

Budget Equality Impact Assessment Template 2017/18 – Service-Users

1. Service Area	Youth Service	2. Proposal No. 7
3. Head of Service	Rachel Carter	
4. Budget Proposal	What is the proposal? Use the savings proposal wording and more detail if needed	
	<p>The 2015 Youth Review proposed a youth work model of in-house provision of targeted youth work, youth engagement and central support/coordination, and for commissioning of open access provision for targeted neighbourhoods/communities from CVS providers. There was a reduction to the in-house budget by £400,000 in 2015/16 and a service redesign took place. The intention was to develop a wider trust arrangement. It is now proposed that more significant savings are made which would lead to the overall budget being just over £300,000. The reduced budget will need to include the provision of a service that the Council must provide under the law - advocacy services to all looked after children in the care of the council. If the cut proposed were made the current in house provision will need to be significantly re-designed and, youth work provided by CVS currently funded by this budget will be impacted as described below.</p> <p>This is a reduction of around £700,000 on a net budget that is currently £1,004,000. For 2016/17 the budget spend was £518,000 on in-house and £486,000 on contracts delivered by voluntary sector organisations.</p>	
5. Summary of impacts	Highlight the most significant disproportionate impacts on groups	
	<p>The in-house council youth services that are likely to be reduced are targeted youth work including the youth information bus; 1-1 and group work around resilience on issues such as risk taking, mental health and self-esteem, anger management and risk taking; Duke of Edinburgh for those outside mainstream school and young people with SEND; Youth Arts Award. The provision of confidential advice, signposting to other services, harm reduction work, social education provision, one to one support and identification of young people at risk will no longer be available in their current form by a dedicated in-house service.</p> <p>The budget reduction will impact upon the available funding to community based organisations which receive funding from this budget. There is likely to be a reduction in the delivery offered by the Crew Club, the Deans</p>	

Youth Project, Brighton Youth Centre, the Turner Community Project, the Trust for Developing Communities, the Hangleton and Knoll Project, the YMCA and the Young People's Centre. Some of those services may not be able to continue in their current form or at all unless they can find alternative sources of funding.

Youth work takes place in different areas across the city, including areas of high deprivation and poverty such as Whitehawk, Moulsecoomb, Hangleton and Knoll, Turner and areas of the city centre. Economically disadvantaged people / young people and the most vulnerable people in our communities will be affected.

Cuts to youth services will specifically impact on young people and their families. By stopping the in-house and commissioned youth work this will reduce the numbers of young people able to access this support.

Disability: Young disabled people, or with a learning disability, mental health condition or a long-term illness may face additional physical and social barriers to accessing services and may be disproportionately affected the reduction in some of the services likely to be impacted by the proposed cuts

Ethnicity: Reduction in support may impact on accessibility. BME young people report their main issues are education, employment, racism and racial discrimination and mental health and well-being.

Gender: The closure or reduction in open-access youth services may disproportionately impact on boys since they tend to use youth services the most. There is a higher need for girls around support with bullying, smoking and alcohol whereas for boys more support is needed with discouraging the misuse of prescription drugs

Gender reassignment: The Trans Needs Assessment states that 55 young trans people are in contact with local specialist youth provision. Transgender young people leave school earlier than any other group and are more likely to report bullying and harassment at school. Trans young people are more likely to suffer from social isolation, exclusion and bullying, so a reduction in youth support services may exacerbate this.

Child poverty: 3,333 young people aged 13-18 years were identified as living in one of the 20% most deprived Lower Super Output Areas in England. Schools in East Brighton report more bullying than the rest of the city – possibly linked to higher levels of deprivation. Carers in vulnerable communities or families with low income will have reduced options for their children to be involved in positive activities.

Increased vulnerability of young people, including those with protected characteristics following the closure or reduction of youth work provision where they can access confidential support and guidance from an adult with respect to exploring their identity, finding acceptance or finding out about other services.

	<p>It is anticipated that the availability of funding for specialist targeted services for disabled, LGBT and BME young people will be prioritised</p>
<p>6. Assess level of impact(1= low; 5= high)</p>	<p>5- high</p>
<p>7. Key actions to reduce negative impacts</p>	<p>What actions are planned to reduce/avoid negative impacts and increase positive impacts?</p> <hr/> <p>A consultation with young people up to the age of 24 has taken place will inform any service redesign.</p> <p>The number of young people who participated in the consultation but had not actually used available services in the last 12 months was of note. A significant number of respondents to the consultation talked about having nothing to do, and referenced the universal youth offer via clubs and activities, some of which they felt might be no longer offered.</p> <p>The consultation identified a need for some sort of signposting/directing service for young people, who were unaware of remaining services for young people and a range of open access youth provision locally. It is recommended that the creation of a specialist portal, supported by young people for young people, is explored so ongoing services can be accessed. West Sussex run a service called “Your Space” and a similar portal could be established. The continuing availability of a range of services and activities for young people in the city can also be highlighted to schools and early help services so that across the city there is a more effective reach of available resources.</p> <p>The council will assist in the identification of alternative funding that we believe is going to be available locally to ensure that it meets the needs of the most vulnerable young people and protected groups and influence and shape funding and other activities to ensure that they meet the needs of diverse young people, especially those who are most vulnerable. Specifically as part of the City Employment and Skills Plan a Services Action Group has been established which has as one of its core aims to identify current funding regimes and explaining emerging ones with specific reference to the projects funded through the Building Better Opportunities Programme which is European Social Fund match funded by the Big Lottery, which are starting to roll out in the Coast to Capital area. There are six projects which cover the Brighton & Hove area and the primary project delivering to young people is being run by Barnardo’s and aimed at 16-24. There is a further call out via the Local Enterprise Partnership (LEP) for applications to support young people in the area, who are not in education employment or training, with specific reference to Special Educational Needs and care leavers.</p>

There is an opportunity to work with Sussex Learning Network that has been granted significant funding to support young people in the most deprived areas of Sussex including Brighton and Hove, into higher education and vocational pathways. This is part of the National Collaborative Outreach Programme funded by HEFCE. There is scope to deliver this in ways to support re-engagement, resilience and keeping young people in an educational setting and could tie in with the proposed portal above.

Support from organisations such as Community Works will continue to be available to CVS to explore alternative funding strategies which are less / non reliant on LA funding. Council will communicate opportunities for alternative funding where available. Information and links will continue to be available for young people friendly activities provided by other BHCC departments, and organisations in the city such as uniformed and faith based groups, the music and arts service. The proposed portal could support the signposting of these services.

The Outdoor Education Advisory support service has moved into a traded service for schools and other centres.

The Duke of Edinburgh award scheme will continue to be delivered by schools in Brighton & Hove Schools. The in-house support to vulnerable young people who can't access the award through schools, e.g. those attending the PRU or special needs schools, will be cut, unless alternative funding can be secured. This is currently actively being explored with the hope of carrying on this service.

Following the Youth Consultation, it has reinforced the need to protect funding for work with young people with specific protected characteristics. From the available budget, priority will be given to the funding of targeted work relating to disabled, BME and LGBT young people, informed by consultation with providers.

The consultation also referenced the need for support for young people regarding teenage pregnancy, sexual health and substance misuse. The existing specialist youth workers will continue to offer this service, funded by Public Health, and will be part of a service redesign.

This budget is not the only budget which funds services for young people. Specialist services for vulnerable young people in the city will remain notwithstanding the current budget cuts. These include the Extended

	<p>Adolescent service, the Youth Offending Service (YOS), RU-OK?, the social work Adolescent Pod, the Youth Employability Service (YES), the youth advocacy service for looked after children, Cherish, Extratime Ltd, CAMHs.</p> <p>Any remaining budget will be considered for the delivery of core services, allowing scope for delivering differently, to provide the greatest impact.</p>
<p>8. Full EIA?</p>	<p>The EIA will be updated and refreshed following a decision about the budget for youth services, and taking into account the details of any service redesign.</p>
<p>9. Monitoring and Evaluation</p>	<p>How will you monitor the impact of this proposal and the success of your mitigating actions on these groups over the coming year (or more)?</p> <p>The impacts on the wellbeing of young people, envisaged as a result of the cuts will be monitored via the remaining youth services such as RuOK, Youth Offending Service, and specialist services in schools, such as drug and alcohol programmes.</p> <p>Assurances will be sought from the Coast to Capital LEP to be fully briefed on impact of Building Better Opportunities (BBO) Big Lottery Fund bids in the region with attendance at the Steering Group for these bids.</p> <p>Working in partnership with local CVS organisations to be fully briefed on impact of their activities with protected groups.</p> <p>Participation in steering groups where appropriate to ensure organisations are meeting the local requirements and supporting vulnerable young people in the city.</p>
<p>10. Cumulative impacts</p>	<p>Might related proposals from other service areas (or other changes) worsen or mitigate impacts from your proposal? Please explain these impacts.</p>

There will be other proposed reductions to services to families from other departments that may impact on families and therefore indirectly to young people in those families. Further cuts to preventative work will impact on those specialist services who are under most pressure.

Reduced staffing and service levels in the Integrated Team for Families and Parenting Service; the Family Information Service; the proposed redesign and reduction of early help services across Families, Children & Learning to include the Early Help Hub, and the repercussions of the ending of the Troubled Families programme by 2020 will mean that early help services will focus on those children at risk of escalating need to meet social work thresholds

Impact of budget proposals for sports development and the reduction overall therefore of non-educational development opportunities for young peoples (non-youth work) in the city may impact on their physical and mental well-being, general development, socialising skills.

The proposed additional reduction in funding for the Third Sector Commission would impact on the ability of CVS groups to address impacts of the loss of council run services outlined above.

Budget Equality Impact Assessment Template 2017/18 – Service-Users

1. Service Area	Families Children & Learning Directorate - Early Help, Integrated Team for Families and Parenting Services (ITFPS), Early Help Hub,	2. Proposal No. 10
3. Head of Service	Emma Cockerell and Caroline Parker.	
4. Budget Proposal	<p>What is the proposal? Use the savings proposal wording and more detail if needed</p> <hr/> <p>Integrated Team for Families and Parenting Service (ITFPS) & Early Help Hub:</p> <p>There are three proposals in the Budget:</p> <ul style="list-style-type: none"> • Integrated Team for Families and Parenting Service - To restructure the staffing of the service and reduce running costs. (£80,000) • Early Help Hub and the Family Information Service - to restructure the service (£100,000) • Redesign of early help services across Families, Children & Learning (£300,000) to include the Early Help Hub, Parenting, Family coaching and the repercussions of the ending of the Troubled Families programme by 2020. Currently available resources by 2020 will reduce by two thirds. Services will focus on those children at risk of escalating need to meet social work thresholds by delivering family support through community provision as part of the as part of the neighbourhood strategy based in children's centres. <p>If all savings were accepted then the total reduction in council funding would be £480,000.</p> <p>Proposals to redesign early help services include</p> <ul style="list-style-type: none"> • Creating a one front door for families bringing together the Multi-Agency Safeguarding Hub and Early Help Hub to take both safeguarding and early help referrals with streamlined processes. • Increasing the use of digital information by the Family Information Service and offering support for families facing barriers accessing services but with reduced schools' preference support. FIS will sign post families to other organisations for support on financial inclusion. • A reduced Integrated Team for Families Service providing voluntary family coaching for families facing multiple disadvantage who fall below the social work threshold. This service will work with schools and children's centres to support a whole family approach. Continuing to provide the Triple P parenting 	

	programme.
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">370</p> <p>5. Summary of impacts</p>	<p>Highlight the most significant disproportionate impacts on groups</p>
	<p>Disproportionate impacts identified: Age (young people), Disability, Gender (women), Child Poverty, Carers</p> <p>The proposal is to reduce funding by restructuring and redesigning early help services including the Integrated Team for Families and Parenting Service, the Early Help Hub and the Family Information Service. These services deliver the Government’s ‘Troubled Families’ programme which supports families facing multiple disadvantage. While there are some efficiencies that can be made from different ways of working the reduction in funding will lead to an overall reduction in services which will impact on protected groups. The greatest disproportionate impact is likely to be on:</p> <ul style="list-style-type: none"> - Children and young people - Women - Disabled children, young people and adults - Families living in poverty - Other groups - Children aged 0-17 & Parents and carers of all ages <p>ITFPS and the Early Help Hub work with families who have multiple complex needs that generally fall just below the social work threshold. The Family Coaches, Early Help co-ordinators and Parenting Practitioners work with individuals within families of all ages as well as all other protected groups. A reduction in the ITFPS and overall Early Help budget will result in a reduced number of workers. Consequently the current service offer will need to reduce which will impact on all protected groups.</p> <p>There is currently a high demand for the service (all referrals to ITFPS are screened to identify level of need at the Early Help weekly allocation meeting) with waiting times of between 4-6 weeks. Increased waiting times or rejecting referrals with this level of need due to lack of resource is likely to result in increased pressure on social work teams i.e. families referred to MASH as situation escalates and social workers not being able to step down to Early Help due to ITFPS or the Early Help Hub not being able to pick up this work. The increase in referrals to social work is likely to lead to an increase in children subject to a child protection plan and to becoming Looked After as the lack of prevention services results in family problems worsening and increasingly expensive resources required to address.</p>

The Early Help Hub and ITFPS will have to reduce the number of staff it employs, and as a result there will be a reduction in the number of people they can support, and the areas of support they cover.

There may be increased waiting times to access services, which will lead to an increase in re-referral rates to the MASH (Key Performance Indicator). This is as a result of remaining staff being required to support greater numbers of service users and professional groups to effectively co-ordinate planning and in such circumstances they could feasibly struggle to adequately meet and stem needs. This in turn will increase pressure upon Children's Social Work, Health, Education partners and Police colleagues.

Age: Both the ITFPS and Early Help Hub work with children and young people 0-19 and their families. Children are entirely dependent upon others to have their needs met and in many cases are dependent upon a professional network for those needs to be identified and acted upon by others. A reduction in staff identifying need, assisting other professionals in managing needs and providing early help is likely to lead to an increase in the numbers of children referred for higher levels of intervention. The proposal is to retain the same number of Early Years and Youth Family Coaches to reduce the impact on children under 5 and young people.

Disability: The majority of families worked within ITFPS and the Early Help Hub are affected by a substantial and long term health issue (both physical or mental impairment). A large number of secondary school age children/young people worked with have mental health issues that are disrupting their social life, emotional wellbeing and education that will impact on them in the long term. Engaging and supporting them and their parents, including accessing specialist services is crucial in minimising future adverse outcomes. In addition many of the parents/carers that we are working with have health conditions that are severely impacting on their and their children's lives. A reduction in funding will impact on the ability to deliver this service and is likely to increase pressure on adult social care as well as children's social work

Ethnicity: The service works with families and individuals within families from a range of ethnic backgrounds therefore a reduction in funding will impact on the ability to deliver this service. The extent to which this is a disproportionate will depend on the outcome of the redesign.

There is evidence that children subject to a BME background are proportionately more likely to become subject to Child Protection Plans. ITFPS and the Early Help Hub are currently engaged in tackling inequality of provision within preventative services to BME groups.

The school preference advisor has a particular role in navigating and supporting children to access education across the city. The advisor works predominantly with BME and travelling families (only 13% of his caseload is

White British). This role is cited as particularly helpful for families who are new to the city. The proposal is to no longer offer a specific schools preference service but for the Family Information Service to focus on supporting access to services for families with protected characteristics. This may mean that there is less support for BME groups on schools preference.

Gender: There are a disproportionate number of women accessing ITFPS and Early Help interventions and specific provision has been put in place to engage more men onto programmes and work with fathers not living in the family home to positively engage with their children. A reduction in funding will impact on the ability to deliver this service. The recent welfare reforms brought into being through government policy have been demonstrated to disproportionately fall upon single households, which are in the main predominantly headed up by single mothers. A key aspect of the work of the Early Help Hub is assist families in navigating the complex world of welfare reform through the provision of support to access education, training and employment and in preventing crisis in respect of a family's housing.

Gender reassignment: The service works with individuals within families who are intending, started or completed the process to change gender. Workers have been trained in gender reassignment and have knowledge of specialist services that are able to offer further support. A reduction in funding will impact on the ability to deliver this service.

Religion/belief: The service works with families and individuals within families from a range of religions and belief systems therefore a reduction in funding will impact on the ability to deliver this service. Due to the work of Prevent and Channel, early identification of people at risk of radicalisation requires early intervention in order to prevent harm.

Sexual orientation: The service works with individuals within families within this protected group therefore a reduction in funding will impact on the ability to deliver this service.

Child poverty: Currently 63% of the families being worked with within ITFPS are regarded as being 'financially excluded', the majority living on benefits. Family Coaches are working hard to support and seek specialist services that will progress them into to work, reduce their debt and sustain their tenancies in order to avoid homelessness. A reduction in funding will impact on the ability to deliver this service.

Much of the work of the Early Help Hub is aimed at alleviating the impact of poverty upon children and their families in the city. A lack of access to resources can create additional stresses that can lead a parent to struggle in providing a safe and consistent home life as the impact of multiple stressors take hold upon family

	<p>life. Additionally the impact of ever increasing rents and welfare reform is creating a high level of inequality between those children in the city that have and those that do not. This has potential significant implications for children’s sense of themselves as they grow.</p> <p>Other groups: domestic violence, Children aged 0-17 & Parents and carers of all ages: A large number of families and children worked with are affected by domestic violence and we provide direct support and support to access specialist agencies to reduce the risk to both the victim and their children. Direct support is provided to perpetrators of domestic violence and young people and their parents where child to parent abuse is present. The service (via individual parenting support and specific interventions) also provides support to families that have children that are on a Child Protection Plan and at risk of becoming looked after. A reduction in funding will impact on the ability to deliver this service</p> <p>The Early Help Hub currently offers targeted phone and direct work support to parents and professionals to divert a family from going into crisis. They support families who are being stepped out of social work, they pick up on cases that need to be escalated back to social work. They work to support families who are disadvantaged as a result of their circumstances where there are young carers in the household, there has been domestic violence, previous substance misuse problems, problems related to parenting and attachment (particularly with adolescents) and related to preventing homelessness/mitigating the impact of multiple house moves caused by instable and insecure housing market.</p>
<p>6. Assess level of impact (1= low; 5= high)</p>	<p>Overall level of potential impact is assessed to be significant - 5</p> <p>In any reduction to the Early Help Hub and ITFPS it is important to remain mindful that 88% of child deaths that result in a Serious Case Review taking place i.e. unexpected and caused by harm, were children defined as being in need/open to Early Help or closed to SW, having previously been open. (Triennial Review of SCRs). The impact of a reduction in services currently known as Early Help could therefore have significant implications for the safety and wellbeing of children who are currently just below the threshold for social work intervention, as there will be a reduction in the service that identifies need and responds to it at an early point in time – reducing both the financial and human costs of harm reaching a significant level.</p>
<p>7. Key actions to reduce negative impacts</p>	<p>What actions are planned to reduce/avoid negative impacts and increase positive impacts?</p> <hr/> <p>1. To redesign early help services to deliver the most effective interventions..</p>

	<ol style="list-style-type: none"> 2. To take account of the impact on protected groups as part of the re-design process. 3. To introduce one front door bringing together the Multi-Agency Safeguarding Hub and the Early Help Hub to enhance and simplify a family's journey through services. 4. To maintain as many posts as possible with the reduced budget that work directly with families. 5. To retain the same number of Early Years and Youth Family Coaches 6. To ensure early help services are aware of the services still available to support and assist young people in the city, particularly those with protected characteristics. 7. Reducing systems and processes to a minimum and introducing one assessment framework across social work and early help services 8. To promote a council and citywide whole family approach. 9. Making the most of digital platforms to provide information to families and practitioners 10. To ensure that children and young people can access the new Emotional and Mental Health well-being service including single point of access for referrals and on-line counselling being developed.
<p>8. Full EIA?</p>	<p>Yes: this will be completed as part of the redesign process.</p>
<p>9. Monitoring and Evaluation</p>	<p>How will you monitor the impact of this proposal and the success of your mitigating actions on these groups over the coming year (or more)?</p> <p>The redesign of the early help service including a review of IT systems will include equalities monitoring for protected groups. The impact will be reported as part of quarterly reporting on equalities actions as part of the business planning process on interplan.</p>
<p>10. Cumulative impacts</p>	<p>Might related proposals from other service areas (or other changes) worsen or mitigate impacts from your proposal? Please explain these impacts.</p>

The proposal to end funding some youth services will have a significant impact on young people and their families.

Impact of government policy in respect of a family's access to benefits and welfare reforms including the benefit cap. The population of Brighton & Hove are reported to be the second hardest hit, outside of London as a result of the benefit cap, the full impact of which will not be fully comprehended until 2017/18 as the year progresses.

Impact of council social housing allocations policy could worsen or mitigate circumstances for some families.

Increasing caseloads within children's social work are likely to impact on the quality of assessment and planning to address concerns via step-downs to reduced capacity within the Early Help service.

Impact of growing levels of inequality within Brighton & Hove alongside decreasing access to services to mitigate levels of inequality, is likely to lead to challenges and greater levels of demand upon statutory services.

