

Equality Impact Assessment Record

Date of EIA 26th March 2009
 Directorate Social Care & Learning

Initial Screening Record	
Activity to be assessed	Youth Service
What is the activity?	<input type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input checked="" type="checkbox"/> Service <input type="checkbox"/> Organisational change
Is it a new or existing activity?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing
Aim / objective / purpose of the activity – who is the activity designed to benefit/target?	<p>The purpose of the activity is to: The Youth Service in Bracknell Forest aims to deliver education; learning and leisure opportunities for young people aged 13-19, focusing on their needs and aspirations to enable them to develop their skills and potential. The aim of this is to provide them with a broad range of personal and social development opportunities which positively promote their learning, raise their achievement and extend their experience.</p> <p>The activity is designed for: This will be achieved by:</p> <ul style="list-style-type: none"> ▪ Attracting young people to the Youth Service by providing appropriate activities and a quality environment. ▪ Providing a wide range of personal and social development opportunities. ▪ Offering quality support based on individual need to enable them to achieve and progress. ▪ Promoting positive intervention and prevention to address the causes of disaffection and exclusion. ▪ Ensuring that young people's voice and contribution to decision making is enhanced.
Who is responsible for the activity?	The person/section/team responsible for this policy/function is: Don McLaren, Head of Integrated Youth Support and Youth Service Team
Did Step 1: Initial Screening indicate that a full EIA was necessary?	<input checked="" type="checkbox"/> Yes
Full EIA Record	
Who are the members of the EIA team?	Don McLaren, Paul Crawte, Karen Dynan
What evidence has been found to indicate that the activity might need to be amended? (Include any consultation undertaken)	<p>From extensive consultation and action research there has been no evidence found. There are some areas of service that may need to be improved to meet legislation (e.g. access to buildings). Improve how much face to-face youth work is offered i.e. some geographical areas not directly covered by the Youth Service.</p> <p>Consultation with service users and non-service users has been undertaken. This includes an annual satisfaction survey across service provision, and other street based consultations targeting non-users. The data from these is available from the Youth Service.</p> <p>Action research, from post session evaluation with users, through supervision and appraisal processes, and service wide reflection,</p>

	<p>has also informed this record. Professional values support this process.</p> <p>Statistical data collected by the Service has also informed this record. A newly introduced management information system is making this data more reliable.</p>	
<p>With regard to the equalities themes, which groups might be impacted by the activity? Might any of these groups be impacted adversely?</p>	<p>Groups Impacted</p> <p><input checked="" type="checkbox"/> Race and ethnicity <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender <input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Sexual Orientation <input checked="" type="checkbox"/> Religion or belief</p>	<p>Groups impacted adversely</p> <p><input type="checkbox"/> Race and ethnicity <input type="checkbox"/> Disability <input type="checkbox"/> Gender <input type="checkbox"/> Age <input type="checkbox"/> Sexual Orientation <input type="checkbox"/> Religion or belief</p>
<p>What evidence is there to suggest an impact/adverse impact?</p>	<p>Race & Ethnicity: Work with emerging immigrant community (Nepali) in Sandhurst. This is focused on young people from the target community and includes the aim of integration with main stream provision. This is a value-based practice built on community cohesion.</p> <p>Disability: Tailored access to service provided in various locations. The Wayz and Kennel Lane links with Priestwood Youth Centre</p> <p>Gender: Curriculum delivery includes work on gender issues; empowerment, self identity etc. Gender specific work, primarily young women's work, utilised as a delivery tool.</p> <p>Age: Young people offered access to service tailored to their age range. Three main types of generic club are offered, juniors (age 11 – 12), inters (13 – 14), and seniors (15 +). An additional provision is open to those aged 16 - 21 (NRG), as well as offering other opportunities (volunteering, DofE) to others.</p> <p>Sexual Orientation: Tailored provision (Freeways) to enable those who are gay, lesbian, bi-sexual, trans-gendered or unsure of their sexuality access to a targeted service. Curriculum also addresses issues surrounding sexual orientation.</p>	<p>Race & Ethnicity: Lack of targeted provision for emerging immigrant communities across authority.</p> <p>Disability: Remedial work to buildings being undertaken to satisfy disability access issues. No specific data collected on attendance by young people with disabilities, in part as many young people choose not to declare such information.</p>

<p>On what grounds can impact or adverse impact be justified?</p>	<p>Race & Ethnicity: Provision tailored to cultural practices around allowing young people to access services at suitable times</p> <p>Disability: Provision tailored to enable access. Also, young people able to access more mainstream provision. Evidence can be seen by attending a session and seeing young people with various disabilities attending.</p> <p>Age: Service is based, in part, on a belief that those aged 13 – 19 years benefit from a particular educational methodology.</p> <p>Sexual Orientation: Tailored provision with controlled access enables a safe space to be created for service delivery.</p>	<p>Disability: Funding is being released in a staged approach. No evidence that identified access issues are actually affecting access.</p>
<p>Is there any current action that addresses issues for any of the groups impacted/adversely impacted?</p>	<p>Disability: Rolling programmes of work on buildings being undertaken to improve accessibility against central government standards; Aiming High work focuses on young people with disabilities</p> <p>Race & Ethnicity: Support given to Nepali young people</p>	
<p>What changes will you make to the activity reduce or remove any differential/adverse impact?</p>	<p>Disability: As above Race & Ethnicity: Work with colleagues to explore further data as it becomes available.</p>	
<p>Into which action plan/s will these actions be incorporated?</p>	<p>Youth Service; Revised Community Activities and Services Strategy.</p>	
<p>Who is responsible for the action plan?</p>	<p>Head of IYS/Youth Service Manager</p>	
<p>Have any examples of good practise been identified as part of the EIA?</p>	<p>Support to young people from :- Nepali community; Kennel Lane School;</p>	
<p>Has the EIA been published on the Council website?</p>	<p>Yes</p>	
<p>Who is the relevant Chief Officer and have they signed off the EIA?</p>	<p>Martin Gocke Signature.....</p>	
<p>Which PMR will this EIA be reported in?</p>	<p>Q2 2009-10</p>	