- an ever changing basis of local government finance.

1.6. The local context for the programme includes:

- the Council's objectives and priorities;
- the high level of digital engagement across the City and rising public expectation to access and transact services and information digitally;
- a strong a vibrant local voluntary and community sector;
- demographic change; and
- the needs, views and aspirations of residents, businesses and communities

1.7. The Council and Cabinet have recognised that given the local and national context, currently and for the next five or more years, change is inevitable and that the traditional local authority approach to incremental change and budget reductions will not suffice. There has to be a transformative Rewiring Programme designed to ensure:

- effective outcomes for residents
- the Council strengthens its relations with residents through listening and responding to the public to
 - enhance democratic participation
 - improve service outcomes
 - improve access and sustainable service provision
- fairness and a major contribution to the Council's fairness agenda

- services are targeted where appropriate at those most in need and where they can maximise their impact
 - empower communities and individuals to take more control of and responsibility for their own lives, services and communities
 - shift the balance between preventive and reactive services
 - the Council is financially secure for this and the next Spending Review period.
- 1.8. Consequently the Council is committed to being a 'Co-operative Council' and has undertaken a major engagement exercise over the last two months. This has involved conversations with 7,800 residents and what they are telling the Council is set out below in Section 4.
- 1.9. An officer transformation team and CMT have undertaken a programme of analysis and option appraisal for place based, children's, adult care and customer services. This programme has involved staff across the Council and the York Community Voluntary Service, which has seconded a member of staff to work alongside the Council team.

2. Adult Social Care & Place Based Services

- 2.1. This report focuses on the engagement process and proposals for Children's Services. In November, proposals for the transformation of Adult Social Care and Place Based Services will be presented.

3. Service delivery criteria

- 3.1. The service delivery options set out in this paper and the appended business cases have been designed and tested against the wider Rewiring Programme objectives. Above all they have been designed in response to what residents said through the engagement exercise.
- 3.2. They have been designed in accordance with the Council's equalities and fairness policies, and its commitment to be being an exemplar employer.
- 3.3. Whilst a wide range of services will remain 'in-house' and be directly managed and delivered by employees of the Council, where we contract with the private sector:

- there will be consultation on the business case before a final decision is taken to instigate a tendering process;
- there will be early dialogue with potential providers as part of the commissioning process to understand what might be possible and on what terms;
- a holistic social and value for money assessment will be undertaken to take in to account social and economic impact of any proposals on the City, the Council, its partners and its employees;
- avoidance of traditional outsourcing to the private sector wherever possible and instead the adoption of new public/private models;
- where possible (and legal) preference will be given to social enterprises, voluntary and community sectors, local SMEs and staff led mutual's;
 - and support where feasible and not contrary to procurement and 'state aid' rules will be made available;
- where possible, practical and in line with procurement regulations, any private sector providers will be required to:
 - adopt excellent employment standards including the Living Wage, professional and personal development and trade union recognition;
 - adopt 'open book accounting' to standards set by the Council; and adopt 'profit share' arrangements
 - publish details of financial and operational performance;
 - be subject to political scrutiny;
 - demonstrate added social value;
 - make available details of the organisation's ownership and underlying business model and be required to notify the Council of any intended changes; and its remuneration policy; and
 - involve service users and staff in any procurement process, service design, performance monitoring and review and have an ability to challenge client and provider; and an element of a provider's payments will be based on user and resident satisfaction.

- 3.4. In order to be able most effectively to work with alternative service providers and to ensure that any proposals are adequately assessed it is proposed to enhance the commercial capacity and skills within the Council. It will be necessary even for assessing 'in house' service provision options and to support potential staff mutual's and co-operatives to have strong commercial expertise.
- 3.5. This would focus on:
- contributing to policy development
 - risk assessment and management
 - commercial costing
 - market intelligence – immediate and long term
 - market development (where required)
 - procurement and linking this to commissioning without conflating the two; and supporting commissioning across the authority and its partners
 - contracting and contract management
 - supporting the development of new models including 'spin outs'
 - supporting third and community sector providers
 - supporting politicians, managers and others across the organisation to understand the basics of commercialism in public service
- 3.6. Where service charges are to be applied to services provided by the Council or external providers, only the Council will be able to set the level of these charges. They would only be applied where it is legal to do so, there is a net financial benefit, there is no disincentive to those most in need of the service not to use it and where charging would be compliant with the Council's fairness objectives.

4. Our engagement with York's community

- 4.1. In July, Cabinet agreed to a period of engagement with residents, partners and businesses to learn what was important to them. Although not a formal consultation, we have engaged with over 7800 people (1700 on Children's proposals) through a number of different activities. These include open days at Council offices, conversations with residents on the buses, using social media, workshops with Parish Councils and Resident Groups and sessions with different stakeholder groups. We have worked with York Community and Voluntary Service to engage with communities of interest so that we consider the views of as many residents as possible.
- 4.2. We have learned that people love living in York but they do not just see the postcard image. They recognise there is a need for change and improvement in some services.
- 4.3. Although we had conversations with people around a number of different issues the common themes that emerged were that people:
- want the Council to prioritise front line services such as street care, highways, litter and waste;
 - asked us to reduce bureaucracy;
 - see protecting vulnerable people as important;
 - want the Council to deliver more services online;
 - would like access to facilities for young people;
 - want to keep the city centre feeling safe and with less alcohol; and
 - asked us to be transparent, even when we are in the wrong.
- 4.4. People said they wanted the Council to just get on with the job and tell them when we need their help. They want the Council to consult residents before we want to make any changes so they can help us think through the implications. They also want us to demonstrate that we have listened, even if proposals go ahead unchanged.

- 4.5. The Council and its partners will work with residents, communities and businesses to respond to the feedback and the proposals in this section begin that process.
- 4.6. Looking specifically at the feedback from parents regarding the Early Years Service, the most significant response was that they strongly want to maintain the Children's Centre buildings we currently have. The Council's original view had been to reassess the demand and need of the buildings as part of a move towards targeting services to the most vulnerable in the City. By listening to what people actually want, they have influenced the debate and we will now work with parents and others to maintain the current provision. This can only be achieved if communities play a greater role in owning and managing the centres and we will work with them to achieve this.
- 4.7. In terms of services to young people, the Council proposes to relocate Castlegate based services to West Offices. This provides an enhanced and co-ordinated post 16 young people's service as an alternative to the current service provided from Castlegate by the Personal Support Inclusive workers. The new service will work together with existing council services such as Housing, Benefits, York Learning and Future Prospects and with partners including Job Centre Plus, Citizens Advice Bureau and others to deliver the support currently given under one roof.
- 4.8. Further proposals centre on schools and are influenced by school heads. These include having a small team to support school to school peer led improvement and also providing a traded service as required. Heads acknowledge that schools have the expertise and leadership to best drive improvement, supported by the Council where required.
- 4.9. In relation to Place Based services, residents have already told us that waste and recycling are important to them. Residents recognise that they have a part to play in keeping the City clean and tidy and a role in the City's sustainability through recycling. In addition, the following themes emerged from discussions with residents, communities, businesses and our partners.

- Some areas of the City have a very strong community capacity and willingness to be involved whilst others are not as strong;
 - Communications need to be improved such as:
 - access to information;
 - more accessible channels to feedback and communicate with other community groups, the council and partners;
 - discussion with residents about changes to traditional services such as grass cutting and green waste; and
 - support and training for people in the community to work with us.
 - Greater support for volunteer organisations to sustain a strong core of volunteers and develop the service offering;
 - Communities want better access to the Council's (and its partners') assets and resources. They want the Council to support and enable community groups to develop rather than act as a gatekeeper. They also want influential community members such as 'Community Wardens' to be encouraged to network and share knowledge.
- 4.10. Our proposals for Place Based services will be set out in November but they will include two different community safety projects. In The Groves we will work with community groups led by the Residents Association to tackle issues around drugs, alcohol and intimidation. In Rural West we will work with our partners and communities to strengthen communication and networking between villages and provide access to resources to help resolve problems such as cold calling.
- 4.11. After collaboration with Innovate York, the Council will work with communities to design and own a sustainable-living app will provide refuse collection reminders, recycling and up cycling (where waste or useless products are converted into something that can be used) advice, tips on sustainable best practice and sustainable news and information about events.
- 4.12. At the Council's open engagement events people said that the adult social care services that really mattered to them were mental health services, having good carers, home care, good social care and protecting vulnerable people.

- 4.13. The biggest changes they wanted to see were a one-stop shop for adult social care/care of the elderly, inclusive support, suitable adult social care equipment and care tailored to individual needs.
- 4.14. Residents expressed the view that health and social care advice, information and services needed to be brought together more. Particularly carers commented that it made little sense to deal with two organisations when much of their activities overlapped. The council's work on a series of Better Care Fund projects with York Hospital and the Vale of York CCG will provide the basis for further integration and this will be set out in the November Transformation Paper.
- 4.15. During October a specific engagement campaign will take place with residents receiving adult social care services, their carers and our partners. Outcomes from this will be reported in November.
- 4.16. Overall the community engagement activity has given valuable insight into what is important to residents and communities and this has influenced the proposals made in this paper. It is important to stress that this is not a one-off engagement campaign; rather it is our new approach to ensure the Council puts residents at the heart of everything we do.
- 4.17. The Council will commit to explain decisions which it takes especially when these are taken for good reasons but are not inconsistent with the immediate views of residents and users. These may be taken for legal, financial, sound operational or even political reasons. This is inevitable especially in a democratic local authority but the key is transparency, explanation and accountability.

5. How we work in the Council

- 5.1. The feedback we have received from residents, staff, elected members and partners challenges the way the Council works. We also recognise that in the face of significant staff reductions and an increased demand for services we have to work hard to support our staff to make the changes that will be required.
- 5.2. In order to put residents first, the Cabinet Paper in July set out the behaviours the Council wants to encourage to help become

more responsive and flexible. This shift change signals that we want to become modern public servants, who are outcome focused, accountable, entrepreneurial, professional and ambassadors for the community.

- 5.3. This is a planned and systematic approach to align our strategy, people and processes. This is not just about behaviours; procedures will have to be reviewed and changed, for example performance management and levels of delegated authority. It is a long-term programme where the impacts will be cumulative over time and requires Members and senior managers to lead by example.
- 5.4. We already know that the Council's workforce is eager to transform and deliver excellent customer service. The Rewiring programme provides the framework to do this so that staff can provide a better experience for residents and customers. Therefore we need to commit to review and reform procedures and processes.
- 5.5. We reported in July that a review of the current position had been conducted and that we were engaging with residents to gain their perspective of our organisation and the changes we need to make. The review highlighted that some aspects of our culture and approach need to be overhauled.
- 5.6. We now know from our engagement with residents what is important to them when they interact with our staff. They said the changes they wanted to see were:
 - staff listen to them;
 - staff are experts in their particular area;
 - staff provide ongoing feedback to keep people informed;
 - we are efficient, more transparent and communicate better;
 - we explain what we are doing and what we will not do;
 - we work together as a Council;
 - we use our common sense;

- we engage with residents better and encourage communities to take charge;
- 5.7. These expectations align with the Council's four values and we are now able to outline our plans for transforming internally to meet the expectations of our residents and the external changing environment. Senior managers have given considered thought to what is required and a comprehensive action plan, developed with staff, is now in place that will:
- strengthen leadership capacity and capability at all levels including elected Members;
 - develop the culture we want to establish;
 - fully engage staff in transforming how we work; and
 - enhance the skills of our staff and attract high calibre candidates.
- 5.8. During October we are holding a series of engagement sessions for all staff that aim to focus everyone on listening to and working with residents and communities. The sessions will be led by senior managers and include a short film featuring City of York residents and businesses. They will also increase awareness of how we are transforming to respond to residents needs and demonstrate how we are taking action on the issues raised by staff. In addition we will engage staff in suggesting how we work together to deliver an excellent service with the resident at the heart of it.
- 5.9. The approach demonstrates our commitment to continuously involve and engage staff in designing and developing how we transform so that real progress can be made.
- 5.10. Collectively the activity we have planned will help enable the Council to change how we do things in line with residents' expectations as well as improve our systems, processes and structures. The aim is to create a truly engaged organisation that achieves:
- better business performance;
 - high staff retention;
 - a strong sense of purpose and identity;

- highly energised, productive and innovative staff;
- an attractive reputation;
- accountability; and
- sustained long-term success.

5.11. Our residents and customers will benefit from seeing the changing relationship we want to achieve:

- By proactively creating opportunities to engage with residents and communities we will understand what they want to achieve for themselves, their community and the City of York. Together with our partners, we will work with them to deliver this. Residents will feel that we have listened, they have influenced and we have delivered the right outcomes for the city.
- Our customers will experience a consistently excellent level of customer service across the Council. We are working hard to achieve the Customer Service Excellence Award that will recognise our commitment to this. We will have a Council where staff are focused on delivering results for the customer rather than adhering to a process.
- As leaders we will set the tone for the organisation and continuously engage with our staff through the organisational development activity our behaviours will change. We will become a more cooperative Council, working together, living our values, behaving as our customers expect and being willing to go the extra mile. This will help our customers to feel valued and City of York's reputation as an excellent Council will grow.
- By introducing an ICT system to record and report contact with residents from a variety of channels, customers will only have to tell their story once. All frontline staff will have access to the same information and will take responsibility for co-ordinating activity across a number of areas. Customers will experience a seamless service where issues are resolved more quickly.
- By aligning the behaviours we expect with the right systems and processes, the Council will be better placed to act on its promises, have access to up to date information on-line and

communicate regularly through the resident's medium of choice. Our customers will feel informed and know what is happening at every stage in the process. Customers will know that City of York Council puts residents first and they can trust us to make the right decisions. They will also know that when we get it wrong, we will be honest and work with them to find the right solution.

- Over time the impacts of the activity to improve how we work internally will increase the level of staff engagement. An outcome of this is increased performance and residents will see an improvement in the level of service provided by the Council.

5.12. The activity to develop the culture and behaviours will evolve as we transform how we work. The Council will provide regular updates to Cabinet on the progress made and the outcomes for residents and customers.

6. Implications

- It should be noted that all of the Transformation projects will have significant implications in terms of Financial, Procurement, Legal, ICT, and HR support.
- The programme is dependant upon a significant input from these areas of expertise. The issues, and options, within the programme potentially involve major new procurement activity, major systems change, fundamental changes in delivery method, and major staff changes.
- Ensuring the capacity and skills needed to support the Rewiring programme (alongside major other savings not within the transformation programme and many other major projects), will present a significant challenge.
- **Financial** – Individual projects will develop further detail throughout the engagement period and the resulting revised options and business cases will have financial implications. These proposals will be considered by Cabinet in October 2014. Individual proposals also may create procurement events e.g. implementation of digital channel;
- **Human Resources (HR)** – The report acknowledges that during the implementation of proposals, there will be an

impact on council resources. The report also identifies that an Organisational Development Programme will be created;

- **Equalities** – The actions in this report further the Council's commitment to equalities;
- **Legal** – A number of the proposals within this report will lead to different delivery arrangements for some existing council services. Legal expertise and advice will be sought accordingly.
- **Crime and Disorder** – None;
- **Information Technology (IT)** – The Re-wiring Public Services will depend on ICT services to support a new phase of on-line services;
- **Property** – It is likely that changes will be made to the Council's asset base as a result of the rewiring programme. Property colleagues will be consulted as appropriate.
- **Other** – None.

7. Recommendations

7.1. Members are recommended to :

- note that extensive engagement has taken place as agreed by Cabinet in July and the priorities that residents have expressed;
- approve the 3 Children's Services business cases.
- agree that a further update on the organisational development plan be brought to Cabinet in November as part of our commitment to report regular progress.

Reasons:

- the phased approach will allow Children's Centres to become more sustainable, develop community capacity and support the long term vision for Whole Family Support;
- the approach for Phase 2 of the transformation of Services to Young people will allow for the savings target to be achieved
- support the closure of Castlegate and the re-provision of services from West Offices will build a sustainable model which has the flexibility to respond to schools needs;

Contact Details

Author:	Cabinet Member and Chief Officer responsible for the report:		
Stewart Halliday Assistant Director Transformation & Change Tel No.01904 553402	Cllr Daf Williams, Cabinet Member for Finance and Performance		
Fiona Murie Consultant, Transformation Programme Office of the Chief Executive	Chief Officer's name Kersten England Chief Executive City of York Council		
	Report Approved	√	Date 26/09/2014
Specialist Implications Officer(s)			
Wards Affected: All			√
For further information please contact the authors of the report			

For further information please contact the author of the report

Background Papers:

[July 2013 Annual Performance Report](#)

[Peer Review Letter](#)

[Response to Peer Review](#)

[LGA Summary Document of Rewiring Public Services](#)

Better Care Fund Application

Annexes

Annex 1 – Early Years Business Case

Annex 2 – Services to Young People Business Case

Annex 3 – School Improvement and Skills Business Case

Glossary of Abbreviations used in the report:

CAN's – Communities and Neighbourhoods

CCG – Clinical Commissioning Group

CiN – Child in Need

CMT – Corporate Management Team

CPP – Child Protection Plan

DfE – Department for Further Education

HR – Human Resources

IAG – Information, Advice and Guidance

ICT – Information and Communications Technology

IDACI – Income Deprivation Affecting Children Index

LA's – Local Authorities

LAC – Looked After Child

LDD – Learning Difficulties and Disabilities

NEET – Not in Employment, Education or Training

PSI's – Personal Support Inclusion Worker

SEND – Special Educational Needs and Disabilities

SME's – Small and Medium Enterprises

SICG – School Improvement Commissioning Board

SOA – Super Output Area

YEP – York Education Partnership

Children's Services, Education and Skills Transformation Programme

BUSINESS CASE – EARLY YEARS

Author: Alice Beckwith

Owner: Jon Stonehouse

**Release: v 2.0
Date: 29/8/14**

1. Introduction

This document provides the outline business case for the proposed transformed Early Years Service as part of the Children's Services, Education and Skills Transformation Programme.

Within the document, our proposed themes for transformation are described and Members are asked to approve the new model for implementation.

2. Context

The Rewiring Public Services Programme is the City of York Council's transformation programme and was introduced in October 2013 to help the Council effectively manage the major challenges ahead. The transformation programme recognises that we need to be a more responsive and more flexible Council – a Council that puts residents first.

As part of the Re-wiring programme, Children's Services Education and Skills is transforming the way it delivers Early Years services from Children's Centres with a saving of £400k attached to this project.

3. Underpinning Principles

Across the work of transformation programme, we will adhere to the following principles:

- We will always protect the most vulnerable
- The transformation programme will ensure that defining the role of the local authority as the champion of better outcomes for all children and young people in York is maintained through this programme
- The transformation programme will ensure that the local authority maintains its statutory duties whilst working with partners to develop innovative models of service delivery through maintaining local relationships and enabling local partnerships and local solutions e.g. cluster based models of delivery
- To ensure a cohesive offer remains in place across the new service delivery arrangements.

4. Priorities

The priorities for Early Years services that will direct the transformation programme are:

- To narrow the gap between disadvantaged children and the rest
- To deliver a transformed Early Years Offer which is co-design, co-delivered, flexible and sustainable
- Preserving a Children's Centre offer, vision and the outcomes
- Focus on quality places for vulnerable 2 year olds, CiN, LAC and CPP children and the expansion of places.
- Improve outcomes for children in the IDACI/SOA areas and children for vulnerable groups pre birth to 5 years
- For all children to be school ready
- Increase and support Early Help and Early Intervention in Early Years
- To improve health and wellbeing of all early years children;
- Partnership working to implement a range of integrated child and health services

5. Current Model

5.1. Children's Centres

The core purpose of the Children's Centres is to reduce inequalities for children and families in the greatest need and to improve the following outcomes:

- child development and school readiness
- parenting aspirations and parenting skills
- child and family health and life chances.

There are currently 9 Children's Centres in York

Seven of the centres have co-located Health and Social Care professionals. All centres deliver a core universal offer providing access to services for a population of over 10,000 children age from pre birth to 4 years old.

5.2. Services

The services available through Children's Centres focus on early learning; information and activities for families; adult learning and employment support; integrated child and family health services and targeted parenting and family support.

The Universal offer is open to any family with children under 5.

Services are also provided for vulnerable families. These families have normally been referred into these services due to identified specific needs and require targeted support.

Children's Centres are currently open 5 days per week. Whilst the Centres are predominantly open to the public from 8.30-5pm, reception areas close during lunchtime and from 4pm so there is limited access to the public at this time.

5.3. Staffing

All Centres have a Children's Centre leader (manager), an information champion and a team of Children's Centre support workers.

5.4. Key Stats

Children's Centre	Carr	Clifton	Haxby Road	Hob Moor	Knavesmire	New Earswick	St Laurences	Westfield	The Avenues
No of children registered	890	894	642	967	914	753	659	615	806
Total foot fall into Centre	529	482	311	537	512	393	336	386	407
No of Groups run from Centre	18	26	23	26	20	18	28	20	23
No of groups run by CYC	10	6	10	7	6	6	10	10	8

6. Engagement and Consultation

There has been extensive engagement and consultation. An initial open engagement activity took place where residents, partners and stakeholders were invited to comment on how they would transform Children's Centre Services. Around 600 responses were received with strong positive messages about knowledge of the staff, opportunities for meeting other parents, access to support for parents and a real appetite to be involved in running groups as volunteers. Based on engagement feedback, the following 4 options were developed to go out to consultation

6.1. Options

Model 1

The three main children's centres, serving areas of greatest deprivation, would remain open all year and would maintain their current opening hours. These are: Clifton in the north, The Avenues (Tang Hall) in the south east and Hob Moor in the west of the city. The other six centres would remain open, but with reduced opening hours. In these six centre parents, volunteers and community groups would be encouraged to use the buildings to run and participate in local activities.

Model 2

Six of the nine children's centres would remain open full time, two in the north, two in the south east and two in the west of the city, with the three main centres Clifton, The Avenues and Hob Moor closing or being used as community venues. Parents, volunteers and community groups would be supported and encouraged to use the 6 buildings to run and participate in local activities

Model 3

Three of the nine centres would remain open: - Clifton in the north, The Avenues (Tang Hall) in the south east and Hob Moor in the west of the city. Six centres would be closed.

Model 4

Children's Centres Services would be run by alternative providers. For example, the voluntary sector (local or national); a social enterprise, a charity, a private provider or a school. The council's role would be to commission services and then co-ordinate, monitor, and ensure such services are of a good quality and meet priority local needs.

6.2 Response to Consultation

1700 responses were received in total. The majority of feedback supported Models 1 and 2. Feedback indicated that those who responded value the importance of the Centres as places for parents to meet and receive services. It is clear from the consultation that people value their Children's Centre. The majority of respondents state a willingness to consider a different configuration of Children's Centres but not at the expense of their

local centre. The consultation process indicated an overwhelming preference for accessible provision within local communities.

Coming through strongly from the engagement feedback was that more parents would like to volunteer to run non statutory groups but previously felt they haven't had the opportunity to do so.

The detail of the Engagement and Consultation can be found in Annex A.

7. Outcomes

It is imperative that the key outcome of this transformation programme is to deliver a co-designed, flexible Children's offer which has longevity to take us through to 2020.

The outcomes are intended to achieve:

- improved outcomes for young children and their families
- reduction in inequality between families in greatest need and their peers in relation to:
 - child development and school readiness
 - parenting aspirations and parenting skills
 - child and family health and life chances.

8. Recommended Model

The proposed model is in response to the consultation, with the public clearly stating they value local places and local service delivery. In order to provide both what the public require and the service needs it is recommended that a phased approach to the transformation of Children's Centres is adopted.

The phasing will ultimately blend the models consulted on; adopting whichever model fits each community the best. This however will take time to achieve and must be based on information gathered and community needs. Therefore the below phased approach is recommended.

8.1. Phasing

Phase One from 1st April 2015 – Implement Model 1.

This model means that no Children's Centres will close in this first phase, however the Centres will only be open for part of the week

initially. The Early Years service will operate out of the building for part of the week, concentrating on targeted, statutory provision to our most vulnerable families. Volunteers, other council services and partners will be enabled, encouraged and trained to deliver non statutory Universal services to the rest of the community.

The centres will operate in a cluster model and each cluster will consist of 1 hub and 2 satellites.

The majority of the savings will be achieved through reductions in staffing. The main reductions will be in management and front of house staff keeping reductions to the front line workers to the minimum. This model would result in the loss of three front line workers.

Phase Two – Assess Community Take Up

Once phase one is embedded, a clearer picture will be developed regarding the capacity for the community to deliver the non statutory early years offer. Whilst the message came out strongly from engagement that Parents and Volunteers would be keen to run groups, it is important to gauge the reality of this. Once this is done, each Children's Centre will be evaluated, taking into consideration the alternative community venues available in each area and the level of volunteer take up. Decisions can then be made regarding the viability of the building as a community resource.

Phase Three – Whole Family Support

The longer term strategy is to focus more closely on family needs and encourage further integration of services with other agencies to provide whole family support and early intervention and prevention. The intention is to roll this model out into the communities and use the best facility each area has to offer. In some areas, the Children's Centre is likely to be the most appropriate venue, in other areas it may be an alternative community hub will be used and the Centre is closed.

This recommendation is in line with the long term CYC strategy to empower communities to deliver services and become more resilient.

8.2. Team Focus

The transformed Children's Centre service will focus on early intervention and family support, ensuring that families in greatest need are prioritised and recognising that the early response to problems can often prevent escalation where formal intervention is required

Community delivery of services will be developed with opportunities to use centres by others and developing community capacity this will be supported by the local authority.

A summary of the revised offer is tabled below

Universal	Applies to all children - will be run by community groups/parent volunteers or delivered by existing services (eg Private company)
Perinatal to 2 years (universal targeted)	Early intervention model which will be directly delivered by Children's Services Teams and Partners. Consistent and systematic access to information and advice at key stages of a child's development pre birth to two years.
Targeted	All targeted provision to be delivered by Children's Services Teams and Partners Eg - Vulnerable children accessing Early Education offer Provision for vulnerable groups pre birth to 3 years
Intensive Home Visiting	Pre birth to 5 – delivered by Children's Services Teams and Partners

9. Community Impact Assessment

The summary of the Community Impact Assessment is as follows:

Positive impact. This model meets the top recommendations of the Engagement process and ensures that centres are available in local communities. This model will build community capacity and empower parents to be involved in the delivery of services. As services have an increased focus on those in need, access may be improved further.

The outreach services for the most vulnerable families or target groups i.e. service families will continue to mitigate against disadvantaging those who have a greater distance to travel to access children's centre service.

A comprehensive communication and information plan will be put in place to ensure customers understand the availability of services for early year's children in their communities and the children's centre role in that.

The full CIA can be found in Annex B and a summary of the CIAs for alternative models in Annex C

10. Funding

The proposed model will be funded by general funds and achieves the target savings of 400k.

11. Recommendation

It is recommended that Cabinet approve the phased approach in order for Children's Centres to become more sustainable, develop community capacity and support the long term vision for Whole Family Support.

Appendix A

ANALYSIS OF RESPONSES TO CHILDREN'S CENTRES CONSULTATION AUGUST 2014

	Model 1	Model 2	Model 3	Model 4	
Centre	3 Main centres 6 satellites	6 Small Centres	3 Main Centres	Commissioned Service	TOTAL
Carr	6	77	13	2	98
Clifton	63	69	119	7	258
Haxby Road	19	175	10	2	206
Hob Moor	19	38	58	1	116
Knavesmire	21	110	3	4	138
New Earswick	13	64	7	1	85
St Lawrences	12	45	0	3	60
The Avenues	52	20	73	0	145
Westfield	6	92	5	0	103
West Offices	5	10	0	0	15
Online	215	193	57	34	499
TOTAL	431	893	345	54	1723

The number of responses for each model from the hub sites, smaller centres and via online has been scored as follows: -

4 points for the highest number of responses, 3 points for the second highest number of response, 2 points for the third highest number of responses and 1 to the lowest number of responses

	MODEL 1	MODEL 2	MODEL 3	MODEL 4
POINTS	3 Main centres 6 satellites	6 Small Centres	3 Main Centres	Commissioned Service
Online	4	3	2	1
Hub Sites	3	2	4	1
Small Centres	3	4	2	1
TOTAL	10	9	8	3

SECTION 1: CIA SUMMARY



Community Impact Assessment: Summary

1. Name of service, policy, function or criteria being assessed:

Early Years Children's Centres transformation

2. What are the main objectives or aims of the service/policy/function/criteria? .**Phase One from 1st April 2015 – Implement Model 1.**

This model means that no Children's Centres will close in this first phase, however the Centres will only be open for part of the week initially. The Early Years service will operate out of the building for part of the week, concentrating on targeted, statutory provision to our most vulnerable families. Volunteers, other council services and partners will be enabled, encouraged and trained to deliver non statutory Universal services to the rest of the community.

The centres will operate in a cluster model and each cluster will consist of 1 hub and 2 satellites.

The Service

Children's Centres work together with partners to support families with children from birth to five. The core purpose of children's centres is to improve outcomes for young children and their families and reduce inequalities between families in greatest need and their peers in: child development and school readiness; parenting aspirations and parenting skills; and child and family health and life chances

Specifically:

- Children's Centres work 1:1 with parents and their children to support them with parenting of young children (from pregnancy to age 5) This is often called family support or home visiting
- Children's Centre Support Workers advocate for young children (birth – five) and their families on integrated support plans
- Children's Centres provide specialised groups where parents bring their children to help them practice and learn key developmental activities that help their child to develop and grow.
- Children's Centres provide weekly information and advice sessions with health colleagues for all parents to find out what to expect at key developmental stages, encourage their child's development and how to keep them safe. This is called the Universal Parenting Track
- Children's Centres work with other partners and volunteers to develop 'stay and play' groups in the local community where parents bring children to socialise and play with others These are often called 'drop ins' and are universal groups
- Children's Centres work with partners to provide parents with opportunities to build personal skills and access training and employment
- Children's Centres provides a range of evidence based parenting support groups, targeted at parents with the most needs with the youngest children

- Children's Centres support families to access early education and childcare

Children's Centres are a 'concept' as well as a workforce and a group of buildings. The concept is that they recognise the needs of very young children (from pre-birth to age 5) in a community. They assess these needs and then deliver services or work with partners to make sure that the right services are available.

Children's Centres are the 'body' that make sure that the right services are in place for children before they go to school and that the more vulnerable children are accessing these services

3. Name and Job Title of person completing assessment:

Paula Richardson Acting Head of Service Early Years

4. Have any impacts been Identified? (Yes/No)

Yes

Community of Identity affected:

Age

Summary of impact:

Positive impact. This model meets the top recommendations of the Engagement process and ensures that centres are available in local communities. This model will build community capacity and empower parents to be involved in the delivery of services. As services have an increased focus on those in need, access may be improved further.

The outreach services for the most vulnerable families or target groups i.e. service families will continue to mitigate against disadvantaging those who have a greater distance to travel to access children's centre service.

A comprehensive communication and information plan will be put in place to ensure customers understand the availability of services for early year's children in their communities and the children's centre role in that.

5. Date CIA completed: 26/09/14

6. Signed off by:

7. I am satisfied that this service/policy/function has been successfully impact assessed.

Name:

Position:

Date:

8. Decision-making body:	Date:	Decision Details:
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Send the completed signed off document to ciasubmission@york.gov.uk It will be published on the intranet, as well as on the council website.
Actions arising from the Assessments will be logged on Verto and progress updates will be required

SECTION 2: CIA FORM

Community Impact Assessment (CIA)

Community Impact Assessment Title:	Early Years - Children's Centre Transformation
<p>What evidence is available to suggest that the proposed service, policy, function or criteria could have a negative (N), positive (P) or no (None) effect on quality of life outcomes? (Refer to guidance for further details)</p> <p>Can negative impacts be justified? For example: improving community cohesion; complying with other legislation or enforcement duties; taking positive action to address imbalances or under-representation; needing to target a particular community or group e.g. older people. NB. Lack of financial resources alone is NOT justification!</p>	

Community of Identity: Age

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>The core purpose of children's centres is to improve outcomes for young children and their families and reduce inequalities between families in greatest need and their peers in: child development and school readiness; parenting aspirations and parenting skills; and child and family health and life chances.</p> <p>https://www.gov.uk/government/publications/sure-start-childrens-centres.</p> <p>All Childrens Centres are currently one stop shops for young children, their parents, child minders and other carers. They offer family support and outreach; access to health and wellbeing services; and to advice, information and guidance; including access to Jobcentre Plus services. All Children's Centres provide a range of services, focusing on early</p>	<p>Health Education Individual, family and social life Participation, influence and voice.</p>	Positive	None

<p>intervention to provide a seamless service for families with children from pre birth onwards.</p> <p>There are 10,703 of York's population who are aged 0-4. 73% (7773) are registered with a children's centre. 78% (3207) of the 0-4's living in less than 50% IDACI areas are registered with a children's centre. 87% of all Children Aged 0-4 living in less than the 10% IDACI Areas are registered with a children's centre. 100% Teenage Parents are registered</p> <p>Staff profile; Transformation, recruitment, selection and support are undertaken in the context of equalities legislation and Council guidelines.</p> <p>http://colin.york.gov.uk/beSupported/Human Resources/current staff/employees/supporting transformation overview/</p>				
Details of Impact	<i>Can negative impacts be justified ?</i>	Reason/Action	Lead Officer	Completion Date
<p>Staff: There is not expected to be any positive or negative impact upon this community of identity.</p> <p>As deleted posts may be located at higher levels within the structure, this may have the potential to affect more experienced employees (ie longer serving and possibly therefore older) than younger employees. However appointments do not take account of age and it is possible that skilled and</p>		<p>Ensure a comprehensive communication and information plan is in place</p>	<p>Paula Richardso</p>	<p>April 2015</p>

<p>experience, but younger, people are appointed to senior posts.</p> <p>Customers: This model meets the top recommendations of the Engagement process and ensures that centres are available in local communities. Following the analysis of the consultation results which indicated the importance of the Centre itself rather than purely the services delivered. The consultation revealed that people value their Children's Centre, are happy to consider closing venues but would prefer local service provision within their communities.</p> <p>This model will build community capacity and empower parents to be involved in the delivery of services.</p> <p>Children's centres are for children under the age of five and their families. The proposal for children's centres would have no impact on service users on the basis of age (i.e. age of users will remain the same). There may be a perception by universal families of a reduction of service. Services would continue to be targeted to children under five and their families living in poverty (including outreach work). As services have an increased focus on those in need, access may be improved</p>		<p>with clear, honest, timely and relevant communications to customers. To ensure a planned and sustained approach to communication and marketing to support the delivery of children's centres.</p> <p>This will manage and monitor communication with all involved in the delivery of services to children and their families through children's centres. Ensuring the customers understanding the availability of services for early year's children in their communities and the children's centre role in that.</p> <p>Volunteers and partners will need to be identified, enabled, encouraged and trained to deliver non statutory universal services to the rest of the community.</p> <p>Capacity needs to be established to ensure volunteer/communities are supported and trained e.g. training about equality, identification of vulnerability, safe guarding, quality, outcomes and impact. Regular supervision and monitoring also needs to be available</p>	<p>n</p> <p>Paula Richardson</p>	<p>April 2015</p>
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<p>further.</p> <p>Teenage parents in particular generally require a greater level of engagement so could potentially be more affected by a reduction in budget impacting on the amount of universal provision. Teenage parents are recognised as a priority group for targeted support by children's centres and service providers will be required to demonstrate how they can continue to provide this support</p> <p>Low Income/Disadvantaged families - The proposed change to children's centres would have no impact on service users on the basis of income</p> <p>Wider City/rural - Although proposals may involve the merging of the management of some centres, services will continue to be offered through existing venues and outreach. Therefore, impact on rural areas should be minimal. The outreach services for the most vulnerable families or target groups i.e. service families will continue to mitigate against disadvantaging those who have a greater distance to travel to access children's centre service</p> <p>All under 5s and their families can access children's centre services. All under 5's will be able to</p>				
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<p>access all three levels of programme support universal, targeted, intensive depending on need. Childrens Centre services are designed to meet the needs of all children aged 0-5 and their families. Outreach work will continue to be developed and targeted to meet the needs of the children pre birth to 5 years</p>				
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Community of Identity: Carers of Older or Disabled People

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)	
<p>The core purpose of children’s centres is to improve outcomes for young children and their families and reduce inequalities between families in greatest need and their peers in: child development and school readiness; parenting aspirations and parenting skills; and child and family health and life chances. https://www.gov.uk/government/publications/sure-start-childrens-centres.</p>	<p>Health Education Individual, family and social life Participation, influence and voice</p>	None	None	
Details of Impact	Can negative impacts be justified?	Reason/Action	Lead Officer	Completion Date
<p>Staff: There is not expected to be any positive or negative impact upon this community of identify</p> <p>Childrens Centres are designed to meet the needs of all children and their families, particularly those who may be</p>				

more vulnerable.				
Customers:- Access is unlikely to change for disabled children and parents, as services will largely continue to be offered in the same buildings, with a range of outreach services in local				

Community of Identity: Disability

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>The core purpose of children’s centres is to improve outcomes for young children and their families and reduce inequalities between families in greatest need and their peers in: child development and school readiness; parenting aspirations and parenting skills; and child and family health and life chances.</p> <p>https://www.gov.uk/government/publications/sure-start-childrens-centres.</p> <p>Staff: As above. Transformation, recruitment, selection and support are undertaken in the context of equalities legislation and Council guidelines</p> <p>27 children 2-4 with a Disability who were registered with children’s centres in July 2014</p>	<p>Health Education Individual, family and social life Participation, influence and voice</p>	None	None

Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
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Children’s Centres are designed to meet the needs of all children and their families, particularly those who may be more vulnerable. Families of children with disabilities or special need				
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<p>benefit from targeted support at Children's Centres. Support would continue to be required and centres will have to show how they can meet the needs of these families as part of the performance management process.</p> <p>Some centres work with the Portage Service to run groups specifically for children with Special Educational Needs. This targeted work will continue.</p> <p>We will take into account the use of local buildings for outreach services in relation to Disability Discrimination Act (DDA) to ensure people do not feel unable to take part because of accessibility.</p> <p>Access is unlikely to change for disabled children and parents, as services will largely continue to be offered in the same buildings, with a range of outreach services in local community venue.</p>				
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Community of Identity: Gender			
Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>The core purpose of children's centres is to improve outcomes for young children and their families and reduce inequalities between families in greatest need and their peers in: child development and school readiness; parenting aspirations and parenting skills; and child and family health and life chances.</p> <p>https://www.gov.uk/government/publications/sure-start-childrens-centres.</p>	<p>Health Education Individual, family and social life Participation, influence and voice</p>	None	None

<p>Staff: Transformation, recruitment, selection and support are undertaken in the context of equalities legislation and Council guidelines.</p> <p>Customer - Women, Men, boys, girls, carers (of children, disabled or older people) Characteristics of children and parents registering at children's centres are recorded in the Database. Internal profiling reports are generated to identify profiles for individual centres. This includes data on the number of fathers accessing services (a specific target user group for children's centres).</p>				
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
<p>More females are employed in the service so more females are affected by the restructure. Females are not disproportionately affected.</p> <p>The transformation of children's centres will have no impact on the basis of the gender of service users.</p> <p>Specific groups are set up to encourage the participation of fathers. The changes would have no impact on service users on the basis of gender.</p> <p>Building on existing good practice to engage and involve fathers and male carers in children's centre services is recognised.</p>				

Community of Identity: Gender Reassignment

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/N)
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)	one)
			None	None
Details of Impact	Can negative impacts be justified?	Reason/Action	Lead Officer	Completion Date
There is not expected to be any positive or negative impact upon customers or staff.				

Community of Identity: Marriage & Civil Partnership

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)	
<p>The core purpose of children's centres is to improve outcomes for young children and their families and reduce inequalities between families in greatest need and their peers in: child development and school readiness; parenting aspirations and parenting skills; and child and family health and life chances.</p> <p>https://www.gov.uk/government/publications/sure-start-childrens-centres.</p> <p>Staff :- as above</p> <p>694 Lone Parents were registered with children's centres in July 2014.</p>	n/a	None	None	
Details of Impact	Can negative impacts be justified?	Reason/Action	Lead Officer	Completion Date
There is not expected to be any positive or negative impact upon customers or staff. Lone parents benefit from				

targeted support at Children's Centres. Support would continue to be required and centres will have to show how they can meet the needs of these families as part of the performance management process				
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Community of Identity: Pregnancy / Maternity

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>The core purpose of children’s centres is to improve outcomes for young children and their families and reduce inequalities between families in greatest need and their peers in: child development and school readiness; parenting aspirations and parenting skills; and child and family health and life chances.</p> <p>https://www.gov.uk/government/publications/sure-start-childrens-centres.</p> <p>Staff: Transformation, recruitment, selection and support are undertaken in the context of equalities legislation and Council guidelines. More females are employed in the service so more females are affected by the restructure. Females were not disproportionately affected.</p> <p>Customer; - Pregnancy and Maternity - Pregnancy/ pre birth and the first two years of life are a specific priority user group for children’s centre services. The profile of service users is recorded in the database.</p>	<p>Health Education Individual, family and social life Participation, influence and voice</p>	None	None
Details of Impact	Reason/Action	Lead Officer	Completion Date
<i>Can negative impacts be justified?</i>			

<p>The change to children's centres would have minimal impact on service users on the basis of pregnancy /maternity</p> <p>During pregnancy parents are encouraged to engage in children's centre services at the earliest opportunity through midwife and health visitors. This will continue to be the case, but access may be via other children's centre venues rather than their current centre.</p>		<p>Ensure robust partnership working to implement a range of integrated child and health services through the JSNA.</p> <p>Ensure the LA Early Years is involved in discussions around Health Visiting as the commissioning responsibilities come to the LA in October 2015 to ensure an integrated service.</p>	<p>Paula Richardson</p>	<p>April 2015</p>
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Community of Identity: Race			
Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>The core purpose of children's centres is to improve outcomes for young children and their families and reduce inequalities between families in greatest need and their peers in: child development and school readiness; parenting aspirations and parenting skills; and child and family health and life chances.</p> <p>https://www.gov.uk/government/publications/sure-start-childrens-centres.</p> <p>Staff – as above</p> <p>Customers- Characteristics of children and parents registering at children's centres are recorded in the Database. Internal profiling reports are generated to identify profiles for individual centres. This includes data on BME and Travellers, who are specific target groups.</p> <p>614 BME 0-4s were in July 2014</p>	<p>Health</p> <p>Education</p> <p>Individual, family and social life</p> <p>Participation, influence and voice</p>	<p>None</p>	<p>None</p>

100% Traveller children 0-4s are registered with the children's centres				
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
Centres will be required to demonstrate how they can meet the needs of families from diverse ethnic backgrounds, based on demographic information for their area. Childrens Centre services are designed to meet the needs of all children aged 0-5 and their families. Outreach work will continue to be developed and targeted to meet the needs of Black, Asian and minority ethnic families and communities and traveller communities at a local level. Resources will continue to be targeted to ensure support to families who may find it difficult to access the services they need.				

Community of Identity: Religion / Spirituality / Belief			
Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
The core purpose of children's centres is to improve outcomes for young children and their families and reduce inequalities between families in greatest need and their peers in: child development and school readiness; parenting aspirations and parenting skills; and child and family health and life chances.	n/a	None	None

https://www.gov.uk/government/publications/sure-start-childrens-centres. Staff – As above Customers -Religion / Spirituality /Belief - Those registering at a children’s centre are not asked about their beliefs and so the profile of service users by faith is unknown. Access on the basis of faith would be unlikely to change				
Details of Impact	Can negative impacts be justified?	Reason/Action	Lead Officer	Completion Date
The transformation of Children’s Centres will have no impact on service users on the basis of Religion / Spirituality /Belief. Children's centres service providers are required to implement equal opportunities policies and to actively promote an inclusive culture. This will continue to be practise. There will be a continued expectation that staff and volunteers will understand a range of religions/beliefs and what they mean for families i.e. diet				

Community of Identity: Sexual Orientation			
Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
The core purpose of children’s centres is to improve outcomes for young children and their families and reduce inequalities between families in greatest need and their peers in: child development and school readiness; parenting aspirations and parenting	n/a	None	None

<p>skills; and child and family health and life chances. https://www.gov.uk/government/publications/sure-start-childrens-centres. Staff – As above Customers -Those registering at a children’s centre are not asked about their sexual preference and so the profile of service users by this characteristic is unknown.</p>				
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
<p>Children's centres implement equal opportunities policies and actively promote an inclusive culture. This will continue to be the practise</p>				

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Children's Services, Education and Skills Transformation Programme

BUSINESS CASE – SERVICES TO YOUNG PEOPLE

Author: Alice Beckwith

Owner: Jon Stonehouse

Release: v 2.2

Date: 9/9/14

1. Introduction

This document provides the outline business case for the proposed transformed Services to Young People as part of the Children's Services, Education and Skills Transformation Programme.

Within the document, our proposed themes for transformation are described and Members are asked to approve the new model for implementation.

2. Context

The Rewiring Public Services Programme is the City of York Council's transformation programme and was introduced in October 2013 to help the Council effectively manage the major challenges ahead. The transformation programme recognises that we need to be a more responsive and more flexible Council – a Council that puts residents first.

As part of the Re-wiring programme, Children's Services Education and Skills is transforming the way it delivers Services to Young People.

Phase one of the Services to Young People Transformation saw the Integrated Youth Services split into three new areas - Information, Advice and Guidance; Personal Support Inclusion Workers and Youth and Community Development. Phase 1 has been completed and achieved the savings of 340k

This document deals with the further stretch target of 500k in phase 2.

Whilst the proposals have been developed together in order to ensure synergy between the services, they will be outlined separately in this report.

3. Underpinning Principles

Across the work of transformation programme, we will adhere to the following principles:

- We will always protect the most vulnerable

- The transformation programme will ensure that defining the role of the local authority as the champion of better outcomes for all children and young people in York is maintained through this programme
- The transformation programme will ensure that the local authority maintains its statutory duties whilst working with partners to develop innovative models of service delivery through maintaining local relationships and enabling local partnerships and local solutions e.g. cluster based models of delivery
- To ensure a cohesive offer remains in place across the new service delivery arrangements.

4. Priorities

The priorities for Services to Young People that will direct the transformation programme are:

- To raise the aspirations of young people age 13 to 19 and up to 25 for disabled young people so that all young people realise their potential.
- To deliver a transformed Connexions Service which is clearly focused on the Local Authority's statutory duties to support vulnerable young people and improve their education and employment outcomes.
- To provide an improved and focused IAG post 16 offer to young people for young people who are NEET in partnership with Local Authority and public sector services and the voluntary and community sector.
- Building capacity within communities to provide an enhanced 'youth offer'
- To target resources at young people who are disabled and looked after and in specialist provision to improve their outcomes.
- To improve outcomes for young people or groups who are identified at risk of social exclusion or risky behaviours
- Building up young people's social and emotional capabilities so they can successfully take charge of their own lives.

5. Information, Advice and Guidance

5.1. Current Model

Information, Advice and Guidance is made up of the Connexions service, the Duke of Edinburgh service and the IAG service which is currently delivered from premises at Castlegate.

This service is made up of a team of Connexions Advisors, a team of Personal Support and Inclusion Workers (PSIs), Information, Advice and Guidance leads and Counsellors.

Connexions advisors work in schools, colleges and in the labour market delivering the local authority's statutory duty to support vulnerable young people at risk of NEET, including those disabled, looked after and disengaged from education age 13 to 19 (up to age 25 for disabled young people), focusing on providing careers advice, guidance support and challenge.

The PSI's provide post 16 advice support from Castlegate, on employment, Housing, Benefits and health, supporting those young people who are NEET by providing a holistic service to help young people to address barriers to education, employment and training.

The themes of this transformed service model was agreed at the July Cabinet and are as follows:

- Retaining a smaller core team of qualified advisers to deliver impartial careers information, advice and guidance to young people who are NEET or at risk of becoming NEET.
- Providing a traded service to schools to provide additional support to them in the delivery of their statutory responsibilities.
- Exploring the provision of services currently located at Castlegate through alternative venues.
- Ensuring resources are utilised and distributed effectively
- Building capacity within communities

5.2. Engagement and Consultation

Engagement and Consultation has been undertaken in relation to premises with young people who access services including via Castlegate and with professionals and partners who support this work.

This has shown that whilst 50% of young people consulted would prefer Castlegate to remain open, they would attend sessions at an alternative venue in the City centre. The response was less enthusiastic regarding a proposal of community based provision with a majority preferring a city centre venue.

5.3. Proposed Model

The proposal is to provide targeted support for the most vulnerable young people in order to enable them to access education, employment and training, in line with Council priorities to support young people in the York economy, particularly those who are most We will link with partners to add range and variety to the existing offer.

In response to consultation and after analysis of the services provided at Castlegate, the recommended model is to close the Castlegate service and relocate it to West Offices.

By relocating to West Offices, the service can offer a new reconfigured and coordinated post 16 young people's services as an alternative to the current service offered from Castlegate. The service will work in partnership with existing council services such as Housing, Benefits, York Learning and Future Prospects and partners including Job Centre Plus, Citizens Advice Bureau , National Careers Service and the Voluntary Council to deliver the support currently given by the PSI's.

This proposal will protect the current Connexions service which will have responsibility for delivering a targeted approach by supporting identified vulnerable young people age 13 to 19. The focus of the team will be to support young people with Education Healthcare Plans, Looked After Children and those disengaged from education.

The team will continue to support schools with their statutory duty and the new careers guidance agenda with it's focus on improved links between employers and schools.

6. Youth and Community Development

6.1. Current Model

Youth and Community Development transformation began in 2010 moving away from direct provision of youth work activities and centres and towards developing the ability of local communities to meet the needs of their young people. From June 2014 the new Youth and Community Development Team will become integrated with other locality based work within CANs, through the work of the Communities and Equalities team with a strong emphasis on coproduction and collaboration. This model will ensure that the authority continues to meet its duty as defined in statutory guidance section 507B of the Education and Inspection Act 2006.

6.2. Engagement and Consultation

Engagement and consultation with stakeholders has looked at the current synergies of work between the Youth and Community Development Team and Personal Support and Inclusion Service as well as across other service resources such as youth homelessness provisions, Children's Centres and LAC support to ensure targeting of resources takes into account these priority areas.

Engagement and consultation with staff has been focused on shaping the targeted offer; being clear about the difference that the small resources can make for identified young people.

Engagement and consultation with service users has been focused on targeted youth groups to ensure any changes to services, or collaboration with communities takes into account their particular needs as targeted, or otherwise isolated groups. Examples of this are with the Youth Council, Looked After Children projects such as Show Me That I Matter and the Altogether Active Youth Club, and the Choose2 disabled youth club. Young Parents have identified the benefits of streamlining approaches to gain better support and access in Children's Centres. Young people who have experienced the PSI Service have also indicated the benefits of the short intervention service in dealing with emerging problems before more escalating issues occur.

6.3. Proposed Model

The recommended model is to build capacity within communities and support the voluntary, community and independent sector to develop the 'Youth Offer' based on this collaborative approach.

Using the available support and resources to enable this to happen will ensure a high level of quality provision. In addition to this, we want to increase coordination between Youth and Community Development and the Personal Support Inclusion (PSI) Service to ensure the targeted focus of city youth offer. By refining the current model we will create efficiencies in permanent and sessional staffing.

The Youth and Community Teams will be based out of four key area community hubs across the city to support existing community groups to continue to provide services to young people.

The New Earswick facility will be returned to Joseph Rowntree Foundation which will complete the relocation of existing user groups to other community provision

7. Personal Support Inclusion (PSI) Service

7.1. Current Model

The Personal Support and Inclusion (PSI) Service has been delivered under the management of the Youth Offending Team since 1st June 2014. The Service is a targeted provision for vulnerable young people aged 11-17 (up to 21 LDD). The aim is to improve outcomes for young people or groups who are identified at risk of social exclusion or risky behaviours. There is a core of work that runs throughout: building up young people's social and emotional capabilities so they can successfully take charge of their own lives.

Within this, we need to look at the offer to targeted young people, that it is appropriate and is well engaged with; that it reaches them and has the right agencies involved to create the best offer for the diverse needs of the groups.

7.2. Engagement and Consultation

As outlined in 6.2 – joint with the Youth and Community Development Team

7.3. Proposed Model

The PSI service will provide a preventative and targeted service for those young people at risk of poor outcomes particularly in relation to health and wellbeing, the edge of care, homelessness and offending. Since June 2014, this service has been delivered under the same management as the Youth Offending Team, ensuring a more co-ordinated response, with joint working.

The proposed model reduces staffing resource to achieve efficiencies in this area. Initially this may effect the capacity of the targeted service. The long term impact of this should be reduced by building community capacity and working more closely with relevant services.

8. Outcomes

It is imperative that the key outcome of this transformation programme is to deliver a co-designed, flexible Children's offer which has longevity to take us through to 2020.

The outcomes are intended to achieve:

- Delivering a sustainable, targeted, statutory offer
- Working with communities to deliver non statutory services
- Joined up, holistic services for our Young People

9. Recommendation

It is recommended that Cabinet approve the above approach for Phase 2 of the transformation of Services to Young people in order for the savings target to be achieved

It is recommended that Members support the closure of Castlegate and the re-provision of services from West Offices

Children's Services, Education and Skills Transformation Programme

BUSINESS CASE

Author: Maxine Squire/Alice Beckwith

Owner: Jon Stonehouse

**Release: v 1.0
Date: 30/7/14**

1. Introduction

This document provides the outline business case for the proposed transformed School Improvement and Skills Service as part of the Children's Services, Education and Skills Transformation Programme.

Within the document, our proposed themes for transformation are described and Members are asked to approve the new model for implementation.

2. Context

The Rewiring Public Services Programme is the City of York Council's transformation programme and was introduced in October 2013 to help the Council effectively manage the major challenges ahead. The transformation programme recognises that we need to be a more responsive and more flexible Council – a Council that puts residents first.

Since 2010 there has been a growth of school autonomy. In the schools white paper, *The importance of teaching*, the government declared that 'the primary responsibility for improvement rests with schools themselves' (DfE 2010). In York the approach to school improvement since 2010 has been to develop systems to support sector led school improvement whilst preventing fragmentation. In 2011 this led to the formation of the York Education Partnership (YEP). Since 2010 local authorities have been changing their approaches to school improvement. Where local authorities continue to offer services, they are now increasingly doing so on a traded basis as one option among an increasingly diverse range of school improvement support. Local authorities are, however, expected to maintain oversight of local education provision, champion the interests of children, and commission school improvement from their local system-leading schools (Wilshaw 2013). These expectations underpin the transformation of the School Improvement and Skills Service in York which has been identified to deliver £350k transformation savings.

3. Priorities

The priorities within the City of York school improvement strategy that will direct the transformation programme are:

- Ensuring all schools are good or better, with and increasing number that are outstanding
- Raising attainment and achievement for all children and young people
- Improving life chances for all children and young people
- Narrowing the gap between the most vulnerable children and young people and their peers
- Further developing the LA's strategic role as a commissioner of school improvement services
- Working with schools and other partners to raise the aspirations of all children and young people

4. Current Model

Currently there is a large core team of school improvement advisers and subject consultants who provide advice and guidance across Early Years, Primary and Secondary settings and schools. The team is made up of professional, well respected employees who are qualified to give a wide range of advice, support and challenge to primary and secondary schools. The work of the advisers in the team tends to be at a whole school strategic level and is focused on quality assurance, strategic leadership and monitoring school performance and intervention. The School Improvement Team continues to include a school improvement partner role (York Challenge Partners), this role is discharged by some members of the adviser team and three external consultants all of whom are accredited school improvement partners. Despite the fact that the statutory duty to appoint school improvement partners was removed in 2010 York headteachers and governing bodies continue to value the York Challenge Partner role. The subject consultants in the team provide specific support and advice in English, mathematics and science across both the primary and secondary phases. The School Improvement and Skills teams also has specific posts focused on providing schools, colleges and other providers with specialist advice and support about the Raising of the Participation Age, 14-19 curriculum and skills agenda.

There is also an Admin support team of 5.4 FTE.

5. Engagement and Consultation

The process of engagement and consultation with headteachers and governors has been on-going since September 2013 through

the termly director's briefings, the annual headteacher conference in March 2014 and an engagement questionnaire which was sent to headteachers in July 2014. A regular dialogue has also been maintained with headteachers through the half termly meetings of cluster chairs, the meetings of the York Education Partnership Board and the primary and secondary headteachers forums. This regular dialogue has been used to inform the development of a co-constructed model of school improvement which blends school to school support with support from external consultants and members of the City of York Council's School Improvement team. The development of the School Improvement Commissioning Group (SICG) in 2013-14 has created stronger mechanisms to support the commissioning of school improvement and its functions are:

- To support the LA to carry out its statutory responsibilities with regard to school performance and interventions
- To agree the strategic direction for school improvement in the City of York and agree common procedures for the use of funding to build capacity for school to school support
- To agree the principles for school to school support and cluster/partnership support
- To review the performance and progress of all schools using data in the public domain to ensure that the tiers of intervention are appropriately mapped according to the needs of schools
- To ensure that decisions about school to school support and other interventions are transparently shared with all schools
- To monitor and evaluate the impact of funded interventions on improving outcomes (Including pupils achievement, quality of teaching and Ofsted outcomes)
- To report (through the Assistant Director, Education and Skills) to the YEP Board on the impact of interventions on improving outcomes

6. Proposed Model

The co-designed proposed model will see CYC move away from a large core team operating in a traditional way to a new model with a focus on further developing school led improvement and a commissioned service.

6.1. Core Focus

It is intended that the overall core focus of the new School Improvement and Skills team will be to fulfil the statutory role of the Local Authority as described in the 1996 Education Act which is to:

- Securing sufficient places for the education of children and young people in their area between the ages of 2 and 19 (up to 25 for young people with learning difficulties and/or disabilities).
- Supporting vulnerable children and young people
- Promoting high standards in primary and secondary education

6.2. Team Focus

Posts within the School Improvement and Skills team will focus on:

- Strategic leadership, performance, interventions, commissioning
- School improvement around leadership
- School improvement for underperforming and coasting schools
- Key priorities identified in the Council Plan and Strategic Plan for School Improvement
- Vulnerable groups
- Support for the new Ofsted framework
- Narrowing the Gap and work supporting the families of schools
- Statutory responsibilities

6.3. Key Elements

There will be two key elements to the new School improvement and Skills team:

6.3.1 The Retained Team

The retained team will consist of a small group of LA officers whose main role will be focussed on

- monitoring of school performance
- the impact of interventions
- quality assure commissioned support for schools

The Retained Team will:

- Report to and support the work of the York Education Partnership
- Monitor performance and the impact of interventions
- Focus on the priorities related to education and skills identified in the Council Plan and other strategic plans
- Commission or broker appropriate interventions at the appropriate level to ensure that school's not yet good move to good within two years
- Link with other service arms within the LA
- Link with partners including Health
- Liaise and meet with the DfE on a termly basis

6.3.2 The Commissioned Provider team

The commissioned provider team will be made up of three groups

- a traded service purchased by schools (including subject consultants and York Challenge Partners)
- colleagues from schools i.e. school to school support
- independent external providers who will be commissioned to provide support for York schools.

The Commissioned Provider Team will:

- Implement school improvement strategies around subject specific advice and guidance, subject underperformance, middle leadership, narrowing the gap
- Work with clusters of schools to support improved performance across a geographical cluster
- Respond quickly to requests from York schools for support
- Be commissioned to provide intervention and support to York schools that are causing concern

7. Funding

The CYC General Fund is able to fund the smaller CYC retained team to enable the LA to carry out its statutory role around monitoring school performance, promoting high standards and supporting vulnerable children including LAC and SEND.

It is expected that beyond July 2015, funding for the provider team will largely, if not completely, be dependent on services being

purchased by CYC schools and schools in other LAs and also other LAs / providers.

The proposed model achieves the target savings of 350k.

8. Recommendation

It is recommended that Cabinet approve the above in order for School Improvement and Skills to build a sustainable model which has the flexibility to respond to schools needs

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SECTION 1: CIA SUMMARY
Community Impact Assessment: Summary
1. Name of service, policy, function or criteria being assessed:

Connexions Service.

2. What are the main objectives or aims of the service/policy/function/criteria?

The Connexions Service offers information advice guidance and support to disabled and vulnerable young people aged 13 to 19 and up to age 25 in the case of a learning disability). The service works with young people at risk of NEET in schools, colleges and in the labour market, addressing barriers that they encounter to participation in education, employment and training.

Much of the work is school and college based and there is also a distinct post 16 offer which includes careers advice up to age 19 and benefits, employment, health housing advice and counselling up to age 25.

Our key objectives:

- Improve education and employment outcomes for vulnerable groups of young people particularly those who are disabled, looked after, young offenders and disaffected from education.
- Help young people make well informed choices that mean they make a successful transition to education employment and training.
- Support young people who are disengaged from educational, supporting and challenging them to raise their aspirations and broaden their horizons.
- Through a preventative and proactive approach, reduce the numbers of young people who become NEET from age 16 onwards.

How we do this:

- Through one to one guidance sessions positively supporting them with their choices
- Supporting young people through transition from school to post 16 options.
- Supporting activities to engage young people in provision such visits to colleges for young people.
- Advocating on behalf of young people, with colleges and providers, helping construct programmes of personalised learning for those who need it.
- Tracking and supporting young people to ensure that are sustained in provision that meets their needs.
- Being part of a multi-agency development of the Youth Offer to targeted groups.

3. Name and Job Title of person completing assessment: Steve Flatley – Connexions Service Manager

<p>4. Have any impacts been Identified?</p> <p>Yes</p>	<p>Community of Identity affected:</p> <p>Age (young people)</p> <p>Pregnancy/maternity (young people)</p>	<p>Summary of impact:</p> <p>Negative in respect of Staff reduction</p> <p>None in respect of staff transformation processes.</p> <p>Negative – Less young people age 19 to 25 can receive support from the service from Castlegate.</p> <p>Positive - development will be focused on creating more community capacity to reach these groups</p> <ul style="list-style-type: none"> - Continues to offer a targeted service to 'at risk' young people
<p>5. Date CIA completed: 26th September 2014.</p>		
<p>6. Signed off by:</p>		
<p>7. I am satisfied that this service/policy/function has been successfully impact assessed.</p> <p>Name:</p> <p>Position:</p> <p>Date:</p>		
<p>8. Decision-making body:</p>	<p>Date:</p>	<p>Decision Details:</p>
<p>Send the completed signed off document to ciasubmission@york.gov.uk It will be published on the intranet, as well as on the council website.</p> <p>Actions arising from the Assessments will be logged on Verto and progress updates will be required</p>		

Community Impact Assessment (CIA)

Community Impact Assessment Title:

Connexions

What evidence is available to suggest that the proposed service, policy, function or criteria could have a negative (N), positive (P) or no (None) effect on quality of life outcomes? (Refer to guidance for further details)

Can negative impacts be justified? **For example: improving community cohesion; complying with other legislation or enforcement duties; taking positive action to address imbalances or under-representation; needing to target a particular community or group e.g. older people.** NB. Lack of financial resources alone is NOT justification!

Community of Identity: Age

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
Intervening early to support young people at risk of poor education, employment and training outcomes is cost effective; reducing the need for specialist services, saving on benefits and providing significant improvement in long term outcomes and life long earnings. The costs of late intervention, particularly in the priority areas identified for the service are significant (Early Intervention Foundation: http://www.eif.org.uk/). Children & Young People's Plan 2013-16; Service specific needs assessments.	Customer: <ul style="list-style-type: none"> - Education, employment and training - Health and well being - Productive and valued activities - Individual, family and social life - Participation, influence and voice - Identity, expression and self-respect 	P	

Community of Identity: Carers of Older or Disabled People

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
No evidence that service change will impact on this group.				
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
There is not expected to be any positive or negative impact upon this community of identity Group.				

Community of Identity: Disability

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>Staff: As above. Transformation, recruitment, selection and support are undertaken in the context of equalities legislation and Council guidelines.</p> <p>Customers: There is not expected to be any positive or negative impact upon this community of identity Group.</p>		<p>Staff:</p> <ul style="list-style-type: none"> - Productive and valued activities 		

Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
There is not expected to be any positive or negative impact upon this community of identity Group.				

Community of Identity: Gender

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>Staff: As above. Transformation, recruitment, selection and support are undertaken in the context of equalities legislation and Council guidelines. More females are employed in the service so more females are affected by the restructure. Females were not disproportionately affected.</p> <p>Customers: As above.</p>	<p>Staff:</p> <ul style="list-style-type: none"> - Productive and valued activities 		

Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
There is not expected to be any positive or negative impact upon this community of identity Group.				

Community of Identity: Gender Reassignment

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
Staff & Customers: As above.				
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
There is not expected to be any positive or negative impact upon this community of identity Group.				

Community of Identity: Marriage & Civil Partnership

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
Staff & Customers: As above.				
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
There is not expected to be any positive or negative impact upon this community of identity Group.				

Community of Identity: Pregnancy / Maternity

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>Staff: As above.</p> <p>Customer: The current service works with teenage parents , supporting them into education, employment and training. Impact evidence as outlined in Community of Identity: Age</p>		<p>Customer:</p> <ul style="list-style-type: none"> - Education, employment and training - Health and well being - Productive and valued activities - Individual, family and social life - Participation, influence and voice - Identity, expression and self-respect 	P	
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
<p>Staff: There is not expected to be any positive or negative impact upon this community of identify Group.</p> <p>Customer: Customers: For those receiving the service there is likely to be no impact. Reducing the capacity of the service to deliver will mean that a number of young people 'at risk' of poor outcomes will not</p>	Y	<ul style="list-style-type: none"> - Continue current plans to identify community and voluntary groups to deliver support to young people in this area of concern - Ensure that the service has clear referral and eligibility criteria including support through Advice Team and Integrated Working guidance. 		

access the service or have access delayed. More young people will need to be identified and encouraged to engage with other relevant community and voluntary services. Services for this community of interest are provided elsewhere in the council.		- Continue to hone the referral and targeting criteria through performance support (i.e. York 300 analysis)		
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Community of Identity: Race

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>Staff profile; Transformation, recruitment, selection and support are undertaken in the context of equalities legislation and Council guidelines.</p> <p>http://colin.york.gov.uk/beSupported/Human Resources /current staff/employees/supporting transformation overview/</p> <p>Staff & Customers: As above.</p>				
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
There is not expected to be any positive or negative impact upon this community of identify Group.				

Community of Identity: Religion / Spirituality / Belief

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
Staff & Customers: As above.				
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
There is not expected to be any positive or negative impact upon this community of identify Group.				

Community of Identity: Sexual Orientation

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
Staff & Customers: As above.				
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
There is not expected to be any positive or negative impact upon this community of identify Group.				

SECTION 1: CIA SUMMARY
Community Impact Assessment: Summary
1. Name of service, policy, function or criteria being assessed:

The Personal Support and Inclusion (PSI) Service

2. What are the main objectives or aims of the service/policy/function/criteria?

The Personal Support and Inclusion (PSI) Service is a targeted provision for vulnerable young people aged 11-17 years (up to 21 years Learning Disability). There is a core of work that runs throughout our service: building up young people's social and emotional capabilities so they can successfully take charge of their own lives.

Our key objectives:

- Make sure young people make sound choices that mean they stay away from risky situations and have better emotional and mental well-being
- Help young people stay in school, not get excluded and have aspirations for the future
- Help young people stay at home when things are tough, and if not, help them successfully move into independent living
- Prevent anti-social behaviour and young people entering the criminal justice system

How we do this:

- Through one to one intervention sessions we have agreed as part of a wider Team Around the Child plan. This may be bespoke intervention work i.e. complete an anger management programme
- Act as Lead Practitioner in cases that have been 'stepped down' from statutory services or have no other service involved
- Delivering targeted group sessions to particular groups with particular needs (i.e. in-school sessions, girls group)
- Being part of a multi-agency development of the Youth Offer to targeted groups

Our current Youth Offer for targeted groups:

- Look at the City youth offer for all Looked After Children
- Work with key schools to identify groups where social factors prevent them achieving their best potential
- Bring robust support to the Howe Hill 4 Young People project and build on the early success of multi-agency youth homeless prevention and move-on work
- Co-ordination and support of work at Children's Centres on sexual health and relationships, delaying teen pregnancy and working with young parents

3. Name and Job Title of person completing assessment: Angela Crossland – Youth Offending Team Manager

<p>4. Have any impacts been Identified?</p> <p>Yes</p>	<p>Community of Identity affected:</p> <p>Age (young people)</p> <p>Pregnancy/maternity (young people)</p>	<p>Summary of impact:</p> <p>Negative in respect of Staff reduction</p> <p>None in respect of staff transformation processes.</p> <p>Negative – Less ‘at risk’ young people can receive support from the service</p> <p>Positive - development will be focused on creating more community capacity to reach these groups</p> <ul style="list-style-type: none"> - Continues to offer a targeted service to ‘at risk’ young people
<p>5. Date CIA completed:</p>		
<p>6. Signed off by:</p>		
<p>7. I am satisfied that this service/policy/function has been successfully impact assessed.</p> <p>Name:</p> <p>Position:</p> <p>Date:</p>		
<p>8. Decision-making body:</p>	<p>Date:</p>	<p>Decision Details:</p>
<p>Send the completed signed off document to ciasubmission@york.gov.uk It will be published on the intranet, as well as on the council website.</p> <p>Actions arising from the Assessments will be logged on Verto and progress updates will be required</p>		

Community Impact Assessment (CIA)

Community Impact Assessment Title:
Personal Support and Inclusion Service

What evidence is available **to suggest that the proposed service, policy, function or criteria could have a negative (N), positive (P) or no (None) effect** on quality of life outcomes? (Refer to guidance for further details)

Can negative impacts be justified? **For example: improving community cohesion; complying with other legislation or enforcement duties; taking positive action to address imbalances or under-representation; needing to target a particular community or group e.g. older people.** NB. Lack of financial resources alone is NOT justification!

Community of Identity: Age

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
Intervening early with young people at risk of multiple poor outcomes is cost effective; reducing the need for specialist services, and provides significant improvement in long term outcomes. The costs of late intervention, particularly in the priority areas identified for the service are significant (Early Intervention Foundation: http://www.eif.org.uk/). Children & Young People's Plan 2013-16; Service specific needs assessments.	Customer: <ul style="list-style-type: none"> - Health - Education - Productive and valued activities - Individual, family and social life - Participation, influence and voice - Identify, expression and self-respect 	P	

reduction in staff numbers. Resources to support such young people will be sought through wider mapping of council, community and voluntary organisations in line with youth and community development service support.		- Staff support with Transformation process.		
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Community of Identity: Carers of Older or Disabled People

Evidence	Quality of Life Indicators		Customer Impact (N/P/None)	Staff Impact (N/P/None)
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
No evidence that service change will impact on this group.				
There is not expected to be any positive or negative impact upon this community of identity Group.				

Community of Identity: Disability

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>Staff: As above. Transformation, recruitment, selection and support are undertaken in the context of equalities legislation and Council guidelines.</p> <p>Customers: Services for this community of interest are provided elsewhere in the council.</p>		<p>Staff:</p> <ul style="list-style-type: none"> - Productive and valued activities 		
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
There is not expected to be any positive or negative impact upon this community of identity Group.				

Community of Identity: Gender

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>Staff: As above. Transformation, recruitment, selection and support are undertaken in the context of equalities legislation and Council guidelines. More females are employed in the service so more females are affected by</p>		<p>Staff:</p> <ul style="list-style-type: none"> - Productive and valued activities 		

the restructure. Females were not disproportionately affected. Customers: As above.				
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
There is not expected to be any positive or negative impact upon this community of identity Group.				

Community of Identity: Gender Reassignment

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
Staff & Customers: As above.				
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
There is not expected to be any positive or negative impact upon this community of identity Group.				

Community of Identity: Marriage & Civil Partnership

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
Staff & Customers: As above.				
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
There is not expected to be any positive or negative impact upon this community of identity Group.				

Community of Identity: Pregnancy / Maternity

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
Staff: As above. Customer: The current service works with teenage parents. Impact evidence as outlined in Community of Identity: Age		Customer: <ul style="list-style-type: none"> - Health - Education - Productive and valued activities - Individual, family and social life - Participation, influence and voice - Identity, expression and self-respect 	P	

Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
<p>Staff: There is not expected to be any positive or negative impact upon this community of identify Group.</p> <p>Customer: Customers: For those receiving the service there is likely to be no impact. Reducing the capacity of the service to deliver will mean that a number of young people 'at risk' of poor outcomes will not access the service or have access delayed. More young people will need to be identified and encouraged to engage with other relevant community and voluntary services. Services for this community of interest are provided elsewhere in the council. Service support to wider targeted group interventions may cease or will be prioritised.</p>	Y	<ul style="list-style-type: none"> - Continue current plans to identify community and voluntary groups to deliver support to young people in this area of concern - Ensure that the service has clear referral and eligibility criteria including support through Advice Team and Integrated Working guidance. - Continue to hone the referral and targeting criteria through performance support (i.e. York 300 analysis) 		

Community of Identity: Race

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>Staff profile; Transformation, recruitment, selection and support are undertaken in the context of equalities legislation and Council guidelines.</p> <p>http://colin.york.gov.uk/beSupported/Human Resources/current staff/employees/supporting transformation overview/</p> <p>Staff & Customers: As above.</p>				
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
There is not expected to be any positive or negative impact upon this community of identify Group.				

Community of Identity: Religion / Spirituality / Belief

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
Staff & Customers: As above.				
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
There is not expected to be any positive or negative impact upon this community of identify Group.				

Community of Identity: Sexual Orientation

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
Staff & Customers: As above.				
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
There is not expected to be any positive or negative impact upon this community of identify Group.				

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SECTION 1: CIA SUMMARY
Community Impact Assessment: Summary
1. Name of service, policy, function or criteria being assessed:

Youth and Community Development

2. What are the main objectives or aims of the service/policy/function/criteria?

June 2014 - Youth & Community Development (which supports a wide range of youth work, including some open access provision and specialist youth work) continues a major transformation which begun in 2010. This work is moving away from direct provision of youth work activities and centres, and towards developing the ability of local communities to meet the needs of their young people. The service will concentrate on providing skilled and experienced youth workers to help support local groups with places to go and things to do for young people. This is the trend up and down the country as councils prioritise their spending on the most vulnerable. In future this work will be integrated with other locality based work in the Communities and Neighbourhoods Directorate rather than Children's Services, Education and Skills.

Both of CYC's local Youth Centres, 68 Centre and Moor Lane have been retained and began work to look to find a wider community role for them including opening up our buildings to other youth groups at minimal cost.

The service has also launched, Yor- Part, new collaborative arrangements that direct funding and resources to *supporting the voluntary and community sector* provided that their work is focussed on provision which will reach the most vulnerable young people across the city.

Restructure of the Youth and Community Development Team

In light of the continual changes to the authority through the transformation programme, the Youth and Community Development team will continue to refine its approach, as outlined above. The programme challenges take into consideration the reduction resources alongside the way in which the services are provided to continue to ensure that resources are targeted to meet identified need. In delivering the current approach there is a further need to protect front line provision and reduce senior management capacity whilst at the same time creating a management role that straddle the PSI and Youth and Community Development. This new role will take an over view on current and developing work areas including, Volunteering, Quality Assurance and Compliance, Inspection readiness, Specialist community development projects, Shine/Yorzzone and the Targeted Youth Offer.

Decisions will be based on the interests of the service, and risks in relation to potential redundancies will be mitigated through initiatives such as individual counselling and support, redeployment support, and voluntary redundancy in order that the Council could retain and

many employees as possible, and their associated experience and skills.

In terms of impact of the restructure on customers / communities of interest, the service will continue its regular and ongoing engagement and consultation work to monitor review to limit any negative impact.

No specific element of service provision will be deleted, and whilst the service compromises a reduced level of resourcing including, the handing back of a community building for redevelopment and the reduction of a funding is utilised to offer support through casual session work, the service will continue to strive to offer support to the voluntary and community sector to co design and deliver service to young people. The approach enables the sector to develop new and existing skills and looks to highlight progressive pathways for young people in terms of local activities, services and projects. It is intended that the service will continue to reach young people and work with communities where there is an identified need. Current provision provided and supported by the Youth and Community Development team and partners includes the following groups. It is envisaged that the range of parents that the team will work with and support will grow through the Yor- Part scheme.

- **4 Corners** – a youth group run in partnership with Refugee Action York – works with first generation young people living in York of dual heritage, refugee or asylum seeker status
- **Choose 2 & Choose 2-2** – youth clubs run in for young people with disabilities and/or additional needs – already working in partnership with a social enterprise to look at new ways of delivering this service
- **All Together Active** – a youth club run for Looked After young people
- **Youth Council** - represents of young people in the city working on campaigns that affect young people in York
- **Young Inspectors** – recruit and trains a group of young people to inspect services in the city and give feedback from a young person's perspective - the group is open to 13-18 or up to 24 if they have a disability, who are venerable or experiencing difficulties – young people need to be referred to the programme.
- **Chapelfields** – a service that has recently gone from a direct provision provide through the authority, to a community led initiative with community partners including Gateway and Chapelfields Community Associations.

There therefore expected to be any positive impact upon this community of identify. Future changes to the service will take full account of equalities legislation and the potential impact

on communities of interest at the time the change is planned / takes place and a full CIA will be undertaken.

3. Name and Job Title of person completing assessment: Mary Bailey – Head of Communities and Equalities

4. Have any impacts been Identified?

Yes

Community of Identity affected:

Age, Carers, Disability, Race

Summary of impact:

Positive impact anticipated as the team take on the new approach and way of working in relation to customers. Building voluntary and community sector capacity should enhance the local youth offer, empower the community and possibly expand the activities available.

5. Date CIA completed: 24 September 2014

6. Signed off by:

7. I am satisfied that this service/policy/function has been successfully impact assessed.

Name:

Position:

Date:

8. Decision-making body:

Date:

Decision Details:

Send the completed signed off document to ciasubmission@york.gov.uk It will be published on the intranet, as well as on the council website.

Actions arising from the Assessments will be logged on Verto and progress updates will be required

Community Impact Assessment (CIA)

Community Impact Assessment Title:

What evidence is available **to suggest that the proposed service, policy, function or criteria could have a negative (N), positive (P) or no (None) effect** on quality of life outcomes? (Refer to guidance for further details)

Can negative impacts be justified? **For example: improving community cohesion; complying with other legislation or enforcement duties; taking positive action to address imbalances or under-representation; needing to target a particular community or group e.g. older people.** NB. Lack of financial resources alone is NOT justification!

Community of Identity: Age

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
In developing the approach of the Youth and Community Development Team there has been ongoing consultation with users, partner organisations and staff. This has highlighted the need to take a targeted approach to direct resources funding and expertise to define areas of the city and specific groups where there need has been clearly identified.	<ul style="list-style-type: none"> • Access to services and employment • Health, including both well-being and access to high quality healthcare. • Education, including both being able to be creative, to acquire skills and qualifications and having access to training and life-long learning. • Standard of living, including being able to live with independence and 	Positive	None

<p>Staff profile; Transformation, recruitment, selection and support are undertaken in the context of equalities legislation and Council guidelines.</p> <p>http://colin.york.gov.uk/beSupported/Human Resources/current staff/employees/supporting transformation overview/</p>		<p>security; and covering nutrition, clothing, housing, warmth, utilities, social services and transport.</p> <ul style="list-style-type: none"> • Productive and valued activities, such as access to employment, a positive experience in the workplace, work/life balance, and being able to care for others. • Individual, family and social life, including self-development, having independence and equality in relationships and marriage. • Participation, influence and voice, including participation in decision-making and democratic life. • Identity, expression and self-respect, including freedom of belief and religion. 		
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
<p>Staff: There is not expected to be any positive or negative impact.</p> <p>Customers: There is no specific element of service provision being deleted. The intention is for the service to continue to be targeted</p>				

<p>at young people with identified needs including Young Inspectors, Youth Council and All Together Active. Building voluntary and community sector capacity should enhance the local youth offer, empower the community and possibly expand the activities available.</p>				
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Community of Identity: Carers of Older or Disabled People

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>In developing the approach of the Youth and Community Development Team there has been ongoing consultation with users, partner organisations and staff. This has highlighted the need to take a targeted approach to direct resources funding and expertise to define areas of the city and specific groups where there need has been clearly identified.</p> <p>Staff profile; Transformation, recruitment, selection and support are undertaken in the context of equalities legislation and Council guidelines.</p> <p>http://colin.york.gov.uk/beSupported/Human Resources /current staff/employees/supporting transformation ov</p>	<p>As identified in Community of Identity - Age</p>	<p style="text-align: center;">Positive</p>	<p style="text-align: center;">None</p>

erview/				
Details of Impact	Can negative impacts be justified?	Reason/Action	Lead Officer	Completion Date
<p>Staff: There is not expected to be any positive or negative impact.</p> <p>Customers: There is no specific element of service provision being deleted. The intention is for the service to continue to be targeted at young people with identified needs including young carers. Building voluntary and community sector capacity should enhance the local youth offer, empower the community and possibly expand the activities available.</p>				

Community of Identity: Disability

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
In developing the approach of the Youth and Community Development Team there has been ongoing consultation with users, partner organisations and staff. This has highlighted the need to take a targeted approach to direct	As identified in Community of Identity - Age	Positive	None

<p>resources funding and expertise to define areas of the city and specific groups where there need has been clearly identified.</p> <p>Staff profile; Transformation, recruitment, selection and support are undertaken in the context of equalities legislation and Council guidelines.</p> <p>http://colin.york.gov.uk/beSupported/Human_Resources/current_staff/employees/supporting_transformation_overview/</p>				
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
<p>Staff: There is not expected to be any positive or negative impact.</p> <p>Customers: There is no specific element of service provision being deleted. The intention is for the service to continue to be targeted at young people with identified needs including Choose 2 & Choose 2-2 and Young Inspectors. Building voluntary and community sector capacity should enhance the local youth offer, empower the</p>				

community and possibly expand the activities available.				
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Community of Identity: Gender

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>In developing the approach of the Youth and Community Development Team there has been ongoing consultation with users, partner organisations and staff. This has highlighted the need to take a targeted approach to direct resources funding and expertise to define areas of the city and specific groups where there need has been clearly identified.</p> <p>Staff: As above. Transformation, recruitment, selection and support are undertaken in the context of equalities legislation and Council guidelines. More females are employed in the service so more females are affected by the restructure. Females were not disproportionately affected.</p>		N/A	None	None
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
N/A				

Community of Identity: Gender Reassignment

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>In developing the approach of the Youth and Community Development Team there has been ongoing consultation with users, partner organisations and staff. This has highlighted the need to take a targeted approach to direct resources funding and expertise to define areas of the city and specific groups where there need has been clearly identified.</p> <p>Staff profile; Transformation, recruitment, selection and support are undertaken in the context of equalities legislation and Council guidelines.</p> <p>http://colin.york.gov.uk/beSupported/Human_Resources/current_staff/employees/supporting_transformation_overview/</p>		N/A	None	None
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
N/A				

Community of Identity: Marriage & Civil Partnership

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>In developing the approach of the Youth and Community Development Team there has been ongoing consultation with users, partner organisations and staff. This has highlighted the need to take a targeted approach to direct resources funding and expertise to define areas of the city and specific groups where there need has been clearly identified.</p> <p>Staff profile; Transformation, recruitment, selection and support are undertaken in the context of equalities legislation and Council guidelines.</p> <p>http://colin.york.gov.uk/beSupported/Human_Resources/current_staff/employees/supporting_transformation_overview/</p>		N/A	None	None
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date

Community of Identity: Pregnancy / Maternity				
Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)

<p>In developing the approach of the Youth and Community Development Team there has been ongoing consultation with users, partner organisations and staff. This has highlighted the need to take a targeted approach to direct resources funding and expertise to define areas of the city and specific groups where there need has been clearly identified.</p> <p>Staff profile; Transformation, recruitment, selection and support are undertaken in the context of equalities legislation and Council guidelines.</p> <p>http://colin.york.gov.uk/beSupported/Human Resources /current staff/employees/supporting transformation overview/</p>	N/A	None	None	
	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date

Community of Identity: Race			
Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
In developing the approach of the Youth and Community Development Team there has been ongoing consultation	As identified in Community of Identity - Age	Positive	None

<p>with users, partner organisations and staff. This has highlighted the need to take a targeted approach to direct resources funding and expertise to define areas of the city and specific groups where there need has been clearly identified.</p> <p>Staff profile; Transformation, recruitment, selection and support are undertaken in the context of equalities legislation and Council guidelines.</p> <p>http://colin.york.gov.uk/beSupported/Human_Resources/current_staff/employees/supporting_transformation_overview/</p>				
Details of Impact	Can negative impacts be justified?	Reason/Action	Lead Officer	Completion Date
<p>Staff: There is not expected to be any positive or negative impact.</p> <p>Customers: There is no specific element of service provision being deleted. The intention is for the service to continue to be targeted at young people with identified needs including 4 Corners. Building voluntary and community sector capacity should enhance</p>				

the local youth offer, empower the community and possibly expand the activities available.				
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Community of Identity: Religion / Spirituality / Belief

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>In developing the approach of the Youth and Community Development Team there has been ongoing consultation with users, partner organisations and staff. This has highlighted the need to take a targeted approach to direct resources funding and expertise to define areas of the city and specific groups where there need has been clearly identified.</p> <p>Staff profile; Transformation, recruitment, selection and support are undertaken in the context of equalities legislation and Council guidelines.</p> <p>http://colin.york.gov.uk/beSupported/Human Resources /current staff/employees/supporting transformation overview/</p>		N/A	None	None
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date

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Community of Identity: Sexual Orientation

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>In developing the approach of the Youth and Community Development Team there has been ongoing consultation with users, partner organisations and staff. This has highlighted the need to take a targeted approach to direct resources funding and expertise to define areas of the city and specific groups where there need has been clearly identified.</p> <p>Staff profile; Transformation, recruitment, selection and support are undertaken in the context of equalities legislation and Council guidelines.</p> <p>http://colin.york.gov.uk/beSupported/Human Resources/current staff/employees/supporting transformation overview/</p>		As identified in Community of Identity - Age	Positive	None
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date

Staff: There is not expected to be any positive or negative impact.

Customers: There is no specific element of service provision being deleted. The intention is for the service to continue to be targeted at young people with identified needs including LGCT activities and signposting to services. Building voluntary and community sector capacity should enhance the local youth offer, empower the community and possibly expand the activities available.

**COMMENTS MADE ON
THE PETITION
TO REVIEW THE HOLISTIC
INFORMATION, SUPPORT AND
COUNSELLING SERVICE
FOR YOUNG PEOPLE AGED 16 - 25 IN
YORK, CURRENTLY PROVIDED BY
SUPPORT WORKERS, CAREERS ADVISORS
AND
COUNSELLORS AT
CASTLEGATE.**

change.org

Recipient: James Alexander

Letter: Greetings,

Review the decision to remove the provision of holistic information, support and counselling for young people 16-25 in York, provided by Support Workers, Careers Advisors and Counsellors at Castlegate

Comments

Name	Location	Date	Comment
Julia Glennon	Manchester, United Kingdom	2014-10-04	This is a much needed service threatened by a short sighted decision
carole Pugh	York, United Kingdom	2014-10-04	This is a vital service- please take time to explore alternatives rather than cutting the holistic support straight away.
Jessica Stacey	york, United Kingdom	2014-10-04	I and my friends have received support and help from this service and it would be a big loss for the youth of York. In desperate times with unemployment at a high as much as possible must be available to support the youth.
Matthew Lyall	York, United Kingdom	2014-10-04	It's done so much good, it will be a terrible loss.
Lucy Briden-Kenny	York, United Kingdom	2014-10-04	Young people need a service they can access free, that will provide them with help, advice and support at the most difficult times of their lives.
Victoria Wing	London, United Kingdom	2014-10-04	It is important that successful organisations are supported not scrapped. It also seems very important that non-governmental associations are available as they may feel more approachable to people in need
Roy Blacker	Wakefield, United Kingdom	2014-10-04	Because I care about vulnerable people
Chris Moores	Birmingham, United Kingdom	2014-10-04	It is worth reading the consultation report. It is, in my view, very poorly put together, has a disingenuous rationale, and is based on sketchy empirical and theoretical grounds. https://mail.google.com/_/scs/mail-static/_/js/k=gmail.main.en.5cQlRk-UspA.O/m=m_i,t,it/am=HCOG-3_3B5Ez3KVPqv3733efFD97T_7vTQAK7ATA_83-H0CvgX1Qfmg/rt=h/d=1ft=zcms/rs=AltRSTNlKp2Th4RtXrAb7LGiGuQVsgpPdA 'Targeting' is, probably, a step backwards in dealing with young people's sense of vulnerability. Creating an appropriate space where people who have identified their own needs can raise these with experienced and knowledgeable professionals working around young people's own terms seems a much more progressive and practical way of dealing with the broad range of issues which might be encompassed in the multiple and complex experiences that we have all faced in becoming an adult.
David Rigby	Kelfield, United Kingdom	2014-10-04	My son has used the service and found it very useful.
Margaret Eyre	York, United Kingdom	2014-10-04	There is a real shortfall of services for vulnerable young people in York to find both practical and emotional support, and Castlegate has been a unique and effective service for many years. The amount of money saved by its closure is minimal compared to the benefit it is able to provide to the young people of the city of York.
David Potter	York, United Kingdom	2014-10-04	Keep this vital service for young people in York
victoria hoggarth-hall	york, United Kingdom	2014-10-04	Do not put vanity projects before a real service which helps so many in york. Put them first.

Annex C

Name	Location	Date	Comment
Geraldine Casswell	York, United Kingdom	2014-10-04	The mental health of young people is never so more important and th eprovision of relatively inexpensive provision will save money in the future but improve the quality of these lives forever
Emma J	York, United Kingdom	2014-10-04	why are the most vulnerable always the ones that have to pay the biggest price for the folly of those with money? Castlegate does good work. Let it continue.
Michael Storey	York, United Kingdom	2014-10-04	I think it's incredibly short sighted. These kids are the future and need to be supported.
Lauren McBride	York, United Kingdom	2014-10-04	As a teacher, I have a passion for supporting youth and youth work. I have seen the links castlegate had with schools and it is bitterly disappointing to see youth services being cut. Who is left to support young people without places like castlegate?
Pete Kilbane	York, United Kingdom	2014-10-04	Vulnerable and marginalised young people need the services that the Castlegate team provide. West Offices is a poor substitute. Our young people deserve better.
Miriam Eyre	York, United Kingdom	2014-10-04	Castlegate is a really useful and supportive tool for young people and needs to be kept!
Rachael FoxEvans	York, United Kingdom	2014-10-04	I used to work for the Youth Service in York and am saddened by how much services for young people are gradually being eroded both locally and nationally.
Jane Collingwood	York, United Kingdom	2014-10-04	I'm signing because I know just how much support vulnerable young people need. And Castlegate offers something very special in a small intimate setting, offering a discreet and personal service to young people alienated by unapproachable large institutions. Castlegate makes the difference that helps young people turn their lives round.
John Corden	York, United Kingdom	2014-10-04	The team based at Castlegate has offered great support over the years, particularly for some of the most vulnerable young people with whom I and my colleagues work.
David Moores	York, United Kingdom	2014-10-04	As a former swcondary school teacher I know what valuable work Castlegate does with young people in York.
Beth Hurrell	York, United Kingdom	2014-10-04	I have heard excellent things about the service that Castlegate offers and the proposals to remove this service has saddened and angered me. A service focusing on Education, Employment and Training for 16 - 19 year olds fails to address the barriers and problems that young people face, it also reduces the target group from ages 25 to 19. I fear it will put more pressure on other advice services, or more likely there will be a gap in the help and support young people can access which is an incredibly worrying thing.
Faye Palmer	York, United Kingdom	2014-10-04	This is a useful and important service which shouldn't be cut or moved. Keep castlegate open!
hannah hutchinson	United Kingdom	2014-10-04	services like castlegate29 help young people in a huge way, in all areas of life. they have helped me a number of time in finding jobs and filling out forms. it would cause a lot more problems for young people who wish to seek help if they cannot get the help they need so easily.
Teresa Humphries	YORK, United Kingdom	2014-10-04	Because what Alexander and cronies are doing to York is despicable
Elaine Hunt	York, United Kingdom	2014-10-04	It is vital that young people in York have a place that they feel comfortable visiting. It is vital that Castlegate remains open, The West Offices is not a suitable alternative.
sarah warren	york, United Kingdom	2014-10-04	Dedicated services for young people are important.

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Name	Location	Date	Comment
Susie Fothergill Fothergill	York, United Kingdom	2014-10-04	vulnerable young people need a secure place and trusted adults with whom they can confide and seek support. Marginal and short-term cost savings from closure will be far outweighed by long term impact and costs of sorting out problems later on
Leone Bentley	York, United Kingdom	2014-10-04	Young people are our future.
Phil Stanley	Swindon, United Kingdom	2014-10-04	Grew up in York. Great and much needed service. Where will young people get this support and information if the set up at Castlegate is changed?
Denise Craghill	York, United Kingdom	2014-10-04	This is an xcellent service easily accessible for all who need it. Locating it in the council offices and reducing the staff is bound to lead to a reduced service which those who most need it will be unlikely to access.
Clare Rowntree	York, United Kingdom	2014-10-04	The young people of York need this service now more than ever before, this service benefits every York resident because everyone benefits when young people are in employment .
Fiona Long	York, United Kingdom	2014-10-04	I work with young people in York and know how valuable this resource has been to them.
j heald	york, United Kingdom	2014-10-04	This is such an important place and a much needed service for our young people. Too many cuts hitting the most vulnerable because they dont have the fat wallets and lawyers to back them. Its time the little man took a stand.
Kathryb Roper	Hexham, United Kingdom	2014-10-04	Young people need and deserve the support and professionalism provided by Castlegate. Closure is shortsighted, detrimental and unnecessary. Please think again.
George Vickers	York, United Kingdom	2014-10-04	This is a time when young people nee as much guidance as possible
Almighty Xenu	York, United Kingdom	2014-10-05	A democracy supports every member of society, not just the wealthy
Kelly Elsegood	Wellington, New Zealand	2014-10-05	This issue affects the health and wellbeing of local young people, with detrimental implications for everybody's future.
Gemma woods	Seiby, United Kingdom	2014-10-05	I'm signing because it's a well known useful service for young people and young adults which has a whole range of support available from careers to mental health support.
Eoin JK	york, United Kingdom	2014-10-05	Eoin
Natalie santo	Otley, United Kingdom	2014-10-05	Thus service is needed by the young people of York.
Louise Simpson	Tadcaster, United Kingdom	2014-10-05	this is a service used my my own children and their friends who have needed emergency housing and emergency sexual health advice. Also as a professional I have used castle gate to refer vulnerable young people who I have worked with for immediate support from experienced workers who are trained to support yound people.
Rebecca Grigg	York, United Kingdom	2014-10-05	Without Castlegate, I wouldnt be who I am today!
David Storey	York, United Kingdom	2014-10-05	Young people should go to surroundings where they feel comfortable and free to talk about their problems. West offices are too off putting for young people to express their deepest thoughts.
Helen Cadbury	York, United Kingdom	2014-10-05	Many young people in York access this service, I've been able to signpost people to it who have been In urgent need. My own kids have even taken friends there who were in crisis. This is an essential and preventative service. Closing it will create more costs down the line.
Angela Miller	Redcar, United Kingdom	2014-10-05	This is a fantastic provision for our young people. Without it we would have even less provisions for our vulnerable young people.

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Name	Location	Date	Comment
Jackie Thompson	York, United Kingdom	2014-10-05	My son is likely to need this service and he would not, under any circumstances, approach someone for help in a large office full of official looking people. Before long it will be withdrawn completely due to poor take up and our young people will be just left without the much needed support.
J Thomas	York, United Kingdom	2014-10-05	I've been supported so well there personally and professionally
Lara McClure	York, United Kingdom	2014-10-05	this is a unique resource that won't be easily replaced
Liam Ledgeway	York, United Kingdom	2014-10-05	It would be a travesty if this place were to shut down. The amount of support it gives to the young people of York is incredible!
Natasha Childs	Fulford, United Kingdom	2014-10-05	This is a service I really respected and valued growing up in York. It helped me through a lot and the information I got and the friendly nature of the team made me feel safe. Young people of York would suffer from losing this.
Rebecca Gale	Pontefract, United Kingdom	2014-10-05	Castle gate provides support for many young people in the York area, having worked with young people who use the service u have been able to see first hand the good work they do. So important to to support our youth.
Laura Davidson	York, United Kingdom	2014-10-05	This is a matter close to me
Emma Thompson	York, United Kingdom	2014-10-05	I have used this service myself and know family members who very recently received vital help from this service. It is a vital one for York's young people and the council needs to commit to its holistic help of young people in the city.
David Gibbon	York, United Kingdom	2014-10-05	It is essential that you people have the support they need at this difficult time for all people .
anne pemberton	leeds, United Kingdom	2014-10-05	Young people can be very vulnerable in during transition to adulthood. It is important that they are supported through an often confusing / fraught time in their lives. Please review your decision.
Julie Burgess	Leeds, United Kingdom	2014-10-05	I know through my work with vulnerable young people that many will feel too intimidated by West Offices to cross the threshold. Listen to those who know and understand what works. Please re-consider this proposal.
Kin Yung Chiew	York, United Kingdom	2014-10-05	We should not fail the younger generation that still rely on us to speak and vote for their futures. If this provision is removed, is there anything 'better' that is taking its place?
Chris Fuller	York, United Kingdom	2014-10-05	This is an incredibly bad decision given the vulnerability of young people today to all forms of exploitation
Elizabeth Alderdice	Aberdeen, United Kingdom	2014-10-05	One of my closest friends used the services here when he was having an incredibly touch time in his life, he was almost too scared to ask for help but did so because these services in this building are welcoming and as non-intimidating as possible, without these specific services in this specific building I don't know what he would have done or how on earth he would have coped on his own. Please do not scrap, reduce or move these services.
Neel Khan	Sheffield, United Kingdom	2014-10-05	Because I feel that everyone is entitled to equality regardless of who they are or their background
Freddie Hall	York, United Kingdom	2014-10-05	I received the help I needed there.
Jean Hilton	York, United Kingdom	2014-10-05	This is a crucial facility for young people who require help and guidance in York. Many would not feel comfortable going to the West Offices.
Paul Ward	York, United Kingdom	2014-10-05	I know a number of young people who have benefited from this centre, some of which may not be with us had they not benefited from the assistance provided.
Arthur Palfrey	York, United Kingdom	2014-10-05	Currently assisting my daughter when other depts will not/cannot.
Rory Allen	York, United Kingdom	2014-10-05	Investment in preventing disaster in the lives of young people pays off in the long run.

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Emma Christie	Leeds, United Kingdom	2014-10-05	Having a discreet building that is specific for those young people is important. Intercoms, offices, big buildings, out of the way places. All of these put young people off. It's not just the service that's important, it's how it's delivered, how easily a young person can access it and how comfortable they are turning up.
Polly Griffith	York, United Kingdom	2014-10-05	By cutting this relatively inexpensive service, the council is setting up problems for the future, problems that will be much more expensive to address at that point. This is a false economy.
Ruth Caine	York, United Kingdom	2014-10-05	Sometimes young people REALLY NEED someone other than family or friends and this place provides just that.
Mary Crawford	york, United Kingdom	2014-10-05	It is a service valued by and accessible to vulnerable young people who will be intimidated by West Offices
Claire Medley	Spain	2014-10-05	Young people need help and support that they can access easily.
Debbie Dawson	York, United Kingdom	2014-10-05	I have counselled young people at Castlegate and have witnessed how important this service is. If we provide mental health care to this age group, it is an investment for their future and for the future of the wider population.
Felicity Waldron	York, United Kingdom	2014-10-05	Castle gate provides a valuable service to young people
Simon Davis	York, United Kingdom	2014-10-05	Youth services in the city have been slashed over the past 10 years. This essential service will be sorely missed.
KATRINA LAMB	York, United Kingdom	2014-10-05	This has been a valuable and much used service for young people over many years. Where else can young people go for unbiased, truthful information and help?
Amanda Griffiths	Selby, United Kingdom	2014-10-05	This is a vital service that should continue to be funded. It is important that early intervention is provided to young people so that potential mental health problems can be dealt with as early as possible so they do not go on to suffer longer-term mental health problems in adulthood.
Adrian Clayton	YORK, United Kingdom	2014-10-05	There's no substitute for this service.
Jessie west	York, United Kingdom	2014-10-05	because it does so much for young people and is a real support and comfort for them. without it many young people will feel they are alone and unsupported
gwen vardigans	York, United Kingdom	2014-10-06	This age group desperately need this facility
dawn tanton	selby, United Kingdom	2014-10-06	Counselling is so important especially for the young
Marcia Mackey	York, United Kingdom	2014-10-06	The closure of this centre would be a huge loss for York. Troubled young people don't want council buildings, they want neutrality. And restricting the age to 16-19 is also a mistake. Many young people face huge difficulties with employment, housing and in some cases have children of their own to support by the age of 25 - we're storing up trouble for future generations by removing this service.
Denise Magson	York, United Kingdom	2014-10-06	Yet another rubbish decision by York City Council
John Sharpe	York, United Kingdom	2014-10-06	It's important because young people from troubled homes have almost nothing to help them. York CC makes great play of its support to vulnerable children and young adults. It should do as it says.
Elaine Tanton	York, United Kingdom	2014-10-06	As a mother of a teenager I feel young people need more help and support, not essential counselling services being taken away from them!
jane Boylan	York, United Kingdom	2014-10-06	The loss of this essential commodity leaves youths of York with no provision for a drop in centre for impartial advice and support and guidance.
Natasha Almond	York, United Kingdom	2014-10-06	To create a period of time to consider setting up as a social enterprise

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Nick How	York, United Kingdom	2014-10-06	Short sighted cost savings will end up costing the City considerably more in the long run ... providing support and assistance to young adults so they can play a productive role in the life of the city has to be worthwhile. The real decision on budgets is where to allocate them so perhaps savings could be made amongst Director's and Kirsten England's pay package. Clearly we are not all in it together when it comes to cutting vital services.
Stef Bricklebank	York, United Kingdom	2014-10-06	I'm signing because I think it is wrong the provision should not move to West Offices, as the young people won't feel comfortable accessing it there. It is not young people friendly. There is little provision left in this city for young people, if you take away Castlegate there will be nothing left.
beth wilson	london, United Kingdom	2014-10-06	Young people are the future and need investing int, this kind of centre is crucial for some young people, the kind of young people who are often overlooked.
Jill Dance	York, United Kingdom	2014-10-06	I work with young people and know the vital services Castlegate provide and believe that the change of venue will be a barrier for young people to access the remaining services
Ruth Greaves	York, United Kingdom	2014-10-06	Young people need a space which will encourage them to access and engage with services. West Offices won't offer this.
Jayne Everard	Stillington, United Kingdom	2014-10-06	withdrawal of vital services to young people
Pat Norris	York, United Kingdom	2014-10-06	This service supports highly vulnerable young people who will be without any support as there are no alternative services unless their needs deteriorate in terms of their mental health, becoming homeless etc.
Andrea Hughes	Beverley, United Kingdom	2014-10-06	I'm signing because this service and the support and difference it makes to young people in turmoil is essential - immeasurable.
justine alford	salisbury, United Kingdom	2014-10-06	It affects several friends.
Dominique hamnett	York, United Kingdom	2014-10-06	we need services for young people!
Jo Nash	Didcot, United Kingdom	2014-10-06	Services to help those suffering with mental health problems should be available for everyone.
Gwen swinburn	York, United Kingdom	2014-10-06	I'm signing because I am sick of York Labour dropping these key services to support the most at risk in our community. Meanwhile they shovel millions into their vanity projects. I voted labour to make sure services such as these continued. We have the worst scenario - York labour abandons the weakest & borrows for vanity.
samantha ree	york, United Kingdom	2014-10-06	I'm signing because this resource makes a huge difference to the lives of young people in york and would be sorely missed.
Louise Carter	York, United Kingdom	2014-10-06	Castlegate is a brilliant place for you people to just chat and find useful information in the comfort of a friendly environment with friendly and helpful people. You guys helped me out a lot with my self esteem and anxiety and were always there to give me cv advice.
Richard Copley	York, United Kingdom	2014-10-06	It is imperative that COYC support young people both into employment and with all aspects of life. This is a vital service COYC should not be allowed to undercut such a supportive and influential service at a time when young people need as much help as possible moving into work.
marcia turner	eltham, United Kingdom	2014-10-06	my sister-in-law in York works in this field and I am always so impressed and humbled by the work she and her colleagues do for these vulnerable children (and they are still children). please review your decision after talking to the staff.

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Jennifer Stone	York, United Kingdom	2014-10-06	This is a vital service for the young people of York and would be a massive loss if it was removed.
Michael Pavlovic	York, United Kingdom	2014-10-06	The most vulnerable need our help. This from a Labour Council? You should be ashamed
Samantha Simms	York, United Kingdom	2014-10-06	My daughter finds castle gate very helpful it has helped her find a job and if she needs any future help I know i can rely on them, they should stay put.
Kay Hadley	Dartford, United Kingdom	2014-10-06	I am originally from York so still care about local interests. During my childhood there I knew many friends with issues relating to drugs, bullying and parental problems. Without safe gavebs like this one young people will be lost to the harsh realities they must face alone. This hurt passes through generations, so it is vital to take care of the young in order to ensure a better future for York and the world. X
Liz Douglas	York, United Kingdom	2014-10-06	Young people need all the help and support there is nowadays, drop in's are essential to build trust
Adrian Widdowson	Leeds, United Kingdom	2014-10-06	I am Chair of the Trustees of York CAB, so I believe that advice services provide an invaluable service to people in need. But the provision of that advice needs to be designed for the sector of the population that it is aimed at. Castlegate does a great job with young people and it would be extremely difficult for other advice agencies to pick that work up.
pam hanley	york, United Kingdom	2014-10-06	Because at this crucial stage in their lives, young people need somewhere they feel comfortable going to seek advice and support.
nigel ayre	York, United Kingdom	2014-10-06	Earloy intervention and preventative care is essential, to cut such services is ill thought out and morally wrong
Deb Smith	Harrogate, United Kingdom	2014-10-06	I wish this sort of thing had been available when I was young. Moving to a more establishment-biased service is a retrograde step
Sarah Wilson	York, United Kingdom	2014-10-06	The needs of vulnerable (and otherwise) young people should not be overlooked!! If we can invest in for-profit public transport providers, we can invest in our young people, their needs and their futures!!
Barbara Rayment	Cheam, United Kingdom	2014-10-06	Young people are bearing the brunt of cuts. This is a short-term saving for long term personal and financial costs.
Amanda Ha	Nelson, United Kingdom	2014-10-06	I'm signing because this place has saved one of my niece's best friends. Saved, as in not dead.
craig atkin	york, United Kingdom	2014-10-06	the centre has offered me tremendous support in the past which has helped me to progress and lead a fulfilling life. Future generations should be afforded this. moving the centre to west offices would take away the calming setting which allows one to speak openly and freely and get the help one needs.
Jesse Ringham	London, United Kingdom	2014-10-06	Young people are our future. There is nothing like the help, advice and support of people face-to-face rather than the cold front over a computer.
Sheena Hepple	York, United Kingdom	2014-10-06	I work with children and families. REcently the only service that the GP could recommend some parents that I am working with was the counselling service at Castlegate - other services available through the GP were so booked up that they could not offer any help in a timescale that would support my family. If this service is no longer available then my family would have had no help at all.
Andrea Dudding	York, United Kingdom	2014-10-06	Children and young people are our future. Sacrificed on the altar of Tory budget cutsto Local Government

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Martin Williams	London, United Kingdom	2014-10-06	<p>City of York & James Alexander - the evidence-base strongly supports the view that YIAC's (Youth Information, Advice & Counselling services) such as Castlegate save statutory funding over the longer term when compared to generic advice provision or no service provision. Young people have been disproportionately hit by the recession & cuts in public spending and are always the last to benefit in an economic upturn. Please review the decision to make further cuts to valuable safety-nets that young people turn to when in crisis/need. It will end up costing you money in the longer term.</p> <p>At very least consult the evidence base first (http://www.youthaccess.org.uk/uploads/documents/TheOutcomesAndImpactOfYouthAdvice-The-Evidence_FINAL_1.pdf)</p>
Neil Burke	York, United Kingdom	2014-10-06	<p>Already marginalised young people will not access support housed in 'traditional' council premises. The measure of a community/society can be gauged by the support given to its most vulnerable citizens. Think again about this short-sighted decision.</p>
Ali Vincent	York, United Kingdom	2014-10-06	<p>I have a teenage daughter and any resource that can be of assistance to teenagers in York cannot be over-valued. School is good but impartial advice is so important to young people who may have issues with other mainstream organisations</p>
Barry Beckwith	York, United Kingdom	2014-10-06	<p>I have worked with many youngsters who would quite easily fall into the category of needing the help of such a centre. Find it deplorable that the council should adjudicate on such an important issue by bringing it into the sphere of cost saving.</p>
Ben Drake	York, United Kingdom	2014-10-06	<p>Branch Chair, York City UNISON</p>
Athenoula Bartley Sophocleous	York, United Kingdom	2014-10-06	<p>this has provided me with important help over the last 8 years.</p>
Janice Peacock	York, United Kingdom	2014-10-06	<p>my daughter is 19yrs old and I think she and her friends will benefit from the service</p>
John Gilham	York, United Kingdom	2014-10-06	<p>Young people are the future - but some need help to reach their full potential.</p>
Lindsey Piercy	York, United Kingdom	2014-10-06	<p>I have seen the excellent preventative work that Castlegate do and this saves the council thousands of pounds in the long run. The West Offices do not have the expertise in working with young people and I do not believe it can ever have the same relaxed open access feel. If the rent is too high then as per the wishes of young people relocate to cheaper city centre venue but they categorically stated in the consultation that they would not use West Offices. Please listen.</p>
Mary Harlington	York, United Kingdom	2014-10-06	<p>We must support our young people in a way which is appropriate for them to feel positive and encouraged.</p>
Francis Eyre	York, United Kingdom	2014-10-06	<p>As a York GP I have found the services of the Castlegate centre indispensable over the past few years. I work extensively with young people and removing it would clearly leave a massive hole in terms of the care of a patient group which already struggles to access services. Please do not close it.</p>
Charli Martin	York, United Kingdom	2014-10-06	<p>This centre is vital to support young people in York.</p>
Cathy Denford	York, United Kingdom	2014-10-06	<p>Having worked with vulnerable young people, I am aware how much support they need. At this time, since the crash, when their prospects are limited, their need for this support is great</p>

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james crossman	knarborough, United Kingdom	2014-10-06	Having worked with young people in York I know how important it is.
Graham Todd	York, United Kingdom	2014-10-06	As former youth centre leader and teacher I am well aware of the good work that has taken place over the years at firstly the Youth Enquiry Service and then Castlegate. The location is so important for young people to feel comfortable and the Station Rise West offices will not be a suitable location.
Lesley Hutchinson	York, United Kingdom	2014-10-06	Many young people need this service
Rhonda Hackett	york, United Kingdom	2014-10-06	I'm signing because they do such a great job for the york youngsters, 16yrs+ struggle enough without their support they will have nowhere to turn for help with work/training, young lone parents, homelessness, counselling.....list is endless..
Heather McKenzie	York, United Kingdom	2014-10-06	Young people deserve to be cared for and supported appropriately. Their needs should be paramount in the future planning of CYC services and it is clear that the current holistic approach, developed through many years of experience, is very much needed and valued by young people and their families. If we are serious about supporting and allowing our children and young people to develop to their full potential then the city should prioritise that which is truly best for them and not make them fit into a plan which doesn't prioritise them.
Paul Doughty	United Kingdom	2014-10-06	It's too important to play politics with the young and vulnerable in York
David Smith	Strensall, United Kingdom	2014-10-06	I don't understand this proposal. The York Mental Health Forum haven't been consulted, early intervention in mental ill-health is proven to be effective and this age group are a key cohort. There is no available alternative to this service and young people may struggle to use services at West Offices.
Alice Tuckey	York, United Kingdom	2014-10-06	This centre is so badly needed. Our country is in the midst of a growing mental health crisis and cutting services like this is not only to fail the vulnerable members of society who have so much use for it, but also to cause the country longer-term, higher expenses is dealing with the future, much more severe outcomes from lack of access to mental health and other support. It is vital we keep services which are accessible to those who need them most.
Emily wood	Haxby, United Kingdom	2014-10-06	It is a vital service that York's young people NEED. Many young people will be left isolated and vulnerable at what can be a very complicated and confusing time. We need to support our young people to help them achieve and succeed. As cliché as it sounds they are our future and we must support and help them achieve and starving young people of this support is failing them.
James Kenrick	London, United Kingdom	2014-10-06	Castlegate is exactly the kind of service local Councils should be investing in. Not only does it seem obvious that cutting this service will cost more in social services, housing and health costs - but there's academic research by UCL proving it. Complete madness! I presume someone in the Council is protecting their own job here.....
karen little	York, United Kingdom	2014-10-06	It is an important resource for young people
Mark Sessions	York, United Kingdom	2014-10-06	i believe this centre gives huge support to young people
Matt Collins	york, United Kingdom	2014-10-06	It is a valuable service that is needed for the young people of York. James Alexander, you really don't have a clue.
Vicky Walpole	York, United Kingdom	2014-10-06	I rarely sign petitions and I do appreciate the council's difficulties in addressing its cuts in funding from central government. However I really care about this service because it provides accessible help for York's most vulnerable young people.

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Jake Cook	Newcastle, United Kingdom	2014-10-06	This centre was an invaluable saviour at the rare times I felt low, lost and lonely as a youth. The young need these, parents and friends aren't always an option. Peace
Penelope Hutchinson	New Earswick, United Kingdom	2014-10-06	I have referred many young people to find reliable and non-stigmatising advice at Castlegate. Young people need somewhere private to seek advice on sensitive issues!
Chris teesdale	York, United Kingdom	2014-10-06	this is a really vital service for our young people some of them very vulnerable. It would be a disaster if it was no longer available in an accessible way.
Shelley Postchild	York, United Kingdom	2014-10-06	I have signposted family members there in my professional role and my own teenager daughter used this invaluable resource
David Alsop	London, United Kingdom	2014-10-06	I am signing because I believe strongly that support like this should not be removed and this is a backward step towards progress in the the community.
Philippa Davitt	Selby, United Kingdom	2014-10-06	Castlegate as a service is a true asset to York, and in many ways a life line to the people who access it. Castlegate is a safe space, providing support for young people making the often difficult transition into adulthood. I would like to think that I am an example of the above. Thanks to Castlegate I turned around what I thought was the worst part of my life, into something positive. This enabled me to start my journey to becoming a youth worker. I owe them not just for this, but for turning my life around and giving it a purpose. I am one individual but there are many more like me, and there should be more to come.
Abbi Nicolson	york, United Kingdom	2014-10-06	People have little enough faith in politics as it is without losing the one place they can be honest without becoming a statistic.
Pauline Golden	YORK, United Kingdom	2014-10-06	Young people need a venue tailored to their needs where they can feel comfortable going , they might not otherwise approach services aimed at adults of all ages because of a lack of confidence
Sue Jarvis	Sherburn in Elmet, United Kingdom	2014-10-06	Too many youth provisions are being axed across the county
Catherine Heinemeyer	York, United Kingdom	2014-10-07	Because young people are under incredible strain and the cuts are already biting them too hard. They need guidance to navigate the increasingly thick jungle.
Andrew milson	Bubwith, United Kingdom	2014-10-07	youth services are grossly underfunded. More intervention work should be done earlier. Saves money. Saves minds.
Debbie Barron	Rawcliffe, United Kingdom	2014-10-07	I'm signing because it is morally bankrupt to remove such vital services for young people. Early intervention will prevent future problems and will save money in the long run.
Jacquie Benson	York, United Kingdom	2014-10-07	As a school nurse I regularly refer young people to this service there is nowhere else they can use that is free and young people focussed. With the increase in mental health problems in young people its vital there is somewhere that offers them support
Kerry Pentland	York, United Kingdom	2014-10-07	I'm signing because this service is needed
Rachel Colbeck	York, United Kingdom	2014-10-07	Essential service to young people.
Madeleine Norman	Norrkoping, Sweden	2014-10-07	Because everyone, everywhere should get the help they need!
Lynne Parnell	York, United Kingdom	2014-10-07	I have witnessed first hand the support and expertise offered in a calm, friendly manner to an extremely vulnerable young person, who had precious little support in her life. The approachable and friendly venue was hugely important.

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Simon Hodges	York, United Kingdom	2014-10-07	This place has helped me a lot in trying to find a place to work some years ago, and for where to start in getting on in my future. I will not want to see this place shut down!
Elaine Aldous	York, United Kingdom	2014-10-07	16-25 year olds need their own services in neutral surroundings
Maureen Laverack	YORK, United Kingdom	2014-10-07	A central base and a valuable service for young people.
Rose Berl	York, United Kingdom	2014-10-07	Young people have potential for good and bad and it is short-sighted to reduce help to those who haven't become set in their ways.
Anne Forbester	YORK, United Kingdom	2014-10-07	All young people need to be given a chance. 29 Castlegate provides it. Local Authority doesn't come anywhere near.
Laura Haviland	York, United Kingdom	2014-10-07	I think it is important to listen carefully to the views of the people that use this service before a decision is taking. It seems illogical to cut a service that connects with young adukts and likley prevents much greater social costs in the long term.
Bryan Hopson	York, United Kingdom	2014-10-07	Fed up of labour cuts, yet they can pay ceo's over £700+ per day! Not falling for labour lies anymore
Janice Midwood	North Yorkshire., United Kingdom	2014-10-07	I feel that Castlegate is so important for young people to have somewhere to go and discuss their problems with someone who is able to listen, paraphrase and reflect back and so help them makes sense of their feelings. It is also an important site to help build confidence through help with cv writing and interview techniques. Rather than close the centre I think it would be marvellous if you could build it up and so reach so many more young people. Some young people feel so lost and isolated please don't take this away from them.
Kes Webster	york, United Kingdom	2014-10-07	This is an important service that stabilises, like many others we may lose, people.
samantha dobson	York, United Kingdom	2014-10-07	The staff who work at Castlegate support students across the city both in and out of schools. They do a brilliant job helping them make key decisions about their future and support them in seeing this through.
Diane Bull	York, United Kingdom	2014-10-07	These services are partcularly important in a society where stable family relationships and that enviroment are less common
Anthony Cassidy	York, United Kingdom	2014-10-07	40 years supporting Special Needs young people in their education
Adele Dyson	York, United Kingdom	2014-10-07	It is essential our 16-25 year olds have somewhere to turn for support - we don't want more teenage suicides!
Sarah Dodsworth	YORK., United Kingdom	2014-10-07	It would seem this is just another service which is not being fully valued for the difference it makes when supporting vulnerable young people.
Samantha Capone	York, United Kingdom	2014-10-07	I have worked for young people's services for 12 years before being made redundant, this service is vital to the young people of York! Without it they have nothing, the staff work tirelessly to make that centre run, shutting it would be the final nail in the coffin of youth support in York!
Jade Hallett	york, United Kingdom	2014-10-07	Because its in a good place and the place really helps me when i need support, the staff are incredibly helpfull .
Lewis Williams	York, United Kingdom	2014-10-07	Provided vital help. Of great benefit to people to use and society in general.
caroline hudson	york, United Kingdom	2014-10-07	I use to work at Castlegate. Now I work elsewhere I see how ahead of its time it is and how there is no where else that actually helps young people at risk as opposed to ticking boxes. Castlegate bridges the gap between school, FE and welfare services and the NHS (whom young people find extremely hard to access).

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Name	Location	Date	Comment
Andrew Goodwin	York, United Kingdom	2014-10-07	I am a young peoples counsellor and very concerned at the reduction of services in this valuable area of support in the York area
Julianne brown	York, United Kingdom	2014-10-07	As my daughter and family use this service, have 2 teenage children.
Sam Punn	Ross on Wye, United Kingdom	2014-10-07	All young people need a safe place to go, to talk, to get good advice and be supported in their transition to adulthood. Places like this are invaluable.
Henry Raby	York, United Kingdom	2014-10-07	Yet another attack on young people, yet another reason for them to hate the system.
Kayleigh - Ann Cordell	York, United Kingdom	2014-10-07	This place was a great deal of help to me growing up, a brilliant place to go when you need help. All the staff are amazing and always helpful.
Denise Karlsson	York, United Kingdom	2014-10-07	They helped me numerous times as a teenager would it would be a tragedy to not have it, it provides such great help for so many people
Jo Bedda	York, United Kingdom	2014-10-07	It is a much needed facility for young people
Cath Mortimer	York, United Kingdom	2014-10-07	Parent in York
J Burgess	York, United Kingdom	2014-10-07	Young people are our future employees, if they need help, they should be entitled to receive it
Edith Hopwood	York, United Kingdom	2014-10-07	Young people have a rough deal expected to grow up too soon with often no one to turn to that they can trust
Sarah Gowland	York, United Kingdom	2014-10-07	My daughters relied on help from her to find work and training courses when they left school.
Amy Butcher	York, United Kingdom	2014-10-07	When I was at college over 7 years ago now I was struggling immensely with an eating disorder and anxiety and finding Castlegate and being able to access support was an incredible comfort and really helped me keep going through my course. As mental health (and other) difficulties are increasingly affecting young people I think it is incredibly important that this resource is available to people.
Tanya Killick	Bridlington, United Kingdom	2014-10-07	As a social worker I feel services such as these are crucial for many young people facing a multitude of complex issues who are fearful of formal support, may not meet needs criteria or simply don't know where to turn. The government wants to reduce the amount of social service referrals, promote prevention and independence, reduce the welfare deficit and reduce unemployment. All of which Castlegate seeks to do. Surely a full consultation should be carried out to see if there is an alternative way of running the service rather than cutting it.
Adam Oliver	York, United Kingdom	2014-10-07	The work done at the Castlegate centre is incredibly important to young people in York. The staff are wonderful people who really care about the future of the young people they see.
Hannah Clarke	Linton-on-Ouse, United Kingdom	2014-10-07	This is important to me and for others
Pauline Buchanan	York, United Kingdom	2014-10-07	BECAUSE unless young people get counselling, they go on to develop even more complex problems, which cost NHS and Social Services dear. Therefore, the support at Castlegate is cost effective.
Meg Forrest	York, United Kingdom	2014-10-07	I have worked with young people all my life and they need all the help they can get, especially the vulnerable ones.
Charlie St. Leger	London, United Kingdom	2014-10-07	Because these services are important to York. Please don't remove this service!

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Name	Location	Date	Comment
fay Andrews-Hodgson	York, United Kingdom	2014-10-07	I believe we need to take a system, holistic view to services offered by the public sector. And by making what seems like obvious cuts, we may in fact create unintended consequences. In my view it is better to spend on 'prevention' rather than have to pick up the pieces once things have got complicated in people's lives.
Eileen Dale	York, United Kingdom	2014-10-07	This is an essential service for young people who might not otherwise access support services. Advice agencies are already struggling to meet the needs of people in York.
Larissa Collins	York, United Kingdom	2014-10-07	I care!!!
Elizabeth Matfin	York, United Kingdom	2014-10-07	I disagree with the cutting of public services which will be detrimental to so many people. The government have put councils in a terrible position but children in particular have really been the victims of these cuts.
Kate Elliott	York, United Kingdom	2014-10-07	York needs this vital service as mental health services in the area are already stretched and Castlegate provides help for so many!
linda harris	york, United Kingdom	2014-10-07	I think Castlegate is a fantastic resource for young people and can avoid them being sucked into adult mental health services. Its non stigmatising and one of the few provisions for young people in the city.
Lisa Shephard	York, United Kingdom	2014-10-07	They encouraged my daughter & helped her find her first ever job when the job center had reduced her to tears
Jill Patrick	York, United Kingdom	2014-10-07	A great support for our young peopleA very valuable resource.
Luke Patterson	Strensall, United Kingdom	2014-10-07	When I first moved into York I really didn't know where I stood or where I wanted to go in my life, Castlegate really helped me to review my options and guided me along the process. I now have two jobs and I am really grateful that they were there for me when I needed it the most. It would be a shame for such a fantastic service to be shut down.
Jack Robinson	York, United Kingdom	2014-10-07	I'm signing because 29 Castlegate has been a big help to me in search for a job and is an even bigger help to others.
Domine Lansell	York, United Kingdom	2014-10-07	They helped me a lot and I would not have got where I am today without them.They do a fantastic job.
Parv Pye	York, United Kingdom	2014-10-07	As a local GP , my patient find this service invaluable . Without it many young vulnerable people will be left without suitable support. the mental health services are not equipped to deal with their needs, and in the majorlty of cases want see them.
Megan Cammiss	Fallowfield, United Kingdom	2014-10-07	Used the services myself. Would still be in deep trouble if they weren't available at the time.
Lucy Smyth	York, United Kingdom	2014-10-08	Because in my best friends words this community saved her life. So for that I thank you x

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Name	Location	Date	Comment
Arianne Dickens	x, United Kingdom	2014-10-08	Castlegate is the reason I am happy, comfortable with myself and have a job. I first used Castlegate for counselling sessions, then for assistance applying for Employment and Support Allowance, as I was suffering from quite bad anxiety at the time and couldn't even look at the form without feeling sick, hyperventilating and bursting into tears. After my counselling was finished, I was put in touch with Kyra - women's project who ran a self-esteem course for ten weeks which I attended. Without Castlegate, I would be in a very dark place today. Merging it with adult services in the council is not going to work and many young people are going to lose out because of this. I cannot say thank you enough to the people who supported me at Castlegate without judging me, telling me to get a grip or mocking me. It was a literal lifeline for me and thousands of other young people in York. Please, we can't get rid of it.
Paul O'Kell	York, United Kingdom	2014-10-08	The young are our (societies) future, and being young can be a very difficult time. Having some where to go and someone sympathetic to talk to can be the difference between having a successful future or not. The impact on society in general can be significant for good or ill.
Sue Bywater	Malton, United Kingdom	2014-10-08	Because I work in a York based social welfare organisation and we see many clients in need of the service under threat, Do not abandon the city's young people most in need of opportunities and help in overcoming the many barriers they face. CYC SHOULD care passionately about it's young citizens and this is a short sighted step
arabella heskett	York, United Kingdom	2014-10-08	Giving a young person support as they go through difficult transitions in life can turn their lives round, Castlegate provides a warm, powerful and accessible service in an environment which is not based in a terrifying edifice such as West Offices..great for certain services, but not daunted youth. Please don't remove this most important safety net from our community.
Jessica Popplewell	York, United Kingdom	2014-10-08	There are still too many young people in need of this service. This has been a valuable service in York and I know so many people who have become successful adults in large part thanks to the work at Castlegate. Don't let that stop now, when young people need it more than ever in this economic climate.
Gary Hogg	York, United Kingdom	2014-10-08	Castlegate is a vital and much used resource not only for the young people of York but also for all of the professionals who work with YP across the city.
ken mccomish	york, United Kingdom	2014-10-08	I inform every one of a suitable age, about this excellent service and for at least 50% of parents of this age this is the recommended service by the multi disciplinary team.
richard wilcox	york, United Kingdom	2014-10-08	I feel this is a great and supportive service to young people in York
Claire Gibb	York, United Kingdom	2014-10-08	Young people in York deserve your investment and support.
Graham Huntington	York, United Kingdom	2014-10-08	York has very poor provision for this age group. Castlegate does excellent work.
Lucy burns	Birmingham, United Kingdom	2014-10-08	They helped me a lot when I was growing up in York
Ben Goodwin	Smethwick, United Kingdom	2014-10-08	The service at Castlegate is second to none and a vital lifeline for affected youngsters.
polly hayes	york, United Kingdom	2014-10-08	I believe in the future support of all young people. Their voice, safety and continued support us very important to us all.

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Name	Location	Date	Comment
Amy Shephard	Haxby, United Kingdom	2014-10-08	Job Centre were no help for me when I was searching for a job in my gap year, we went into castlegate and it was totally different! I was treated with respect, they helped me improve my CV and gave me a whole long list of jobs related to care for children and home care for adults! The service was truly appreciated, and if they close, there will be a great decline in help for young people in York!
Jennifer Jackson	York, United Kingdom	2014-10-08	young people are bearing a completely disproportionate burden of the cuts by both central and local government especially around unemployment, benefits and mental health support. Please do not exacerbate this problem.
Danny Ross	York, United Kingdom	2014-10-08	I had a great deal of support from local youth services growing up, which was invaluable, especially as an independent source of advice and support from local authorities who do not always understand your needs, or consider your opinions. Equally important is stability and consistency, a lack of which can often be an aspect of the problems young people experience, so we should endeavor to maintain this wherever we have the opportunity to. Lastly, a major reason young people need this sort of independent advice and support is because they are disaffected and do not feel the authorities and institutions who make decisions about their lives listen to and take into their views and opinions, which is exactly what taking a decision like this without due consultation with the people it affects is doing. Its impossible to say it will have no impact, or make a proper transition without listening to the people who are most affected by it.
Carole McMullan	York, United Kingdom	2014-10-08	I feel there should be a proper consultation. This service is too important to young people.
Adam Formby	York, United Kingdom	2014-10-08	I have written a PhD thesis on youth unemployment and I live in York. It is these services that need to be kept to help young people in increasingly competitive labour markets.
Sarah Lorrain Smith	Bromsgrove, United Kingdom	2014-10-08	I'm signing because this is an essential service for young people. We should be helping these vulnerable people into adulthood not abandoning them.
Helen Robinson	Brussels, Brussels, Belgium, Belgium	2014-10-08	I studied at York University and I want other students to receive the same services as I did
Sarah Wood	York, United Kingdom	2014-10-08	It's far too important for it to close. I believe in young people
Angela Carr	York, United Kingdom	2014-10-08	I have worked for the council for many years, and am now a volunteer adviser. It would be hard to overstate the importance of Castlegate for vulnerable young people, particularly as anyone can drop in and have advice about their next step. Parents and carers can also obtain information in a confidential setting, without feeling stigmatised. Life is so difficult for many young people these days and the (often uni tended) bureaucracy of DWP, housing departments, benefits sections, etc can be very offputting, especially if your literacy or computer skills are limited. Castlegate provides a welcome and a non-judgmental way for young people to re-engage. At a time when cuts in support services for young people have increased their stress and mental health problems, we should be looking to retain such services. Having worked in areas without such centres, I always felt proud of York's funding such a valuable service. We cannot keep cutting the support services for young people at a time when their opportunities to work, study, and enjoy creative leisure options have never been more limited. Please retain the Centre.
KEITH THOMPSON	YORK, United Kingdom	2014-10-08	As a retired Police Officer I know how important it is for young people to have advice and counselling when they are feeling vulnerable

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Name	Location	Date	Comment
Suzanne Wheelaghan	York, United Kingdom	2014-10-08	The most vulnerable groups in our society are being excluded further because of cuts in services such as this. We need services to protect and keep people safe whatever their age. Young people are excluded, overlooked and under represented.
Lucy Connolly	York, United Kingdom	2014-10-08	Castlegate is such a valuable service for young people in York and offers specialist support and advocacy. It would be a great loss for the community to lose this support!
Eve Ridgeway	Malton, United Kingdom	2014-10-08	I have friends who need holistic support for a range of issues.
Alison Moore	York, United Kingdom	2014-10-08	I think early intervention is vital for young people. By losing this service it will put strain on other organisations in York who are already operating with long waiting lists.
Jayne Baillie	Chesterfield, United Kingdom	2014-10-08	My son was helped there greatly one he had left school.
C S Littler	North Duffield, United Kingdom	2014-10-08	Young people need access to services in a dedicated space.
David Soulsby	York, United Kingdom	2014-10-08	This is such a valuable service - a huge mistake is being made here.
Karen codling	York, United Kingdom	2014-10-08	This business helped and gave support to my son when he was at a low ebb. I would like to know that they can continue to do this excellent work for other young people in a similar situation
Sarah Mitchell	York, United Kingdom	2014-10-08	The service provided me with counselling when I first experienced mental health problems. They gave me work updating their computer systems and provided me with a reference so I could get a job. And they coached me for court when I testified against my rapist. I owe this service an awful lot.
Rich Hardcastle	York, United Kingdom	2014-10-08	They helped a family member and were fantastic. Location was important - central and discreet
Melody Hardcastle	York, United Kingdom	2014-10-08	Helped close family and friends. It's a friendly, easy place to go to.
vicky briggs	leeds, United Kingdom	2014-10-08	I'm signing because this is important to so many young people.
Katie Dennison	Haxby, United Kingdom	2014-10-08	Young people benefit from a non intimidating environment and from being able to seek holistic support from experienced and caring staff who are dedicated to meeting their needs in a non judgemental way. The issues they need support with and an environment that they feel comfortable in are very specific to young adults and the existing service is extremely well regarded because it appears to meet those needs.
Christopher Gaunt	York, United Kingdom	2014-10-08	I went there so many times as a kid to ask for advice on finding jobs and writing my CV and its thanks to them that I had the confidence to apply for jobs in the first place. It really is a great service and they really did help me each time I visited.
Rob Parker	York, United Kingdom	2014-10-08	I work in education with young people, and the Castlegate service is needed more than ever. Education and training is very important but does not solve all of the issues faced by young people. Cutting this service will result in more suffering for young people and families and more complex problems requiring intervention in the future.
Phil Montgomery	Selby, United Kingdom	2014-10-08	16-25 year old need protection
Saffron Hetherington-Redhall	York, United Kingdom	2014-10-08	Without this support and guidance, young people will have no where to turn and as a result will spiral further into a cycle of bad life choices and ultimately a bigger impact upon already stretched budgets.
Susan Taylor	York, United Kingdom	2014-10-08	These services are vital for vulnerable young people, they need our support

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Name	Location	Date	Comment
Eleanor Hindley	York, United Kingdom	2014-10-08	Castlegate is a place where people can go and feel that they are safe and worth listening to. I have seen people improve during their time there.
Richard Vardey	Rotherham, United Kingdom	2014-10-08	Worthy cause
Naomi Stanton	St Albans, United Kingdom	2014-10-08	Services for young people need to be protected not downsized - our young are worth investing in not writing off
Vicky Unwin	York, United Kingdom	2014-10-08	This is an important service to protect and encourage our young people.
Jonie Linley	London, United Kingdom	2014-10-08	I have a lot to thank the old Youth Enquiry Service for, and I can say from experience that young people will be worse off if Castlegate has to shut down.
thomas bielby	York, United Kingdom	2014-10-09	From experience these services are important
Claire O'Kell	York, United Kingdom	2014-10-09	The small saving will result in huge difficulties for young people, especially those in crisis, and (typically) in a dramatic increase in expenditure in the long term.
cheryl craven	York, United Kingdom	2014-10-09	it's such a valuable service
Louise Bishop	York, United Kingdom	2014-10-09	I am strongly objecting to the dismantling of this service. Can find ££ to "improve river safety" to protect people who have chosen to drink alcohol in excess but chose to ignore the vulnerable .
Jane Cartwright	York, United Kingdom	2014-10-09	My son used this valuable service
Rachel Barker-Moore	Hull, United Kingdom	2014-10-09	"This helps lives you can't put a price on that"
Damian Sefton	Edinburgh, United Kingdom	2014-10-09	Former York resident (and possible future one). Now is really not the time to be limiting the provision for young people. It might look like a saving but we will all pay in the long run.
John Armstrong	York, United Kingdom	2014-10-09	To keep such a valuable resource is important for a city such as ours.
Trina Warriner	York, United Kingdom	2014-10-09	This service provides support to young people which no-one else does. Where will they go?
Clare Guinan	York, United Kingdom	2014-10-09	I work at the CAB and understand the importance of an holistic service. We greatly respect the work done by Castlegate for young people as individuals and not just directed at giving information for specific enquiries. The new service will be inadequate, insufficient and less accessible. Please do not close Castlegate.
Toby Tegetmeyer	York, United Kingdom	2014-10-09	An essential service withdrawn which leaves another likely overstretched organisation to pick up the pieces and unable to provide a service which suits the individual seeking help.
bob purrington	York, United Kingdom	2014-10-09	It's important to a significant number of young adults who will not be able to use West Offices, subsequently not accessing the services they need,
Professor Mike Stein	Pudsey, Leeds, United Kingdom	2014-10-09	Research studies show the very high level of mental health problems among this age group. This includes suicide which is responsible for more deaths than cancer, heart disease or road traffic accidents - it is the biggest killer among this age group. A project that can provide support and help when problems first arise may prevent further suffering and misery among very vulnerable young people. And what is really important is that the service is seen as accessible and welcoming by young people - otherwise they will be deterred from using it.
Lydia Noor	York, United Kingdom	2014-10-09	I work with young people in a school setting and I know how vital resources are.

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Name	Location	Date	Comment
Andy Pomfret	York, United Kingdom	2014-10-09	I work with children and young people, both at work and in my spare time. I see the issues that they have to deal with, and I see the difficulty they so often have in opening up and expressing how they feel or what's going on in their lives. Castlegate is an essential service for vulnerable young adults, and any change to this provision needs to be carefully designed so that it doesn't introduce barriers to the use of the service.
Laura Pulley	York, United Kingdom	2014-10-09	This centre absolutely saved my life. It's an invaluable whiteout which I honestly don't know where I'd be today. There is no service the same or even remotely similar in York and it's an utter necessity. It would be a sheer failing if York were to lose this provision
Julie Kelly	Pickering, United Kingdom	2014-10-09	I feel this is an important service which should be maintained.
Kevin Sell	York, PW	2014-10-09	To close a such a valuable facility like Castlegate would seem to indicate desperation on the part of the York Council. If the financial situation is really this bad, the people of York deserve that the Council prove that they have absolutely no alternative. I think they are merely looking for easy targets, rather than considering the welfare of young people.
Sophie Roberts	york, United Kingdom	2014-10-09	it will directly affect young people that we work with
liz lomax	colsterworth, United Kingdom	2014-10-09	My child received support from this service
Jackie Johnson	York, United Kingdom	2014-10-09	Castlegate is and always has been an extremely important resource in the city. Particular for young people who have mental health issues. It has also offered a very inclusive transition service for young people who will not "fit" into the traditional adult mental health or psychological services. As a professional at Limetrees Child and Adolescent mental health Service, it is , in my opinion, a very damaging move by city of your council to cut these very essential services for the young people of this city.
Samantha Stockdale	York, United Kingdom	2014-10-09	I'm signing because I feel it's massively important to give people help with mental illness, I've been a young adult carer for my Dad who has Bipolar an without the support an help of other professionals I wouldn't an my Mum would not have coped. My Dad would still have been extremely poorly now if he hadn't had the help. Mental Illness is not known enough in my opinion an no one should have to just carry on and suffer when they need help.
John Lindsay Smith	York, United Kingdom	2014-10-09	James Alexander, City of York Council Review the decision to remove the provision of holistic information, support and counselling for young people 16-25 in York, provided by Support Workers, Careers Advisors and Counsellors at Castlegate Sincerely, John Lindsay Smith
Dale Harlow	York, United Kingdom	2014-10-09	Young people need this support during these years. Many may not get the support many of use take for granted.
claire Brown	york, United Kingdom	2014-10-09	The loss of valuable services at an easily accessible location
Rosina Saaremets	York, United Kingdom	2014-10-09	Castlegate has provided me with a lot of help and advice in the past and I don't know what I'd have done without it!
Ronald Kane	York, United Kingdom	2014-10-09	It has support close family and friends.
Lescilia Birtwistle	York, United Kingdom	2014-10-09	The provision of this very professional service is essential-particularly in view of the very limited availability of counselling in the area.

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Name	Location	Date	Comment
Alison Wilde	York, United Kingdom	2014-10-09	I know how important this place is as they were the only people who were responsive to a 17 year old I know who was suffering emotional abuse
dawn conyers	York, United Kingdom	2014-10-09	I work with children aged 11- 18
Nick Jackson	London, United Kingdom	2014-10-09	I have a niece and nephew in York, this is an important service for young people.
Barnaby Rhodes	Acomb, United Kingdom	2014-10-09	As a child psychotherapist working for the NHS in the childrens mental health service, I am very aware of the excellent service that Castlegate has been providing the city of York. For young people who are struggling emotionally and for guidance in their journey to adulthood having a place like Castlegate in the city provides an indispensable safety net for these young people. Enabling them to continue in their education through university and in complications in starting a career. I also believe that the removal of this service will mean that a lot of young people do not get the early and accessible service that can see them through a difficult period. I believe this will in turn mean that some of these young people will deteriorate in their needs and have to access other services that are already stretched and will have to start from a more stuck place with that young person.
Kirsty Wilkison	York, United Kingdom	2014-10-09	These young people are the future for our country and if they need help they need to be able to access it easily and smoothly and quickly.
Lewis Seton	York, United Kingdom	2014-10-09	Castlegate helped me get through depression and it is a wonderful friendly place for young people to go
Patrick Rice	York, United Kingdom	2014-10-09	The centre needs to stay open
donna brooks	York, United Kingdom	2014-10-10	I am a mental health professional and a mother of 3 teenagers who have needed support in the past from castlegate.
Deborah Blue	York, United Kingdom	2014-10-10	My husband used this service several years ago and it was very helpful. The proposed change is not for the better for any customers.
Benjamin Phillips	Wilberfoss, United Kingdom	2014-10-10	This facility is important in encouraging young people from vulnerable and disadvantaged backgrounds to make the right decisions in life.
Ashvinder Mudhar	Harrogate, United Kingdom	2014-10-10	Because this would have helped two of my friends if we had one of these in Harrogate
Jake Furby	York, United Kingdom	2014-10-10	This has not been consulted properly
Judi Edwards	York, United Kingdom	2014-10-10	It was a service that both of my two daughters found very useful when they first left school. I also feel that this is a vital resource to the city of York.
Rosemary Suttill	York, United Kingdom	2014-10-10	I'm a member of my GP practice PPG. We recently identified Castlegate as the only resource agency for young people seeking non-judgemental support and also able to provide an information service for this important age group. Castlegate's value can't be underestimated. It is irreplaceable and its loss would be detrimental to the City as a whole, while the loss of this support resource to young people, those it currently serves and its future potential clients, cannot be measured in pounds and pence but might turn out to be measurable in unsupported lives and their worse consequences.
Hannah George	York, United Kingdom	2014-10-10	This is an invaluable service that is much needed by this group of young people who often don't meet the threshold for other services. Without this help, many of these young people would have no where to go for info and support; not only would this impact on their mental health and wellbeing, but could also mean that they go on to develop more serious problems.
Edwina Sykes	York, United Kingdom	2014-10-10	Very very important

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Name	Location	Date	Comment
Joanne Boulter	Leeds, United Kingdom	2014-10-10	I work in a school in York where many of our young people access these services. For some they are a lifeline and it would be a travesty if they disappeared. People believe that York is a 'nice' city with no issues, this is not the case and young people need the support this service provides.
Janet O'Neill	York, United Kingdom	2014-10-10	Because young people need all the help they can get if they have problems.
Yvie Holder	York, United Kingdom	2014-10-10	Young people must have services appropriate to their needs and the Castlegate team has years of expertise to provide it.
Christine Fitton	Filey, United Kingdom	2014-10-10	I work with Young People of all ages and they need a listening ear
Roger Jackson	York, United Kingdom	2014-10-10	It's the only place that many young people feel comfortable going to the main Council Offices do not offer a user-friendly environment for them.
Alan Dunnett	York, United Kingdom	2014-10-10	This all-round service is critical in supporting young people at a vulnerable time in their lives. To claim that they can find everything elsewhere is simply untrue - they can't. Castlegate prevents significant numbers of young people from becoming homeless, hopeless or both. They deserve support - not to be abandoned by this city.
sarah mackin	York, United Kingdom	2014-10-10	I work in a secondary school and have seen how useful the support from Castlegate can be, especially during the transition from Secondary to College where students have no more contact with support staff from the school. Even during college and Uni Castlegate has been so important in providing advice and support, for both practical issues and emotional. How are our young people supposed to cope when so much of their support is being taken away - especially with so many modern issues affecting them?
judith pollock	york, United Kingdom	2014-10-11	This is a crazy decision showing a complete lack of understanding of the needs of many young people
Jennifer Tomkinson	Sheffield, United Kingdom	2014-10-11	I worked at Castlegate as a trainee counsellor and experienced first hand the positive impact the service has on young people in York and the extraordinary people who work there.
tracey walker	york, United Kingdom	2014-10-11	Work within mental health services and use castlegate a lot. a valuable service
Natalie Knowles	York, United Kingdom	2014-10-11	It helps so many young people
angela stott	york, United Kingdom	2014-10-12	this center has helped so many youths ,young people should be a huge priority ,they are the future
Jo Coles	York, United Kingdom	2014-10-12	Young people have been hit from all sides by Government cuts to local authorities.
Carrie Jackson	York, United Kingdom	2014-10-12	I feel it is an unwise change in the service which since the 1980s has amassed a wealth of experience to help the most vulnerable young people in our society in an environment that is safe and unthreatening. The York West Offices would not provide anywhere close to a suitable alternative environment for such a vulnerable group. I would hope that wider consultation could be undertaken with staff and service users.
Ruth Roberts	York, United Kingdom	2014-10-12	I know how vulnerable people get used to a place they can trust and find it difficult to go to big impersonal places. If we really want to continue to help our young people we should be prioritising services like these, not sacrificing them in order to gift £4m to replace 2 fab swimming pools with an inferior one, or replacing old squares with modern precincts.
adam woods	york, United Kingdom	2014-10-12	29 castlegate helped me through a very difficult time of my life when I was younger without them I would of grown towards drugs and alcohol jobless , whereas now I am a store manager for a successful international business.
Chris Rhodes	York, United Kingdom	2014-10-13	Anything to give youn people help and a chance to improve their chances of a better existence is worth fighting for

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Name	Location	Date	Comment
Vickie Sheath	York, United Kingdom	2014-10-13	Invaluable service, young need all the help and support they can get
Jack Kernaghan	York, United Kingdom	2014-10-13	My sister is receiving counselling at Castlegate. I also believe we already have limited options for counselling in York, and losing Castlegate would be a huge blow.
Stephen Wright	York, United Kingdom	2014-10-13	There is clear evidence that young people are the most likely group to experience mental health problems and yet they are also the least likely to access help. Removing access to counselling and other support will have a detrimental effect on young people's mental health and have expensive downstream consequences. The alternative provision that is proposed will make it even harder for those who seek help to obtain it.
B M Gillian Goodridge	Lancaster, United Kingdom	2014-10-13	My daughter has worked in this field, in York, for many years. As a secondary schoolteacher, I know how crucially important this work is, especially in towns. Destroying this help for insecure young people in York will inevitably lead shortly to huge social problems in the area. An unbelievably foolish, naive and short-sighted step. I thought better of intelligent Northerners, than this short-sighted decision!
Mavis Young	York, United Kingdom	2014-10-13	As a retired counsellor of young people, I know how valuable this provision is. I used to refer people to this centre.
Dot Frear	York, United Kingdom	2014-10-13	As a Tutor of young people age 16 to 19 I realise the importance of providing a separate advice, guidance and counselling service which addresses their needs as a discrete group.
Margaret Shaw	Crewe, United Kingdom	2014-10-13	What a difference it would have made to me had it been around when I was that age. Instead I had 15 wasted years.
Patrick Robinson	York, United Kingdom	2014-10-13	I believe that it is in the interest of all citizens in York to have a high quality Advice and guidance service to our young people. By providing a city centre site many young people will get the help they need when they need it.
Tony Sudbery	York, United Kingdom	2014-10-13	as2@york.ac.uk
Julie Boswell	Cambridge, United Kingdom	2014-10-13	It is an essential service for all young people everywhere.
anne hoad	York, United Kingdom	2014-10-13	I think support should be available as early as possible to prevent problems in later life
Mick pipes	York, United Kingdom	2014-10-13	Because it's simply the right thing to do.....
Emma Fairclough	York, CA	2014-10-13	This is a crucial service for the young people of York and is very much needed.
carol Warren	York, United Kingdom	2014-10-13	It's so vital to help this age group with their emotional issues before it becomes a lifelong unaddressed problem
Golnar Bayat	York, United Kingdom	2014-10-13	Over the years Castlegate (and its predecessor The Youth Enquiry Service) has become a trusted, reliable, and crucial supplier of services to young people in York. I can not imagine what the landscape will look like if young people do not have this dedicated service where so many layers of their needs are met under one roof. The compassionate ethos of this service and the experience that has been gained over the years is easy to destroy but at what cost to young people living in York?
ben. stephenson	tadcaster, United Kingdom	2014-10-14	any help for you people must be there
christa brown	York, United Kingdom	2014-10-15	I also work with this age group and some of the same clients - The council clearly has no concept of the necessity of this service or the consequences of changing it for those using the service. It will be catastrophic for the young people and cost the council more in the long run.

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Name	Location	Date	Comment
Linda Cuddy	York, United Kingdom	2014-10-15	It's the young people who need our help. I see the so many lost young adults, who haven't had any help and there will be far more if this support is removed. Apart from anything else keeping the support will in the long run save the council far more that it costs.
Sue Popel	York, United Kingdom	2014-10-15	My son was greatly helped by staff at the centre.
Sarah Threapleton	Tadcaster, United Kingdom	2014-10-15	Young people in York need somewhere to go where they can receive non-judgemental support and advice away from social workers (who work in West Offices) and authority in general. York is working hard to become a 'dementia-friendly' city - I believe our young people deserve equal recognition and attention. I therefore ask the City of York Council to review their decision as requested by this petition.
Lesley Smithson	York, United Kingdom	2014-10-15	My own teens have benefited from this service
Dorothy Nicholson	York, United Kingdom	2014-10-15	Have worked with young people all my life - they do invaluable work in a non-threatening, user-friendly, fairly anonymous location. I could have done with such a place in my teenage years. Shame on this regime!!
mat wyatt	york, United Kingdom	2014-10-15	Third place must not close, a vital service to young people!
Jacqueline Bock	York, United Kingdom	2014-10-15	This provision is badly needed by young people in York
Elaine Langford	York, United Kingdom	2014-10-15	this service is vital for our young people. False economy to close it as the problems will not go away.
Mary GArrison	yorkgroveYork, United Kingdom	2014-10-15	This is a stupid and damaging notion--it will harm young people, and harm the city and harm the future not to offer appropriate support. Please consider other cuts instead, including to council salaries and expensive consultants.
Richard Bridge	York, United Kingdom	2014-10-15	because young people are already castigated and marginalised in society and require a safe and trusting space to receive support
alison taylor	York, United Kingdom	2014-10-15	many of the pupils I teach have used this essential service
Neil Whitehead	great yarmouth, United Kingdom	2014-10-15	because of the Uni;
wendy porter	york, United Kingdom	2014-10-15	I have personally know young people use thus service and it is essential
Kerry Parker	York, United Kingdom	2014-10-15	Young people are important to York's future, and therefore their welfare and well-being is important to me. Early intervention and support is so important in the many complex issues that Castlegate deal with - how can CYC not see this?
Emma Carter	York, United Kingdom	2014-10-16	I think it is crucial that teens and young adults in York have somewhere where they can discreetly go for help with personal problems. Many will be put off seeking advice if they have to visit such a public building if the service is moved to the council's main office.
Eleanor Cameron	york, United Kingdom	2014-10-16	Brilliant place so many people get help and don't feel ashamed coming to this place where everyone just needs advice
Jayne McCullagh	York, United Kingdom	2014-10-17	My daughter and I have received valuable guidance and support from the staff at Connexions regarding her options for continuing education. I hope this service remains in place for future school leavers and parents alike.
Francesca Pagliaro	York, United Kingdom	2014-10-18	Castlegate saved my life. They gave me the support when I needed it the most. It's an in demand service York can NOT afford to lose, I was on the waiting list for 5 months, that shoes how in demand it is. Castlegate changes young peoples lives in York.
Phoebe Clarke	York, United Kingdom	2014-10-18	provided my friends with support that if they didnt have they would not be in the place they are in today.

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Name	Location	Date	Comment
Jess Burchell	york, United Kingdom	2014-10-18	Although castlegate have never specifically helped me, I have heard many times about how it has helped others (including some of my friends). It is an invaluable service which helps demonstrate why York is one of the better cities to live in!
Kate Searle	Haxby, United Kingdom	2014-10-18	I'm signing this because they pretty much saved my friends life!
Jenni Lofthouse	York, United Kingdom	2014-10-18	It is an amazing place that helps so many people, it needs to stay open.
Ruth Thacker	Great Yarmouth, United Kingdom	2014-10-18	Services for young people have been decimated since 2010. Young people need face-to-face advice and guidance, this has been proved by independent research. Why risk the future of young people, who are this country's future. This is another short-sighted politically ideological cut to front-line services.
Gill Rimmer	stockport, United Kingdom	2014-10-18	The current theme of removing youth services is short sighted and completely devalues the support these services have been giving to young people.
Louise Walker	York, United Kingdom	2014-10-19	There are very limited 'less official' services like this in York. Why get rid of a service that is friendly and open towards young people and is easily accessible?
Isabella Flemons	York, United Kingdom	2014-10-19	I'm signing because castle gate was such a friendly open and happy safe place for me to go it didn't feel clinical like a lot of places can it felt like home I got attached to it I felt so safe and I know that no where else will feel like that it just won't be the same because the atmosphere was so calming ect. Castle and Mary saved my life and so many others so why would you prevent something like that just because you want to change it to something else it's not worthit people won't want to go anywhere else
Maria Scullion	Magherafelt, United Kingdom	2014-10-19	I'm signing because I believe in the developmental, protective and preventative value of universal youth provision.
Chloe Henderson	York, United Kingdom	2014-10-19	I have had many friends going for counselling here and I've seen the help it does
Farren Downing	York, United Kingdom	2014-10-19	Because there's no other places for us 16-25 year olds to go, school isn't helpful as there's nothing like this at school. We need Castlegate for help and guidance
Matt Marquis	York, United Kingdom	2014-10-19	Helped me out when suffering from anxiety
Becky Simpson	York, United Kingdom	2014-10-19	I'm signing because Castlegate offer a vital counselling service which changed my life when I was 19. Without I can say without a doubt that I would not be alive today.
James Galley	York, United Kingdom	2014-10-19	i have attended castlegate and it helped me now end. It's a fantastic resource to have in York and its value can't be understated!
Rhys cochrane	York, United Kingdom	2014-10-19	I feel it is a important cause and people really do need this to stay
Ben thompson	york, United Kingdom	2014-10-19	Helps many young people that need helping.
Emily Bush	York, United Kingdom	2014-10-19	Castlegate not only supported me through the toughest times in my life, but always has an open door for anything I've ever needed.
Tom Muir	York, United Kingdom	2014-10-19	They've helped me through a lot, and a lot more people..
Daniel Mitchinson	York, United Kingdom	2014-10-19	I have used the services at Castlegate.
Rebecca galley	Huntington, United Kingdom	2014-10-20	Im signing because I needed the help of these amazing people, I wet to counselling there, my brother also went there, and a number of my friends did. It helped up all get through what we were going through at the time. If you get rid of castlegate then people are just going to turn to violence to help through the situation they're in or worse things like drugs. Castlegate is the best part of york for struggling people. Please don't take it away from us.

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Name	Location	Date	Comment
tom watola	york, United Kingdom	2014-10-20	Helped me a lot in the past and had a great experience with a group there called Yorkash.
Rebecca van der Arend	York, United Kingdom	2014-10-20	I work with young people at College and many rely on the support and advice of Castlegate and WONT access services within the council building
helen thorrington	york, United Kingdom	2014-10-20	It is the only service in York that I know of, offering such a range of support. It is invaluable for some of my current students, but moreso for those when they are leaving college and have no other support in place. West Offices would be a far more difficult place for then to access than Castlegate.
Andy Leach	York, United Kingdom	2014-10-20	We have worked very closely with Castlegate and I fear what will happen to all these young people with this facility taken away. Where will they go to receive impartial support and advice in an environment they feel comfortable?
Tony Taylor	Chania, Greece	2014-10-20	The closing of Castlegate is yet another example of the assault on young-person centred, process led youth work practice, all in the service of targeted behavioural modification programmes. Enough is enough!
Pete Smith	Walsall, United Kingdom	2014-10-20	As a youth and community worker I strongly believe in the impact social interaction and informal education can have on individuals and community's , if you axe these services to save a pittance of money you are investing in false economics as the long term consiquense of this action will have a greater financial impact ! Believe and invest in people so they self sustain ...
Lucy Green	London, United Kingdom	2014-10-21	They need to keep it open. counciling is needed for many young people
David Britten	York, United Kingdom	2014-10-21	Castlegate provides vital support to young people in York, and the proposed changes will significantly reduce the scope and impact of its work. This decision needs to be reconsidered as a matter of urgency, and a much more extensive and inclusive consultation process is required.
Dave Taylor	York, United Kingdom	2014-10-21	This isn't a good decision to cut this and re-provide the service at the Council's West Offices. I think there needs to be reconsideration and a different solution found.
Laura Howley	York, United Kingdom	2014-10-21	I have used this service before and I've found it very useful. For others to not have this service is unfair.
Elizabeth Williams	Warrington, United Kingdom	2014-10-21	These services are life-improving and can be life saving. It would be like closing a hospital
John Cossham	York, United Kingdom	2014-10-21	Removing this service would be incredibly shortsighted.
Nadia Chelbi	Beverley, United Kingdom	2014-10-21	This is a very important service that supports young people who are one of the vulnerable groups in society. Young people who receive support early in their life are more likely to recover than if issues remain unresolved. They are also a group who are particularly receptive and can change more quickly. Something that becomes harder as we get older.
Mary Martin	leeds, United Kingdom	2014-10-21	I cannot see the sence in taking away such a valued service with potential costly impacts for the larger community
Jayne Lane	Wakefield, United Kingdom	2014-10-21	Because we need to offer young people what they need not what politicians think they want - a holistic service that is flexible enough to respond to whatever the young person brings to it is a fantastic and vital quality support.
Jo McDarby	York, United Kingdom	2014-10-21	It's extremely important the city of York does not lose such a valuable service to our young people who may not get the support they need from their own families for example or have no one they can turn to
Sarah Burgin	York, United Kingdom	2014-10-21	Castlegate has helped family members and friends through hard times.

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Name	Location	Date	Comment
Joe Pattinson	York, United Kingdom	2014-10-21	The very vulnerable of our will only become even more vulnerable. We must give young vulnerable adults the support needed so they can have dignity, and have given to them a service the potential to lift themselves, lift their heads up, and make their lives better. This is exactly the service that is needed in our city.
megan broadway	York, United Kingdom	2014-10-22	This service has helped me a lot in my youth. You can not take this away from the people who need this. It a way of bettering yourself!
Marie Wootton	York, United Kingdom	2014-10-22	I'm signing because these services are essential!
Ben McDonald	Leicester, United Kingdom	2014-10-22	I think that theses services are vital to the community.
Nicola Carter-Barnes	York, United Kingdom	2014-10-22	There are a lot of troubled youngsters in York that need all the help they can get.
julie broadway	York, United Kingdom	2014-10-22	Leave these vital services alone!!!
Diana Aitchison	Cambridge, United Kingdom	2014-10-22	Counselling is crucial in the development of young people finding their way in life
Natasha-Jamie Duncan-Boyd	York, United Kingdom	2014-10-22	It's an amazing resource that yorks youth use and would be lost without.
Ruth Holder	York, United Kingdom	2014-10-22	I've personally accessed and benefitted from this amazing service - it's invaluable for the young people of York, particularly with waiting lists for NHS counselling being so extensive.
julie ruck	charlton, United Kingdom	2014-10-22	Because there isn't enough support like this out there for this age group.
Simon Partridge	York, United Kingdom	2014-10-22	People of all ages need assistance in life. Closing doors isn't an answer to some peoples desperation!!
Lauren Partridge	York, United Kingdom	2014-10-22	Because I care very deeply about the cause.
Kat Atkinson	York, United Kingdom	2014-10-22	I'm signing because I've benefitted from their services over the years, don't know where I'd be without them
susana morvan	york, United Kingdom	2014-10-22	Too many young people find nothing to live for - so why are we taking this away?
Philippa norman	York, United Kingdom	2014-10-22	I have children who are in the right age group or approaching it and other family members who have been able to use the service. The adult mental health services in York are poor and castle gate is the only way many young adults can access help
Caroline Jesper	West Tanfield, United Kingdom	2014-10-22	The rise in mental health issues and suicide, particularly in younger age groups, is on the increase. At a time when there is a government drive to increase Mental Health services it seems illogical to contemplate cutting this invaluable service to the young community of York without there being adequate provision to replace it.
Stephanie Sempers	Dunedin, New Zealand	2014-10-22	I grew up in York and was a receiver of services. Youth support is desperately needed and more should be opening, not closing down
Oliver Chadwick	York, United Kingdom	2014-10-22	They have helped me in the past. They are always welcoming and helpful and it's good to know their door is always open from the minimal to the largest of issues.
Polly Foulsham	York, United Kingdom	2014-10-22	Castlegate provides a vital service in helping young adults into work. Taking away the can only have a negative impact on a society where we so desperately need people to work.

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Name	Location	Date	Comment
Louella Midgley	York, United Kingdom	2014-10-23	With castlegate and places like them young people would die. I am alive because they stopped me from acting on my suicide plans. This is genuinely life or death and people need to recognise the young are not strong enough to over come mental health without support from establishments like castlegate
Becky Romaniak	York, United Kingdom	2014-10-23	Castlegate for Young People is a much needed service and space for young people to go for support. There is very little other support for this age group to enable them to make a good transition into adulthood. This cut will destroy the chances and opportunities for many of our most vulnerable young people in York.
Robbie Bennett	York, United Kingdom	2014-10-23	I have personally benefited from the counselling service offered at this location and without it would have likely quit my job and not gone to university. The service itself, the staff, the location and feel of the place all add up to a very good service and it would be a bad decision for the young people of York to take it away. Please don't.
carlos anaia	York, United Kingdom	2014-10-23	because vulnerable children and adults need more services and support not less. you don't need to be Einstein to know that !
Sharon Calvert	Knarborough, United Kingdom	2014-10-24	I work with young people in York with mental health issues and know the importance of support and counselling for them.
Stephen Bottrill	York, United Kingdom	2014-10-24	There should always be an informal way for young people to gain access for help. This allows them to gauge the environment, build up trust and then engage. It is not always a case of walking in and opening up.
Christine Wardlow-Kaye	Ilkley, United Kingdom	2014-10-24	I cannot see any valid reason why this centre should be closed in view of the service it provides. The face to face, supportive information for young people is available - a service sadly lacking within the realms of support for any unemployed person today. It's a good model why get rid of it? Do I hear that nasty word 'economics'?
Victoria Jack	York, United Kingdom	2014-10-24	Supporting young people and ensuring their well-being assures the security of future generations
Rosalind Batchelor	York, United Kingdom	2014-10-24	Counselling and Support services such as Castlegate provides are vitally important to help young people make a positive start in adult life.
Mary Drew	Norwalk, CT	2014-10-24	You are failing vulnerable young people. An intimidating building will drive them away AND services cut for the over 21s? SHAME ON YOU.
Eleanor Cunnington	York, United Kingdom	2014-10-24	Young people are at a time in their lives when they may well need help but feel unable to speak to parents, or have no one else to turn to. This service is vital.
rosemary rimmer-clay	Brighton, Australia	2014-10-24	Because young people matter!
jennifer aitken	York, United Kingdom	2014-10-24	This is a vital service for young people in York which now has so few facilities for this age group due to all the cut backs.
Trudi Jackson	York, United Kingdom	2014-10-24	I am training to be a counsellor and have had mental health problems myself and received some counselling help. I think the vital service of counselling should be saved for this vulnerable age group.
Fay Dalby	York, United Kingdom	2014-10-24	Counselling services already have 17 month waiting lists. That is far far far too long. Mental illness can be very life limiting and waiting almost a year and a half just to chat to someone about your problems is despicable in a wealthy city with the second highest council tax in England. GPs are not qualified and those online tools available are not helpful for people with real issues.
Paul Anderson	York, United Kingdom	2014-10-24	Too many young people suffering from mental health issues are being dumped by society. By supporting them now you prevent things deteriorating to the point where more money has to be spent resolving the problems.
Rosie Corrigan	Selby, United Kingdom	2014-10-24	Young people need support now more than ever.

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Name	Location	Date	Comment
jackie Lambert	brighton, United Kingdom	2014-10-24	It is quite evident that it is vital to young peoples well being and a place to talk to people who can listen and support young people in their times of distress. I'm greatly disappointed our local councils do not support our communities ,and have not stood up against these imposed cuts by this government depriving our communities of our basic needs and rights.
Clare Palmer	Reading, United Kingdom	2014-10-24	Proper counselling and careers information is vital for young people in York
patricia sharp	York, United Kingdom	2014-10-24	students/young people /York/need more support.g/mother
Jane Lund	York, United Kingdom	2014-10-25	There is evidence that this centre works - please reconsider this decision!
George Alan Gerrard	York, United Kingdom	2014-10-25	Because it provides vital counselling, advice and a careers service for the 16 to 25 year olds.
Penny Mitchell	York, United Kingdom	2014-10-25	What about the problems many young people face that have nothing to do with education, employment or training?
rachel arnold	york, United Kingdom	2014-10-25	I agree with the cause!
Moyra Jones	York, United Kingdom	2014-10-26	Valuable resource to support and guide young people
Helen Fairburn	york, United Kingdom	2014-10-26	Castlegate provides vital services for young vulnerable people in York at the time whne they need it most. To remove such a service would be highly detrimental.
christine marson	York, United Kingdom	2014-10-26	We should as a society help our vuberable young people, not remove this provision
Daniel Seamark	York, United Kingdom	2014-10-27	I am a counsellor at York College. Castlegate is a good service which we signpost our clients to if they wish for ongoing support/information that our service simply cannot provide. The reduction of this service will burden other, already strained organizations and remove support for those who are increasingly in need of it.
Kelly Walker	York, United Kingdom	2014-10-28	Castlegate is and contiunes to be a fantastic provison for young people aged 16-25. The staff who work there offer a non judgemental, open minded , accessible service. I have referred young people form CAMHS who did not wish to purse a 'mental health service' and have found CAsTlegate an amazing, sensitive place for young people toaccess counselling and many more avenues of support. This would not function in a building which effectively mops up all council buisness in one place. When are the people who pull the purse strings going to sit up and take notice. These young people are our future, they need to feel heard and supported to become resilient, positive people who feel confident about growing up in the already ever challenging world we live in. Keep the faith! Kelly Walker CAMHS nurse
K Fearon	York, United Kingdom	2014-10-29	Young people need to be treated in confidence away from visible signs of authority like a council building.
jennifer clayton	Lincoln, United Kingdom	2014-10-30	Until recently I lived in York and I personally know a lot of people who have benefited enormously from the counselling service at Castlegate.
Kevin McCaighy	York, United Kingdom	2014-10-30	A service such as this is indispensable to the community and the city as a whole. Its closure must be fully opposed by everyone
Jan Williams	Knaresborough, United Kingdom	2014-10-30	Young people already face a more difficult future than the previous generation because of the Condem cuts. We should not undermine their future - an
julie toyne	York, United Kingdom	2014-10-31	Young people need a service that is accesible and caters for them in York

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Name	Location	Date	Comment
Rosy Cartwright	York, United Kingdom	2014-10-31	Young people must have a safe, confidential and welcoming place to go when they need advice and support.
Kim Varty	Penrith, United Kingdom	2014-11-01	I am signing because young people this age need all the support they can get. They do not ASK for help because they do not want to SAY that they need it. But a drop in centre is somewhere they can access the help they need, get support, have someone there for them. Having experienced the grief of a family member committing suicide, I wish he had been able to go to a drop in centre like this. If the councillors remove this provision I hope they do not feel they 'Blood on their hands' if a young person has no help they feel they can access/want to access and go down this route
Anne Rylatt	York, United Kingdom	2014-11-02	I have two sons in this age group and know that easily-accessed support for the age group is essential and not just about EET
Carole Jackson	York, United Kingdom	2014-11-05	The disabled young people we work with view Castlegate as a safe and friendly place to get valuable advice and information. Many of them find West Offices too intimidating to visit on their own. The team at Castlegate does a brilliant job in supporting and empowering young people and it will be sad loss if its unique service is scrapped to save a relatively small sum of money.
Lynda Corker	York, United Kingdom	2014-11-05	young people who are at their most vulnerable, need a confidential and welcoming space for counselling. The West Offices cannot provide this and may put young people off seeking the help they need
Emily Collins	York, United Kingdom	2014-11-06	I work with vulnerable young people. Castlegate is a comfortable and essential space for them which cannot be replicated in West Offices.
miriam hodgson	York, United Kingdom	2014-11-06	Castlegate counselling is an invaluable service to my patients (I am a GP)