

# Equalities Impact Assessment – Building Communities Young Peoples Commissioning

Version number	2 (1 October 2016 – 30 September 2018)
Date last reviewed:	9 June 2016
Approved by:	Damian Atkinson
Date approved:	
Next review date:	

## 1. Management of the EqIA

- a. Lead - Carly Clarke, Commissioner (Community, Leisure and Legacy)
- b. Contributions from
  - i. Damian Atkinson - Head of Commissioning (Community)
  - ii. Anne Ibezi – Strategy and Partnerships Manager

## 2. Identification of policy aims, objectives and purpose

Building Communities are at the heart of the Council’s vision for developing community resilience. Community Neighbourhoods are localised networks bringing together physical assets like libraries and community centres with social assets like volunteering and sports activities. Community Neighbourhoods teams will be central to strengthening community cohesion and resilience. Building the community infrastructure enables residents to network, volunteer and be active.

Community Neighbourhoods give local people the sense that they can make a difference to the area and are able to take the initiative to improve their community. The Community Neighbourhood teams will therefore work with residents to solve persistent environmental issues, acting when necessary but also building capacity with residents to take ownership of some of the issues.

The Building Communities agenda is committed to providing an offer of activity for young people to participate in.

The offer is delivered by a mixed economy of in- house provision across four key centres located in Beckton, Forest Gate, Manor Park and Canning Town and Custom House), and commissioned provision from the third sector.

This combined method of delivery presents an offer of activities to our young people, which covers the whole borough.

## 3. Scope / focus of the EqIA

This EqIA has been undertaken as part of the new Building Communities commissioning offer to start 1 October 2016. The focus of the EqIA is on the commissioning of positive activities for young people up to 25 years and the assessment of impact on service users.

The EqIA will be used to identify impacts of the proposed offer on service users who share protected characteristics

The Commissioning team have engaged with young people, current providers and wider stakeholders about the future offer for young people. This information, along with previous consultation data, which took place between October 2013 January 2014 will shape the tender specification. The EqIA has been updated accordingly.

Protected characteristic	Assessment of relevance High, Medium, Low	Provide evidence
Class or socio-economic disadvantage	Medium	Due to the demographics of Newham the majority of service users will be from the lowest socio-economic groups.
Age	High	All service users are aged between 11-19 (25 for young people with learning difficulties and /or disabilities).
Disability	High	The commissioned service will have an element which is specifically focused on young people with Special Educational Needs.
Pregnancy and maternity	Low	Services not targeted to this group and there is no take-up
Race	Low	Service users are from a variety of ethnic backgrounds and reflect the demographics of the borough.
Religion / belief	Low / medium	Service users are from a range of backgrounds and will have different beliefs.  Timing of the provision of services e.g. on a particular day Friday/Saturday/Sunday or at times of the days e.g. will need to take into consideration
Sex	Medium / High	Based on 2014/15 figures (year to date)there is a significantly higher percentage of males accessing the youth activities
Sexual orientation	Low	Services not targeted to this group
Transgender	Low	Services not targeted to this group

#### **4. Relevant data, research and consultation**

Based on the GLA 2013 population projections there are 85,000 0 -18 years old in Newham (approx 43,200 male and 41,800 female), making it a borough with one of the youngest populations in the country.

When broken down by community forum the top three with the highest numbers of young people are East Ham, Manor Park and Green St.

Numbers of sessions and participants vary between community neighbourhood areas.

#### **Current Outputs 2014-2016 and Project Data**

Data collected for October 2014 and March 2015, approx 3500 individual young people engaged in over 2000 universal positive activity sessions (approx 35-40 per week) across a range of settings.

#### **Project Data**

All services (commissioned and in-house) are required to input data onto a database in order to track the following

- No of positive activity sessions delivered
- No of individual young people attending
- No of outreach sessions delivered
- No of attendances
- No of young people referred to local activities
- No of new young people registering with the centre/service
- No of young people involved in minimum of 2 volunteering opportunities
- No of intergenerational activities/events developed and delivered
- No of councillors who have visited sessions

Data is also collated in relation to safeguarding, compliments and complaints, partnership opportunities and case study/good news stories.

#### **Outcomes and Key Performance Indicators**

This service has been commissioned in line with the Building Communities Agenda and is aligned to the Community Neighbourhoods Outcomes and Resilience Framework; additional monitoring will be undertaken through performance monitoring of Community Neighbourhoods. Specifically, the resilience outcomes it will achieve are:

- People have both broad and diverse networks locally (family, friends, groups and organisations) that offer them support (Aspiration 1 – Commissioning Strand: A strong and cohesive community)
- Residents respect and look after each other and contribute their time to the community (Aspiration 2 – Commissioning Strand: A strong and cohesive community)
- People are active locally and take part in the community and civic life more broadly (Aspiration 3 - Commissioning Strand: An active and connected community)

- Young People can access a broad range of cultural, sporting and educational experiences which help them to develop their skills competencies (Aspiration 16 – Commissioning Strand: People achieve their potential)

Effectiveness will be measured using the Key Performance Indicators (KPI's), which will be in the specification. These are draft and the provider will contribute further to the development of these KPIs and targets:

- Young people accessing the service are able to participate in a minimum of 2 positive activities each
- Young people are involved in a minimum of 2 volunteering opportunities each, internal and external to the provider
- Young People develop and deliver a minimum of 3 intergenerational activities, in partnership with Community Neighbourhood Managers and relevant third sector organisations
- A minimum of 5 young people are referred to other local activities that support their cultural, sporting and educational experience
- Providers attend a minimum of 2 training, information and induction sessions

## 5. Assessment of Impact and outcomes

Protected characteristics	Issues taken from evidence	Judgement (positive / negative)	Recommendations
Age	<p>31% (approx) of the population are young people</p> <p>Community Commissioning monitoring data covering October 14 – September 15 (which includes both internal and external delivery) show the age of young people accessing the services is 11-15<sup>1</sup></p> <p>An offer is still in place for young people to access.</p>	Positive impact	<p>Continue to engage young people in positive activities and consult with them about future activities.</p> <p>Support resilience agenda by continuation of positive activities for young people, including maintaining the curriculum offer.</p> <p>Age, gender, ethnicity, disability and other standard monitoring data to be recorded by both commissioned and in-house youth provision.</p> <p>Ensure this is clearly auditable through contract monitoring.</p>
Disability	The Disabled Children and Young People’s service had a caseload of 359 young people (June 2016).	Positive impact	Continue to engage young people, including young people with special educational needs in positive activities and consult with

<sup>1</sup> It should be noted that the age breakdown for reporting to Community Neighbourhoods has been amended from previous IYSS reporting.

	<p>Continuation of services for young people with special educational needs and learning difficulties.</p> <p>Engagement with young people with special educational needs and learning difficulties identified that this cohort of young people enjoy arts/crafts, cooking, music and games.</p>		<p>them about future activities.</p> <p>All external and in-house providers ensure they have robust policies and procedures in place so young people with disabilities can access mainstream services, where appropriate.</p> <p>Ensure this is clearly auditable through contract monitoring.</p> <p>Ensure providers are aware of other services available for young people with SEN</p> <p>Continue to support positive activities for young people with special educational needs and learning difficulties. This activity will be part of the specification key performance indicators identified.</p>
Transgender	No services aimed specifically at this group.	Neutral impact	All external and in-house providers ensure they have robust policies and procedures in place so LGBTQ young people feel safe and welcome.

			Ensure this is clearly auditable though contract monitoring.
Pregnancy and maternity	No services aimed at pregnant teenagers or teenage mums	Neutral impact	N/A
Race/Equality	. Community Commissioning monitoring data covering October 14 – September 15 (which includes both internal and external delivery) show show young people from Black/Black British, White and Asian/Asian British background accessing the service. However the service is also reaching to young people from other backgrounds, such as the Portuguese community.	Neutral impact	Age, gender, ethnicity, disability and other standard monitoring data to be recorded by both commissioned and in-house youth provision.  Work with providers to ensure ideas to address gender imbalance, as outlined in tender submissions, are implemented.  Ensure this is clearly auditable through contract monitoring.
Religion/belief	No services aimed specifically at religious groups	Neutral impact	Service needs to be able to meet needs of all users.
Sexual orientation	No services aimed specifically at this group.	Neutral impact	All external and in-house providers ensure they have robust policies and procedures in place so LGBTQ feel safe and welcome.  Ensure this is clearly auditable

			through contract monitoring.
Sex	Community Commissioning monitoring data covering October 14 – September 15 (which includes both internal and external delivery) show there is still a higher proportion of males attending the service. However, some areas have started to see an increase in females attending the service which will be monitored to ensure learning can be taken forward into the new commission.	Neutral impact	Referencing to how an organisation will address the current gender imbalance at centres will be built into the specification and be part of a set of key performance indicators.
Class or socio-economic disadvantage	Newham is the 23 <sup>rd</sup> most deprived area in England.  Young people account for 37% of Newham's population 25% of the population	Positive impact	Continuation of positive activities for young people to support the resilience agenda



Equality Impact Assessment Action Plan for Community Hubs Young People's Commissioning						
Issues identified and groups affected	Actions to be taken	Timescales of actions	Who is responsible for delivery	Intended outcomes	Performance measures	Reference to service or other plans
All	<p>Continue to engage with young people on the development and delivery of the offer of activities for young people to ensure the programme is current.</p> <p>Community Neighbourhood Managers and providers (internal and external) to work together to ensure there is a co-ordinated approach to activities for young people.</p>	Ongoing	LBN Commissioning (Community, Leisure and Legacy)	An offer which is fit for purpose and continually updated and informed by young people and Community Neighbourhoods	<p>Young people satisfaction/feedback surveys</p> <p>Contract monitoring</p> <p>Community Neighbourhood Plans</p>	Building Resilience - Quid pro, not status quo
	Work with	Monitoring –	LBN	Offer of positive	Monitoring data	Current

Sex	providers to ensure ideas to address gender imbalance, as outlined in tender submissions, are implemented.	ongoing	Commissioning (Community, Leisure and Legacy)  Service providers	activities accessed by good balance of male and females		monitoring data  Community Neighbourhoods Young People Commissioning Consultation Report  Tender specification  Tender submissions
-----	------------------------------------------------------------------------------------------------------------	---------	------------------------------------------------------------------------	---------------------------------------------------------	--	------------------------------------------------------------------------------------------------------------------------------------------------------

**Formal agreement**

- a. Divisional Director
- b. Head of Strategic Commissioning and Intelligence

**7. Publication of results**

- a. Date EqlA published on Council website (full or summary version)

**8. Monitoring and review**

- a. October 2016 – complete
- b. October 2017 – as part of the annual review process

**This page is intentionally left blank**