

Equality Impact Assessment (EIA) Screening Template

Please use this template to screen the service/ policy/ project being assessed when a full EIA is not required.

Service Area:	Early Help
Name of service/policy/project being assessed:	Proposal to return the Hampton Youth Centre to Achieving for Children and expand the provision when the current contract with the YMCA ends on 31 March 2021.
Officer leading on assessment:	Roberta Evans, Associate Director of Early Help
Other officers involved:	Sarah Reid, Head of Service Children, Youth and Partnerships; Henry Kilpin, Head of Strategy, Policy and Programmes

1. Briefly describe the service/policy/project:

Current service delivery

In November 2017, Achieving for Children commissioned the YMCA to provide the youth offer at Hampton Youth Centre as part of a larger contract which also includes two sites in Kingston upon Thames. The contract is due to end on 31 March 2022. As a result, Achieving for Children's youth service is delivered in a mixed model with directly-delivered youth provision at Ham Youth Centre, Heatham House, The Powerstation and Whitton Youth Zone, and commissioned youth provision at Hampton Youth Centre delivered by the YMCA. The Hampton Youth Centre is on the Tangle Park campus alongside the community centre at The White House, which is also delivered by the YMCA, and the family centre delivered by Achieving for Children. The youth centre offers a number of facilities for young people, including a sports hall, climbing wall and music production.

The centre is in poor repair which has limited the range of youth services and activities available; however, the YMCA delivers the following offer at the centre:

Day	AM	PM
Monday		3.15 - 5.45 11-19 youth session
Tuesday		3.15 - 5.45 11-19 youth session
Wednesday		3.15 - 5.45 11-19 sports session
Thursday		
Friday		3.15 - 5.45 11-19 youth session
Saturday	Voluntary group use facilities	
Sunday		

Options

The contract with the YMCA ends on 31 March 2022. It has been extended from its original end date of 31 October 2021 due to the Covid-19 pandemic. Three options have been considered for the future delivery of Hampton Youth Centre:

- (a) bring back in-house the commissioned youth service provision at the end of the current contract to form a single borough-wide service.
- (b) commission the entire youth service from a third party organisation.
- (c) commission a smaller number of youth centres or elements of the youth service from a third party organisation.

Option (a) is recommended. Option (b) is not recommended as it would limit the ability for the youth service to support Achieving for Children's targeted early help approach with vulnerable young people, for example: joint work with youth justice services, substance misuse services, emotional health services and adolescent safeguarding services to prevent exploitation and promote health and wellbeing. Option (c) has been discounted for similar reasons and because it would lead to a fragmented youth offer across the borough.

Recommendation

It is recommended to bring the Hampton Youth Centre back into the youth service in Achieving for Children from 1 April 2022. This will enable Achieving for Children to increase the number of sessions and activities delivered from the centre utilising and sharing resources from across the whole youth service. This will include an expanded number of direct youth work sessions, a wider range of programmed activities, and the provision of information, advice and guidance. The youth offer will be designed and programmed to complement the existing youth provision available from the voluntary and community sector, and will respond to the gaps in local provision identified by young people in the youth consultation as well as emerging need identified by professionals working in partner organisations. Importantly, delivery of option (a) will enable better delivery of a targeted youth offer to more vulnerable young people through the development of a multi-agency delivery model alongside early help services in Achieving for Children. This would facilitate more joined-up work between the youth service and other services in Achieving for Children, including the youth justice service, substance misuse services, emotional health services and the adolescent safeguarding team.

The Hampton Youth Centre building is in need of repair and upgrading to meet the current needs of young people. The YMCA was not able to improve the buildings as the relatively short contract period made it difficult for them to secure capital funding. By bringing the services in-house, Achieving for Children can more easily make applications for capital funding for improvements. This includes improving internet connectivity to the centre which is currently limiting the youth offer and programme available to young people.

Consultation

There have been a number of consultations held with young people across Richmond which have informed our proposal to expand accessibility to supportive services and further develop the range of services across all Youth Centre sites.

- The Richmond Youth Well Being Survey summary of findings was presented by The Youth Council to the Education and Children's Services All Members Briefing Meeting on 22nd October 2020 5.30 - 7.15 - (Appendices A).
- Climate Change Consultation - joint work between Richmond Council and the Kingston and Richmond Youth Council.
- Sexual Harassment Survey summer 2021.

Consultation with young people, stakeholders and staff is being held on 18 October 2021 at Hampton Youth Centre. The results of the consultation will be shared with the Committee on or before 1 November 2021. Achieving for Children has completed further consultation on the proposal to bring the Hampton Youth Centre back in-house to Achieving for Children on 18 October 2021.

There were separate events for young people and stakeholders. Employees will be formally consulted on the TUPE implications once a decision has been made by the Committee.

2. Brief outline of impact

<i>Protected Group</i>	<i>Impact (mark with an 'X')</i>			<i>Outline any potential impact</i>
	<i>Positive</i>	<i>Negative</i>	<i>None</i>	
Age	X			<p>The Youth Service has a target population of 10 - 17 and up to 25 years for children with SEND.</p> <p>The intention is to increase the number of children engaging with a more coordinated offer by increasing the range and number of sessions.</p>
Disability	X			AfC will continue the offer for children with disability with youth services in Richmond, including Hampton, Whitton and Ham.

Gender (Sex)			X	We do not have a comprehensive data set on gender because the services are universal and voluntary and not all young people feel comfortable to provide this information. All services are delivered for all young people and no-one is excluded due to sex unless young people request a specific 'girls group' or 'boys group' from the service.
Gender reassignment			X	Data relating to gender reassignment is not collected. Afc's Youth Service provides two LGBTQ+ groups and this will continue in Richmond should the proposal be agreed. An additional group can be offered if the need is identified.
Marriage and civil partnership			X	Data relating to marriage and civil partnership is not routinely collected. It is considered of low relevance to this assessment.
Pregnancy and maternity			X	Data relating to pregnancy and maternity is not routinely collected. It is considered of low relevance to this assessment.
Race/ethnicity	X			In relation to race and ethnicity, disproportionality is identified as a key theme in exclusion data, youth justice data and within the MARVE cohort (children at risk of CSE and or CCE). Disproportionality is a strategic priority for the youth justice service and greater control upon youth service provision will allow us to increase the focus on proactively targeting disproportionality and ensure youth services provide a welcoming and non-discriminatory service. We will seek to work with our partners in regard to the wider community offer and pathways for support. Youth Justice Service Young people from mixed/multiple ethnic backgrounds account for approximately 7.1% of the 10-17 year olds across Afc, but in 2019/20 accounted for 21.3% of new substantive

			<p>outcomes, 17% of first time entrants, 60% of custodial sentences and 42.9% of remands, while accounting for 20.4% of the total YJS cohort for that year.</p> <p>MARVE Of the 104 children referred to and discussed at MARVE since its inception in November 2018, 46% (48/104) were from Black, Asian and Minority Ethnic backgrounds, with 25% from Mixed ethnic backgrounds.</p> <p>Increasing the joint work with statutory services, such as youth justice and adolescent safeguarding, will help to break down some of the barriers that young people can experience. In Richmond, the summer program was fully supported by the Schools Police, providing a positive relationship building opportunity and represents young people in a more favourable light to Police.</p>
Religion and belief including non-belief		X	Services are available to all, regardless of religious or faith backgrounds.
Sexual orientation		X	<p>Data relating to sexual orientation is not collected.</p> <p>AfC's Youth Service provides two LGBTQ+ groups.</p>
Other i.e. carer, or those on a low income			<p>The proposal seeks to proactively increase the numbers of children from vulnerable and targeted groups accessing youth services. There will be an increase focus on those accessing targeted children services, those from low socio-economic backgrounds-including free school meals as an indicator and an increased focus on collaboration with services such as our commissioned young carer providers</p> <p>The Project Spotlight analysis carried out by Heatham House, Richmond, has informed us</p>

				that one in four (25%) of the cohort attending youth services at Heatham House are children who have accessed higher tier interventions-children’s social care and/or Youth Justice services. This analysis is currently being completed across the Richmond youth service.
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Completed Date:

11 October 2021

Lead Officer:

Roberta Evans, Associate Director of Early Help

Signed off by (Director level):

Ian Dodds, Director of Children’s Services

Please send your completed EIA to henry.kilpin@achievingforchildren.org.uk or edwina.gregory@achievingforchildren.org.uk for publication.