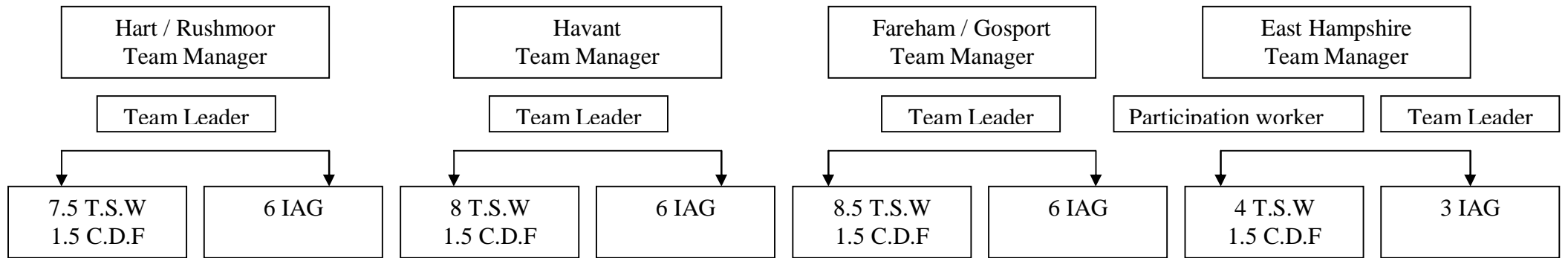


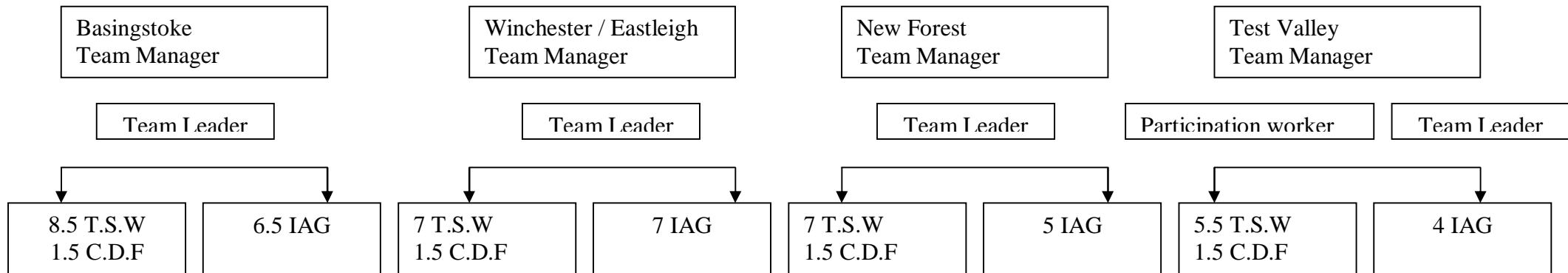
APPENDIX 1: YSS Structure

East



Total staff = 4 Team Managers; 4 Team Leaders; 28 TSW; 6 CDF; 21 IAG; 1 Participation

West



Total Staff = 4 Team Managers; 4 Team Leaders; 28 TSW; 6 CDF; 22.5 IAG; 1 Participation

TSW = Targeted Support Worker – Those who work with Care leavers, undertake S139 work, or deliver to vulnerable groups

* Have not placed 4 Out of County workers in structure until decisions have been made in July.

APPENDIX 2 - BUILDINGS

Basingstoke – Contact details Youth Support Services

Location:	Address:	Postcode	Tenure
District Youth team office and Connexions consortium team office	Junction 6 Youth Everest Community College Oxford Way Basingstoke	RG24 9FP	Freehold
Connexions at Sun Alliance House	37-41 Wote Street Basingstoke	RG21 7LU	Leased
Youth Wing Aldworth Science College (2)	Aldworth Science College Western Way Basingstoke	RG22 6HA	Freehold
Buckskin 'The Jam' (4)	Ridgeway Centre Basingstoke	RG22 5BN	Rent free supported by Ridgeway management committee as part of their contribution towards delivery of youth work
Tadley Youth Club (7)	Hurst Community School		Freehold
Mad Fridays (4)	The Glebe Hall Church square Basingstoke	RG21 7QW	Hired?
Freedom Youth (6)	St Michaels' Church Church Square, Basingstoke	RG21 7QW	Hired?

East Hampshire – Contact details Youth Support Services

Location:	Address:	Postcode	Tenure
District Youth Office (Office base)	East Hants District Council Penns Place Petersfield	GU31 4EX	Licence?
Bordon Youth Centre	Mill Chase Community Technology College Bordon	GU35 0ER	Freehold
Alton Youth Project at Alton Community Centre	Alton Community Centre Alton	GU34 1HN	Hired
The Hub	18, Heath Road Petersfield	GU31 4DU	Leased
Alton Health Centre	First Floor Anstey Road Alton	GU34 2QX	User Rights
East Meon Youth Club	East Meon Village Hall		Hired by Parish Council
Selborne Youth Club	Selborne Village Hall Selborne		Hired by youth club committee
Liphook Youth Project	Millennium Hall 2-10 Ontario Way Liphook	GU30 7LD	Hired by youth club committee
Liphook Millennium Hall - Connexions	2 Ontario Way Liphook	GU30 7LD	Hired

Woodlands Youth Project	Headley Down	GU33 8AS	Partnership
Rkdia	Knighton Corner Portsmouth Road Horndean	PO8 9NN	Informal partnership

**Eastleigh – Contact details
Youth Support Services**

Location:	Address:	Postcode:	Tenure
Eastleigh District			
HYPE Hamble Youth Centre	Satchell Lane Hamble-le-Rice	SO31 4HS	Freehold
The Box Youth Centre	Wildern Lane Hedge End	SO30 4EJ	Freehold
Y Zone Youth Centre	Blackberry Drive Fair Oak Eastleigh	SO50 8RB	4 way partnership
Energy	79 Leigh Road Eastleigh	SO50 9DQ	Partnership
Connexions	Chamberlayne Children's Centre	SO50 5JL	Freehold

**Fareham – Contact details
Youth Support Services**

Location:	Address:	Postcode:	Tenure
Connexions Team	189-199 West Street Fareham Hampshire	PO16 0TB	Leased
X-perience Youth Centre	Trinity Street Fareham Hampshire	PO16 3SJ	Leased
Genesis Centre	Centre Way Locks Heath Southampton Hampshire	SO31 6DX	Partnership agreement? OR Lease?
Odyssey	Porchester Community School White Hart Lane Porchester Hampshire	PO16 9BD	Freehold

**Gosport – Contact details
Youth Support Services**

Location:	Address:	Postcode:	Owned/ leased/ rented
Brune Park Youth Centre	Military Road Gosport	PO12 3BU	Freehold (protocol agreement with school)
Brune Park Community College House	Brune Park Community College Military Road Gosport	PO12 3BU	Freehold (protocol agreement with school)
Focus Youth Centre	Salisbury Terrace Lee-on-the-Solent	PO13 9DL	Freehold (protocol agreement with school)
Rowner Youth Centre	Rowner Youth Centre Siskin Junior School Nimrod Drive Rowner Gosport	PO13 8AA	Freehold (protocol agreement with school)
Connexions and Moving On Project at I-stop	St Vincent's College Mill Lane Gosport	PO12 3BU	Licence

**Hart – Contact details
Youth Support Services**

Location:	Address:	Postcode:	Owned/ leased/ rented
District Youth Office and Court Moor Youth Club	Youth Wing Court Moor School Spring Woods Fleet	GU52 7RY	Freehold (protocol agreement with school)
Connexions at The Point	The Point Youth Centre Victoria Car Park Harlington Way Fleet	GU51 4BP	Partnership agreement
Fleet Information Point	The Point Youth Centre Harlington Way Fleet	GU51 4BY	
Children's Services Department Fleet Local office (Office base)	Birch House Barley Way Fleet	GU51 2YB	Pay a quarterly rental including postage, copying etc.
RAF Odiham Youth Club	RAF Odiham	RG29	Free
Yateley Information Project	Yateley	GU51 4BP	
Yateley job centre			
Yateley CAB			Free

**Havant – Contact details
Youth Support Service**

Location:	Address:	Postcode	Owned/ leased/ rented
Children's Services Department Havant Local Office	River Way Havant	PO9 2EL	Freehold
Wecock Young Peoples Resource Centre (Office base and delivery point)	76, Eagle Avenue Wecock	PO8 9UB	Leased
The Original Place	136 Purbrook Way Leigh Park Havant	PO9 3SU	Leased
The Meeting Place	118. Elizabeth Road Waterlooville	PO7 7EZ	Leased
Springwood Community Centre	Stakes Waterlooville		Rent. Rent paid for by Extended Services funding.

**Rushmoor – Contact details
Youth Support Service**

Location:	Address:	Postcode:	Owned/ leased/ rented
Aldershot Local Office	The Old Town Hall Grosvenor Road Aldershot	GU11 3DP	
District Youth Office (Office base)	Aldershot Library 109 High Street Aldershot	GU11 1DQ	Freehold
Rushmoor Borough Council	Rushmoor Borough Council Offices 1 st Floor Landing Farnborough Road Farnborough	GU14 7JU	Leased
Connexions in Youth AIMS Connexions deliver jointly in here with youth team, so AK will know	Youth AIMS 61 Victoria Road Aldershot	GU11 1SJ	No agreement
Farnborough Youthy	Meudon Avenue Farnborough	GU14 7LR	No agreement
Capricorn Youth Centre	Connaught School Tongham Road Aldershot	GU12 4AS	Freehold
Prospect centre, Mayfield			

**New Forest – Contact details
Youth Support Service**

Location:	Address:	Postcode:	Owned / leased/ rented
Connexions Consortium Team Office	Applemore Recreation Centre Claypits Lane Dibden Purlieu New Forest	SO45 5TN	Leased
District Youth Office	Totton Youth Centre Testwood Lane Totton	SO40 3ZW	Freehold
Colors Youth Centre	Colors Youth Centre Long Lane Holbury Holbury	SO45 2PA	Freehold
Connexions at Its Your Choice	37, Salisbury Road Totton Southampton	SO40 3HX	Freehold, with interdepartmental letting arrangement from Env to CS. Currently leased to "Its Your Choice"
The Phoenix Centre (previously New Milton Youth Centre)	Culver Road New Milton	BH25 6SY	Freehold
Greyfriars Activity Centre – winter, Carvers Pavillion Summer	Ringwood		Rented by Vol org we provide staff
Totton Christian Centre	Totton		Rent
Ringwood Health Centre	Ringwood		Partnership
Connexions in Lymington	10 Lillington House New Street, Lymington	SO41 9BJ	

**Test Valley – Contact details
Youth Support Service**

Location:	Address:	Postcode	Owned/ leased/ rented
North Test Valley – ANDOVER			
District Youth Office	The Wedge Youth Centre Winton School London Road Andover	SP10 2PS	Freehold
Connexions Office	Test Valley Borough Council Offices Beech Hurst Weyhill Road Andover	SP10 3AJ	?
The Junction	45, Junction Road Andover	SP10 3QX	Rented 2.5 hrs per week ?
Job Centre Plus	6 London Street Andover	SP10 1AA	Loaned as part of partnership working
Andover Library	Chantry Centre Andover	SP10 1LT	Loaned as part of partnership working

Location:	Address:	Postcode:	
South Test Valley – ROMSEY			
Romsey Youth Centre	The Romsey School Greatbridge Romsey – handed back to school.	SO51 8ZB	Freehold- "hired" from school???
Youth in Romsey	23, Bell Street Romsey	SO51 8GY	Rented by trustees on behalf of a project.
Connexions at Community Life Centre	23, Fleming Avenue North Baddesley	SO52 9EJ	?

**Winchester – Contact details
Youth Support Service**

Location:	Address:	Postcode	Owned/ leased/ rented
District Youth Office (Office base)	Winchester LEO Clarendon House Monarch Way Winchester	SO22 5PW	Freehold
Tower Arts Centre	Romsey Road, Winchester	SO22 5PW	Freehold
Twenty5	25, City Road Winchester	SO23 8SD	Leased
Alresford Youth Club	The Old Chapel The Dean Alresford	SO24 9AX	
Bishops Waltham Youth Club	The Youth Hall Malt Lane Bishops Waltham	SO32	rented
Micheldever Youth Club	Northbrook Hall Micheldever	SO21 3AJ	
Winnall Youth Café	Winnall Community Centre Winnall Winchester	SO23 0NY	
Denmead Seniors	The Pavillion King George V Playing Field Denmead	PO7 6NQ	
Wickham Youth Project	The Portacabin behind Wickham Community Centre Mill Lane, Wickham	PO17 5AL	
Tums and Tots (joint project paid by health	City Church, Jewry Street, Winchester	SO23 8RY	

Appendix 3 a) Youth Support Services. LCP commissioning: indicative allocations for 2012/13

LCP	LCP Commissioning	CDF Role	Total
Challner/Brighton Hill LCP	56,391	11,740	68,131
Costello/Cranbourne/The Vyne LCP	85,969	17,898	103,867
Everest/Fort Hill LCP	70,405	14,657	85,062
Testbourne/The Hurst/The Clere LCP	44,816	9,330	54,146
East Hants Alton LCP	38,248	7,963	46,211
East Hants Bordon LCP	29,834	6,211	36,045
East Hants Liss LCP	44,080	9,177	53,257
Eastleigh LCP	184,422	38,394	222,816
Winchester Alresford LCP	16,436	3,422	19,858
Winchester Central LCP	73,773	15,359	89,132
Fareham LCP	131,783	27,435	159,218
Gosport LCP	151,431	31,526	182,967
Rushmoor LCP	136,834	28,487	165,321
Hart LCP	90,575	18,856	109,431
Havant LCP	278,410	57,961	336,371
New Forest LCP	222,085	46,235	268,320
North Test Valley LCP	85,840	17,871	103,711
South Test Valley LCP	57,467	11,964	69,431
	Total £1,798,799	Total £374,486	Total £2,173,285

Appendix 3 b) - Other grants provided for Services for Young People that are unaffected by these proposals 2011/12

LCP	District	CSI Grant	Aiming High	Total
Challner/Brighton Hill LCP				
	Basingstoke	81,790	2,781	84,571
Costello/Cranbourne/The Vyne LCP		7,864		7,864
Everest/Fort Hill LCP				0
Testbourne/The Hurst/The Clere LCP		6,500		6,500
	East Hants	34,420	5,363	39,783
East Hants Alton LCP		3,250		3,250
East Hants Bordon LCP		11,930		11,930
East Hants Liss LCP		5,500		5,500
Eastleigh LCP		74,371		74,371
	Eastleigh		12,379	12,379
	Winchester		4,698	4,698
Winchester Alresford LCP		19,275		19,275
Winchester Central LCP		35,275		35,275
	Fareham		9,038	9,038
Fareham LCP		25,250		25,250
	Gosport		9,092	9,092
Gosport LCP		45,910		45,910
	Rushmoor		8,448	8,448
Rushmoor LCP		52,363		52,363
	Hart		5,312	5,312
Hart LCP		23,957		23,957
	Havant		6,999	6,999
Havant LCP		171,000		171,000

	New Forest		15,107	15,107
New Forest LCP		108,800		108,800
	Test Valley		5,045	5,045
North Test Valley LCP		21,000		21,000
South Test Valley LCP		67,969		67,969
		Total £796,424	Total £84,266	Total £880,690

APPENDIX 4

Hampshire County Council Sold Services – Careers Guidance Plus

Notes:

1. Service packages are to be agreed before the start of delivery and to cover the full academic year
2. Costs are based on delivery over 36 weeks a year
3. Bespoke packages can be negotiated

Careers Guidance in Schools Bronze Service Package – one day a week

Hampshire County Council delivers:

- One to one interviews providing Careers Guidance to students identified by the School
- The Careers Guidance Adviser attends School one day a week for 36 weeks of the year
- Five full guidance interviews per day
- Total of 180 interview slots over the academic year
- Each intervention includes the one to one interview; an action plan for the young person; follow up and research work as needed
- A daily report is provided to the School about the work undertaken

The school:

- Identifies the young people for the Careers Guidance interviews
- Undertakes all the administration involved in getting the students to the interviews

Bronze PLUS Service Package

Hampshire County Council provides:

- An additional half day a week (for 36 weeks of the year)
- The School can choose delivery from the following menu, and the services to be delivered are negotiated in advance for each term:
- Attendance and input at Options evenings (half day each)
- Information and advice to parents and carers at Information and Parent's evenings (half day each)
- Advice on school's CEG programme development (half day)
- Input to school's Careers Education programme eg option choices sessions (2 group sessions = half day)
- Apprenticeship sessions; workshops on CV writing, job search skills, mock interviews (2 group sessions = half day)
- Results time advice and support to students (half day)
- Organisation of the one to one interview process – taking over the administration from the School; using questionnaires and discussion with School colleagues to identify priority young people to be interviewed (quarter day a week)
- Input in assemblies or tutor groups providing information to support CEG

Careers Guidance in Schools

Silver Service Package – two days a week

This package gives scope for a wider range of year groups to be interviewed, with review or follow up appointments

Hampshire County Council delivers:

- **One to one interviews providing Careers Guidance to students identified by the School**
- The Careers Guidance Adviser attends School two days a week for 36 weeks of the year
- Five full guidance interviews per day
- Total of 360 full interview slots over the academic year
- Review and follow up appointments can be offered (8 per day)
- Each intervention includes the one to one interview; an action plan for the young person; follow up and research work as needed
- A daily report is provided to the School about the work undertaken

The school:

- Identifies the young people for the Careers Guidance interviews
- Undertakes all the administration involved in getting the students to the interviews

Silver PLUS Service Package

Hampshire County Council provides:

- **An additional half day a week (for 36 weeks of the year)**
- The School can choose delivery from the following menu, and the services to be delivered are negotiated in advance for each term:
- Attendance and input at Options evenings (half day each)
- Information and advice to parents and carers at Information and Parent's evenings (half day each)
- Advice on school's CEG programme development (half day)
- Input to school's Careers Education programme eg option choices sessions (2 group sessions = half day)
- Apprenticeship sessions; workshops on CV writing, job search skills, mock interviews (2 group sessions = half day)
- Results time advice and support to students (half day)
- Organisation of the one to one interview process – taking over the administration from the School; using questionnaires and discussion with School colleagues to identify priority young people to be interviewed (quarter day a week)
- Input in assemblies or tutor groups providing information to support CEG

Careers Guidance in Schools

Gold Service Package – three day a week

This package is particularly suitable for larger Schools and gives scope for a wider range of year groups to be interviewed, with review or follow up appointments

Hampshire County Council delivers:

- **One to one interviews providing Careers Guidance to students identified by the School**
- The Careers Guidance Adviser attends School three days a week for 36 weeks of the year
- Five full guidance interviews per day
- Total of 540 full interview slots over the academic year
- Review and follow up appointments can be offered (8 per day)
- Each intervention includes the one to one interview; an action plan for the young person; follow up and research work as needed
- A daily report is provided to the School about the work undertaken

The school:

- Identifies the young people for the Careers Guidance interviews
- Undertakes all the administration involved in getting the students to the interviews

Gold PLUS Service Package

Hampshire County Council provides:

- **An additional half day a week (for 36 weeks of the year)**
- The School can choose delivery from the following menu, and the services to be delivered are negotiated in advance for each term:
- Attendance and input at Options evenings (half day each)
- Information and advice to parents and carers at Information and Parent's evenings (half day each)
- Advice on school's CEG programme development (half day)
- Input to school's Careers Education programme eg option choices sessions (2 group sessions = half day)
- Apprenticeship sessions; workshops on CV writing, job search skills, mock interviews (2 group sessions = half day)
- Results time advice and support to students (half day)
- Organisation of the one to one interview process – taking over the administration from the School; using questionnaires and discussion with School colleagues to identify priority young people to be interviewed (quarter day a week)
- Input in assemblies or tutor groups providing information to support CEG

The Personal Development Package

- **Service packages are to be agreed before the start of delivery and to cover the full academic year**
- **Costs are based on delivery over 42 weeks a year, which allows some follow up work to vulnerable students in School holidays**
- **Bespoke packages can be negotiated**
- **Minimum of half a day a week delivery over 42 weeks**

Hampshire County Council delivers:

- **Targeted Personal Development support to students by referral from the School**
- Five full one to one appointments are delivered per day
- One to one in-depth work on issues such as:
- Bereavement; anger management; stress; self esteem; bullying; emotional health; self harm; teenage pregnancy; substance misuse; sex and relationships; family relationships; team work skills; transition; housing, benefits and financial problems
- Small group work for 6-8 young people can be delivered on similar themes
- For one to one work a model of 6 sessions and review of involvement is proposed
- Each intervention includes the one to one interview (or small group session); action plan (as needed); follow up work including referral to specialist services (as needed)
- A daily report is provided to the School about the work undertaken (subject to information sharing agreement with the young person)
- Delivery of PSHE sessions (as requested) eg drugs, alcohol and substance misuse; sex and relationships; stress management; managing finances and budgeting

The School

- Identifies the young people needing Personal Development support
- Shares appropriate pre-interview information with the Adviser
- Undertakes all the administration involved in getting the students to the interviews

Bespoke Package for Hampshire Special Schools

- **Tailor made service packages are to be agreed before the start of delivery and to cover the full academic year**
- **Costs are based on delivery over either 36 or 42 weeks a year (which allows some follow up work to vulnerable students in School holidays)**
- **Minimum of half a day a week delivery over 36 weeks**

Hampshire County Council can deliver as required:

- **Guidance and support to young people identified by the School**
- Quality one to one time to individual students, getting to know them and their needs to support them through the transition process
- Contact with parents (home visits if needed) to provide information and assist smooth transitions

- Visits with the young person to opportunity providers and taster days
- One to one support on Personal Development issues
- Curriculum inputs on PSHE / transition / CEG programmes
- Other services as negotiated

The School

- Identifies the young people needing services
- Shares appropriate pre-interview information with the Adviser

APPENDIX 5 - Equality Impact Assessment

Name of Initiative, Policy or Project	Integrated Youth Support Service Restructure
Department	Children's Services
Names of people completing assessment	Steve Handforth, Joanna White
Date	June 2011
Describe main purpose of Initiative, Policy, Project	Redesigning the Youth Support Service to address funding reductions. Through the redesign we will create a targeted youth support service for the most vulnerable young people and create a Careers Advice and Guidance Service (CAG) to provide a "sold service" to schools, and commission youth work from the third sector.
What are the main activities?	<p>HCC is proposing to redesign Youth Services across the County. The proposals were subject to a 90 day consultation period commencing 11th April 2010 and ended on 11th July 2010consultation. Proposals are to:</p> <ol style="list-style-type: none"> 1. Create sold service to schools and colleges for Careers Guidance and other services that schools could choose to purchase. 2. Provide targeted support to young people who are the most vulnerable including young people at risk of homelessness, involvement in crime, at risk of domestic abuse, teenage pregnancy and drugs and alcohol misuse. 3. Support the community through financial and human resource to influence the commissioning and provision of youth work and other youth services. 4. Reduction in the number of staff directly employed by HCC and the offer of voluntary redundancy (VR) to all staff. 5. The potential transfer of a number of staff to the voluntary sector providers using TUPE arrangements.

APPENDIX 5 - Equality Impact Assessment

Who is intended to benefit?	<ul style="list-style-type: none">▪ The target groups of young people will benefit from a better integrated service with greater local accountability through the Local Children's Partnership's (LCP) commissioning function.▪ Schools will be able to buy the service required from the CAG unit.▪ Build capacity within the voluntary and community sector to deliver youth support with the assistance of HCC staff.▪ Any tender/procurement exercise would be transparent and would comply with open competition rules and processes.
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APPENDIX 5 - Equality Impact Assessment

These different groups are more likely to be excluded.	What do you know about the breakdown of people who use your services compared to the community profile?	Will some people be unable to use or benefit from this? <i>What are the possible negative impacts?</i>	How could the initiative improve equality of access? <i>What are the potential positive Impacts?</i>
<p>Age</p> <p><i>Young People 11-19 and up to 25 years for Care Leavers and those with learning needs.</i></p>	<p>From 1st June 2010 to 31st May 2011 13,800 young people accessed the service in Hampshire. Each young person on average accessed the service 6 times. The service was accessed by 11-13 year olds who made up 16% (1,900) of the total, 14-16 year olds made up 49% (6,100) of the total and 17-18 year olds 22% (2,727). The remainder of the total cohort withheld their age from the service.</p> <p>The services are for young people who are 11 – 19 year olds of which there are approx 115,000. In the past the youth service has reached that population through universal services and most/all young people in year 11 through schools.</p> <p>The targeted service focuses on those most in need. All three strands of the proposed service i.e. targeted youth support, commissioned activities and careers guidance focuses on those young people most in need of the service whilst maintaining a service that is accessible to all young people who wish to engage.</p> <p>Staff profile data. (See Appendix 1 for further details of the staff equality profile.)</p> <p>16.8%of the staff (60 people) are aged over 55</p>	<p>There will be no restricted access to services commissioned by HCC . HCC would expect such services to target accessibility to those most in need e.g. disabled young people. Careers advice will remain available to all young people.</p>	<p>Young people who are known to experience negative outcomes such as those in or leaving care, NEETs, special needs etc will experience more targeted and supportive services.</p> <p>It remains the statutory responsibility of the Local Authority to provide careers advice. HCC will ensure each school receives an average of two days per week. Locally this can be adjusted depending on the needs of each establishment.</p>

APPENDIX 5 - Equality Impact Assessment

These different groups are more likely to be excluded.	What do you know about the breakdown of people who use your services compared to the community profile?	Will some people be unable to use or benefit from this? <i>What are the possible negative impacts?</i>	How could the initiative improve equality of access? <i>What are the potential positive Impacts?</i>
<p>Disabled People <i>Mobility, sight, hearing, speech & language disability or difficulty, mental health/distress</i></p>	<p>In 08/09 319 stated young people (from a total of 490) and 55 without a statement received an S139a assessment. In 09/10 224 stated young people (from a total of 405) and 57 without a statement received an S139a assessment.</p> <p>6% (862) of those young people who accessed the service from 1st June 2010 to 31st May 2011 were disabled.</p> <p>Open access services for young people with special needs are offered across the County and these projects will continue to be supported through the commissioning process. In addition to these District based open access service, Aiming High Funds totalling £85,000 provided 41 separate projects across the county. These projects are expected to continue as long as <i>Aiming High</i> funds remain available.</p> <p>1.1% of staff (4 people) have a disclosed disability.</p>	<p>There is no reason why a individual with a declared disability could not access youth services.</p> <p>For young people with less complex needs who know their post 16 future a simpler less bureaucratic process is developed.</p>	<p>A central team of 4 staff will undertake this work with the more complex young people who are currently educated out of county; we believe this will improve services to this group.</p> <p>The statutory service to provide an assessment for those with additional learning needs is part of HCC's statutory responsibility and will, therefore, continue to be provided.</p>

APPENDIX 5 - Equality Impact Assessment

These different groups are more likely to be excluded.	What do you know about the breakdown of people who use your services compared to the community profile?	Will some people be unable to use or benefit from this? <i>What are the possible negative impacts?</i>	How could the initiative improve equality of access? <i>What are the potential positive Impacts?</i>
Faith <i>Communities or individuals with different religions or beliefs</i>	<p>Data not routinely collected. A great deal of community based voluntary sector youth work is faith based but no LA youth work is faith based.</p> <p>Some third sector organisations who may provide youth work via the commissioning process may be affiliated to faith groups however this will not impact on the provision as we will have a robust contract award and commissioning process that will monitor the provision.</p> <p>Data on the faith characteristics of staff affected by the proposed restructure are not routinely collected.</p>	<p>No negative impact perceived. Youth Work is designed to meet the needs of all young people irrespective of faith therefore the changes will have no impact on the service users on the basis of faith and this will be written within the commissioning plans.</p>	<p>Commissioning of local provision through LCP's may well improve the resources available to faith-based groups to organise and operate faith based youth work where considered necessary.</p>

APPENDIX 5 - Equality Impact Assessment

These different groups are more likely to be excluded.	What do you know about the breakdown of people who use your services compared to the community profile?	Will some people be unable to use or benefit from this? What are the possible negative impacts?	How could the initiative improve equality of access? What are the potential positive impacts?																																																												
<p>Gender</p> <p><i>Women, Men, boys, girls, carers (of children, disabled or older people)</i></p>	<p>Historically there has been a small gender bias towards young men using open access youth work.</p> <p>Characteristics of young people who receive a service from the YSS are recorded on the data base and profile reports are generated.</p> <p>Of the 13,800 young people who accessed the service from 1st June 2010 to 31st July 2011 56.5% (7745) were male and 43.5% (6018) were female. A small number of young people did not want their gender to be identified to the service on file.</p> <table border="1" data-bbox="360 767 1377 1050"> <thead> <tr> <th colspan="5">YP Involved in Sessions between 1st June 2010 - 31st May 2011 that include targeting for Substance Misuse</th> </tr> <tr> <th></th> <th>Male</th> <th>Female</th> <th>Unknown</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>No. of YP Accessing</td> <td>4427</td> <td>3314</td> <td>30</td> <td>7771</td> </tr> <tr> <td>Gender Percentage</td> <td>57%</td> <td>43%</td> <td>0%</td> <td></td> </tr> <tr> <td>No. of Times Service Accessed</td> <td>24254</td> <td>16028</td> <td>59</td> <td>40341</td> </tr> <tr> <td>Gender Percentage</td> <td>60%</td> <td>40%</td> <td>0%</td> <td></td> </tr> </tbody> </table> <table border="1" data-bbox="360 1134 1377 1425"> <thead> <tr> <th colspan="5">YP Involved in Sessions between 1st June 2010 - 31st May 2011 that include targeting for Teenage Parents</th> </tr> <tr> <th></th> <th>Male</th> <th>Female</th> <th>Unknown</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>No. of YP Accessing</td> <td>2699</td> <td>2180</td> <td>28</td> <td>4907</td> </tr> <tr> <td>Gender Percentage</td> <td>55%</td> <td>44%</td> <td>1%</td> <td></td> </tr> <tr> <td>No. of Times Service Accessed</td> <td>12367</td> <td>9958</td> <td>40</td> <td>22365</td> </tr> <tr> <td>Gender Percentage</td> <td>55%</td> <td>45%</td> <td>0%</td> <td></td> </tr> </tbody> </table>	YP Involved in Sessions between 1st June 2010 - 31st May 2011 that include targeting for Substance Misuse						Male	Female	Unknown	Total	No. of YP Accessing	4427	3314	30	7771	Gender Percentage	57%	43%	0%		No. of Times Service Accessed	24254	16028	59	40341	Gender Percentage	60%	40%	0%		YP Involved in Sessions between 1st June 2010 - 31st May 2011 that include targeting for Teenage Parents						Male	Female	Unknown	Total	No. of YP Accessing	2699	2180	28	4907	Gender Percentage	55%	44%	1%		No. of Times Service Accessed	12367	9958	40	22365	Gender Percentage	55%	45%	0%		<p>The new service is designed to work with those vulnerable groups. Consequentially more young men are likely to receive services especially around issues of youth crime, drug and alcohol misuse. However no young person will be refused access to the service based on gender, for example young women are engaged in the teenage pregnancy work.</p>	<p>The targeted service will attract those Young People most in need irrespective of gender.</p>
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	<p>The staff gender profile shows:</p> <p>78.2%of youth support service staff (357 people) are women.</p>		
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<p>Race</p> <p><i>Black and minority ethnic individuals and communities, gypsies and travellers, migrant workers</i></p>	<p>A targeted service for the most vulnerable will intensify the work with ethnic minorities such as gypsies and traveller families.</p> <table border="1" data-bbox="360 531 1377 826"> <thead> <tr> <th colspan="5">YP who have a recorded Ethnicity of Gypsy/Roma and accessed services between 1st June 2010 - 31st May 2011</th> </tr> <tr> <th></th> <th>Male</th> <th>Female</th> <th>Unknown</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>No. of YP Accessing</td> <td>12</td> <td>8</td> <td>0</td> <td>20</td> </tr> <tr> <td>Gender Percentage</td> <td>60%</td> <td>40%</td> <td>0%</td> <td></td> </tr> <tr> <td>No. of Times Service Accessed</td> <td>135</td> <td>79</td> <td>0</td> <td>214</td> </tr> <tr> <td>Gender Percentage</td> <td>63%</td> <td>37%</td> <td>0%</td> <td></td> </tr> </tbody> </table> <p>Services have been developed according to local need. For example, in the Hart and Rushmoor areas there have been projects particularly related to the Nepalese community.</p> <p>Characteristics of young people using services of the YSS are recorded on our database and profile reports are generated.</p> <p>71% of the young people who access the service are White British. 12% are unknown and the remaining 17% come from a wide variety of ethnic backgrounds. Pro-rata to the spring term summary of pupil language and ethnicity survey which suggest a Hampshire comparative figure of 8.5% then the service is clearly targeting young people from non-White British backgrounds at double the role of the population make up. The re-shaped service would continue to target this cohort as needs are identified within communities.</p> <p>Staff racial/ethnic background data from the staff profile 3.1% of staff (32 people) are from a black and minority ethnic background.</p>	YP who have a recorded Ethnicity of Gypsy/Roma and accessed services between 1st June 2010 - 31st May 2011						Male	Female	Unknown	Total	No. of YP Accessing	12	8	0	20	Gender Percentage	60%	40%	0%		No. of Times Service Accessed	135	79	0	214	Gender Percentage	63%	37%	0%		<p>No disproportionate impact. Detached Youth Work will target gypsies and traveller families at a local level.</p> <p>There will be no disproportionate impact, because young people from a black or ethnic minority background are over-represented in vulnerable groups the service will enable their participation more effectively. This would not indirectly disadvantage other young people</p>	<p>The proposal is that universal youth work will be commissioned through the LCP's, meaning there is potential for growth in community provision that relates to particular ethnic communities. Local intelligence will better enable the targeting of ethnic minorities within commissioning plans.</p>
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<p>Gay, Lesbian, Bisexual</p> <p>Transgender <i>(those who have changed gender or are in the process of change)</i></p>	<p>Youth work has historically organised support groups for Gay, Lesbian, Transgender and Bi-sexual young people and profiles of these targeted groups are raised from our data reports.</p> <p>Support for these groups where requested is seen as important in tackling discrimination.</p> <p>Young people of all groups have a say in how services are targeted via the commissioning process. Characteristics are recorded in the YSS database. Internal profiling reports are generated to identify profiles for individual Districts and their needs.</p> <p>The service does not ask young people to identify their sexual orientation although we do run and will continue to run groups for this cohort as needs are identified within the commissioning process that is proposed .</p> <p>Data on the sexual orientation of staff affected by the proposed restructure are not routinely collected.</p>	<p>No negative impact perceived.</p> <p>LCP's will commission such work locally and HCC will ensure that these young people are considered for services within the commissioning plans.</p> <p>The future of these services will depend on whether this group is seen as vulnerable in terms of targeted work or whether LCP's will be prepared to commission such work locally. HCC will, however, specify that these young people should be considered for services and support groups. The commissioning intent will be known in August 2010.</p>	<p>At the current time this support is patchy, available in some areas, not in others, it is possible that the new delivery model may see more GLBT Commissioned locally.</p>

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<p>Social Deprivation</p>	<p>Historically youth work has targeted areas of deprivation such as the NEET population and those at risk of teenage pregnancy and this is proposed to continue within all strands of the Youth Support Service.</p> <p>Allocation of funds to LCP areas for commissioned services uses social deprivation factors.</p> <p>The funding model aligns allocations within three main areas:</p> <ul style="list-style-type: none"> • Minimum allocation for all LCPs – This section used the Autumn 2010 School Pupil Census number of children on roll data (the figures we used cover an age range wider than just 14-19s). This allows a percentage of the total revenue allocation to be distributed based on the number of children each LCP is serving; • Deprivation factors – This section uses a range of data sets to create averages of deprivation weightings (see weightings section below for further details), based on the following data sets: <ul style="list-style-type: none"> • Index of Multiple Deprivation (IMD), 2007; • Income Deprivation Affecting Children Index (IDACI), 2007; • Education, Skills and Training Index (sub set of IMD), 2007; • Lone Parents with dependent children (Child Tax Credit, HRMC), 2007; • Barriers to Services (sub set of IMD), 2007; and • Free School Meals (eligibility rates from School Pupil Census), Autumn 2010. • Rural indicators – To identify the rural nature of Hampshire’s Lower Layer Super Output Areas (LSOAs), the model has used the Rural & Urban Area Classifications, 2004 (statistics.gov). <p>As at 31st March 2011 , 67 out of 90 care leavers were in suitable accommodation (74.5 %) and 39 out of 90 care leavers were in education, employment or training.</p>	<p>Commissioned Youth work will target those most in need as identified within local needs analysis . Social deprivation is a key factor in the determining of local services however other factors such as non accessibility to local services would also be considered..</p>	<p>The formula funding for allocating all resources has been driven by deprivation. Areas with higher social deprivation receive greater resources and therefore should receive better services. Careers advice will remain available to all pupils within all schools and colleges as the Local Authority retains the statutory duty to provide this service. Additional personal development to pupils in school is available to be purchased by all establishments from HCC. The targeted team establishments have been allocated resources based on</p>

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	<p>Out of the general population of young people 5.26% were not in education , employment or training.</p> <p>From the staff profile: 36.9% (164 people) are part time. 79.3% (130 people) of the part time staff are female . The majority of the lower paid people (Grades A-E) are part time, 83.75% (299 people). This reflects the service model, that has a large number of part time staff delivering outreach work in formal settings.</p>		<p>children with special needs, children in care and care leavers.</p>

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<p>Rural</p>	<p>It is proposed that youth services will continue to offer detached youth support to rural areas via commissioned services. Local community groups would feed into the needs analysis of LCP's and identify where detached services would benefit rural communities who have little or no access to youth work support. Detached youth work will provide an open access setting but will also engage vulnerable young people with identified need by targeting individuals as referred to the service.</p> <p>Support to organisations delivering targeted work in rural areas would remain a priority e.g. The Forest Bus in the New Forest which targets all young people in small communities.</p> <table border="1" data-bbox="360 836 1404 1129"> <thead> <tr> <th colspan="5">YP Involved in Detached Youth Work Sessions between 1st June 2010 - 31st May 2011</th> </tr> <tr> <th></th> <th>Male</th> <th>Female</th> <th>Unknown</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>No. of YP Accessing</td> <td>950</td> <td>451</td> <td>5</td> <td>1406</td> </tr> <tr> <td>Gender Percentage</td> <td>68%</td> <td>32%</td> <td>0%</td> <td></td> </tr> <tr> <td>No. of Times Service Accessed</td> <td>3214</td> <td>1378</td> <td>8</td> <td>4600</td> </tr> <tr> <td>Gender Percentage</td> <td>70%</td> <td>30%</td> <td>0%</td> <td></td> </tr> </tbody> </table>	YP Involved in Detached Youth Work Sessions between 1st June 2010 - 31st May 2011						Male	Female	Unknown	Total	No. of YP Accessing	950	451	5	1406	Gender Percentage	68%	32%	0%		No. of Times Service Accessed	3214	1378	8	4600	Gender Percentage	70%	30%	0%		<p>Detached Youth work in rural areas will be commissioned by Hampshire using LCP's LCP's will ,within their commissioning intent suggest ways in which young people could achieve access to services, and when and where services are to be provided.</p>	<p>Local commissioning knowledge will assist this approach to reach out to rural communities where young people are vulnerable.</p>
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1. What conclusions have you reached about the potential impact?

Possible Impact	Group/s Affected	Evidence
<p>Services:</p> <p>Universal provision will change and is likely to decrease. However because the new service is based on the principle of 'progressive universalism' and offers support according to need and vulnerability it may well be the case that support for more disadvantaged individuals and groups may well increase.</p>	<p>Service Users: There will be change to service provision which will impact on young people in general</p>	<p>There are disproportionate numbers of disadvantaged young people in the vulnerable target groups such as NEET, Care and known to Youth Offending.</p> <p>As the Commissioners Hampshire County Council would not accept bids from LCP's that do not offer a targeted service based on locally identified needs .</p>
<p>Staff: Redundancy</p> <p>a) All staff affected by the proposals. All staff will be offered Voluntary Redundancy (VR). Selection decisions will be based on a variety of factors including the needs of the service going forward that will include geographical considerations given the size of the County.</p> <p>b) Impact on those staff with a disability.</p>	<p>Age/gender - potential reduction in number of staff over 55</p> <p>Staff who have a declared disability</p>	<p>Legal advice has been sought on the application of VR. Decisions will not be based solely on cost.</p> <p>Legal advice has been sought on the application of VR .No part of any decision would be based on a person's disability.</p>

If you have identified that any groups are disadvantaged, is this likely to be unlawful? No

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2. Further action (please specify – actions to mitigate any identified negative impacts)

Impact identified	Actions to be taken	Responsibility	Timescale	Expected Outcomes	Review date
LCP priority may not fit with identified vulnerable groups	District Managers and Team Managers will work with LCP's to ensure the vulnerable groups identified will be considered along with other identified vulnerable young people	District Managers	July 2011	All identified vulnerable groups and their needs considered within the commissioning of services locally	Feb 2012 within the grant approval process
Universal provision will need to be capacity built within the community as Hampshire County Councils commissioning strategy adopts a more targeted approach.	HCC are to appoint 12 Community Development Facilitators (CDF's) who will work with the third sector and community groups to assist them in developing this provision	CDF 's in consultation with their Team Manager	Sept 11 onwards once they are appointed to these permanent roles	Open access provision developed locally	On going as part of IPP process for CDF's
Need for knowledge transfer, development of new skills in retained workforce	Review staffing specific impacts following VR decisions. Engage staff in considering potential opportunities across the service.	Project Team	August 2011	Ensuring skills transfer	September 2011 and on going as staff are appointed to the retained services.

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Impact identified	Actions to be taken	Responsibility	Timescale	Expected Outcomes	Review date
Redundancy TUPE transfer Remain with the County Council	Staff engagement activity to consider timing of events and range of channels to reach all staff.	Project Team (Steve Crocker / Steve Handforth / Joanna White)	April – July 2011	Addressing areas of concern and understanding of impacts on the staff group. To ensure staff have the opportunity to hear about the proposals and feedback their views	September 2011 and on going as staff are appointed to the retained services
Redundancy	All staff will be offered VR . A task analysis exercise is being carried out with all staff to assist in defining ring fence groups. Selection from within ring fences will be based defined criteria and an interview process.	HR	June /July 2011	VR acceptances are based on fair and transparent criteria. A skilled and competent workforce will be retained.	October 2011
	Current/required reasonable adjustments will be maintained and processes will be in line with the agreed procedures. Any adjustments will be taken into account in the selection process.	Project team			
Involving others in contributing to the analysis.	Ensure Trade Unions have early involvement	Joanna White / Fiona Watton / Julian	April 2011 onwards	Engagement in the analysis with a view to addressing areas	July 2011 And ongoing

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Impact identified	Actions to be taken	Responsibility	Timescale	Expected Outcomes	Review date
		Kloppenborg (HR)		of concern and understanding impacts on the staff group.	
Staff may transfer under TUPE to 3 rd party providers	Review when commissioning intent by LCPs is identified.	Procurement Lead / Project Team	March 2012	Fair and transparent transfer of staff to any new provider under TUPE. Any measures required on transfer will be reasonable.	August 2011
Should the proposals to re-shape services be agreed by Executive member for Children's Services	Update Equality Impact Assessment	Steve Handforth / Joanna White	August 2011	Equality Impact Assessment updated	monthly

Agreed by:

Date of completion of this Impact Assessment: May 2011

Summary published on web:

Date published:

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Appendix 1: Staff equality profile information as of 31 May 2011.

Breakdown of statistics comparing staff affected by Youth Support Services review with the rest of the Children's Services department workforce.

Data: 31.05.2011

Age Breakdown	Under 55	55+	Total of CSD	% of Under 55	% of 55+
Affected Youth Work & Consortia Teams	297	60	357	83.20%	16.80%
Rest of Children's Services	2228	695	2923	76.20%	23.80%
Total of Children Services Department	2525	755	3280	77.00%	23.00%

Gender Breakdown	Female	Male	Total of CSD	% of Female	% of Male
Affected Youth Work & Consortia Teams	279	78	357	78.20%	21.80%
Rest of Children's Services	2409	514	2923	82.40%	17.60%
Total of Children Services Department	2688	592	3280	82.00%	18.00%

Disability Breakdown	No	Yes	Total of CSD	% of With Disability
Affected Youth Work & Consortia Teams	353	4	357	1.10%
Rest of Children's Services	1901	22	1923	1.10%
Total of Children Services Department	2254	26	2280	1.10%

Ethnicity Breakdown	A-White	B-Mixed	C-Asian	D-Black	E-Other	Not Obtained	Refused	Total of CSD	% of BME People
Affected Youth Work & Consortia Teams	325	0	4	6	1	20	1	357	3.10%
Rest of Children's Services	2559	18	23	26	6	291	0	2923	2.50%
Total of Children Services Department	2884	18	27	32	7	311	1	3280	2.60%

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PT/FT SPLIT	Full Time	Part Time	Total of CSD	% Full Time	%Part Time
Affected Youth Work & Consortia Teams	193	164	357	63.1%	36.9%
Rest of Children's Services	1642	1281	2923	55.5%	44.5%
Total of Children Services Department	1835	1445	3280	55.9%	44.1%

FULL TIME BY GENDER	Female	Male	Total of CSD	% of Female	% of Male
Affected Youth Work & Consortia Teams	149	44	193	77.2%	22.8%
Rest of Children's Services	1278	364	1642	77.8%	22.2%
Total of Children Services Department	1427	408	1835	77.8%	22.2%

PART TIME BY GENDER	Female	Male	Total of CSD	% of Female	% of Male
Affected Youth Work & Consortia Teams	130	34	164	79.3%	20.7%
Rest of Children's Services	1131	150	1281	88.3%	11.7%
Total of Children Services Department	1261	184	1445	87.3%	12.7%

GRADE SPLIT	Grades ABC	Grades DE	Grades FG	Grades HI	Above I	Total
Affected Youth Work & Consortia Teams	56	243	53	5	0	357
Rest of Children's Services	424	1155	930	382	32	2923
Total of Children Services Department	480	1398	983	387	32	3280

FULL TIME GRADE SPLIT	Grades ABC	Grades DE	Grades FG	Grades HI	Above I	Total
Affected Youth Work & Consortia Teams	3	141	44	5		193
Rest of Children's Services	130	616	637	228	31	1642
Total of Children Services Department	133	757	681	233	31	1835

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PART TIME GRADE SPLIT	Grades ABC	Grades DE	Grades FG	Grades HI	Above I	Total
Affected Youth Work & Consortia Teams	53	102	9			164
Rest of Children's Services	294	539	293	154	1	1281
Total of Children Services Department	347	641	302	154	1	1445

GRADE SPLIT	Grades ABC	Grades DE	Grades FG	Grades HI	Above I
Affected Youth Work & Consortia Teams	15.7%	68.1%	14.8%	1.4%	0.0%
Rest of Children's Services	14.5%	39.5%	31.8%	13.1%	1.1%
Total of Children Services Department	14.6%	42.6%	30.0%	11.8%	1.0%

FULL TIME GRADE SPLIT	Grades ABC	Grades DE	Grades FG	Grades HI	Above I
Affected Youth Work & Consortia Teams	1.6%	73.1%	22.8%	2.6%	0.0%
Rest of Children's Services	7.9%	37.5%	38.8%	13.9%	1.9%
Total of Children Services Department	7.2%	41.3%	37.1%	12.7%	1.7%

PART TIME GRADE SPLIT	Grades ABC	Grades DE	Grades FG	Grades HI	Above I
Affected Youth Work & Consortia Teams	32.3%	62.2%	5.5%	0.0%	0.0%
Rest of Children's Services	23.0%	42.1%	22.9%	12.0%	0.1%
Total of Children Services Department	24.0%	44.4%	20.9%	10.7%	0.1%