

Equality Impact Assessment / Equality Analysis

Title of service or policy	Youth Service- Equalities Impact Assessment Statement Youth Enablement Fund
Name of directorate and service	Children's service - Youth Service
Name and role of officers completing the EIA	Paula Bromley -Principal Youth Officer
Date of assessment	December 2011

Equality Impact Assessment (or 'Equality Analysis') is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on different groups within the community. The primary concern is to identify any discriminatory or negative consequences for a particular group or sector of the community. Equality impact Assessments (EIAs) can be carried out in relation to service delivery as well as employment policies and strategies.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis on a policy, service or function. It is intended that this is used as a working document throughout the process, with a final version including the action plan section being published on the Council's and NHS Bath and North East Somerset's websites.

1. Identify the aims of the policy or service and how it is implemented.		
	Key questions	Answers / Notes
1.1	Briefly describe purpose of the service/policy including <ul style="list-style-type: none"> ● How the service/policy is delivered and by whom ● If responsibility for its implementation is shared with other departments or organisations ● Intended outcomes 	This service will be access by Voluntary Youth Groups to support Positive Activities for young people in Bath & North East Somerset aged 11 to 25 yrs. old. The outcomes of the funds is to increase provision in the area and to enable groups to bridge a gap between funding that has been cut by the Council and finding new funding streams.
1.2	Provide brief details of the scope of the policy or service being reviewed, for example: <ul style="list-style-type: none"> ● Is it a new service/policy or review of an existing one? ● Is it a national requirement?). ● How much room for review is there? 	This is a new service to the youth service, which links to the Localism Bill and enabling agenda for the Council.
1.3	Do the aims of this policy link to or conflict with any other policies of the Council?	No

2. Consideration of available data, research and information

Monitoring data and other information should be used to help you analyse whether you are delivering a fair and equal service. Please consider the availability of the following as potential sources:

- **Demographic** data and other statistics, including census findings
- Recent **research** findings (local and national)
- Results from **consultation or engagement** you have undertaken
- Service user **monitoring data** (including ethnicity, gender, disability, religion/belief, sexual orientation and age)
- Information from **relevant groups** or agencies, for example trade unions and voluntary/community organisations
- Analysis of records of enquiries about your service, or **complaints** or **compliments** about them
- Recommendations of **external inspections** or audit reports

	Key questions	Data, research and information that you can refer to
2.1	What is the equalities profile of the team delivering the service/policy?	We have a mixed staff team of male and females at across the service however the majority of staff are white British.
2.2	What equalities training have staff received?	The lead officer has undertaken most of the Council equality courses and been on other equality training courses throughout her career. All staff are trained in line with the Council procedures.
2.3	What is the equalities profile of service users?	The Service users are 13 plus in age and will be mixture of male and females at both sites. The Youth Enablement Fund is aimed at young people 11 to 25 years old.

2.4	What other data do you have in terms of service users or staff? (E.g. results of customer satisfaction surveys, consultation findings). Are there any gaps?	We do not currently have details of staff and service users; this is something I am talking to The Equalities Officer about gaining at present.	
2.5	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	Young people have been engaged about the full range of services provided and the programme of activities on offer. The youth service carries out a bi annual user's survey. All of the grant funded groups will have monitoring visits and young people will be asked about their thoughts as part of the process.	
2.6	If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this?	There are no plans to do any more formal consultation however young people are always encouraged to feed back their ideas, and all of the grant funded groups will have monitoring visits and young people will be asked about their thoughts as part of the process.	
3. Assessment of impact: 'Equality analysis'			
	Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy: <ul style="list-style-type: none"> • Meets any particular needs of equalities groups or helps promote equality in some way. • Could have a negative or adverse impact for any of the equalities groups 		
		Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this
3.1	Gender – identify the impact/potential impact of the policy on women and men. (Are there any issues regarding pregnancy and maternity?)	Young women are fully involved in the programme and the centre will be designed to be fully inclusive and offer a range of activities specifically targeting young women.	No adverse impacts have been identified

3.2	Transgender – – identify the impact/potential impact of the policy on transgender people		No adverse impacts have been identified
3.3	Disability - identify the impact/potential impact of the policy on disabled people (ensure consideration of a range of impairments including both physical and mental impairments)		No adverse impacts have been identified
3.4	Age – identify the impact/potential impact of the policy on different age groups	The Youth Enablement Fund is aimed at young people 11 to 25 years old.	
3.5	Race – identify the impact/potential impact on different black and minority ethnic groups		No adverse impacts have been identified
		Examples of what the service has done to promote equality	Examples of potential negative or adverse impact and what steps have been or could be taken to address this
3.6	Sexual orientation - identify the impact/potential impact of the policy on lesbians, gay, bisexual & heterosexual people		No adverse impacts have been identified
3.7	Religion/belief – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.		No adverse impacts have been identified
3.8	Socio-economically disadvantaged – identify the impact on people who are disadvantaged	Whiteway and Twerton areas of Bath is the most significantly	

	<p>due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances</p>	<p>deprived area in Bath and North east Somerset. Health inequalities, low attainment at school, unemployment, high burglary rates all impact on the area.</p> <p>Rural villages in Bath and North East Somerset are either isolated or they are commuter village and poorer families have located there over the years as they have been priced out of other areas and if they do not have transport access to services are very difficult.</p> <p>Groups in these areas have been encouraged to put in bids.</p>	
3.9	<p>Rural communities – identify the impact / potential impact on people living in rural communities</p>	<p>Transport links from the village to Bath are regular but not affordable to many of the young people we work with and this is a barrier for young people accessing services.</p>	

4. Bath and North East Somerset Council & NHS B&NES Equality Impact Assessment Improvement Plan

Please list actions that you plan to take as a result of this assessment. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
<ul style="list-style-type: none"> • Relevant and up to date information that is good to have alongside access to other services. 	The PYO to discuss this with the Equalities Officer to see what data can be access.	Data identified and used to support the work in the future.	PYO	February 2012
Monitoring of grants considered in line with Equalities agenda.	The Voluntary Sector Worker to support and encourage grants from groups who work with minority & vulnerable young people.	Grants will be supporting more vulnerable young people to have better outcomes. Support to the narrowing the gap agenda	VSW	August 2012

5. Sign off and publishing

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equalities Team (equality@bathnes.gov.uk), who will publish it on the Council's and/or NHS B&NES' website. Keep a copy for your own records.

Signed off by: Paula Bromley
senior officer)

(Divisional Director or nominated

Date: 15th December 2011