



City of Edinburgh Council

Record of Equality and Rights Impact Assessment

Part 1: Background and Information

(a) Background Details

ERIA Title and Summary Description: Youth Work Grants 2017-19

The programme will make grants awards to deliver open access youth work for young people aged 11 and over. Interested organisations will apply for funding to deliver services in one locality or across the city. An assessment process will be undertaken by CEC officers and young people and then a participatory budgeting process will identify the applicants to be recommended for award. The education, Children and Families Committee will agree awards at the December 2016 meeting.

Service Area	Division	Head of Service	Service Area Reference No.
Communities and Families	Schools and Lifelong Learning	Andy Gray	2016CF8

(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
Open-access youth work funding and participatory budgeting	8 Sept 2016

(c) When is it due to be reviewed? (insert furthest away date if question relates to a number of review dates) **June 2017**

(d) ERIA Team

Please list all ERIA Team Members:

Name	Organisation / Service Area
David Bruce	Senior Education Manager, Communities and Families
John Heywood	Principal Officer (Strategy and Special Projects), Communities and Families
David Maguire	Principal Officer – Engagement and Involvement, Communities and Families
David Hoy	Commissioning Officer, Children and Families
Sarah Wade (then Ian Brooke tbc)	EVOG
Rab Byfield	CLD Manager
<u>Julia Sproul</u>	<u>Senior Strategy and Planning Officer</u>

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
Committee reports to City of Edinburgh Council Children and Families Committee in March, May and October 2015
Young people's views on youth clubs and youth work survey summary report
Young people's ranking of priorities and draft questions
Recommendations of the Member Officer Working Group
Integrated Plan for Children and Young People
Stakeholder engagement meetings with young people
Communities and Families Equalities Evidence Base

(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 revenue grants to successful applicants is helping the Council to enhance all the rights highlighted above, especially for young people.

If the Participatory Budgeting process is approved, young people's rights as decision-makers will be significantly enhanced.

~~There are no infringements of human or children's rights in the proposals or in the decision making processes described in the report.~~

Summary of Infringement of Rights

Can these infringements be justified? Are they proportional?

The organisations which apply for these grants will have their applications assessed according to set criteria and potentially voted on by young people. There is no guarantee that the organisations will be successful in this process, and neither does receipt of funding previously guarantee the award of a grant in this process.

~~There are no infringements of human or children's rights in the proposals or in the decision-making processes described in the report.~~

(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](#)).

<p>Positive Impacts</p> <p>Each grant-aided service is required to comply with the Equalities Act 2010, thereby increasing awareness of the duty to eliminate discrimination. In particular, funding <u>has been is</u> provided to several organisations which have a particularly keen awareness of discrimination against groups with protected characteristics (i.e. race, disability, sexual orientation, gender) as well as those affected by poverty and health inequalities and this contributes to the positive impact. <u>The criteria should ensure that this continues to be the case.</u></p> <p>The grant funding awards will support the strategic priorities of the Edinburgh Children's Partnership in particular SO2 and the Council and the duty to eliminate unlawful discrimination.</p> <p>The Council will provide information on other potential sources of funding to unsuccessful applicants.</p> <p>It is the duty of each grant-aided service to comply with the Equalities Act 2010. Issues of non compliance will be picked up through regular monitoring of the service.</p> <p>The criteria for the grants and the proposed allocation of funding between citywide and locality awards and between different localities have all been shaped positively by equalities considerations (for example, the proposed citywide provision reflects the preferences of LGBT and BME young people; the proposed funding split between areas is based on the level of deprivation and numbers of young people in each area).</p> <p><u>Prioritising open-access universal youth work will mean that services will have to actively seek to meet different needs and attract different groups.</u></p>
<p>Negative Impacts</p> <p>Any potential issue of non compliance is picked up through regular monitoring of the service.</p> <p>Organisations with a high degree of reliance (greater than 50%) on the Council's funding will be particularly sensitive to the proposal and any loss of funding from their principal donor</p>

could have damaging consequences. Organisations currently awarded funding for this work have been managing reductions through 2016-17 as the service specifications have been amended. Many of these organisations will have gained funding through the main revenue grants programme and this funding runs until 2019.

The prioritising of open-access universal youth work may require a shift in service delivery by some organisations away from more targeted work.

The reduction of the overall budget will have some impact on service delivery.

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

Young people, including those with protected characteristics or from areas of deprivation, have been part of the process from start to finish – they have identified priorities, ranked criteria, set questions and will play a full part in assessment and potentially voting on successful projects.

The application process will weight in favour of applicants delivering services in areas of high deprivation or to young people from low income families or with a protected characteristic. Efforts will be made to ensure that young people with a protected characteristic, from areas of deprivation, who are looked after and accommodated will be made aware of PB process (if approved), for example by working with youth agencies, community groups, other services. The involvement of young people should ensure that youth work services meet the needs of young people more effectively.

PB encourages participation in democratic decision-making and community life, including awareness and understanding of other cultures.

Negative Impacts

The overall reduction in funding and the need to spread it across the city may result in negative impacts for some existing service users. £590k will be available across the city - there hasn't been a dedicated open access universal youth work budget before but this represents a reduction in funding. Some services which are currently funded may no longer receive funding or may receive less funding with consequent effects on service delivery unless other sources of funding can be found.

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

Funding for youth work services creates many positive impacts on this duty. Most of the programmes which will be supported bring together young people from different backgrounds in welcoming environments.

PB encourages participation in democratic decision-making and community life, including awareness and understanding of other cultures.

Negative Impacts

The overall reduction in funding may have an impact on service delivery but the PB process should help to prevent any negative impacts on good relations.

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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
Further consultation with the youth work sector	Briefing sessions (once approach is agreed). Evaluation of grants process with participants

(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
Continued stakeholder involvement, including in the evaluation of the project.	David Bruce	Mar 17
Continued effective engagement with hard to reach groups	David Bruce	Mar 17
Organisations are effectively monitored as to how they are meeting their equalities duties	David Hoy	Annually from April 2017
Support to encourage organisations to understand how their services fit with strategic outcomes	David Hoy	From April 17

(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)
17.02.2016	Andy Gray, Head of Schools and Lifelong Learning	i, ii, iii