

## 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><b>4. Have any impacts been Identified?</b></p> <p><b>Yes</b></p>	<p><b>Community of Identity affected:</b></p> <p>Age (young people)</p> <p>Pregnancy/maternity (young people)</p>	<p><b>Summary of impact:</b></p> <p><b>Negative</b> in respect of Staff reduction</p> <p>None in respect of staff transformation processes.</p> <p><b>Negative</b> – Less ‘at risk’ young people can receive support from the service</p> <p><b>Positive</b> - development will be focused on creating more community capacity to reach these groups</p> <ul style="list-style-type: none"> <li>- Continues to offer a targeted service to ‘at risk’ young people</li> </ul>
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**5. Date CIA completed:**

**6. Signed off by:**

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

**Name:**

**Position:**

**Date:**

<b>8. Decision-making body:</b>	<b>Date:</b>	<b>Decision Details:</b>
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Send the completed signed off document to [ciasubmission@york.gov.uk](mailto: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:**
**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: <a href="http://www.eif.org.uk/">http://www.eif.org.uk/</a> ). Children & Young People's Plan 2013-16; Service specific needs assessments.	Customer: <ul style="list-style-type: none"> <li>- Health</li> <li>- Education</li> <li>- Productive and valued activities</li> <li>- Individual, family and social life</li> <li>- Participation, influence and voice</li> <li>- Identify, expression and self-respect</li> </ul>	<b>P</b>	

Staff profile; Transformation, recruitment, selection and support are undertaken in the context of equalities legislation and Council guidelines. <a href="http://colin.york.gov.uk/beSupported/Human_Resources/current_staff/employees/supporting_transformation_overview/">http://colin.york.gov.uk/beSupported/Human_Resources/current_staff/employees/supporting_transformation_overview/</a>		Staff: - Productive and valued activities		<b>N</b>
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
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. Service support to wider targeted group interventions may cease.  Staff: A reduction in resource will include a	Y           Y	- 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)		

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**

<b>Evidence</b>	<b>Quality of Life Indicators</b>		<b>Customer Impact (N/P/None)</b>	<b>Staff Impact (N/P/None)</b>
<b>Details of Impact</b>	<i>Can negative impacts be justified?</i>	<b>Reason/Action</b>	<b>Lead Officer</b>	<b>Completion Date</b>
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"> <li>- Productive and valued activities</li> </ul>		
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"> <li>- Productive and valued activities</li> </ul>		

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

**Community of Identity: Gender Reassignment**

<b>Evidence</b>		<b>Quality of Life Indicators</b>	<b>Customer Impact (N/P/None)</b>	<b>Staff Impact (N/P/None)</b>
Staff & Customers: As above.				
<b>Details of Impact</b>	<i>Can negative impacts be justified?</i>	<b>Reason/Action</b>	<b>Lead Officer</b>	<b>Completion Date</b>
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"> <li>- Health</li> <li>- Education</li> <li>- Productive and valued activities</li> <li>- Individual, family and social life</li> <li>- Participation, influence and voice</li> <li>- Identity, expression and self-respect</li> </ul>	<b>P</b>	



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"> <li>- Continue current plans to identify community and voluntary groups to deliver support to young people in this area of concern</li> <li>- Ensure that the service has clear referral and eligibility criteria including support through Advice Team and Integrated Working guidance.</li> <li>- Continue to hone the referral and targeting criteria through performance support (i.e. York 300 analysis)</li> </ul>		

### 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><a href="http://colin.york.gov.uk/beSupported/Human_Resources/current_staff/employees/supporting_transformation_overview/">http://colin.york.gov.uk/beSupported/Human_Resources/current_staff/employees/supporting_transformation_overview/</a></p> <p>Staff &amp; 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.				