



City of Edinburgh Council Record of Equality and Rights Impact Assessment

Part 1: Background and Information

(a) Background Details

Please list ERIA background details:

ERIA Title and Summary Description: Youth Work Services Redesign 2016-19

Service Area	Division	Head of Service	Service Area Reference No.
Children and Families	Schools and Community Services	Andy Gray	CF21 (d)

(b) What is being impact assessed?

Describe the different policies or services (i.e. decisions, projects, programmes, policies, services, reviews, plans, functions or practices that relate to the Corporate ERIA Title):

Policies and Services	Date ERIA commenced
Following on from the six month contract extension ERIA CF2 c this ERIA is on the proposal to deliver youth work services in a different way in future, concentrating on supporting open access youth work for young people aged 11 upwards	August 2015
This relates to TP1 budget proposal to reduce 3rd party payments in CLD-related services.	December 2015

(c) When is it due to be reviewed? (insert furthest away date if question relates to a number of review dates) **2019**

(d) ERIA Team

Please list all ERIA Team Members:

Name	Organisation / Service Area
David Bruce	Senior Education Manager, Children and Families
John Heywood	Principal Officer (Strategy and Special Projects), Children and Families
David Maguire	Principal Officer (Engagement and Involvement), Children and Families
David Hoy	Commissioning Officer, Children and Families
Lynette Robertson	Category Manager, Commercial and Procurement Services

Part 2: Evidence and Impact Assessment

(a) Evidence Base

Please record the evidence used to support the ERIA. Any identified evidence gaps can be recorded at [part 3a](#). Please allocate an abbreviation for each piece of evidence.

Evidence	Abbreviation
City of Edinburgh Council Children and Families Service Plan 2013-16/2014-17	
Youthlink Statement on Youth Work	
Equality and Rights Budget consultation 28 November 2015	
Young people's views on youth work consultation report	
Edinburgh Youth Work Consortium research on young people and youth work	

(b) Rights Impact Assessment – Summary

Please describe all the identified enhancements and infringements of rights against the following ten areas of rights. Please also consider issues of poverty and health inequality within each area of rights:

- Life
- Health
- Physical security
- Legal security
- Education and learning
- Standard of living
- Productive and valued activities
- Individual, family and social life
- Identity, expression and respect
- Participation, influence and voice

Please indicate alongside each identified enhancement or infringement the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

Summary of Enhancements of Rights

The provision of open access youth work will enhance the rights to productive and valued activities, to individual, family and social life and to participation, influence and voice for the young people accessing these services.

Summary of Infringement of Rights

Can these infringements be justified? Are they proportional?

The organisations involved in this process will no longer be funded to undertake other non youth work activities. The organisations have been given notice of this in one to one meetings and will have the opportunity to apply to the Children and Families grants programme for support for work that meet the department's priorities. There is however no guarantee that the organisations will be successful in this process. There is no infringement of rights.

(c) Equality Impact Assessment – Summary

Please consider all the protected characteristics when answering questions 1, 2 and 3 below. Please also consider the issues of poverty and health inequality within each protected characteristic:

- Age
- Disability
- Gender identity
- Marriage / civil partnership
- Pregnancy / maternity
- Race
- Religion / belief
- Sex
- Sexual orientation

1. Please describe all the positive and negative impacts on the duty to eliminate unlawful discrimination, harassment or victimisation. Please indicate alongside each identified impact the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

Positive Impacts

Within the ontracts there will be an equalities statement stating that it is the duty of the commissioned service to comply with the Equalities Act 2010. Issues of non compliance will be picked up through regular monitoring of the service.

Negative Impacts

Failure to complete this work would result in contracts ceasing. Concerns have been raised about meeting the needs of vulnerable groups such as disabled young people, given the focus on universal services with reduced funding. To mitigate this, a strategic oversight group has ensured that issues of distribution across the strategic outcomes are addressed as part of the grants programme and with contracts.

2. Please describe all the positive and negative impacts on the duty to advance equality of opportunity (i.e. by removing or minimising disadvantage, meeting the needs of particular groups that are different from the needs of others and encouraging participation in public life)? Please indicate alongside each identified impact the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

Positive Impacts

Within the contracts, there will be an equalities statement that makes clear the duty of the commissioned services to comply with the Equalities Act 2010. The views of young people will be central to the Youth Work service redesign. An online survey - designed with a group of young people - was circulated to a wide range of youth organisations and agencies, including those for young people with specific protected characteristics (e.g. disability; sexual orientation, EAL). Young people are involved in

analysing the findings and exploring issues in more depth through focus groups, which will also include young people with protected characteristics. 437 young people took part in the online survey.

Negative Impacts

Potential impact on budgets of unsuccessful applicants.

To mitigate this, a strategic oversight group has ensured that issues of distribution across the strategic outcomes are addressed as part of the grants programme and with contracts.

Concerns have been raised about limiting the youth work contracts to services for young people aged 11-25 and not younger children. This is mitigated by revenue grant funding which is not limited in this way.

3. Please describe all the positive and negative impacts on the duty to foster good relations (i.e. by tackling prejudice and promoting understanding)? Please indicate alongside each identified impact the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

Positive Impacts

It will be expected that staff employed by the commissioned service will be able to challenge and address inappropriate behaviour. To ensure this, there is a clause in the Terms and Conditions of Contract stating 'At all times, the Service Provider shall ensure that each of the Service Provider's Personnel is suitably qualified, adequately trained and capable of providing the applicable service in respect of which they are engaged.'

Youth work provision supports multi-cultural awareness and challenges gender stereotypes.

Negative Impacts

No negative impacts.

Part 3: Evidence Gaps, Recommendations, Justifications and Sign Off

(a) Evidence Gaps

Please list all relevant evidence gaps and action to address identified gaps.

Evidence Gaps	Action to address gaps
Views of stakeholders to shape services	Widespread consultation with key stakeholders

(b) Recommendations

Please record SMART recommendations which may include actions to

- (i) eliminate unlawful practice or infringements of absolute rights;
- (ii) justify identified infringements of rights; or
- (iii) mitigate identified negative equality impacts
- (iv) further advance equality and rights, and promote good relations.

Recommendation	Responsibility of (name)	Timescale
Specification is heavily influenced by service users	David Bruce	Feb 16
Hard to reach groups are consulted with	David Bruce	Feb 16
Disability and BME groups are targeted through consultation	David Bruce	Feb 16
To include EVOC in an ongoing dialogue about implementing the new approach to contracts.	David Bruce	2016 -2019

(c) Sign Off

I, the undersigned, am content that:

- (i) the ERIA record represents a thorough and proportionate ERIA analysis based on a sound evidence base;
- (ii) the ERIA analysis gives no indication of unlawful practice or violation of absolute rights;
- (iii) the ERIA recommendations are proportionate and will be delivered;
- (iv) the results of the ERIA process have informed officer or member decision making;
- (v) that the record of ERIA has been published on the Council’s website / intranet, or
- (vi) that the ERIA record has been reviewed and re-published.

Date	Sign Off (print name and position)	Reason for Sign Off (please indicate which reason/s from list (i) to

		(vi) above
15.12.15	Andy Gray	