

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
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5. Date CIA completed: 26th 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:
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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

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	

<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:</p> <ul style="list-style-type: none"> - Productive and valued activities 		N
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
<p>Customers: For those receiving the service there is likely to be no impact as service provision is re-configured .To mitigate any potential impact, affected young people will need to be identified and encouraged to engage with relevant LA, statutory, community and voluntary services.</p> <p>Staff: A reduction in resource will include a 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.</p>	<p>Y</p> <p>Y</p>	<ul style="list-style-type: none"> - Continue current plans to re-configure services and a new offer to young people from West Offices. Identify statutory and LA services , community and voluntary groups to deliver support to young people in this area of concern.. - Continue to hone the referral and targeting criteria through performance support (i.e. York 300 analysis) - Staff support with Transformation process. 		

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

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.				