



## Cabinet

4 NOVEMBER 2015

**Subject Heading:**

**Consultation on the Youth Service proposals**

**Cabinet Member:**

**Councillor Melvin Wallace**

**CMT Lead:**

**Andrew Blake Herbert**

**Report Author and contact details:**

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**Policy context:**

Council's Financial Strategy

**Financial summary:**

This report asks Members to confirm the level of MTFS savings in the Youth Facilitation and MyPlace teams, as from the 2016/17 financial year, in the light of the community consultation that took place between May and August 2015

**Is this a Key Decision?**

Yes

(a) Expenditure or saving (including anticipated income) of £500,000 or more

(b) Significant effect on two or more Wards

**When should this matter be reviewed?**

September 2016

**Reviewing OSC:**

Towns and Communities

### The subject matter of this report deals with the following Council Objectives

Havering will be clean and its environment will be cared for

People will be safe, in their homes and in the community

Residents will be proud to live in Havering

**SUMMARY**

The report seeks a member decision on the Medium Term Financial Savings (MTFS), for the Youth Facilitation and MyPlace teams, as from the 2016/17 financial years, in the light of the community consultation that took place between May and August 2015.

**RECOMMENDATIONS**

That Cabinet:

1. **Note** the outcome of the community consultation on the MTFS proposals that impact on the Youth Facilitation and MyPlace teams, as detailed in Appendix 1 to this report.
2. **Confirm** that the level of MTFS savings will be £516k per annum for the Youth Facilitation team, as from the 2016/17 financial year and £100k for MyPlace as from the 2017/18 financial year.
3. **Note** that a budget of £250k per annum will be retained to support the work of the Youth Facilitation team and that a net budget of approximately £250k will be retained to deliver services at the MyPlace building.
4. **Confirm** that Housing Revenue Account funding of £100k per annum being allocated to work with young people living on Council estates where a high percentage of Council tenants live.
5. **Agree** to officers progressing restructures in both the Youth Facilitation and MyPlace teams, to achieve the required MTFS savings.
6. **Agree** to officers progressing a procurement process that will result in the externalisation of the Youth Facilitation and MyPlace services, once the restructures in both services are implemented.

**REPORT DETAIL**

1. Following Full Council decisions taken on the Council's Budget Strategy and MTFS savings, on February 25th 2015, the Council embarked on a further period of community consultation on revised proposals for the Youth Facilitation and MyPlace teams.
2. In summary, the revised proposals at this point in time (i.e. February 2015) included reducing the budget saving in the Youth Facilitation team to £516k (reduced from £766k), achieving the required savings of £100k at MyPlace through an externalisation of the service (rather than including the MyPlace building in the

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Sports and Leisure Management contract as originally proposed) and the externalisation of the services provided by the Youth Facilitation team and at MyPlace to an Employee Led Mutual (youth Trust) or external voluntary sector organisation, such as the YMCA, for example. It was also envisaged that Housing Revenue Account (HRA) funding would be made available to support work with young people on housing estates (where a high percentage of Council tenants live).

3. In view of the decisions made at Council in February 2015 a further period of statutory community consultation was required. This consultation took place over a three month period, from May to August 2015. A report covering the outcome of the consultation is included as Appendix 1 to this report.
4. The outcome of the consultation was broadly supportive of the revised proposals that Full Council agreed in February 2015, so officers are recommending that the Council now proceeds with implementing those proposals.

### **REASONS AND OPTIONS**

#### **Reasons for the decision:**

To achieve the required MTFS savings for the Youth Facilitation Service and for the MyPlace building in Harold Hill.

#### **Other options considered:**

The option of not proceeding with delivering the MTFS savings outlined in this report was considered but rejected on the grounds that the outcome of the community consultation was broadly supportive of the proposals outlined in this report and alternative savings would have to be found if the Council did not proceed as planned.

### **IMPLICATIONS AND RISKS**

#### **Financial implications and risks:**

The recommendations in this report will achieve MTFS savings of £516k per annum for the Youth Facilitation service and £100k per annum for the service provided at the MyPlace building.

#### **Legal implications and risks:**

The Council has undertaken a statutory consultation on proposals for the Youth facilitation team and for the services provided at the MyPlace building. Cabinet must take account of the representations made before determining the course of action to approve.

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There are no Legal Implications directly associated with the recommendations included in this report, but officers will need to proceed with the planned externalisation of services covered in this report in line with the European Procurement Regulations (February 2015).

### **Human Resources implications and risks:**

There will be a direct impact on Havering employees in both teams as a result of the need to proceed with the planned restructures to deliver the required savings. All changes will be dealt in accordance with the Councils Managing Organisational Change and Redundancy policy and procedure, associated management guidance, Employment Law requirements and HR best practice.

### **Equalities implications and risks:**

The budget proposals (savings) outlined in the report have been subject to the Council's consultation processes. Details of respondees and issues raised have been highlighted in the report. The consultation process ensured a wide response and will be used to inform planning of the future provision of youth services in the Borough. An equality impact assessment is attached (as appendix 2) and will need to be reviewed at the outset of any planning process to ensure that revised youth provision meets the needs of communities across Havering.

**BACKGROUND PAPERS**

None

**Youth Services Consultation analysis**

**Introduction**

The public consultation on the Youth Services budget proposals launched on 22<sup>nd</sup> May 2015 and ran for three months, closing on 24<sup>th</sup> August 2015.

The consultation process was publicised through Havering's own communication channels, with the processing of responses contracted to an independent company. Analysis of the data was completed by Council officers.

**Consultation Process**

The consultation took a number of forms:

**Online**

The online element of the consultation was hosted on the Havering Council website, at <https://www.havering.gov.uk/Pages/Services/Youth-Services-Consultation.aspx>. The web page included information about the Council's budget, what a new Youth Service with reduced funding could look like, what the Council would particularly like residents views on, facts and figures for the Youth Service and proposals for the Youth Service.

When participants had been given a chance to read relevant information, they were directed to an online questionnaire hosted by the company providing the data processing service.

**Public Meetings**

There were four public meetings on the following dates and at the following locations:

Monday 22 June, Rainham Royals Youth Centre

Monday 13 July 6.30pm - 8pm, MyPlace Centre

Monday 20 July 6.30pm - 8pm, Robert Beard Youth House

Monday 27 July 6.30pm - 8pm, Romford YMCA (The Romford YMCA were present at this meeting)

The meetings allowed attendees to ask questions and make comments to relevant officers and Members of the Council.

**Publicity and information**

The consultation was well supported with publicity, including:

- Online promotion through the website
- Social media and e-bulletins
- Coverage of the proposals and the consultation process in the local press
- An article in the summer edition of Living in Havering.

The information provided to inform the consultation included information about the Councils budget, facts and figures for the Youth Service and existing proposals.

**Responses to the consultation**

What follows is a summary report of the responses received to the consultation. In each case data is provided relating to the 'closed' questions asked – those that required a yes/no answer.

The report also summarises the comments made in response to the 'open' or verbatim questions asked, as well as summarising the comments and questions raised at the public meetings. While these summaries aim to be comprehensive, Cabinet Members have also been provided with files of verbatim comments, for their perusal.

**Overall response rate**

The overall response rate was approximately 220 responses (including attendances at public meetings).

Number of surveys returned: 96

Public meeting attendances (estimated):

Rainham Royals Youth Centre	7
MyPlace Centre	25
Robert Beard Youth House	77
Romford YMCA	<u>13</u>
Total	122

There was also one letter and one email received in response to the Youth Service Consultation.

**Significance of the consultation**

The results of this consultation are one element which the Council needs to take into account when setting priorities and making decisions. Other factors which should be given consideration include:

- The demographic makeup of the Borough and of changes taking place which impact upon demand for services
- Policy changes which impact on the Council such as the Care Act, the Children and Families Act and the SEND reforms
- Priorities of partner agencies
- Local political priorities
- Current performance

**Analysis**

There were in total 96 survey responses provided to the overall budget consultation, either in hard copy, or through the online portal. Of the respondents that disclosed gender information (of which 46 respondents did), 33 per cent were male and 67 per cent were female. This is not representative of the gender profile of the borough, with females being over-represented in the budget consultation.

In total 36 respondents provided full postcode data. This information can be used to provide a Ward breakdown, as set out in the table below. From this information it can be seen that there was a higher response in wards towards the north of the borough,

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compared with the south. However, given that only 36 respondents provided full post code data the value of this information is limited.

Ward	Number of Respondents in that ward (that provided full postcode data)
Hylands	6
Pettits	4
Heaton	3
Harold Wood	3
Gooshays	2
Havering Park	2
Romford Town	2
St Andrew's	2
Emerson Park	2
Upminster	2
Brooklands	1
Rainham and Wennington	1
Elm Park	1
Squirrel's Heath	1
Cranham	1
South Hornchurch	0
Mawneys	0
Hacton	0
<b>Out of borough</b>	
Dagenham	1
South Ockendon	1
Grays	1

The age profile of respondents who provided this information (of which 49 respondents did) is displayed in the table below:

Last Birthday	Count	Percentage
13-24	12	24.5
25-44	12	24.5
45-64	18	37.7
65+	7	14.3
<b>Total</b>	<b>49</b>	<b>100%</b>

The largest response was from those aged 45-64. Using the most up-to-date population estimates for Havering borough (2014 Mid-year population estimates, Office of National Statistics (ONS)), approximately 26% of the boroughs population are in this age group. This age group is therefore overrepresented in the survey respondents.

Both the 13-24 age group and the 25-44 age group had 12 responses. According to ONS population estimates those aged 10-25 represent 18% of the population and those aged 25-44 represent 26% of the population. These groups are therefore underrepresented in the survey respondents. This is the same for the 65+ age group who represent 19% of the borough's population and are underrepresented in the survey respondents.

The table below display the Ethnic group breakdown of respondents. In total 46 residents provided their ethnicity and 88 per cent of respondents identified themselves as White

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British. According to 2011 Census data, this is slightly higher than the number of residents that are White British borough wide (83%). Given the data for other ethnic groups is not available and the low response rate for residents who identified themselves as White Irish and African, it is not possible to draw further conclusions from the data.

Survey Ethnic Group	Count	Percentage
White British	40	88
White Irish	2	4
African	2	4
Prefer not to say	2	4
Data for other Ethnic Groups	Not available	
<b>Total</b>	<b>46</b>	<b>100%</b>

In terms of the disability profile of respondents (of which 48 respondents answered - see table below), 14.6 per cent of respondents identified themselves as having a disability. Although no direct comparison with borough data can be made as it is only available for working age residents (16-64), it is anticipated that the percentage is lower than the proportion of disabled residents. According to the latest Annual Population Survey (2012-13), 21 per cent (31,400 residents) of working age (16-64) people living in Havering have disclosed that they have a disability or long-term illness / health condition. It is also estimated that approximately 53% (or 22,320) of older people (aged 65 and over) in Havering have a long term limiting illness where long term illness is considered to last 12 months or longer (2011 Census).

Illness or disability	Count	Percentage
Yes	7	14.6
No	41	85.4
<b>Total</b>	<b>48</b>	<b>100%</b>

### Budget Consultation Questions

The survey included four 'yes/no' questions. These are listed below along with a breakdown of responses. These are also highlighted in Figure 1 Below.

1. Do you agree that young people should be more involved in decisions that affect them?

Yes	No	Unanswered
89	5	2

2. Do you agree that the available budget for youth services should be spent on those that are most in need of support?

Yes	No	Unanswered
65	30	1



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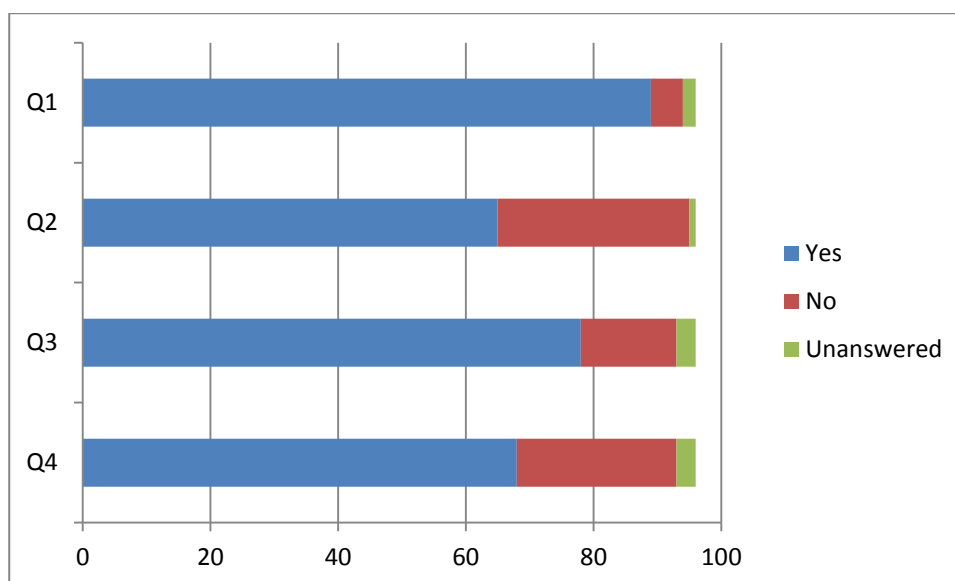
3. Do you agree that MyPlace should keep its focus on young people, but should also provide activities for the wider community?

Yes	No	Unanswered
78	15	3

4. Do you agree that the Council should either set up a youth trust or develop partnerships with the voluntary/charitable sector, so that services can continue to be provided to young people?

Yes	No	Unanswered
68	25	3

**Figure 1: Questions 1-4 Summary**



The survey included two 'open' or verbatim questions:

5. Do you have any suggestions how the Council could provide more funding for youth services?

6. Do you have any other comments on the Council's proposals?

The responses to these questions are summarised in the following paragraphs.

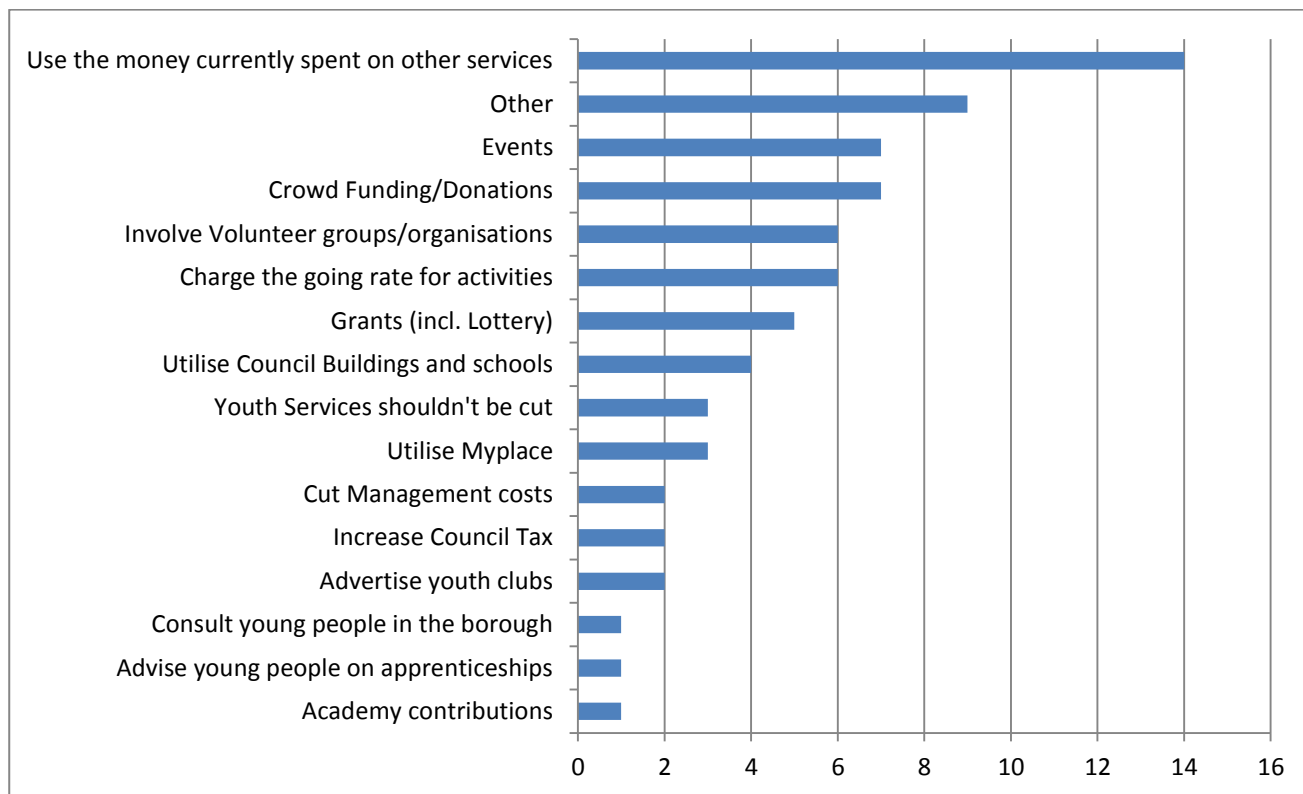
### **Q5. Do you have any suggestions how the Council could provide more funding for youth services?**

Figure 2 categorises the comments raised in response to Question 5. The categories are ordered according to the volume of comments received by each theme. For example, there were 14 comments which suggested 'Using the money currently spent on other services', and just one comment that suggested Academy's should contribute to Youth Services ('Academy Contributions').

Under the category of 'other' there were many comments about the Youth Consultation and budget reduction as a whole, but few suggestions about how more funding could be provided to Youth Services. One respondent did suggest that Youth Services should have a charitable aspect to it.

Please note that this breakdown quantifies the number of comments made, not the number of individuals making comments. Many respondents addressed multiple themes in their comments and these have been counted separately.

**Figure 2: A Bar chart for Question 5 categorised according to the overall count of each category**



**Q6. Do you have any other comments on the Council's proposals?**

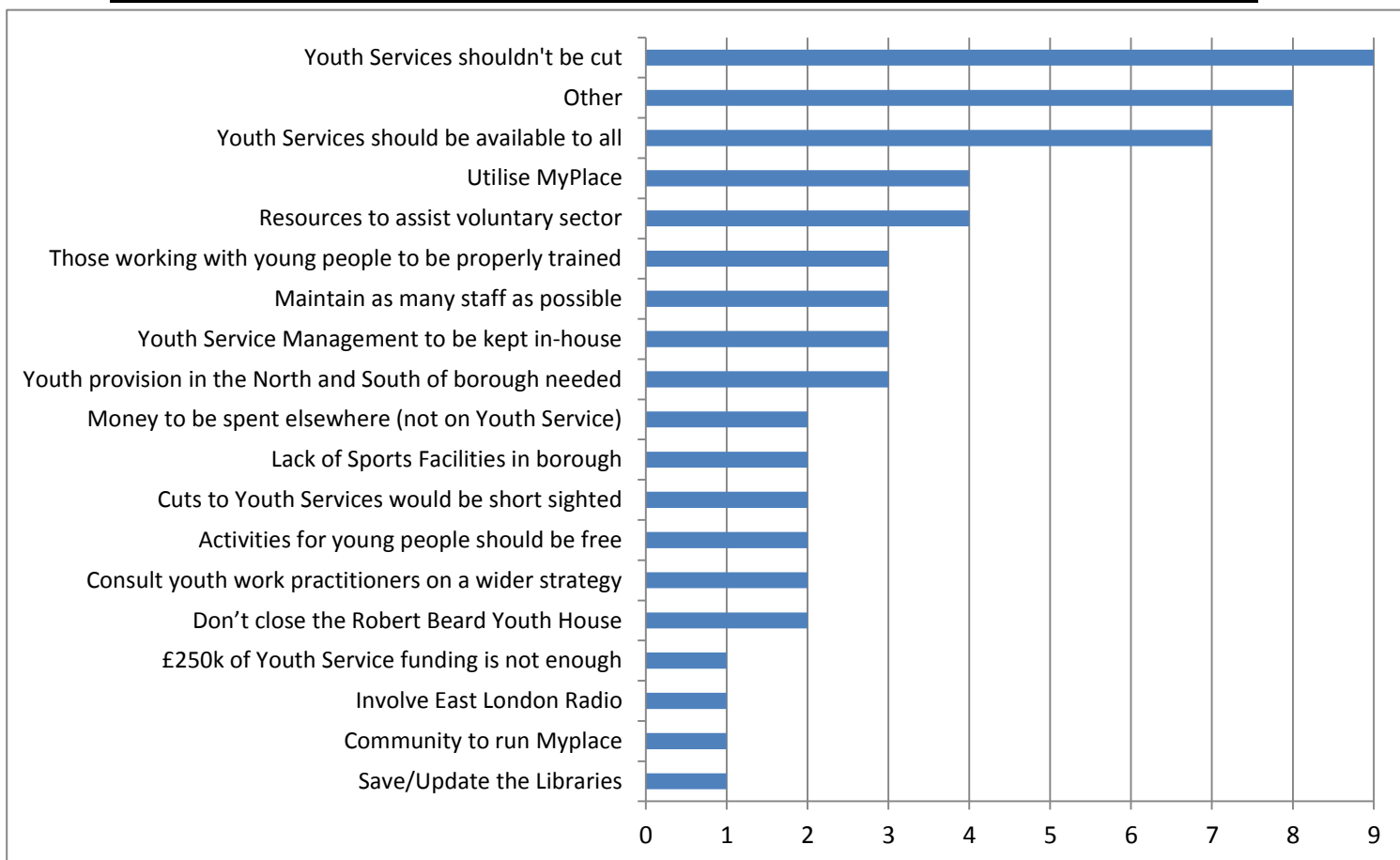
Figure 3 categorises the comments raised in response to Question 6. The categories are ordered according to the volume of comments received by each theme.

Under the category of 'other' there were comments about the consultation as a whole and about the importance of young people.

Again, please note that this breakdown quantifies the number of comments made, not the number of individuals making comments. Many respondents addressed multiple themes in their comments and these have been counted separately.

**Figure 3: A Bar chart for Question 6 categorised according to the overall count of each category**

**Summary of issues raised at public meetings for the Youth Service Consultation**



The four public meetings to discuss the Youth Service proposals took place throughout June and July 2015. At each meeting there was a presentation on the proposals and the 2 options currently being considered, including an Employee Led Mutual and working in partnership with the YMCA. Following the presentation there was the chance to ask questions. After this, the consultation questions were posed to the group.

A wide range of issues were raised at the four public meetings. The main themes/questions following the presentation were as follows:

**1. The option of the Youth Service being delivered by the YMCA or Employee Led Mutual**

There were discussions about what the advantages and disadvantages of the Youth Service being delivered by the YMCA might be, although it was stated that there are not many disadvantages.

There were questions about the security of a mutual, how much research has been undertaken and what arrangements would be in place if the mutual failed. There were also questions about other options that had been considered and the response to this was that no other organisations have come forwards as of yet but that this was possible.

There were questions about partnership working and the support the service would get it in the future. The response to this was that partnership working would be central to any future arrangement.

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Some attendees questioned what the Youth Service could bring to the YMCA. In response to this, other attendees felt the Youth Service would contribute professional and skilled staff and local knowledge.

### 2. The future for existing staff

There were concerns for existing staff; if they will transfer under TUPE arrangements, if their terms and conditions will be affected including salaries and when a restructure of staff would take place (whether this would be before or after a decision on the future of the Youth Service was taken). There were also questions about the number of existing staff. The Council provided responses to all of these questions.

### 3. Future service provision

There were queries regarding the levels and the location of future service provision, if specific sessions will or will not continue, the correlation between Youth Service Provision and other social issues such as burglaries and anti-social behaviour, the potential for MyPlace, the future approach to applying for funding and how young people will be consulted in the future. There were also questions about the existing and future budgets.

Again a response was provided to these concerns, including that whilst the locations would largely stay the same, there would be a reduced level of service in light of the reduced budget.

### 4. The practicalities of delivering the Youth Service either through an Employee Led Mutual or through the YMCA

There were various practical questions (whether either option is chosen) regarding how much funding will be required for HR and payroll, the future of Youth Service Assets, the timescale for the Contract and Service Level Agreement, how it will be monitored and if young people will be on the board of trustees.

The Council confirmed that there was no intention to sell Council buildings and that there would be a Contract in place for the Service. Young people would be represented on the Board of Trustees. In regards to buying in payroll and HR services, the Council stated both options would require a similar amount of funding.

### 5. Volunteers and volunteering

There were questions about how volunteers would be trained, if volunteers would have any form of signed commitment and what the required skill set of volunteers would be.

The Council confirmed volunteers would be trained so that they have all the skills required and that they would be expected to make a commitment for a time period. Some attendees had experience of working with volunteers and spoke of how well it can work in practice.

### 6. Ways to generate income

Many attendees spoke about how existing buildings could be utilised more. There were concerns about hiring out space at Robert Beard and if this will affect existing hirers, although there was assurance that existing bookings shouldn't be affected. There were conversations about various funding streams and working with partners to generate / save money.

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The response to the consultation questions at the public meetings were as follows:

### 1. Do you agree that young people should be more involved in decisions that affect them?

Most attendees at the meeting agreed with this. Some commented that young people should be able to make a meaningful contribution.

### 2. Do you agree that the available budget for youth services should be spent on those that are most in need of support?

There was a mixed response to this question. Many felt that all young people should benefit in some way and that there should be a balance between targeted work and universal provision. It was felt by some that 'those most in need', needed a clearer definition. There was also a discussion about using volunteers to maximise service provision.

### 3. Do you agree that MyPlace should keep its focus on young people, but should also provide activities for the wider community?

Many attendees agreed with this, so long as it's not to the detriment of young people. Some attendees did not agree, stating the centre was built for young people and the centre should not deviate from this.

### 4. Do you agree that the Council should either set up a youth trust or develop partnerships with the voluntary/charitable sector, so that services can continue to be provided to young people?

Most attendees agreed with this. Some attendees were more in favour of the option of the YMCA delivering Youth Services than others but there was a general consensus that the two options being put forwards does mean that a compromise position has been reached (rather than removing all funding for the Youth Service). Some attendees stated young people should be on the management committee of any such arrangement to ensure their voice is heard.

### 5. Do you have any suggestions how the Council could provide more funding for youth services?

Feedback included:

- Look into European social funding or other funding streams
- Solar panels on the roof of Council buildings generating power to sell to the National Grid
- Increase Council Tax
- Increase parking charges
- Increased prevention to stop young people needing Council services in the future
- Working with other organisations such as nightclubs and street pastor schemes

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### **6. Do you have any other comments on the Council's proposals?**

There were various other comments and concerns put forwards. These included the increase in population, particularly families, over the next few years, the levels of crime in the borough and support for volunteers.

There were also queries about how a transfer to the YMCA would work in practice, the locations the service would operate from, what contract conditions there would be and how it would be monitored.

### **Other correspondence**

The Council received two additional pieces of correspondence on the Youth Service Consultation; one letter and one email. The letter stated the importance of the Revellers Youth Club at the Robert Beard Centre and that it should be maintained. The email made some proposals for the future of the Youth Service and the MyPlace centre and referred to the number of groups that currently use the MyPlace centre.

## Appendix 2

# Equality Impact Assessment (EIA)

### Document control

<b>Title of activity:</b>	Budget Proposals for the Youth Facilitation Team and MyPlace
<b>Type of activity:</b>	Budget Proposals
<b>Lead officer:</b>	Kayleigh Pardoe, Policy, Marketing and Administration Manager, Culture and Leisure, Communities and Resources
<b>Approved by:</b>	Andrew Blake Herbert, Group Director
<b>Date completed:</b>	October 2015
<b>Scheduled date for review:</b>	The proposals will be reviewed in October 2016

<b>Did you seek advice from the Corporate Policy &amp; Diversity team?</b>	Yes
<b>Does the EIA contain any confidential or exempt information that would prevent you publishing it on the Council's website?</b>	No

# 1. Equality Impact Assessment Checklist

The Equality Impact Assessment (EIA) is a tool to ensure that your activity meets the needs of individuals and groups that use your service. It also helps the Council to meet its legal obligation under the [Equality Act 2010 and the Public Sector Equality Duty](#).

Please complete the following checklist to determine whether or not you will need to complete an EIA. Please ensure you keep this section for your audit trail. If you have any questions, please contact the Corporate Policy and Diversity Team at [diversity@havering.gov.uk](mailto:diversity@havering.gov.uk)

## About your activity

1	<b>Title of activity</b>	Budget Proposals for the Youth Facilitation Team and MyPlace
2	<b>Type of activity</b>	Budget Proposals
3	<b>Scope of activity</b>	The proposal is to reduce the budget saving in the Youth Facilitation team to £516k (reduced from £766k), and achieving the required savings of £100k at MyPlace through an externalisation of both MyPlace and the Youth Facilitation team to an Employee Led Mutual (youth Trust) or external voluntary sector organisation, such as the YMCA.
4a	<b>Is the activity new or changing?</b>	Yes - changing
4b	<b>Is the activity likely to have an impact on individuals or groups?</b>	Yes
5	<b>If you answered yes:</b>	<i>Please complete the EIA on the next page.</i>
6	<b>If you answered no:</b>	N/A

<b>Completed by:</b>	Kayleigh Pardoe, Policy, Marketing and Administration Manager, Culture and Leisure, Culture, Community and Economic Development
<b>Date:</b>	October 2015



## 2. Equality Impact Assessment

### Background/context:

Following Full Council decisions taken on the Council's Budget Strategy and MTFs savings, on February 25th 2015 following a period of consultation, the Council embarked on a further period of community consultation on revised proposals for the Youth Facilitation and MyPlace teams.

In summary the revised proposals included reducing the budget saving in the Youth Facilitation team to £516k (reduced from £766k), achieving the required savings of £100k at MyPlace through an externalisation of the service (rather than including the MyPlace building in the Sports and Leisure Management contract as originally proposed) and the externalisation of the services provided by the Youth Facilitation team and at MyPlace to an Employee Led Mutual (youth Trust) or external voluntary sector organisation, such as the YMCA. It was also envisaged that Housing Revenue Account (HRA) funding would be made available to support work with young people on housing estates (where a high percentage of Council tenants lived).

The consultation on these proposals took place over a three month period, from May to August 2015. The outcome of the consultation was broadly supportive of the revised proposals that Full Council agreed in February 2015.

The existing Youth Facilitation Team work with young people across the borough. Activities include running youth clubs, providing information & advice service, delivering street work, consulting with and developing the voice of young people, promoting positive images of young people, and working with a range of partners to deliver work and develop young people's 'personal assets'. Below is a list of some of the activities.

- Activities delivered from MyPlace, Robert Beard, Rainham Royals
- Targeted community work across the borough
- Mobile provision (Yellow Truck)
- Estate youth provision
- Revellers Groups for disabled young people
- Swim and Gym and The Spot (disabled young people)
- Duke of Edinburgh Award Scheme
- Music programmes
- Holiday activities
- Condom-Card scheme /IAG
- Urban sports and Parks projects
- Open access sessions in parks and open spaces

Whilst the externalisation of the service will mean a reduction in a number of the above activities, the Council will ensure that there is still some service provision for the following, which either provide essential services for young people or are very well attended in the borough:

- Sessions for disabled young people

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- Sexual Health/IAG sessions
- Sessions with the Children in Care Council
- Music
- Holiday activities
- Open sessions for all young people
- Activities in Parks and Open spaces

It should be notes that a reduction in the Youth Service will also mean a reduction in signposting from the Youth Service to other agencies, such as Social Services, Safeguarding Teams, the Police etc. This will impact all the groups listed in the document.

The MyPlace centre is primarily a Youth Centre, but other groups do use the facility including schools, the Adult College, 'Harold Hill Old Folks', Barnardos and Havering MIND to name just a few. The Centre also provides a space for people in the community to meet and use IT resources. Please note that all equalities data provided for the MyPlace centre in this document includes data for the Youth Service activities run from the centre.

<b>Age:</b> Consider the full range of age groups	
<i>Please tick (✓) the relevant box:</i>	
<b>Positive</b>	<p><b>Overall impact:</b></p> <p>Youth Services provide services for young people aged 8-19 and aged 8-24 for those with additional needs. Youth Services get the highest number of attendances and target the aged 13-19 age group, which is supported by the data in table 1.</p> <p>Given the proposals primarily relate to Youth Services, they will have a disproportionate impact on young people in the borough. There are 28,780 young people in the borough aged 10- 19 which is 11.7% of the population as a whole. There will be a particular impact on young people aged 13-19 based on Youth Service data. There, there will also be a knock-on impact on the families of young people who use the services.</p> <p>Although MyPlace is primarily a youth centre, 45% of those who use the centre are adults (excluding those aged 18-15 with special educational needs who access Youth Services). Therefore, the budget proposals will also impact this group.</p>
<b>Neutral</b>	
<b>Negative</b>	
<input checked="" type="checkbox"/>	
<p><b>Evidence:</b></p> <p><u>Youth Service User Data, MyPlace data and Borough data (based on information available)</u></p>	

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Table 1

<b>Youth Service data</b>				
North of the borough - ( <i>Harold Hill, Harold Wood, North Romford, Cranham, Upminster, Collier Row</i> )			South of the borough - Romford, Rainham and Hornchurch	
Age	% of total Returns (2014/15)	% of total Returns (2015/16) (to date)	% of total Returns (2014/15)	% of total Returns (2015/16) (to date)
8	1.2	0	1.4	0.07
9	1.5	0	1.4	0.07
10	2.3	1.5	1.4	6.1
11	3.2	2.9	2.1	4.6
12	4.6	1.9	3.5	12.3
13	12.9	5.8	4.9	13.0
14	22.8	8.8	7.1	9.2
15	15.2	27.7	11.6	10.3
16	15.2	22.6	17.7	7.7
17	10.6	11.7	14.8	5.8
18	4.6	5.8	12.7	7.0
19	1.5	2.9	7.1	6.1
20	1.5	2.2	4.2	4.6
21	0.8	1.5	4.0	1.5
22	0.8	1.5	1.4	1.9
23	0.5	1.2	0.7	0.07
24	0.8	1.8	2.5	4.6
25	0.2	0.3	1.4	2.3

(Source: Youth Service data)

Table 2

<b>MyPlace data 2014 (calendar year)</b>	
Under 11	14873 (29%)
11-18	12439 (24%)
18-25 SEN	746 (1.5%)
18-65	20484 (40%)
65+	2740 (5.3%)
<b>Total</b>	<b>51282</b>

(Source: MyPlace data. Data includes data relating to Youth Service activates run from MyPlace)

Table 3

<b>2014</b>	<b>Number</b>	<b>Percentage of population (%)</b>
All persons	246,010	100%
0-4 years	15,580	6.3%
5-9 years	14,820	6.0%
10-14 years	13,730	5.6%
15-19 years	15,050	6.1%
20-24 years	15,180	6.2%

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25-64 years	126,060	51.2%
65+ years	45,590	18.5%

(Source: 2014 Mid-year population estimates, Office of National Statistics)

### Youth Service Budget Consultation

The age profile of respondents who provided this information (of which 49 respondents did) is displayed in the table below:

Table 4

Last Birthday	Count	Percentage
13-24	12	24.5
25-44	12	24.5
45-64	18	37.7
65+	7	14.3
<b>Total</b>	<b>49</b>	<b>100%</b>

The largest response was from those aged 45-64. Using the most up-to-date population estimates for Havering borough (2014 Mid-year population estimates, Office of National Statistics (ONS)), approximately 26% of the boroughs population are in this age group. This age group is therefore overrepresented in the survey respondents.

Both the 13-24 age group and the 25-44 age group had 12 responses. According to ONS population estimates those aged 10-25 represent 18% of the population and those aged 25-44 represent 26% of the population. These groups are therefore underrepresented in the survey respondents. This is the same for the 65+ age group who represent 19% of the borough's population and are underrepresented in the survey respondents. However, in addition to the survey, a number of meetings were held across the borough and whilst a record of the ages of those that attended was not kept, many of the sessions were attended by young people.

#### **Sources used:**

2014 ONS mid-year estimates

Youth Service data 2014/15 and 2015/16

Youth Service Budget Consultation 2015

MyPlace service data 2014

**Disability:** Consider the full range of disabilities; including physical mental, sensory and progressive conditions

Please tick (✓)  
the relevant box:

#### **Overall impact:**

**Positive**

Whilst all Youth Service Activities are inclusive, there are groups

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<b>Neutral</b>		specifically for disabled young people including Revellers located at the Robert Beard and MyPlace centre, The Spot located at MyPlace and Swim and Gym located at Hornchurch Sports Centre. Whilst the Council will ensure that provision for disabled young people continues, there will be a reduction in sessions.
<b>Negative</b>	✓	<p>As can be seen from the Youth Service data, a number of young people attend these sessions, and those that do, attend on a regular basis.</p> <p>In terms of MyPlace, whilst there is no data on service users who have a disability, a number of disabled people do use the centre. This includes Youth Service disability sessions such as The Spot, but also many other groups such as Romford Autistic Group Support (RAGS), PHAB Club (Physically handicapped and able bodied) and Dycorts Special School to name just a few.</p> <p>The budget proposals will therefore have a disproportionate impact on this group, as well as the families of disabled young people, many of which rely on sessions such as The Spot and Revellers as respite care.</p>

**Evidence:**

Youth Service User Data and Borough data (based on information available)

Table 5

	<u>Attendances</u>	<u>Unique Attendances</u>
Revellers 2015	1097	132
Revellers 2014	2153	79
The Spot 2015	334	35
The Spot 2014	221	35
Additional session 2015 – Amps: Music and Creative Club	254	35
Swim and Gym	322	30

(Source: Youth Service data)

As can be seen from the data, a number of young people across the borough attend these sessions, and in particular, Revellers is well attended. In terms of borough wide data, there is little information on the disabilities of young people. However, based on 2011 Census data, 8.2% of the Havering residents have a long term health problem or disability (day to day activities limited a lot) and further 9% have a long term health problem or disability (day to day activities limited a little).

According to the Annual Population survey (2012-13), 31,400 (21%) working age people (16-64) and 22,320 (52%) of older people (65+ years old) living in Havering have a disability or long term illness/health condition.

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In terms of the disability profile of respondents (of which 48 respondents answered - see table below), 14.6 per cent of respondents identified themselves as having a disability. Although no direct comparison with borough data can be made as it is only available for working age residents (16-64), it is anticipated that the percentage is lower than the proportion of disabled residents. According to the latest Annual Population Survey (2012-13), 21 per cent (31,400 residents) of working age (16-64) people living in Havering have disclosed that they have a disability or long-term illness / health condition.

Table 6

Illness or disability	Count	Percentage
Yes	7	14.6
No	41	85.4
<b>Total</b>	<b>48</b>	<b>100%</b>

Comments during the consultation regarding disability included that Youth Services provide a place for young people with disabilities to socialise and gain confidence and were for many people in terms of respite care.

**Sources used:**

2012/13 Annual Population Survey, Office of National Statistics

Census 2011

Youth Service Budget Consultation 2015

Youth Service data 2014/15 and 2015/16

**Sex/gender:** Consider both men and women

*Please tick (✓) the relevant box:*

<b>Positive</b>	
<b>Neutral</b>	

**Overall impact:**

Overall, significantly more males than females use Youth Services; this is reflective of other Youth Services across the Country. Therefore males will be disproportionately affected by the budget proposals.

<b>Negative</b>	✓
-----------------	---

It is also worth noting that there are significantly more males than females within the Criminal Justice System, suggesting that males are more in need of the services and support provided by Youth Services. Anecdotally, this is also supported by evidence from Youth Service users, some which have stated they would be more likely to be involved in anti-social behaviour and crime if they did not attend Youth Services and receive support from Youth workers.

In terms of MyPlace users, there are more females than males, and proportionally more when compared to the borough figures for gender. Therefore it can be concluded that proportionately females could be

disproportionately affected by the budget proposals in regards to MyPlace.

**Evidence:**

Youth Service User Data, MyPlace data and Borough data (based on information available)

Table 7

Youth Service data			
North of the borough (Harold Hill, Harold Wood, North Romford, Cranham, Upminster, Collier Row)		South of the borough (Rainham, Hornchurch, Romford)	
2014/15		2014/15	
Male	Female	Male	Female
60%	40%	67%	33%
2015/16 (to date)		2015/16 (to date)	
Male	Female	Male	Female
45%	55%	60%	40%

(Source: Youth Service data)

Table 8

MyPlace data 2014	
Males	21978 (43%)
Females	29304 (57%)
Total	51282

Table 9

2014	Number	Percentage of population (%)	Number of the population aged 10-19	Percentage of population aged 10-19
All persons	246,010	100.0	28,780	11.7
Male	118,200	48.0	14,690	6.0
Female	127,810	52.0	14,090	5.7

(Source: 2014 Mid-year population estimates, Office of National Statistics)

The data in table 7 shows that whilst overall there are more females than males in the borough, for the 10-19 age group there are slightly more males than females. However, based on the data in table 6, overall there are significantly more males than use Youth Services than females and usage is not representative of the gender profile of the borough.

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Of the respondents that disclosed gender information (of which 46 respondents did), 33

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per cent were male and 67 per cent were female. This is not representative of the gender profile of the borough, with females being over-represented in the budget consultation.

**Sources used:**

2014 Mid-year population estimates, Office of National Statistics

Youth Service Budget Consultation 2014

Youth Service data 2014/15 and 2015/16

MyPlace data 2014

**Ethnicity/race:** Consider the impact on different ethnic groups and nationalities

*Please tick (✓) the relevant box:*

**Positive**

**Neutral**

**Negative** ✓

**Overall impact:**

Taking into account Youth Service data and borough wide data, the percentage of young people using Youth Services who are white in the north of the borough is smaller than the percentage of white people in the borough overall. There is also a higher proportion of Black Young People using Youth Services in the North of the Borough than the proportion of Black residents in the borough. In 2014/15 there was a higher proportion of Other White Young People using Youth Services in the South of the borough than the proportion of Other White people in the borough overall.

Therefore, whilst the ethnicity of Youth Service users does vary year on year, minority ethnic groups are more likely to be affected by the budget proposals, as the number of Youth Service users from ethnic minority backgrounds does tend to be proportionally higher than the proportion of people from ethnic minority backgrounds in the borough, particularly in the North of the borough.

There is no ethnicity data available for MyPlace.

**Evidence:**

Youth Service User Data (based on information available)

Table 10

Ethnicity	North of the borough (Harold Hill, Harold Wood, North Romford, Cranham, Upminster, Collier Row) (%)		South of the borough (Rainham, Hornchurch, Romford)(%)	
	2014/15	2015/16 (to date)	2014/15	2015/16 (to date)
White – British	48.0	74.5	82.0	89.0
White – Irish	3.8	3.8	0.9	1.1
Other White	3.8	3.8	8.4	1.6
Black or Black British Caribbean	6.3	6.1	0.9	0.5



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Black or Black British African	1.9	0	0.9	0.5
Other Black	0.6	1.5	4.4	1.1
Asian or Asian British	1	0.9	0.9	0.5
Mixed White	0	0	0	1.1
Other Mixed	1.3	1.5	0.9	1.1
Other Ethnicity	0	0.8	0	0.5
Prefer not to say	0	0	0	0.5
Not provided	33.0	7.1	0.9	2.6

(Source: Youth Service data)

### Borough data

The table below shows the breakdown of Havering's population by ethnicity.

Table 11

2011 Ethnic Groups	% total population & Count
White	83.3 (197,615)
White Irish	1.26 (2,989)
White Other	3.03 (7,185)
People in Mixed White and Black Caribbean ethnic group	.83 (1,970)
<a href="#">People in Mixed White and Black African ethnic group</a>	.3 (712)
People in Mixed White and Asian ethnic group	.49 (1,154)
<a href="#">People in Other Mixed ethnic group</a>	.46 (1,097)
People in Indian ethnic group	2.12 (5,017)
<a href="#">People in Pakistani ethnic group</a>	.63 (1,492)
People in Bangladeshi ethnic group	.41 (975)
People in Other Asian ethnic group	1.1 (2,602)
People in Black Caribbean ethnic group	3.2 (7,581)
People in Black African ethnic group	1.22 (2,885)
People in Other Black ethnic group	.43 (1,015)
People in Chinese ethnic group	.62 (1,459)
<a href="#">People in Other ethnic group</a>	.56 (1,324)

(Source: 2011 Census, ONS)

The most ethnically diverse ward in the borough is Romford Town with residents from ethnic minority groups making up 24% of the population. This is followed by South Hornchurch (21%) and Rainham and Wennington (19%). The least ethnically diverse wards are Upminster (8%) followed by St Andrews (11%).

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The table below displays the Ethnic group breakdown of respondents. In total 46 residents provided their ethnicity and 88 per cent of respondents identified themselves as White British. According to 2011 Census data, this is slightly higher than the number of residents that are White British borough wide (83%). Given the data for other ethnic groups is not available and the low response rate for residents who identified themselves

as White Irish and African, it is not possible to draw further conclusions from the data.

Table 12

Survey Ethnic Group	Count	Percentage
White British	40	88
White Irish	2	4
African	2	4
Prefer not to say	2	4
Data for other Ethnic Groups	Not available	
<b>Total</b>	<b>46</b>	<b>100%</b>

**Sources used:**

Census 2011

Youth Service Budget Consultation 2015

Youth Service data 2014 and 2015

**Religion/faith:** Consider people from different religions or beliefs including those with no religion or belief

*Please tick (✓) the relevant box:*

**Overall impact:**

**Positive**

**Neutral**

**Negative**

The Youth Service has no data on service users' religion/faith. Whilst a reduction in staff may mean that fewer young people get the support they need, there are many religious/faith groups in the borough that provide support to young people. Therefore it is not envisaged that the proposals will negatively impact these groups.

The MyPlace centre has no data on centre users' religion/faith. However, a number of faith groups use the space and rooms available at MyPlace. Therefore budget proposals could negatively impact these groups.

**Evidence:**

We do not hold data on the religious profile of Youth service users but it is envisaged that the proposals will not have a disproportionate impact on this group.

We do not hold data on the religious profile of MyPlace centre users but it is envisaged that the proposals will mayhave a disproportionate impact on this group.

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<p><b>Sources used:</b></p> <p>N/A</p>

<b>Sexual orientation:</b> Consider people who are heterosexual, lesbian, gay or bisexual	
<i>Please tick (✓) the relevant box:</i>	<b>Overall impact:</b>
<b>Positive</b>	<p>The Youth Service has no data on service users' sexual orientation. However, a reduction in staff may mean that fewer young people get the support they need. Recent research illustrates that a quarter of young people in the LGBT community have no one to confide in (<a href="http://www.lgbtyouthnorthwest.org.uk/2014/04/quarter-of-lgbt-young-people-have-no-adults-to-confide-in-according-to-new-research/">http://www.lgbtyouthnorthwest.org.uk/2014/04/quarter-of-lgbt-young-people-have-no-adults-to-confide-in-according-to-new-research/</a>). Therefore the proposals may negatively impact these groups.</p> <p>The MyPlace centre has no data on centre users' sexual orientation.</p>
<b>Neutral</b>	
<b>Negative</b> ✓	
<b>Evidence:</b>	
<p>We do not hold data on the sexual orientation profile of Youth service users but it is envisaged that the proposals will have a disproportionate impact on this group.</p>	
<b>Sources used:</b>	
<p>N/A</p>	

<b>Gender reassignment:</b> Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth	
<i>Please tick (✓) the relevant box:</i>	<b>Overall impact:</b>
<b>Positive</b>	<p>The Youth Service has no data on service users' who may have undergone or are undergoing gender reassignment. However, a reduction in staff may mean that fewer young people get the support they need. As stated above, recent research illustrates that a quarter of young people in the LGBT community have no one to confide in (<a href="http://www.lgbtyouthnorthwest.org.uk/2014/04/quarter-of-lgbt-young-people-have-no-adults-to-confide-in-according-to-new-research/">http://www.lgbtyouthnorthwest.org.uk/2014/04/quarter-of-lgbt-young-people-have-no-adults-to-confide-in-according-to-new-research/</a>). Therefore the proposals may negatively impact these groups.</p> <p>The MyPlace centre has no data on centre users' who may have undergone or are undergoing gender reassignment.</p>
<b>Neutral</b>	
<b>Negative</b> ✓	

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<p><b>Evidence:</b></p> <p>We do not hold data on the gender identity of Youth service users but it is envisaged that the proposals will have a disproportionate impact on this group.</p>
<p><b>Sources used:</b></p> <p>N/A</p>

<b>Marriage/civil partnership: Consider people in a marriage or civil partnership</b>	
<p><i>Please tick (✓) the relevant box:</i></p>	
<b>Positive</b>	
<b>Neutral</b>	
<b>Negative</b>	✓
<p><b>Overall impact:</b></p> <p>The Youth Service has no data on service users' marriage/civil partnership. However, a reduction in staff may mean that fewer young people get the support they need in terms of marriage/civil partnership and wider family issues. Therefore the proposals may negatively impact these groups. Revised service provision should take into account current issues surrounding FGM and forced marriage.</p> <p>The MyPlace centre has no data on centre users' sexual orientation marriage/civil partnership.</p>	
<p><b>Evidence:</b></p> <p>We do not hold data on the marital status of Youth service users but it is envisaged that the proposals will have a disproportionate impact on this group.</p>	
<p><b>Sources used:</b></p> <p>N/A</p>	

<b>Pregnancy, maternity and paternity: Consider those who are pregnant and those who are undertaking maternity or paternity leave</b>	
<p><i>Please tick (✓) the relevant box:</i></p>	
<b>Positive</b>	
<b>Neutral</b>	
<b>Negative</b>	✓
<p><b>Overall impact:</b></p> <p>The Youth Service has no data on service users' pregnancy, maternity or paternity status. However, whilst Sexual Health/IAG sessions will continue to run, a reduction in staff may mean that fewer young people get the support they need in terms of pregnancy, maternity and paternity. Therefore the proposals may negatively impact these groups. Revised service provision will need to ensure that there is appropriate and culturally sensitive signposting to referral agencies.</p> <p>The MyPlace centre has no data on centre users' pregnancy, maternity or paternity status. However, a number of groups such as 'Rhythm and Balls' and 'Baby Ballet' use the space and rooms available at MyPlace. Therefore budget proposals could negatively impact these groups.</p>	

<p><b>Evidence:</b></p> <p>The Youth Service has no data on service users' pregnancy, maternity or paternity status but it is envisaged that the proposals will have a disproportionate impact on this group.</p> <p>The MyPlace centre has no data on centre users' pregnancy, maternity or paternity status but it is envisaged that the proposals will have a disproportionate impact on this group.</p>
<p><b>Sources used:</b></p> <p>N/A</p>

**Socio-economic status:** Consider those who are from low income or financially excluded backgrounds

<p><i>Please tick (✓) the relevant box:</i></p>		<p><b>Overall impact:</b></p>
<p><b>Positive</b></p>		<p>The budget proposals will have a disproportionate impact on service users living in more deprived areas of the borough. This is supported by service and borough data.</p>
<p><b>Neutral</b></p>		<p><u>North of the borough</u></p> <p>The data shows that the highest percentage of Youth Services users in the North of the borough have a post code of RM3, which includes the wards of Gooshays, Harold Wood and Heaton. Gooshays and Heaton are the two most deprived wards in the borough. The second highest percentage of Youth Service users in the North of the borough have a post code of RM13 which primarily includes the wards of Rainham and Wennington and South Hornchurch. South Hornchurch is the third most deprived ward in the borough.</p> <p><u>South of the borough</u></p> <p>The data shows that the highest percentage of Youth Services users in the South of the borough have a post code of RM14, which primarily includes the wards of Upminster and Cranham. These are the two least deprived wards in the borough. However, the second highest percentage of Youth Service users in the South of the borough also have a post code of RM13, which includes the wards of Gooshays, Harold Wood and Heaton. Gooshays and Heaton are the two most deprived wards in the borough</p> <p>Anecdotal evidence also suggests that young people who engage with Youth Services are less likely to become involved in anti-social behavior and crime. This is particularly true in more deprived areas of the borough such as Harold Hill where the MyPlace Centre is located.</p> <p>The MyPlace centre has no data on centre users' postcodes. However, the Centre is located in Harold Hill in the north of the borough, which is one of the most deprived areas of the borough. Anecdotal evidence suggests that many service users live locally and therefore budget</p>
<p><b>Negative</b></p>	<p>✓</p>	

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proposals are likely to impact people from low income or financially excluded backgrounds.

**Evidence:**

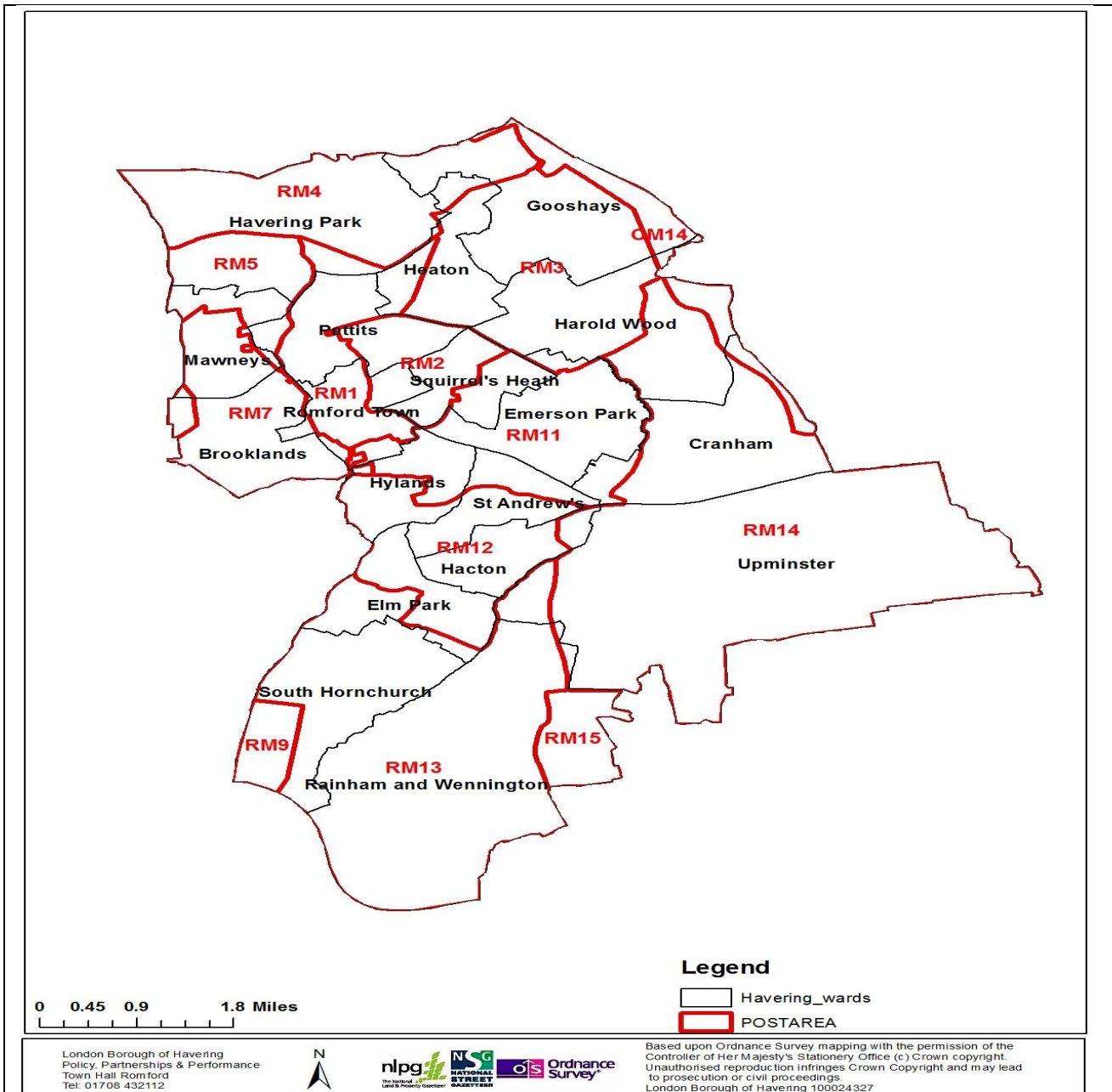
Youth Service User Data (based on information available)

Table 13

Postcode	North of the borough (Harold Hill, Harold Wood, North Romford, Cranham, Upminster, Collier Row) (%)		South of the borough (Rainham, Hornchurch, Romford)(%)	
	2014/15	2015/16 (to date)	2014/15	2015/16 (to date)
RM1	2.5	2.4	4.6	4.6
RM2	1.3	1.4	1.5	2.3
RM3	48.9	49.8	13.8	11.4
RM5	3.1	3.1	0.2	0.5
RM6	0.3	0.2	9.4	4.6
RM7	3.1	3.2	0.8	0.5
RM8	1.3	1.1	6.1	11.4
RM9	0.6	0.6	1.8	2.7
RM10	1.3	1.2	1.8	0.9
RM11	3.8	3.7	1.8	3.6
RM12	3.1	3.3	12.0	11.4
RM13	18.8	18.3	18.1	15.9
RM14	2.5	2.5	16.1	23.6
RM15	2.5	2.5	4.6	5.5
RM19	1.9	1.9	0.3	0.5
RM17	0	0	0	0.9
Outside	5.0	4.7	6.91	0

(Source: Youth Service data)

Map 1 – Postcodes and Wards in Havering



**Deprivation ranking by ward**

Table 14

Ward	Deprivation Rank
Gooshays	1
Heaton	2
South Hornchurch	3
Havering Park	4
Brooklands	5
Romford Town	6
Harold Wood	7
Rainham and Wennington	8
Mawneys	9

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Elm Park	10
St Andrew's	11
Hylands	12
Pettits	13
Squirrel's Heath	14
Hacton	15
Emerson Park	16
Cranham	17
Upminster	18

*(Table of Index of Multiple Deprivation by Lower Super Output Area in Havering Wards, Department of Communities and Local Government, 2011)*

NB. Rank 1 = Most deprived ward, Rank 18 = least deprived ward.

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In total 36 respondents provided full postcode data. This information can be used to provide a Ward breakdown, as set out in the table below. From this information it can be seen that there was a higher response in wards towards the north of the borough, compared with the south. However, given that only 36 respondents provided full post code data the value of this information is limited.

Table 15

Ward	Number of Respondents in that ward (that provided full postcode data)
Hylands	6
Pettits	4
Heaton	3
Harold Wood	3
Gooshays	2
Havering Park	2
Romford Town	2
St Andrew's	2
Emerson Park	2
Upminster	2
Brooklands	1
Rainham and Wennington	1
Elm Park	1
Squirrel's Heath	1
Cranham	1
South Hornchurch	0
Mawneys	0
Hacton	0
Out of borough	
Dagenham	1
South Ockendon	1
Grays	1

*(Source: Youth Service data)*

**Sources used:**



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Table of Index of Multiple Deprivation by Lower Super Output Area in Havering Wards,  
Department of Communities and Local Government, 2011

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## Action Plan

In this section you should list the specific actions that set out how you will address any negative equality impacts you have identified in this assessment.

Protected characteristic	Identified negative impact	Action taken to mitigate impact*	Outcomes and monitoring**	Timescale	Lead officer
Age	Negative impact on younger people (8-24 year olds) and their families. Also a negative impact on adults in regards to the MyPlace centre.	Carry out targeted and outreach work where possible. Certain activities to be protected as far as possible.	Targeted and outreach work carried out with individuals and groups from this protected characteristic	Ongoing	Youth Services Manager and MyPlace manager.
Disability	Negative impact on users of Disabled Groups	Carry out targeted and outreach work where possible. Certain activities to be protected as far as possible.	Targeted and outreach work carried out with individuals and group from this protected characteristic	Ongoing	Youth Services Manager and MyPlace manager

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<b>Protected characteristic</b>	<b>Identified negative impact</b>	<b>Action taken to mitigate impact*</b>	<b>Outcomes and monitoring**</b>	<b>Timescale</b>	<b>Lead officer</b>
Ethnicity	Service users from non-white backgrounds are disproportionately affected in the north of the borough	Carry out targeted and outreach work where possible. Certain activities to be protected as far as possible.	Targeted and outreach work carried out with individuals and group from this protected characteristic	Ongoing	Youth Services Manager
Gender	Males are disproportionately affected	Carry out targeted and outreach work where possible. Certain activities to be protected as far as possible.	Targeted and outreach work carried out with individuals and group from this protected characteristic	Ongoing	Youth Services Manager
Socio-economic status	Service users in more deprived areas of the borough are disproportionately affected	Carry out targeted and outreach work where possible. Certain activities to be protected as far as possible.	Targeted and outreach work carried out with individuals and group from this protected characteristic	Ongoing	Youth Services Manager and MyPlace manager

**Cabinet, dd mmmm yyyy**

<b>Protected characteristic</b>	<b>Identified negative impact</b>	<b>Action taken to mitigate impact*</b>	<b>Outcomes and monitoring**</b>	<b>Timescale</b>	<b>Lead officer</b>
Multiple disadvantage due to two or more protected characteristics	Lack of information on multiple deprivation / disadvantage	Carry out targeted and outreach work where possible. Certain activities to be protected as far as possible.	Targeted and outreach work carried out with socio-economic individuals and groups and multiple disadvantage considered	Ongoing	Youth Services Manager and MyPlace manager