

EQUALITY IMPACT ASSESSMENT

<b>STRATEGY/ACTION:</b> Proposal 22 – Reductions in services to 12-19 year olds (Youth and Connexions Services)	<b>Department:</b> Services for People
<b>Person responsible for assessment:</b> Jenni Cooke/David Mason  <b>Person responsible for strategy where different from above:</b>	<b>Date of assessment:</b> 31 January 2012

**Brief description of strategy, partners and those who will be affected by its delivery:**

This proposal is to reduce the Connexions staff in post by 3 FTE. Schools to provide independent careers advice and guidance from September 2012.

The first phase of the proposal does not impact on the provision for vulnerable groups e.g. YOS, SEN, Disabled Children, PRU and LAC.

The proposal outlines a more holistic approach to deliver of services where staff are up skilled and trained across the range of services to provide competent and skilled advice.

## Introduction

This is a generic document that will require interpretation in particular circumstances. If, after reading the guidance, you require further information on how to implement the assessment, please contact Peter Roberts, Social Enterprise Development Manager 01325 388713

**Q.1 Is your strategy and the actions it proposes accessible to everyone within the community? Bear in mind any economic, social, environmental, physical, intellectual, cultural, linguistic, technological or other barriers.**

Issue	Yes	No	If yes, what evidence do you have to demonstrate this?	If no, what do you plan to do to remove barriers to access?
Equality Act 2010 Protected characteristics:				
Age		✓	Impact on anti-social behaviour is a concern for young people particularly in relation to the Saturday Drop-in Sessions.	The proposals affect young people aged 12-19 years of age.
Disability	✓			
Gender reassignment	✓			
Pregnancy and Maternity	✓			
Race	✓			
Religion or belief	✓			
Sex	✓			
Sexual orientation	✓			
Marriage and Civil Partnership	✓			
Local Priorities:				

Issue	Yes	No	If yes, what evidence do you have to demonstrate this?	If no, what do you plan to do to remove barriers to access?
Geographical impacts	✓		There is a potential for young people living in rural areas may be affected by reduced provision. The proposals relating to subsidised bus routes will add a cumulative impact for young people who don't have an independent means of transport.	
Carers		✓		
Young People leaving care		✓		
Gypsies & Travellers		✓		
Refugees & Asylum Seekers		✓		
Unemployed or low income		✓		
People with spent criminal convictions		✓		

**Q.2 (a) For whatever reason, does your strategy and the actions it proposes treat any group differently from others?**

Yes	✓
No	

**If you have answered 'yes', please specify those individuals or groups affected and whether the impact has the potential to be adverse.**

The impact on the age characteristic relate to the 12-19 age group. The reduced staffing levels will stretch the service provision across the borough.

**(b) What needs to be done to prevent any potentially adverse impact?**

To prevent potentially negative impacts due to reduced capacity, services will be targeted and staff up-skilled to provide a holistic approach. Vulnerable groups will continue to receive services targeted to SEN, YOS, LAC and PRU.

**Q.3 (a) Does your strategy promote equality? (e.g. does it contain actions that demonstrate a consideration of community cohesion and the needs of the members of Darlington's diverse communities)**

Yes	<input checked="" type="checkbox"/>
No	<input type="checkbox"/>

**If you have answered 'yes', please give examples of how equality is promoted.**

Services do discriminate between protected characteristics to ensure accessibility and appropriate response to the needs of the young people.

**Q.4 In the past three years, have you consulted with any of the following groups regarding the development of your strategy?**

Group	Yes	No	If yes, please summarise evidence (Who? When? What were the outcomes?)	If no, are you satisfied that the strategy has no impact on this group?
Age	✓		<p>Consultation sessions have been undertaken with the general population as part of the generic budget consultation. Specific sessions were arranged for young people and their families to discuss all the budget proposals.</p> <p>These generic sessions included a specific session for disabled people. No specific issues were raised regarding school transport for disabled children.</p> <p>It should be noted that these specific proposals do not affect those pupils assessed as requiring transport as part of their SEN assessment.</p> <p>Feedback was also received from young people aged 16-25 as part of the Children's Trust Enquiry Groups, although the impacts gathered through this process relating this proposal are minimal.</p>	
Disability	✓			
Gender reassignment		✓		
Pregnancy and Maternity		✓		
Race		✓		
Religion or belief	✓			
Sex		✓		
Sexual orientation		✓		
Marriage and Civil Partnership		✓		
Geographical impacts	✓			
Carers		✓		
Young people leaving care		✓		
Gypsies & Travellers		✓		
Refugees & asylum seekers		✓		
Unemployed or low waged		✓		
People with spent criminal convictions		✓		