

## 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](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:

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"> <li>• Access to services and employment</li> <li>• Health, including both well-being and access to high quality healthcare.</li> <li>• Education, including both being able to be creative, to acquire skills and qualifications and having access to training and life-long learning.</li> <li>• Standard of living, including being able to live with independence and</li> </ul>	<b>Positive</b>	<b>None</b>

<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>security; and covering nutrition, clothing, housing, warmth, utilities, social services and transport.</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• Individual, family and social life, including self-development, having independence and equality in relationships and marriage.</li> <li>• Participation, influence and voice, including participation in decision-making and democratic life.</li> <li>• Identity, expression and self-respect, including freedom of belief and religion.</li> </ul>		
<b>Details of Impact</b>	<b><i>Can negative impacts be justified?</i></b>	<b>Reason/Action</b>	<b>Lead Officer</b>	<b>Completion Date</b>
<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

<b>Evidence</b>	<b>Quality of Life Indicators</b>	<b>Customer Impact (N/P/None)</b>	<b>Staff Impact (N/P/None)</b>
<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><a href="http://colin.york.gov.uk/beSupported/Human_Resources/current_staff/employees/supporting_transformation_ov">http://colin.york.gov.uk/beSupported/Human Resources /current staff/employees/supporting transformation ov</a></p>	<p>As identified in Community of Identity - Age</p>	<p><b>Positive</b></p>	<p><b>None</b></p>

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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 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	<b>Positive</b>	<b>None</b>

<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><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>				
<b>Details of Impact</b>	<b><i>Can negative impacts be justified?</i></b>	<b>Reason/Action</b>	<b>Lead Officer</b>	<b>Completion Date</b>
<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 &amp; 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**

<b>Evidence</b>		<b>Quality of Life Indicators</b>	<b>Customer Impact (N/P/None)</b>	<b>Staff Impact (N/P/None)</b>
<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	<b>None</b>	<b>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>
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><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>		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><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>		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)
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<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><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>	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><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>				
<b>Details of Impact</b>	<i>Can negative impacts be justified?</i>	<b>Reason/Action</b>	<b>Lead Officer</b>	<b>Completion Date</b>
<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><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>	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><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>		As identified in Community of Identity - Age	<b>Positive</b>	<b>None</b>
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.

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