Background Document: Re-modelling Gwynedd Council’s Youth Service for the future.

1. INTRODUCTION AND CONTEXT.

1.1 The purpose of this document is to present information about Gwynedd Council’s Youth Service, and information on why and how Gwynedd Council proposes to change the service in the future. It contains several Appendices, namely:
Appendix 2 - Equality Impact Assessment on Changing the Youth Service
Appendix 3 - Assessment of Options for Changing the Youth Service

1.2 Providing Youth Support Services is a statutory requirement under the Learning and Skills Act 2000. Welsh Government directs local authorities to provide, ensure provision or contribute to the provision of Youth Support Services. This direction is provided through the following documents; “Extending Entitlement Guidance (2002)”, Wales Youth Work Strategy 2014-2018, The Youth Engagement and Framework 2015-2018, and the Youth Charter 2016.

1.3 Youth Support Services are available for young people aged 11-25 years old. Young People receive Youth Support Services in Gwynedd from a variety of organisations, these includes the Information Service (Gwynedd-Ni), Health Services, Youth Service, Education, Training and Careers Services, Housing Services, and Access to Travel and Transport Services. For young people who require additional support there are specialist services which include Children’s Social Services, Youth Justice and Police Service, Benefits Services and Advice Services such as Barnardo’s, Childline, NSPCC, Action for Children and others.

1.4 In addition to the Youth Support Services noted in 1.3, there are many other opportunities for young people aged 11-25 within the County. These include a number of activities, clubs, and societies that brings young people together based on their interests, and to socialise with their peers independently from their parents / guardians. Examples include sports clubs, choirs, arts groups, Urdd, Chapel and Church Youth Groups, cadets, Young Farmers Clubs.

2. REVIEW OF YOUTH SUPPORT SERVICES 2015-2017

2.1 A review of the Youth Service was undertaken during 2015-2017. See the full report in Appendix 1.

2.2 The Review’s purpose was to look at the current Youth Service and its suitability for the future. It included a comprehensive engagement process with service users, young people, internal and external partners, schools, and organisations that currently receive a grant from the service. The process included discussions, collecting opinions and their ideas.

2.3 The Review identified that the current Service is not fit for purpose and faces a number of challenges, such as:

2.3.1 Ability to respond to what’s important to young people.
During the engagement process with young people (via Youth Club Evaluations, focus groups, questionnaires etc.) they reported that the following matters were important to them – safety, self-image, sexuality and healthy relationships, health and emotional well-being, developing skills not gained at school or at home, developing communication skills and work readiness skills. Young people also reported than socialising and having fun with friends were also important to them.

Engagement with partners and other services that support young people have stated that the Youth Service could contribute more towards the preventative agenda. They believed that this was because Youth Workers could be in a position to engage, support and work with young people in informal settings to tackle issues.

2.3.2 The need to respond to changes in the strategic / policy context for Youth Work.
The statutory requirement under the Learning and Skills Act 2000 remain, however, Welsh Government expect that local authority youth services concentrate more on supporting young people with learning and education. There is also more of an emphasis on supporting young people, 16 years and over, who are not in education, training or work.

2.3.3 Meeting the changes in population trends.
The data and trends for the 11-25 age group show that issues such as health (e.g. pregnancy rates, substance misuse) and mental well-being (e.g. mental health referrals) are on an increase in Gwynedd. Young people who participated in the engagement process confirmed these trends as being a concern.

2.3.4 Capacity to recruit and develop the workforce.
Through engaging with staff, assessing business plans and the risk register it was identified that recruiting, developing, training and administrating a large sessional workforce is challenging. The Service currently employs 100 youth workers who work between 3, 6 or 9 hours per week, and it is increasingly difficult to recruit new people to these types of role. This sessional staffing structure means here is little flexibility for the youth workers to respond to the needs of young people outside of the hours / nights contracted to run a youth club. Young people’s feedback stated that they wish to gain access to youth workers at school, in their community and at times convenient to them such as weekends, school holidays, after school and evenings.

2.3.5 Deliver within Budget.
The Review had to consider the challenging financial situation and the decision taken through the ‘Challenge Gwynedd’ process in March 2016. As part of this process the Council decided to cut the Youth Service budget by £200,000, this in addition to an efficiency savings target of £70,000. This means that the Youth Service in its current form cannot be an option for the future. The review and engagement work with stakeholders had to consider this financial context.

2.4 The review and the feedback from the engagement process suggests that future Youth Services should concentrate on helping young people to learn and develop their personal, social and educational skills within informal settings. This would ensure that they engage fully with their education or training, are prepared for the world of work, and they are able to contribute fully to their community.

3. OPTIONS ASSESMENT
3.1 Taking into account the information from the engagement process and ‘Challenge Gwynedd’, options for the future re-modelling of the youth service were formed.

3.2 A long list of options were identified, but individually, none of these options would meet the reduction in the budget. These included:

- Reduce or Stop Grant funding to the third sector
- Cut the Youth Bus
- Stop the Duke of Edinburgh Award
- Change caretaking and property management
- Reduce or remove mini bus fleet.

3.3 Taking into account all the information, 4 options were developed:

<table>
<thead>
<tr>
<th>Option</th>
<th>What is it?</th>
<th>How would it look?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Continue to provide the same, but less of it (close some youth clubs and reduce the grant given to the third sector)</td>
<td>Continue to run 10 Youth Clubs in 1. Maesgeirchen 2. Caernarfon 3. Bethesda 4. Dyffryn Nantlle 5. Pwlheli 6. Porthmadog 7. Blaenau Ffestiniog 8. Dolgellau 9. Tywyn 10. Bala Youth Club provision will be available School Term only. The same will be offered to all 11-25 year olds. A reduction of 50% grant to the third sector.</td>
</tr>
<tr>
<td>Option 3</td>
<td>Provide in a different way, by a Programme of Activities and Projects that goes from location to location throughout the county, and commission additional activities from external partners.</td>
<td>A Programme of activities and projects through schools and in the community for 11-19 year olds throughout the year. (Gwynedd Youth Club) Youth Worker attached to every high school. Personal Support provided to 16-25 year olds who are facing barriers to education, training or work. Commission the third sector to deliver activities and projects on behalf of the Youth Service to meet specific needs.</td>
</tr>
<tr>
<td>Option 4</td>
<td>Provide in a different way, by a Programme of Activities and Projects that goes from location to location throughout the county, and establish a community grant for third sector organisations to provide opportunities for young people.</td>
<td>A programme of activities and projects through schools and in the community for 11-19 year olds throughout the year. (Gwynedd Youth Club) Youth Worker attached to every high school., but contact would be less than option 3. Personal Support provided to 16-25 year olds who are facing barriers to education, training or work. A Community grant of (£40k) through Cist Gwynedd open to third sector organisations to fund activities for young people.</td>
</tr>
</tbody>
</table>

3.4 An initial Equality Impact Assessment has been prepared (see Appendix 2) which identifies the following as possible impacts on population groups:
- Every option will have a negative impact on 11-16 year olds due to the reduction of provision available.
- Option 3 and 4 will have a positive impact upon the 16-25-year-old group because it will deliver a specific service to target needs.
- Option 1 and 2 will have an impact on specific communities (28 to 32 communities) but will have a positive impact in 10 to 14 communities where a Club will be located.
- Option 3 and 4 could have a negative impact in 42 communities by moving away from running clubs – seen as less provision. But could have a positive impact in communities where the service would deliver activities and projects as part of its annual programme.
- Every option could have an impact upon groups with equality characteristics.
- Every option could have a negative impact on a female workforce.
• Every option could have a negative impact upon Welsh Speakers due to a reduction in the opportunities for them to use Welsh in social settings.
• Option 3 and 4 would have greater impact upon disadvantaged communities.

3.5 Every Option could respond to the requirements of the Futures Generations Act’s (Wales) 2015 objectives for young people in Gwynedd. All options would allow the Service to support young people to develop activities and projects that contribute towards these requirements. However, Option 3 and 4 are the only options that embraces the Act’s new way of working. Under option 3 and 4, the Youth Service, would be expected to work in partnership with other organisations to respond better to the needs of the Counties young people. Under Option 3 and 4, the Youth Service would also support young people to identify answers and solutions to the matters that affect them and their communities.

3.6 The 4 options have been assessed against the following criteria:
- Ability to meet the need of young people, and the changes affecting this age group / demography.
- Ability to deliver the local direction required of the service to the future, including meeting the statutory requirement, and changes to policy and strategic direction.
- Meets current budget and best placed for future financial context.
- Can respond to the challenges of recruiting and developing a safe workforce.
- Has the least negative equality impact and best mitigating actions. The assessment has also taken into consideration the spatial impact of the options, and their impacts on the third sector because these were identified during the review as matters that needed attention.

3.7 The full assessment can be seen in appendix 3, and the results are listed below:

<table>
<thead>
<tr>
<th></th>
<th>Option 1</th>
<th>Option 2</th>
<th>Option 3</th>
<th>Option 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meets young people’s needs</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>(young peoples, opinions, trends)</td>
<td></td>
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<tr>
<td>Responds to the context</td>
<td></td>
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<tr>
<td>(policy, strategic and statutory)</td>
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<tr>
<td>Meets the budget</td>
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<tr>
<td>(affordability and sustainability)</td>
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<tr>
<td>Recruit Safe Workforce</td>
<td></td>
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<td></td>
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<tr>
<td>(recruit, training and staffing)</td>
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<tr>
<td>Impact Assessment</td>
<td></td>
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<tr>
<td>(equalities, social, third sector)</td>
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</table>

3.8 Based on the assessment, Option 3 is the preferred option because:
• It best meets the needs of young people, and brings results to individuals.
• Best meets the context, and best placed to respond to policy and strategic direction.
• Has some negative impacts that can be mitigated, and also has some positive impacts.
• This provides the most effective staffing structure with regards to recruiting, training and ensuring a sustainable workforce for the future.
• Makes best use of the available funds and would ensure a stable Service which responds to the needs of The Counties Young People.

4. NEXT STEPS AND TIMETABLE.
4.1 Undertake a consultation to gather public opinion on the future direction for the Youth Service, having identified option 3 as the preferred way forward.

4.2 Use the consultation results to update the Equalities Impact Assessment and review the options.

4.3 Present to the Cabinet for final decision in March 2018.
APPENDIX 1

Gwynedd Council’s Youth Service Review

Content

1. Context
2. The Current Situation
3. Why change?
   3.1 Change in the context
   3.2 Young People’s Needs and Opinions
   3.3 Resources and Budget

Appendices
1. **Context**

1.1 Through the **Learning and Skills Act 2000**, Section 123(1), Welsh Ministers have referred local authorities to provide, ensure provision of, or participate in the provision of youth support services. See [http://www.legislation.gov.uk/cy/ukpga/2000/21/contents](http://www.legislation.gov.uk/cy/ukpga/2000/21/contents) (Learning and Skills Act 2000 (section 123)).


1.3 "**Extending Entitlement: supporting young people in Wales 2001**" places a requirement on the local authority to work in partnership in order to ensure planning, provision and coordination arrangements for the youth support services.

1.4 The **ESTYN** education authorities' inspections highlight whether the arrangements made to implement the "Extending Entitlement" are appropriate; and measure whether the provision of the Youth Support Services within the area of that education authority is planned well and of quality.

1.5 The **Youth Support Services** are a collection of services provided by the public and voluntary sector; in the majority of counties, they include learning encouragement, the inclusion of education departments, youth work by the statutory and voluntary youth services, preventative and rehabilitation services of the youth justice teams, preventative activities of the children social services, the young people's health services of the Health Boards, accommodation and housing services for young people by housing associations and charities, career advice and look for work by Careers Wales, welfare associations and the students of the colleges and universities, the Job Centre Plus services, support and advocacy services by charities such as Barnardo's, Action for Children, NSPCC.

1.6. **Youth Work** provided by statutory Youth Services through local authorities is part of the Youth Support Services pack in every county.

1.7. **Youth Work** is mainly based on a voluntary relationship between young people and youth workers. The Youth Service in Gwynedd provides qualified youth workers in order to provide youth work for young people. Access to this service is a general right that is available for every young person between 11 and 25 years old.

1.8 Youth Work respects the viewpoints and opinions of young people by asking them to contribute towards the work of planning, creating and establishing services and a provision which meets their needs and satisfies their aspirations. The provision depends on the participation of young people, considering their requirements, wishes, interests and aspirations.

1.9 Youth Workers are the first contact for many young people in their communities due to their work in youth clubs, outreach work and work out in the communities; and due to the relationship that is built with the young person and other stakeholders. Youth Work plays a key part in diverting young people from anti-social behaviour but, more importantly, it improves their skills and
aspirations, encourages a more positive opinion about young people and supports social coherence. See [http://wlga.cymru/youth-service](http://wlga.cymru/youth-service) (Youth work in Wales: Principles and Purposes).

1.10 Deriving from the Learning and Skills Act 2000, Welsh Government has released further guidelines for local authorities to give a direction to youth support services and youth work. The [Welsh Government Youth Work Strategy 2014-2018](http://wlga.cymru/youth-service) attempts to give recognition to youth work, noting the need to see that work continuing as strategic work, and not being treated as part of a leisure service. The Strategy notes that good youth work can improve attendance, behaviour, motivation and relationships within schools. The emphasis of the strategy provides youth work, and the youth workers, with a key role to support young people to remain in education, and to continue within education or formal training. The strategy identifies three fields the youth services should focus on, namely:

a) Access to informal and semi-formal opportunities which widen the horizons, challenge the mind and develop skills by
   - Contributing to closing the gap in educational achievement
   - Continue to reduce the young people who are NEET (not in education, training or employment) - as a result of education or health interventions, or other support interventions).
   - Support and assist the period of growing into an adult
   - Broker on behalf of the young person to move him/her on to more expert specificity support

b) Strengthen the strategic relationship between youth work and formal education
   - Targeted youth work, based on working in partnership to ensure positive outputs for young people in mainstream education and training
   - Introduce personal, social and health education into schools

c) An improved and more regular coordination of what the youth services offer young people through the voluntary and statutory sector, to reduce duplication, share information and promote activities that increase capacity, to offer a high quality service which responds to the current needs of young people. (See [http://gov.wales/docs/dcells/publications/140417-national-youth-work-strategy-cy.pdf](http://gov.wales/docs/dcells/publications/140417-national-youth-work-strategy-cy.pdf))

1.11 Following on from this national strategy, the [Welsh Government Engagement and Development Framework (2015-2018)](http://gov.wales/docs/dcells/publications/140417-national-youth-work-strategy-cy.pdf) in order to assist with implementing the strategy’s priorities within the local authorities. This document states that the responsibility lies with the Local Authority to coordinate the Framework locally and put arrangements in place to identify, broker, track and provide for the young people who are in danger of leaving education, training or employment, or who have already left education, training or employment. The Framework denotes a specific role for the councils’ Youth Services, noting that youth workers should be used through this service to achieve the brokerage role for young people aged 16+ in order to support them to continue or re-join education, training or employment. (See [http://gov.wales/docs/dcells/publications/131007-ye-framework-implementation-plan-cy.pdf](http://gov.wales/docs/dcells/publications/131007-ye-framework-implementation-plan-cy.pdf))
1.12 Additionally, Welsh Government published the **Wales Charter for Youth Work (March 2016)** in order to attempt to implement the national strategic priorities, specifically in order to respond to the need to reconcile the 'youth service offering' for young people throughout the country. The Charter notes Welsh Government’s basic expectations for what the youth work should offer young people throughout Wales. The charter notes that every young person should receive the right to gain easy access through the medium of Welsh or English to:

- Safe and warm meeting areas, which offer opportunities to develop lasting relationships, exciting leisure activities in the fields of art and sports, and new experiences that will widen their horizons.
- Opportunities to participate in outdoor adventure, and residential and international experiences.
- Opportunities to participate in the work of making decisions through informal and formal structures to engage with young people locally and nationally (e.g. young mayors, youth councils and the Parliament). Such arrangements should clearly refer to participation standards; they should be based on the principles of UNCRC; and they should attempt to attract the interest of young people in the work to steer and scrutinise the services that impact them.
- Information, guidance and support regarding issues that concern them, including employment, housing and mental welfare. The service can be used through the medium of digital media and via dependable and trained adults.
- Encouragement to learn more about their own culture and other people's cultures.
- Joined up provision by youth workers in every secondary school and college, extend the 'offer for pupils' and therefore enrich the formal curriculum and assist with personal and social development.
- Opportunities to be civil campaigners, e.g. by volunteering.
- Acknowledge and/or accredit their achievements in terms of personal and social development in schools and colleges and therefore in the community.

(See [http://gov.wales/about/cabinet/cabinetstatements/previous-administration/2016/youthcharter/?skip=1&lang=cy](http://gov.wales/about/cabinet/cabinetstatements/previous-administration/2016/youthcharter/?skip=1&lang=cy))

1.13 However, since publishing the national strategy, Welsh Government has published a **Feasibility Survey on Youth Services in Wales (June 2015)** to respond to the challenging changes that have faced the youth work and youth services sector due to the impacts of financial cuts. The survey considers options for provision models for youth work. Four models are offered for the future, namely:

- Keep to the current system with some minor changes;
- Provide a service within a regional consortia.
• Withdraw the finance of youth services from the RSG and create a National Youth Service
• The Scottish Model - a strategic independent body giving guidance to services but the provision staying within individual counties.

1.14 Welsh Government is not currently planning to respond to this survey's recommendations.

1.15 During 2016, Welsh Assembly Government’s Children, Young People and Education Committee carried out an investigation to review Welsh Government’s strategic effectiveness and policy in terms of youth work. A public consultation was held by the Committee on the following issues:

• Young people's access to youth work
• The effectiveness of Welsh Government's strategy and policy on youth work
• Finance for youth work (Local Government, Welsh Government, Europe, Third Sector)

1.16 The Committee published the findings of the investigation What kind of youth service does Wales want? (December 2016) which included 10 recommendations for Welsh Government. The main messages of the investigation were the challenge that faced the Government to plan to ensure regular youth services that are of quality, bilingual, accessible throughout Wales in light of the cuts and the decline which has already happened. The responsible Minister, Alun Davies, has responded by announcing in April 2017 that he will be reviewing the "Extending Entitlement" statutory guideline during 2017-18, which would lead to reviewing and producing a new Youth Strategy for the period 2018-19 onwards. (See http://www.cynulliad.cymru/SiteCollectionDocuments/youth-work-draft-report-cy.pdf#search=gwasanaethau%20ieuencitid ).
2. The current situation

2.1 Youth Support Services in Gwynedd are a partnership of wide provisions which encourage, enable and assist young people aged 11-25 to effectively take advantage of education or training, take advantage of opportunities for employment and/or to play an effective and responsible part in the lives of their communities.

2.2 Young people in Gwynedd receive Youth Support Services from a wide variety of organisations. Gwynedd Council is one partner within this extended network of provision, and contributes, like other partners to this wider agenda.

2.3 As young people grow-up they can face difficult, challenging and exciting times in their lives. Every young person will respond differently to these times, and sometimes they might need some assistance, guidance or support to deal with various matters that affect them. Youth Support Services all contribute towards sustaining and supporting young people through this time from adolescence to adulthood.

2.4 Youth Support Services in Gwynedd is available to any 11-25-year-old young person and includes:
- Information Service (Gwynedd-Ni)
- Health Services
- Youth Services
- Transport and Travel Services
- Education, and Training Services (including schools, student welfare, careers advice)
- Housing Services

2.5 When some young people require additional support, other specialist services are available as part of the Youth Support Service network:
- Children’s Social Services
- Police and Youth Justice
- Benefits Services
- Barnados, CHildline, NSPCC and many others.

2.6 Young people as they grow up, also chose to engage and socialise with their friends through their interests and hobbies, and they do so independently from their parents / guardians and their families. There is a wide range of provision in Gwynedd of activities, clubs and societies for young people to come together to enjoy themselves, including sports clubs, choirs, arts groups, Urdd, chapel youth clubs, cadets, Young Farmers.

2.7 Gwynedd Council’s contribution to the youth support services’ pack includes:

- a workforce that provides support for young people with formal learning (e.g. learning coaches, mentors, attendance and behaviour officers), and informal learning (e.g. youth workers, Children Services’ support workers, youth justice workers) and to be part of a society (youth workers, youth justice workers etc.)
- provide activities and projects to encourage young people to learn (e.g. TRAC, Ad-TRAC), to develop skills (e.g. Llwyddo’n Lleol, Job Clubs, Criw Celf, Writing Squad, After-care Work Experience Scheme, etc.), and to develop skills and contribute towards their communities (e.g. youth work, GwirVol Scheme, Millennium Volunteers scheme, etc.)
• provide facilities and a workforce for leisure, socialising and exercising (information service, leisure centres, playing fields, libraries, village halls, youth centres, sports officers, youth workers, grants for the Urdd third sector, Young Farmers Club, Guides and Scouts).

2.8 The **Youth Work** provided by the Council's Youth Workers and Youth Service contributes towards the support, the activities and the facilities that are part of this pack.

2.9 ESTYN's latest survey report on Gwynedd Council's education services in 2013 noted that "the youth service had greatly achieved to increase the number of young people who achieve accredited units or qualifications, and in terms of promoting apprenticeships, entrepreneurship and learning paths. In general, the service is well organised, and learners are supported effectively." At that time, it was noted that "a number of established partnerships vastly contributed towards the experiences offered to children and young people, including partnerships within the Council and the Council's partnerships with the health board, social services, the Police, youth support services, and education and training providers" which was drawn together from the Children and Young People Partnership. (See [https://www.estyn.llyw.cymru/sites/default/files/documents/Adroddiad%20arolygiad%20Cyngor%20Gwynedd%202013_0.pdf.pdf.pdf.pdf.pdf.pdf](https://www.estyn.llyw.cymru/sites/default/files/documents/Adroddiad%20arolygiad%20Cyngor%20Gwynedd%202013_0.pdf.pdf.pdf.pdf.pdf.pdf)).

2.10 The Council's Youth Service Provision

2.10.1 The **Council's Youth Service** provides youth work for any young person aged 11-25 years old in Gwynedd. The Youth Service currently provides the following:

2.10.2 Youth Clubs (2016-17 DETAILS)

The Service provides 42 youth clubs that are open between one and five nights per week for 30 weeks during the school term, with 10 clubs receiving an additional seven weeks during the summer term.

All the Clubs develop their own programme of activities, events and projects based on the wishes of the members. The content and range of the programmes vary throughout the county. The Clubs also provide a social space for young people to socialise together. The clubs are held by 142 youth workers who work on a session basis.

The Service has its own property for the locations of the following clubs:

- Penrallt Youth Centre, Caernarfon
- Maesgeirchen Youth Centre
- Cefnfaes Youth Centre, Bethesda
- Dyffryn Nantlle Youth Centre, Penygroes
- Harlech Youth Centre

The Service hires an appropriate space in other buildings for exclusive use of the Youth Club in the following locations:

- Barmouth Leisure Centre
- Blaenau Ffestiniog Community Centre
- Dolgellau Leisure Centre
- Frondeg Centre, Pwllheli
The Service hires a space in other community buildings for the 34 clubs that remain.

The Service has four mini buses (two in Arfon, one in Meirionnydd and one in Dwyfor) to transport young people to go to activities.

2.10.3 Accreditations Development Work
The Council acknowledges teaching members of the service through accreditations / qualifications. The Government measures the impact of the Youth Services by converting the contacts the Youth Services have with young people into national and/or local accreditations (see the below outcomes and impact section).

Gwynedd offers the following accreditations as part of its provision:

- The Duke of Edinburgh Award / Wales Open / Leadership in Sports / Youth Achievement Award (National accreditations)
- John Muir / Children University (local accreditations)

2.10.4 Training
The Youth Service does not currently provide Youth Work training (Level 3) for the Young Workers of the County (those employed by the County or another organisation) and has not provided training since 2015-16 whilst reviewing the service.

2.10.5 Outreach (2016-17 DETAILS)
The Service has one Youth Bus that has visited 16 communities, has engaged with 230 young people aged 11-25 years old and has provided projects that have led to young people completing 76 accreditations.

2.10.6 Youth and Community Work (2016-17 DETAILS)
The Service has five Youth and Community Workers who have supported 359 young people who have been identified as individuals who are at risk of being or, who are, NEET. The workers have provided a wide range of various projects that have led to young people earning 214 accreditations.

2.10.7 The Voluntary Sector’s Youth Activities (2016-17 DETAILS)
The Service has two Service Level Agreements worth £34,210 each (Urdd and Meirionnydd and Eryri Young Farmers’ Club).

This SLA gives the organisations a grant towards their core costs to employ development officers to maintain the clubs / homes across the county, provide activities for young people (trips, visits, events etc.)

The Service has one Duke of Edinburgh Award Expedition Commission worth £10,000. (The Urdd is currently providing this).

2.11 Budget
2.11.1 The Service’s Budget for 2016-17 was as follows:

<table>
<thead>
<tr>
<th>Budget</th>
<th>£995,300</th>
</tr>
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</table>

14
### Main expenditure categories:

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management</td>
<td>242,890</td>
</tr>
<tr>
<td>Youth Clubs</td>
<td>641,570</td>
</tr>
<tr>
<td>3rd Sector Grants</td>
<td>76,640</td>
</tr>
<tr>
<td>Accreditation and Qualifications</td>
<td>34,200</td>
</tr>
</tbody>
</table>

#### 2.12 Staffing

2.12.1 The staffing structure of the current Youth Service includes:

1 FTE x Service Manager  
2 FTE x Senior Youth Worker  
1 FTE x Youth Officer  
142 x Part-time Club Leaders and Deputy Leaders (19 FTE)  
1 full-time administration post  
2 x part-time administration posts (1 FTE)

2.12.2 In addition to the above core staff, the following posts are part of the service's staffing through grants:  
4 FTE x Youth and Community Worker (Welsh Government Grant)

#### 2.13 Performance

2.13.1 The performance of the Youth Service is measured annually via an audit submitted to the Welsh Government. Youth Services are measures based on the following:

2.13.2 Access to the Service. This measure measures how many young people use the service.
2.13.3 Effectiveness. This measure converts the contact with a young person into young people achieving accreditations, which is a way of measuring the informal learning that takes place throughout the Service.
2.13.4 Value for money. This measure shows the cost of providing the service per head of the age population.
2.13.5 Workforce Support. This measure reflects the age population’s access to professional youth workers.

The rate of youth workers to young people

<table>
<thead>
<tr>
<th>Year</th>
<th>Ratio</th>
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<tbody>
<tr>
<td>2012-13</td>
<td>1 : 1022</td>
</tr>
<tr>
<td>2013-14</td>
<td>1 : 1086</td>
</tr>
<tr>
<td>2014-15</td>
<td>1 : 1034</td>
</tr>
<tr>
<td>2015-16</td>
<td>1 : 1303</td>
</tr>
<tr>
<td>2016-17</td>
<td>1 : 1563</td>
</tr>
</tbody>
</table>

2.14 Appraisal

2.14.1 In addition to this performance data, the Youth Service gathers data on the impact of the intervention on young people through appraisals of specific projects.

For example: The Readiness to Work Project in Communities First Areas

<table>
<thead>
<tr>
<th>User Group: - Unemployed young people aged 16-24 years old from Communities First's underprivileged areas.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Effort</strong></td>
</tr>
<tr>
<td>Ran four Readiness to Work courses</td>
</tr>
<tr>
<td>Held 40 sessions as part of the course.</td>
</tr>
<tr>
<td>Reached 30 individuals from the user group.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Impact - Who has benefitted? (quantitative)</th>
<th>Impact - Who has benefitted? (quality)</th>
</tr>
</thead>
<tbody>
<tr>
<td>34 had engaged with the project</td>
<td>47% of the young people had moved onto a positive outcome</td>
</tr>
<tr>
<td>10 had entered employment</td>
<td>67% of the young people had developed their skills and gained an accreditation</td>
</tr>
<tr>
<td>4 were in training</td>
<td></td>
</tr>
<tr>
<td>2 were volunteering</td>
<td></td>
</tr>
<tr>
<td>23 had completed a relevant accreditation for the world of work</td>
<td></td>
</tr>
</tbody>
</table>

2.14.2 The Youth Service also gathers feedback and comments from service users during annual appraisals of the service, such as:
‘I was involved with the school youth work project throughout year 10 and 11. In this time I completed a level 1 B-TEC in work skills which involved doing a lot of practical stuff like working with the National Trust, creating a community garden in the school as well as doing my Bronze Duke of Edinburgh Award. I had the opportunity to try Kayaking, Canoeing, indoor climbing and Navigation skills as a part of my award. I loved these activities and it has helped me be more confident as well as developing my team work skills. The expedition part of the award was brilliant and an experience that I will never forget. The youth worker helped me in other ways by listening and helping me deal with problems. I have since joined the youth group has made me more confident in myself and helped me get to know different people.’

**MR 16**

‘I have been a member of Pwllheli youth club since the age of 12 it was a positive experience because there was lots of opportunities to communicate with different people and there was chances to be involved in different activities and get accreditation. I became a volunteer in the club at 16 and it gave me a good understanding what it’s like to work in that sort of environment under the different circumstances and seeing how those issues got dealt with. I gained a lot of experience and it has given me the confidence to pursue a career working with people with mental health and substance misuse problems.’

**EM 17**

“One member had been very worried about the financial situation at home and the situation that this had created. Whilst stating the concern, a number of other things surfaced. As a result, we were able to help with college in terms of an EMA grant (which the member was unaware of) and also the counselling service. As a result, the member’s confidence was boosted and he was aware of the support available to him - ‘I would never have known of all these things if it weren’t for the youth club.’” **Club Leader**.

"When Chloie began in the club, she was living on a diet of sugar and energy cans every time you saw her. By working with her on healthy foods, and how to cook things such as spaghetti, she started thinking about what she was eating. By now, she does not take sugar in tea, nor does she drink energy drinks and she thinks twice before buying chocolate in the shop. She can sleep much better by now.” **Club Leader**.

2.14.3 As part of the Service Business Planning process the KEY issues noted below have identified from a SWOT analysis and risk register of the current service:

<table>
<thead>
<tr>
<th>Strengths</th>
<th>Weaknesses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Services a high number of young people</td>
<td>Does not reach everyone - the service's attendance is limited to club locations only.</td>
</tr>
<tr>
<td>Attendance across the county</td>
<td>No access to meet the needs of young people - the service's areas and access to a youth worker is limited to club hours only. It is not possible for the young person to receive support outside the club.</td>
</tr>
<tr>
<td>The Service is available to all</td>
<td></td>
</tr>
<tr>
<td>User satisfaction of the service is high</td>
<td></td>
</tr>
<tr>
<td>The workforce is trained to specialise in some fields.</td>
<td></td>
</tr>
<tr>
<td>Threats</td>
<td>Opportunities</td>
</tr>
<tr>
<td>------------------------------------------------------------------------</td>
<td>-------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>A reduction in the budget (a reduction of £270k)</td>
<td>Develop the brokerage role of Youth Workers (Engagement Framework)</td>
</tr>
<tr>
<td>A lack of capacity in the service to provide youth work training for the county</td>
<td>Package the youth service's curriculum as a contribution to education and offer it to schools (Youth Work Strategy)</td>
</tr>
<tr>
<td>Unable to respond to change in the needs of young people.</td>
<td>Target external grants and research opportunities via ERASMUS, RDP, ESF, Rural LOTERI</td>
</tr>
<tr>
<td>The registration requirements of youth workers with the Learning Council.</td>
<td></td>
</tr>
</tbody>
</table>
3 Why change?

3.1 Change in the context

3.1.1 The Youth Service provides within the wider context of the youth support services and, as had been already noted in section 1 above, that national context is changing. A number of the factors that drive this change are also in place locally, such as the change in the needs of young people, the cuts that have impacted other partners within the field, and a threat to the resources given to youth work provision for the future.

3.1.2 As a result of announcing the Youth Work Strategy and the Engagement Framework, it can be seen that the Youth Service's work increasingly involves a group of service users who are traditionally supported by the Statutory Services (Education, Children Services and Justice Services). In addition to this, the Council's savings and cuts system has also forced these services to look at their priorities and direction for the future and, in light of a cut in budgets, there has been a slight reduction in their contribution to the Youth Support Services package.

3.1.3 A consultation day was held with internal partners (Education, Children Services, the Youth Service and the Justice Service) at Nant Gwrtheyrn on 30 April 2015 to commence discussions on options for the Youth Service’s direction for the future. Following this, a Young People Engagement Strategic Group was established to continue with the contact between the main services that are involved with youth support and young people engagement across the Council departments. The discussions regarding the direction of the Youth Service has continued with these internal partners during 2015-17, and has identified that:

- The Statutory Services see a role for the Youth Service in preventing children and young people from reaching their provision.
- The Youth Service has something unique to offer clients of the statutory services which is able to be provided from the perspective of the child / young person (rather than provide what has to be done in accordance with the court orders’ arrangements or a care plan, etc.)
- The Youth Service has an opportunity to provide interventions on behalf of the statutory services in order to support SOME groups of vulnerable young people.
- The Youth Service has a role to support children / young people when the statutory service’s intervention comes to an end in order to support them in a transitional period (because the individual reaches an age to leave, or because they now do not reach the thresholds for receiving the service but are still vulnerable).
- The Youth Service, differently to the statutory services, has a voluntary relationship with the individual.

3.1.4 During the same period, the Youth Service has been engaging with partners in the voluntary sector to gather opinion on the direction of the service for the future. Individual meetings have been held with the Urdd and Young Farmers throughout 2016-17, and a specific workshop has been held with external Partners as part of the Engagement Exercise (October 2016 - March 2017). Representation from the Youth Support Group membership was invited, which used to meet under the Children and Young People Partnership in 2010-2013. See Appendix 10.

3.1.5 The Main Messages from external partners were:
• Over the past years, there has been a change in what the partners provide, and there has been a decrease and a threat to resources for the future.
• A balance is needed between open access and targeted work.
• Continue to offer to develop the skills of young people, especially skills that they do not gain through education, and also look at citizenship and the voice of young people.
• Need to use the skills and expertise of partners to get the best for young people - need to consider commissioning the third sector to do everything, or to do parts, or to focus on the social element. The sector could work together to avoid duplication.
• A variation in membership fee and a participation fee closes some young people out.
• Young people need options in provision, some do not want to be members of a youth club, the Urdd, or the Young Farmers, etc.

3.2 A change in the needs of Young People

3.2.1 The needs of the young people of Gwynedd are changing, and the Youth Service will need to respond to the young people in the county, and their needs. In order to understand this age demography, the Youth Service, with the support of the Research and Analysis Unit, have structured a profile of the young people of Gwynedd.

<table>
<thead>
<tr>
<th>Young People of Gwynedd aged 11-25 years old</th>
</tr>
</thead>
</table>
There is a higher rate of young people aged 11-25 years old in Gwynedd (20.2%) compared with Wales (18.7%) according to the 2014 mid-year estimates.

Arfon has the highest rate of this age group (25.5%) which is not unexpected due to the University and the high student population in the catchment area of Bangor.

Menai (80.8%) and Deiniol (63.9%) wards have the highest concentration of young people aged 11-25 years old within the county. Outside the centre of Bangor city (and the University catchment area), the highest concentration of young people aged 11-25 years old are seen in Marchog (21.3%), Peblig (20.7%), Deiniolen (19.1%), Bowydd a Rhiw and Cadnant (18.8%). At its lowest, the % is significantly lower than the county average of young people aged 11-25 years old in Aberdyfi (10.9%), Dyffryn Ardudwy (11.5%) and West Porthmadog (11.7%).

<table>
<thead>
<tr>
<th>The Education, Skills and Work of Gwynedd's Young People</th>
</tr>
</thead>
</table>
The performance of Gwynedd pupils reaching level 5 in Key Stage 3 and Levels 1, 2 and 3 in Key Stage 4 is good, and is better than the national average. However, the rate falls in each secondary school amongst the pupils who receive free school meals.
The destinations for year 11 pupils show that there has been an increase in the number of young people who leave secondary school and engage in education/employment/training and a reduction in the number of people who are NEET at 16 years old.

<table>
<thead>
<tr>
<th>Year</th>
<th>Gwynedd</th>
<th>Wales</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>4.4</td>
<td>6.9</td>
</tr>
<tr>
<td>2008</td>
<td>5.7</td>
<td>7.1</td>
</tr>
<tr>
<td>2009</td>
<td>4.2</td>
<td>5.7</td>
</tr>
<tr>
<td>2010</td>
<td>3.6</td>
<td>5.4</td>
</tr>
<tr>
<td>2011</td>
<td>3.6</td>
<td>4.4</td>
</tr>
<tr>
<td>2012</td>
<td>3.0</td>
<td>4.2</td>
</tr>
<tr>
<td>2013</td>
<td>2.4</td>
<td>3.7</td>
</tr>
<tr>
<td>2014</td>
<td>1.7</td>
<td>3.1</td>
</tr>
</tbody>
</table>

The paths of young people aged 16-18 years old in Gwynedd are collected by Careers Wales in accordance with the definitions in Tier 5 of the Youth Engagement Framework (see section 2 above). Between May 2014 and May 2015, the paths of young people aged 16-18 years old were as follows:

<table>
<thead>
<tr>
<th>Tier 1 - Unknown</th>
<th>Tier 2 - Unavailable / failed</th>
<th>Tier 3 - not in NEET</th>
<th>Tier 4 – in NEET but at risk</th>
<th>Tier 5 - in NEET</th>
</tr>
</thead>
<tbody>
<tr>
<td>128</td>
<td>80</td>
<td>365</td>
<td>498</td>
<td>1597</td>
</tr>
</tbody>
</table>

The figures are generally very positive but the analysis of individuals in Tier 2 identify the main vulnerable groups of young people, namely the young people with intensive mental health, learning disabilities, and young people who leave care. The obstacles for these young people are very complex and prevent them from moving into education, training or employment.

The number of unemployed young people aged 18-24 years old who claim Job Seekers Allowance in Gwynedd (25.1%) is higher than the national average (24.8%), and especially amongst women.

3,991 young people aged 16-24 years old are economically inactive in the county, with a high % of these being inactive because they are students; however, 16% of them are inactive because of their care responsibilities, sickness and/or disability.

**The Health and Well-being of Gwynedd's Young People**

There is a lack of statistics for the 11-25 years old age group in order to understand the population's health and well-being population. The vast majority of health statistics are gathered for the 0-24 years old age group. However, Welsh Government's work on the behaviours of young people at school age (11-16 years old) in the catchment area of the Betsi Cadwaladr health authority in 2013-14 shows:
3.2.2 The Service has been listening to the opinion of young people regarding the service they receive by holding annual appraisals with every youth club and conducting customer satisfaction questionnaires with members of the service. The Service has also been engaging with young people who are not members of the youth service through an Engagement Exercise (October 2016 - March 2017) to gather the opinions on the future of the Youth Service.

3.2.3 A summary is noted below of the feedback and the opinion gathered from members of the Youth Service on the provision. (2014-15 Appraisals)

- Boys are more likely to eat daily breakfast than girls
- Boys exercise more regularly than girls
- Boys are more likely to be fat / obese than girls
- The smoking rate amongst young people increases in Year 11 (smoking at least once a week) and the same pattern is true for e-cigarettes. Rates increase with young people from poor backgrounds and amongst girls.
- The rate of alcohol follows the same pattern as smoking, which is an increase in Year 11, but is more obvious amongst young people from more affluent backgrounds and amongst girls.
- Cannabis is the most common drug to use amongst 11-16 year olds, with the rate of taking drugs increasing by year 11.
- Young people report a decrease in the emotional support and the help available for them as they grow up (parents, teachers and friends)
- Young people who report that school work is stressful for them increase in years 10 and 11.
- Young people report that bullying decreases generally after year 9.

The pregnancy rate amongst the age group under 18 years old (28.3%) is higher than the national average (27%), but is similar for the age group under 16 years old (5%) and is lower for the age group under 20 years old (39%).

80 young people aged 16-24 years old in 2014-15 were taken in as homeless, compared to 120 that are 25 years old and over.

In terms of crime amongst young people, in 2014-15, the crime pattern in Gwynedd and Anglesey was very similar to the national pattern, with 48 young people 10-17 years old receiving intervention from the Youth Justice Team due to the crime of violence against persons, and 43 in light of stealing / handling. This is especially true amongst the 14-17 years old age groups, and amongst boys. Criminal damage was the most obvious crime amongst the 10-14 years old age group and amongst boys.
"What do you enjoy about the Service?"

"What opportunities would you like the Youth Service to offer?"
3.2.4 An engagement exercise was carried out (October 2016-March 2017) to identify / confirm priorities for the youth service for the future (see https://www.gwynedd.llyw.cymru/cy/Cyngor/Dogfennau-Cyngor/Dewud-eich-dweud/Gwasanaeth-leuencitd---Taflen-adrodd-yn-ol-Cymraeg.pdf). The findings of that Engagement Exercise with young people were that:

- It is important for young people to receive opportunities to socialise through the Youth Service, by ensuring a safe place for young people to come together, through project work and through various competitions and trips.
- It is important for youth workers to be available to help young people with matters that could impact them as they grow up, especially to deal with feelings, bullying and safety on the internet.
- It is important that the Youth Service helps young people develop skills that could help with their education, or to prepare them for work; and focus on developing skills that help them to learn such as communication skills, life skills, working as part of a team, lifesaving.
- Young people should have access to a youth worker in Gwynedd, mainly through the school, and by arranging meeting places for young people in specific locations within communities.
- The contact with the youth worker should happen through a combination of face to face support and through using information technology.
- Young people should contribute financially towards specific additional activities.
- It is fair to expect a young person to travel to attend a youth activity - up to 10 miles.
- The Youth Service should be available throughout the year.
A young person should receive help and support at a time that is convenient for him/her.

### 3.3 Change in Resources and Finance

#### 3.3.1 Because Gwynedd Council receives less money from Welsh Government to deliver services it has responded by implementing Efficiency and Cuts Programme since 2011.

#### 3.3.2 During the **Efficiency Savings Programme for 2011-2015** the following options were identified for the Youth Service

<table>
<thead>
<tr>
<th>Option</th>
<th>Description</th>
<th>Approved by the Cabinet</th>
<th>Realised in</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Rationalise property and buildings arrangements worth £12,525</td>
<td></td>
<td>2014/15</td>
</tr>
<tr>
<td>2</td>
<td>Remove historical underspend (£5,000)</td>
<td></td>
<td>2013/14</td>
</tr>
<tr>
<td>3</td>
<td>Rationalise caretaking and cleaning arrangements (£15,000)</td>
<td></td>
<td>2014/15</td>
</tr>
</tbody>
</table>

#### 3.3.3 During the **Efficiency Savings Programme for 2011-2015** the following options were realised in the Youth Service.

<table>
<thead>
<tr>
<th>Option</th>
<th>Description</th>
<th>Approved by the Cabinet</th>
<th>Realised in</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Rationalise property and buildings arrangements worth £30k</td>
<td></td>
<td>2015/16</td>
</tr>
<tr>
<td>2</td>
<td>Rationalise post and remove the network of school youth workers worth £40k</td>
<td></td>
<td>2015/16</td>
</tr>
</tbody>
</table>

#### 3.3.4 The Youth Service proposed options for cuts for consultation with the public through the **2015-2018 Her Gwynedd process**:

<table>
<thead>
<tr>
<th>Option</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Discontinue third sector grants (£70,000)</td>
</tr>
<tr>
<td>2</td>
<td>Discontinue the Youth Service (£819,000)</td>
</tr>
<tr>
<td>3</td>
<td>Close 30 youth clubs (and keep 19) (£200,000)</td>
</tr>
<tr>
<td>4</td>
<td>Close 42 youth clubs (and keep 7) (£300,000)</td>
</tr>
<tr>
<td>5</td>
<td>Discontinue all clubs and move to targeted work only, provided by units in other services. (£600,000)</td>
</tr>
</tbody>
</table>
3.3.5 Based on the feedback and discussions by the Gwynedd Council Cabinet and by the Full Council (3 March 2016), the decision was:

"Rather than the original proposal of closing 30 of the 42 Youth Clubs, that the scheme in question should be changed to realise the savings of £200,000 (along with the expected efficiency saving of £70,000) by redesigning the Youth Service and accepting that the grants to youth organisations will have to be considered as part of the entire review."

3.3.6 The responses received to the cuts proposals for the Youth Service and the Council’s decision are noted in https://www.gwynedd.llyw.cymru/cy/Cyngor/Dweud-eich-dweud/Canlyniadau-ymgynghoriadau/Her-Gwynedd.aspx

3.3.7 Currently one of the main challenges for the service (as identified in the Risk Register and Business Plan) is the recruitment and retention of its staffing resource. The Youth Service faces a challenge of recruiting, training, retaining and administrating a large sessional workforce. Currently there are nearly 100 members of staff who work 3, 6 or 9 hours per week for the Service delivering the youth clubs.

3.3.8 The Youth Service has seen challenges in attracting and recruiting new members of staff. Currently the Service does not have the capacity to train new members of staff, or upskill the current workforce. This situation has already led to the reduction in opening hours for some clubs, and complete closure of other clubs because the service is unable to recruit suitable, qualified staff.

3.3.9 The service’s dependency on sessional workforce also means that the current staffing structure and resource does not have the capacity to target external grant, co-design and deliver interventions with other partners.
4. **Conclusions**

4.1 The current situation is no longer fit for purpose, and re-modelling options should be identified for the future which could respond to the identified challenges:
- Meet the needs of young people.
- Respond to the changes in policy / strategic context
- Respond to the changes in demographic and population trends.
- Respond to the challenge of recruiting and retaining a safe workforce.
- Meet the budget

4.2 The review notes that the Youth Service is a key partner, that has a valuable contribution to the wider Youth Support Services network in Gwynedd.

4.3 The Youth Service for the future should consider concentrating on supporting young people with their learning, and helping young people to develop their personal, social and educational skills within an informal context – to ensure that young people engage fully with their education or training, are ready for the world of work, and can participate fully in their communities.

4.4 The Review should be used to identify prioritise for:
- Identifying options for the re-modelling.
- Assess the options against a set criterion (mainly their ability to respond to the challenges identified in the review)
- Complete an initial Equality Impact Assessment
- Consult on the options
- Use the consultation responses to amend a preferred option and update the Equality Impact Assessment.
1 Details

1.1 The name of the policy / service in question

Re-modelling the Youth Service

1.2 What is the purpose of the policy/service that is being created or changed?

The provision of Youth Support Services is a statutory requirement under the Skills and Learning Act 2000.

Gwynedd Council’s Youth Service provides youth support services to 11-25 year olds. Currently the service provides this support via its youth workers who deliver activities and projects across a network of youth clubs in the county.

Challenge Gwynedd led to the decision (March 2016) to cut £200,000 of the Youth Service’s budget, in addition to an efficiency saving target of £70,000.

A review of the Youth Service within this financial context has identified options for the re-modelling of the service for the future.

<table>
<thead>
<tr>
<th>Option 1</th>
<th>Continue to provide the same but do less (run less clubs, only 10) and provide less grants to the third sector.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Option 2</td>
<td>Continue to provide the same but do less, (run less youth clubs only 14) and stop giving grants to the third sector.</td>
</tr>
<tr>
<td>Option 3</td>
<td>Deliver the service in a different way (establish a programme of activities and projects to visit communities) and commission specific activities from external partners.</td>
</tr>
<tr>
<td>Option 4</td>
<td>Deliver the service in a different way (establish a programme of activities and projects to visit communities) and establish a community grant for third sector organisations to provide activities for young people.</td>
</tr>
</tbody>
</table>

1.3 Who is responsible for this assessment?

Nia Morris - Youth Service Manager
1.4 When did you begin the assessment? Which version is this?

Initial assessment - 1 May 2016
Updated - 19.5.17
It will be further developed following the consultation and as required

2) Implementation

2.1 Who are the partners that will have to work with them to carry out this assessment?

- Young people (current service users and young people who do not use the service)
- The Youth Service's full-time and part-time staff,
- Partners in other Services within the Council (e.g. Education, Children and Families Services, Youth Justice Service)
- Partners in other Agencies (e.g. Welsh Government, Careers Wales, Llandrillo-Menai Group, Gisda)
- Third Sector (specifically the organisations that receive grant funding from the Youth Service, namely the Urdd and the Young Farmers, the Scouts and the Guides).
- Headteachers of Secondary Schools.

2.2. What steps have you taken to engage with people with equality features?

The Youth Service gathers opinions and seeks the input of young people on what they want from the Youth Service in Gwynedd, regularly and through various mediums.

Between September and October 2015, the Council consulted on the proposed cuts through "Challenge Gwynedd" and five proposals were submitted for the Youth Service to gather feedback from the public (see below link 2.3).

Annually, the Youth Service asks young people to evaluate its current provision and facilitates the input of its users, the young people themselves, to this process. Young people complete a questionnaire to gather their opinions regarding their experience of the service. The latest Evaluation was completed following the 2015-16 Clubs year, therefore the questionnaires were distributed and collected during February - March 2016, and were analysed in May - June 2016.

Between October 2016 and March 2017, the Youth Service, through the Council’s Communication Unit, engaged with young people and others through face to face meetings and through questionnaires (see the below report 2.3) to identify priorities and needs for the Youth Service for the future.
Between October 2016 – October 2017 we have been engaging with the service’s staff to gather their views and opinions.

2.3 What was the result of the engagement?

2.3.1 2015-2018 Gwynedd Challenge Consultation Programme

In asking for the public's opinion on cuts across the Council, children and young people received the opportunity to express their opinion on all 118 proposals submitted.

See below for the results of all proposals:


Five proposals were submitted to change the Youth Service in this consultation.

Comments were received from 152 responders wanting to protect plans in the field of Children and Young People. The highest number of comments in the field of children and young people (51) were against cutting youth grants. Of these, 46 named the Young Farmers' Club specifically, and 8 named the Urdd.

23% wanted to protect the youth grants
46.8% wanted to protect the Youth Service and not implement the largest cut.

2.3.2. 15-16 Youth Clubs' Questionnaires Analysis

315 young people responded to the questionnaire.
96% said they were happy with the service
89% stated they knew what the service offered
When asked “What they most liked about the Club?”, 232 stated socialising and making friends, and 194 stated learning skills.
84% of Young people stated that they had an input into what the Club did
97% stated that the youth workers listened to them
95% stated that they felt safe talking to the staff about personal sensitive matters
The 3 main opportunities that the young people stated that they wanted were, sports, Learning Skills and Trips.
31% stated that respect and self-respect was the main thing that they learnt, 29% stated it was better health education and sex education.

2.3.3. The Youth Service's Engagement Programme - October 2016 to March 2017.

The engagement exercise was divided into two parts:
• Part 1 - Targeted engagement (October 2016 - January 2017) which included:
  51 young people aged 11-16 years old across the county
  13 young people with additional learning needs (Ysgol Hafod Lon)
  84 from the part-time workforce
  11 from the full-time workforce
7 representatives from agencies that support young people
14 Headteachers

- Part 2 - Open engagement (January 2017 - March 2017) which included receiving responses from:
  791 completed questionnaires.

The Main Messages received following the engagement programme are noted below:

Some of the comments received during the engagement exercise are noted below:

- "The Service is making an important contribution to the society and to the lives of young people"

- "I think that it is vital that Youth Services are maintained as helping the young people is a serious and positive investment for the future"

- "More things to do in the area for teenagers would be great"

- "In this rural area transport is not plentiful, if they have to travel independently, and not all parents will take and fetch. This is something to be considered. The times of trains, around the coast and how they will get home safely. To travel 10 miles may not be so simple, if they can't get home."

- "Utilise school equipment out of school hours such as technical and engineering to give youngsters a basic idea of what can be involved to show them how govt. forms can affect their future."

- "There is no mention here of language medium and the importance of young people accessing information and activities through the medium of Welsh. It must be ensured that any training is offered through the medium of Welsh in order to prepare young people for work."

- "Possibly have more sports activities."

- "Consistency is needed across the County"

- Service should be flexible and tailored to individual needs eg the questions above – reasonable financial contribution and travel distances differ with each young persons circumstances"

- Young Farmers’ organisation must receive the money, or the countryside will be lost, and will deteriorate."

- It is important to attend different Youth Services regularly to learn about life skills and different themes of educational purposes"
• The Youth Service is an integral part of the community...by having this front line service it can prevent many issues...it provides young people a safe place to socialise and grow and often can be a sanctuary from home”

• “Any expected financial contribution should be means tested”

• “On one hand I do think that young people should contribute financially towards some activities. However, if a young person hasn’t got any money or for some reason they can’t afford to pay to go to a club I think there should be schemes set in place to help them with the costs and to get them into clubs and out of the streets picking up bad habits such as smoking and drugs”

2.4 Based on what other evidence do you operate?

2.4.1 The Legislative Context:
Learning and Skills Act 2000.

Through the Learning and Skills Act 2000, Section 123(1), Welsh Ministers have instructed local authorities to provide, ensure provision of, or participate in the provision of youth support services.

Estyn Inspections on Youth Support Services.

The Youth Services' provision is inspected as part of ESTYN inspections on the quality of local authorities' education services for children and young people.

In the last inspection of Gwynedd Council's education services in 2013, the provision from the Youth Service contributed mainly towards promoting social inclusion and the well-being of the children and young people of Gwynedd. The last inspection reported specifically that "the youth service has successfully managed to increase the number of young people who achieve accredited units or qualifications, and in terms of promoting apprenticeships, entrepreneurship and learning paths. In general, the service is well organised, and learners are supported effectively."

2.4.2. The Strategic Direction and Policy by Welsh Government

The requirements of the main strategies and policies which instructs Gwynedd Council on how / what to provide for young people is noted below.

Welsh Government Youth Work Strategy 2014-2018

The need to see the service continuing as a strategic service and not as part of a leisure service is recognised. Good youth work can improve attendance, behaviour, motivation and relationships within schools. Within the strategy, there is now an emphasis on giving a key role to youth workers to support young people to continue in engagement with education, and to
continue within formal education or training. The strategy identifies three fields the service should focus on, namely:

a) Access to informal and semi-formal opportunities which broaden the horizons, are mentally challenging and develop skills by

b) Strengthen the strategic relationship between youth work and formal education

c) An improved and more regular coordination of what the youth services offer young people through the voluntary and statutory sectors, to reduce duplication, share information and promote activities that increase capacity, offer a high quality service which responds to the current needs of young people.

Again, this document identifies the key role for Youth Services to ensure that young people aged 16+ continue in education, training or employment.

Wales Charter for Youth Work (March 2016)
The Charter notes Welsh Government's fundamental expectation of youth work for young people throughout Wales. The Charter has been written from the young person's point of view, rather than from the service providers' points of view. The charter notes that every young person will have the right to gain easy access through the medium of Welsh or English to:

- Safe and warm meeting areas, which offer opportunities to develop lasting relationships, exciting leisure activities in the fields of art and sports, and new experiences that will broaden their horizons.
- Opportunities to participate in outdoor adventure, and residential and international experiences.
- Opportunities to participate in the work of making decisions through informal and formal structures to engage with young people locally and nationally (e.g. young mayors, youth councils and the Parliament). Such arrangements should clearly refer to participation standards; they should be based on the principles of the United Nations Convention on the Rights of the Child (UNCRC); and they should attempt to attract the interest of young people in the work to steer and scrutinise the services that impact them.
- Information, guidance and support regarding issues that concern them, including employment, housing and mental well-being. The service can be accessed through the medium of digital media and via dependable and trained adults.
- Encouragement to learn more about their own culture and other people's cultures.
- Joined up provision by youth workers in every secondary school and college, extend the 'offer for pupils' and therefore enrich the formal curriculum and assist with personal and social development.
- Opportunities to be civil campaigners, e.g. by volunteering.
- Acknowledge and/or accredit their achievements in terms of personal and social development in schools and colleges and therefore in the community.

2.4.3 Quantitative Evidence on the Youth Service.
The Youth Service gathers performance data to report annually to Welsh Government on its achievement. Welsh Government uses this data to assess the contribution of the youth service towards their youth strategy. Local Authorities Youth Service Performance data is published here:


Based on the latest data for 2016-17, this change will affect over 5500 young people aged 11-16 years old across Gwynedd. More girls will be affected, and the 11-13 years old age group will be affected more than the other age groups.

Boys - 11-13 years old = 1458
Girls - 11-13 years old = 1678 - total - 3136

Boys - 14-16 years old = 808
Girls - 14-16 years old = 875 - total - 1683

Boys - 17-19 years old = 212
Girls - 17-19 years old = 270 - total = 482
Boys - 20-25 years old = 166
Girls - 20-25 years old = 158 - total - 324

22.50% of the population aged 11-25 years old

2644 - boys
2981 - girls

Total Members = 5625

Ethnicity Statistics and the Language of the Youth Service (2016)
See here the ethnicity of members of the Youth Service, along with the numbers who speak Welsh. Based on this latest data, the largest impact will be on white young people, and mainly Welsh speakers.

Data on Youth Service Staff (2016-17):

<table>
<thead>
<tr>
<th>Ethnigedd / Ethnicity</th>
<th>Bechgyn</th>
<th>Merched</th>
<th>Cyfanswm</th>
<th>Siarod Cymraeg</th>
<th>Welsh Speaker</th>
<th>Bechgyn</th>
<th>Merched</th>
<th>Cyfanswm</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gwyn/Cymraeg</td>
<td>1203</td>
<td>1009</td>
<td>2212</td>
<td>Rhugl</td>
<td>1172</td>
<td>989</td>
<td>2161</td>
<td></td>
</tr>
<tr>
<td>Gwyn/Prydeinig</td>
<td>151</td>
<td>112</td>
<td>263</td>
<td>Ychydig</td>
<td>191</td>
<td>203</td>
<td>394</td>
<td></td>
</tr>
<tr>
<td>Unrhyw gefndir gwyn arall WOTH</td>
<td>6</td>
<td>4</td>
<td>10</td>
<td>Dim</td>
<td>20</td>
<td>8</td>
<td>28</td>
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<td>Dim eisiau datgelu</td>
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<tr>
<td>Heb ddatgelu</td>
<td>13</td>
<td>17</td>
<td>30</td>
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<tr>
<td>Gwyn/Asian/Asian Prydeinig</td>
<td>1</td>
<td>1</td>
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<tr>
<td>Bangladesiadd</td>
<td>1</td>
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<tr>
<td>Gwyn a Du Caribiaidd</td>
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<td>Unrhyw gwsp ethnig arall</td>
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<tr>
<td>Gwyddelig</td>
<td>1</td>
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<td>Indiaidd</td>
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<td>1</td>
<td></td>
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<td></td>
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<tr>
<td>Polish</td>
<td>1</td>
<td>1</td>
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<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Full Time</td>
</tr>
<tr>
<td>----------------</td>
<td>-----------</td>
</tr>
<tr>
<td>Administrative</td>
<td>3</td>
</tr>
<tr>
<td>TOTAL</td>
<td>88</td>
</tr>
</tbody>
</table>

### 2.4.4 Provision Mapping
The Youth Service has undertaken work to map the available provision for young people in Gwynedd during 2016-17. The following sources were used as the source of the information:
- [www.gwynedd-ni.org.uk](http://www.gwynedd-ni.org.uk)
- [www.gwyneddgreadigol.com](http://www.gwyneddgreadigol.com)
- [www.chwaraeon.cymru](http://www.chwaraeon.cymru)
- [www.chwaraeonanabledcymru.com](http://www.chwaraeonanabledcymru.com)
- [www.urdd.cymru](http://www.urdd.cymru) (Eryri phone number)
- [www.yfc-wales.org.uk/Cymraeg](http://www.yfc-wales.org.uk/Cymraeg) (Eryri and Meirionnydd phone number)
- [www.sea-cadets.org](http://www.sea-cadets.org)
- [www.partneriaeth-awyr-agored.co.uk/cy/clwb/holl/](http://www.partneriaeth-awyr-agored.co.uk/cy/clwb/holl/)

This mapping work (not to be circulated as we have not gathered the information to be published for this reason) shows that there are approximately 230 social clubs, sports clubs and outdoor activities for the young people of the county.

In March 2016, the North Wales Ambition Board commissioned work to map the available services and provision for young people aged 16-25 years old in Gwynedd.

2.4.5 Data on the Age Demography
The Council’s Research and Analysis Unit has created a profile of the young people aged 11-25 years old in Gwynedd.

### 2.5 Are there any gaps in our provision that need to be gathered?

No
### 3) Identifying the Impact

#### 3.1 What impact will the new policy/service or the changes in the policy or service have on people with equality characteristics?

| Characteristics | What type of impact?  
(you should delete the irrelevant ones) | In what way?  
What is the evidence? |
|-----------------|--------------------------------------|-----------------------------|
| Age             | Negative for some age groups but possibly positive for other age groups | **Age 11-25 years old (General).**  
Currently the Youth Service supports young people aged 11-25 years old.  
Options 1 to 4 would continue to support 11-25 year olds.  
However, all of the options would be less provision than currently.  
Option 1 and 2 would continue to be open to any young person aged 11-25 years old.  
Option 3 and 4 would tailor the provision so as to offer activities and projects to any 11-19 year olds, and target its provision to 16 year olds and over to those who are not in education, training or employment only.  
The membership data shows that only 5% of the members (324 out of 5626) are aged 19-25 years old.  
The data also confirms that this older age group are members because they use our Readiness to Work courses or are being targeted in order to move them on to Education, Training or Employment.  
- Location to gain access to the service.  
The current 'open' provision (namely the youth clubs) are static access points in 42 communities.  
Option 1 and 2 would see a decrease in the number of clubs to 10 or 14 static access points across the county.  
Young people in those communities where a club would close would lose access to the service, unless they travel. |
These options would require young people who wish to access the service to travel to one of the 10 or 14 club locations.

Option 1 and 2 would put the responsibility on the young people to reach the service.

Option 1 and 2 would mean that access to the service could only be gained via a youth club.

Option 3 and 4 would move away from youth clubs in static locations altogether. Option 3 and 4 would establish a roaming programme of activities and projects that would visit communities throughout the county, moving from community to community.

Option 3 and 4 would put the responsibility on the service to reach young people.

Option 3 and 4 would mean that young people could have access to the service via school, community and social media.

56% of the young people who completed the questionnaire reported that they were willing to travel (10 miles), 30% had disagreed and 14% did not state an opinion.

Option 3 and 4 could lead to some young people, especially in the most deprived areas would not have a safe space in their communities that they could turn to. Some of our current members use the clubs as a safe meeting point, a place to shelter from home situations, a safe point to meet professional workers.

98% who completed the questionnaire agreed that it was important for young people to receive opportunities to socialise through the Youth Service and they want this by having a safe place to meet and through project work.

- Time of access.
The current provision (the youth clubs) are static access points in 42 communities for 30 weeks per year (school
term) in the majority of locations, and are restricted to specific nights for those weeks.

There is no capacity in the current provision for young people to access a youth worker outside of these times, on times that suite their needs.

Option 1 and 2 (10 or 14 youth clubs) would continue to be a school term provision, and restricted to specific nights.

Option 3 and 4 would be available throughout the year, with the hours varying from late afternoon, evening, weekends and to school holidays. However, the evening provision would be reduced compared to the current provision.

Options 3 and 4 would allow flexibility on location and times to allow young people more choice and access to the service. However, the overall provision would be less, and shorter in contact time.

429 of the questionnaires noted that young people would want access to a youth worker via the school, and continue to take part in youth work in their communities.

**Youth Workers and Schools.**

429 of the questionnaires noted that young people would want access to a youth worker via the school.

The current Youth and Community Workers are working in some school, due to the restrictions of their grant funding.

Options 1 and 2 does not include continuing or developing the Youth and Community Workers in any secondary school. – unless funded externally.

Options 3 and 4 would establish a service where youth workers would shadow between 2 or 3 secondary school in the county. Every secondary school would have contact with the youth service.

**16-25 Year Olds.**
| Positive to those who will be targeted | Currently few young people aged 16 and over engage with the service (mainly because they do not wish to attend a youth club with younger kids).
Options 1 and 2 would continue to provide youth clubs as its only provision for 16 year olds and over.
Options 3 and 4 would change the provision offered to 16 year olds and over, but would be restricted to target those who are not in education, training or employment.
Those up to 19 years old would continue to be able to take part in the programme of activities and project should they wish to. Statistics already show that there are no users in the 19-25 years old age group who wish to use the open provision (clubs, activities).
Options 3 and 4 would provide a key worker for every young person aged 16-25 years old who has been identified through Careers Wales' tracking systems (Tiers 1 and 2), no matter where they live. |
| Race (including nationality) | No identified impact from the evidence | We anticipate that any of the options would have similar impact upon race.
The majority of the service users are white.
Option 3 and 4 however, would have greater flexibility to engage and reach communities and groups of young people, which could include young people from other ethnic backgrounds. |
| The Welsh language | Possible negative impact as a result of a reduction in the service offered through the medium of Welsh across the County. It could have a positive impact on those who | The Service's method of provisions and all activities are currently offered through the medium of Welsh or bilingually. It gives young people an opportunity to participate in activities and mix in the language of their choice. The Youth Service promotes the Welsh language continually by means of education, skills and providing opportunities to socialise, and holding Language Awareness sessions.
All the options suggested would continue to provide access to Welsh medium activities and projects for young people. |
gain access to the service for the first time by seeing youth activities and projects being provided through the medium of Welsh.

All options mean a reduction in the number of opportunities available to young people to use the Welsh Language socially.

All options have an impact upon 2 third sector organisations (Urdd / Young Farmers) who contribute towards creating opportunities for young people to use the Welsh Language in social settings. Some young Welsh Speakers could see a reduction in the number of Welsh medium socialising opportunities available to them if these organisations could not continue to provide a club / aelwyd.

| Disability | No identified impact under 16 years old but could be positive in the 16+ age range if young people will be targeted | The current method of provision runs the Derwen Youth Clubs (Disabled Children's Integrated Team) in order to work with disabled young people. | Option 1 and 2 which would see the provision reduce to 10 or 14 youth clubs would be open to any young person aged 11-25 years old with a disability to integrate into mainstream provision (dependent upon their ability to travel etc).

Option 3 and 4 would ensure that the 2 special needs school in the county would have a direct contact with a Youth Worker to deliver projects for young people with disabilities.

Option 3 and 4 would encourage disabled young people to take part in activities and projects, socialise with their counterparts, within their communities, as the programme would move around the county.

Option 3 and 4 would be a flexible programme that moved around the county and could tackle issues such as social isolation amongst young people which can lead to anxiety and emotional wellbeing.

Option 3 and 4 would target provision to 16 year olds and over who are not in education, training or work. Disabled young people are more likely to face barriers to work and training and therefore these options would provide assistance to those individuals. |
<table>
<thead>
<tr>
<th><strong>Gender</strong></th>
<th>No identified impact from the evidence</th>
<th>The number of boys and girls involved with the Service is relatively balanced (see Service figures in 2.4.3 above). We do not envisage that any of the options would have a greater or lesser impact upon boys or girls specifically (service users). We anticipate that all of the options will have a negative impact on a female workforce. Each option results in a reduction in the workforce, and there is a higher number of women in the current workforce.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Sexual orientation</strong></td>
<td>No information to suggest possible impact</td>
<td>There is currently no evidence in terms of the sexual orientation of current users - the data is not gathered for the 11-16 years old age group. We cannot anticipate whether more or fewer young people, due to their sexual orientation, will choose to be involved with the service based on the options suggested.</td>
</tr>
<tr>
<td><strong>Religion or belief (or a lack of belief)</strong></td>
<td>No identified impact from the evidence</td>
<td>We do not envisage a differential impact to young people of any specific religion based on the options suggested.</td>
</tr>
<tr>
<td><strong>Gender reassignment</strong></td>
<td>No information to suggest possible impact</td>
<td>There is currently no evidence in terms of the current users who wish to / have reassigned their gender - the data is not gathered for the 11-16 years old age group. We cannot anticipate whether more or fewer young people who reassign their gender, will choose to be involved with the service base on any of the options suggested.</td>
</tr>
<tr>
<td><strong>Pregnancy and maternity</strong></td>
<td>No identified impact from the evidence</td>
<td>The Service does not collect data on the pregnancy levels of its users. We cannot anticipate whether more or fewer pregnant females / females on maternity will choose to be involved with the service based on any of the options suggested.</td>
</tr>
<tr>
<td><strong>Marriage and civil partnership</strong></td>
<td>None</td>
<td>We cannot anticipate the impact of implementing any of the options upon marriage / civil partnership amongst this age group.</td>
</tr>
</tbody>
</table>
3.2 Does the policy or service answer these General Duties?

<table>
<thead>
<tr>
<th>General Duties of the Equality Act</th>
<th>(the irrelevant ones should be deleted)</th>
<th>In what way? What is the evidence?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abolishing illegal discrimination, harassment and victimisation</td>
<td>Some situations could assist in abolishing discrimination</td>
<td>The support of youth workers could be of great help to some young people with equality characteristics who are going through a difficult time. Option 1 and 2 would allow youth workers to work with young people to deal with discrimination – uyt would be dependent upon those young people attending one of the 10 or 14 youth clubs, and where they’re located. Option 3 and 4 would allow youth workers to work with young people to deal with discrimination and could target activities and projects to specific school / communities and need / issues are identified.</td>
</tr>
<tr>
<td>Promoting equal opportunities</td>
<td>Yes / no - again, it depends on the situation</td>
<td>As above, it depends whether the young person receives fewer services or receives a new service compared to their current situation.</td>
</tr>
<tr>
<td>Encouraging good relationships</td>
<td>Yes / no - again, it depends on the situation</td>
<td>As above, it depends whether the young person receives fewer services or receives a new service compared to their current situation.</td>
</tr>
</tbody>
</table>

3.3 What impact will the new policy/service or the changes in the policy or service have on other issues that are not related to the equality characteristics of people? Give details.

<table>
<thead>
<tr>
<th>Characteristics</th>
<th>What type of impact? (you should delete the irrelevant ones)</th>
<th>In what way? What is the evidence?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spatial</td>
<td>Negative in some communities but positive in others.</td>
<td>Negative impact in 32 communities in Option 1 – less provision. Negative impact in 28 communities in Option 2 – less provision.</td>
</tr>
</tbody>
</table>
Negative impact in 42 communities that currently have a youth club in Option 3 and 4 – less provision. But positive impact in other communities which will gain access to the service for the first time.

| **Poverty and Deprivation** | Negative for some young people. | Financial Deprivation. The open provision in the current method of provision is a free service. The Service arranges occasional activities and trips and a fee is charged for attending these activities as a contribution towards the cost. All options will continue to be a free service. 67% of the engagement questionnaire responders noted that young people should contribute financially towards some specific activities, and 18% disagreed, 15% had no opinion. Social and Economic Deprivation. The current provision has a presence of a club in each of the deprived communities (in accordance with the Welsh Government definition). This means that a Youth Club is available in Maesgeirche and Caernarfon. In addition to this, the Service receives additional grants to target these areas e.g. SBLASH grant for summer activities in Maesgeirchen and Caernarfon; Communities First grant for Youth and Community Workers in Maesgeirchen and Caernarfon. However, the work of profiling the young people of Gwynedd (see 2.4.5 above) and the overall findings of the review have recognised that young people can face obstacles, face challenges as they grow up, and can disengage from education, training or employment, no matter where they live. There is a higher concentration of vulnerable young people with needs in the most urban areas such as Maesgeirchen and Caernarfon, but these issues / challenges are not unique to these areas. Option 1 and 2 would continue to see a Youth Club in Maesgeirchen and Caernarfon. |
Option 3 and 4 would mean that the Youth Service does not have a constant presence in Maesgeirchen or Caernarfon, but rather a targeted activity / project delivered occasionally.

The Provision Mapping work (see 2.4.4 above) identifies a lack of free social clubs for young people in these deprived areas - membership fees for other clubs could prevent young people from taking advantage of the other opportunities that are available locally.
4) Analysing the results

4.1 Is the policy therefore likely to have a significant, positive impact on any of the equality characteristics or the General Duties and what is the reason for this?

The initial assessment has identified:

Every option would continue to see a Youth Service provided in the county to 11-25 year olds.

Every option will have a negative impact on 11-16 year olds due to the reduction of provision available.

Every option will have a negative impact on a female workforce.

Option 3 and 4 will have a positive impact upon the 16-25 year old group because it will deliver a specific service to target needs.

Option 1 and 2 will have an impact on specific communities (28 to 32 communities) but will have a positive impact in 10 to 14 communities where a Club will be located.

Option 3 and 4 could have a negative impact in 42 communities by moving away from running clubs – seen as less provision. But could have a positive impact in communities where the service would deliver activities and projects as part of its annual programme.

Every option could have an impact upon groups with equality characteristics.

Every option could have a negative impact upon Welsh Speakers due to a reduction in the opportunities for them to use Welsh in social settings.

Option 3 and 4 would have greater impact upon disadvantaged communities.

We cannot proceed to the next stages of the assessment until a consultation is held to ensure that we have identified all possible impacts correctly, and to identify ways of mitigating any impacts identified.

4.3 What should be changed?

Choose one of the following:

<table>
<thead>
<tr>
<th>Continue with the policy / service as it is robust</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Adapt the policy to remove any barriers</td>
<td></td>
</tr>
</tbody>
</table>
Suspend and abolish the policy as the detrimental impacts are too large
Continue with the policy as any detrimental impact can be justified

4.4 What steps will you take to reduce or mitigate any negative impacts?

4.5 If you do not take further action to remove or reduce negative impacts, explain why here.

5) Monitoring

5.1 What steps will you take to monitor the impact and effectiveness of the policy or service (action plan)?
### Options Assessment– Re-modelling the Youth Service.

<table>
<thead>
<tr>
<th>Option</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Continue to provide the same, but less of it (close some youth clubs and reduce the grant given to the third sector)</td>
</tr>
<tr>
<td>2</td>
<td>Continue to provide the same, but less of it (close more youth clubs) and no grant given to the third sector.</td>
</tr>
<tr>
<td>3</td>
<td>Provide in a different way, by a Programme of Activities and Projects that goes from location to location throughout the county, and commission additional activities from external partners.</td>
</tr>
<tr>
<td>4</td>
<td>Provide in a different way, by a Programme of Activities and Projects that goes from location to location throughout the county, and establish a community grant for third sector organisations to provide opportunities for young people.</td>
</tr>
<tr>
<td>Option 1</td>
<td>Does it meet young people’s needs? (young peoples, opinions, trends)</td>
</tr>
<tr>
<td>----------</td>
<td>--------------------------------------------------</td>
</tr>
<tr>
<td></td>
<td>Partly</td>
</tr>
<tr>
<td></td>
<td>The Service, due to the budget, will provide less.</td>
</tr>
<tr>
<td></td>
<td>Continue to provide (less) safe places for Young people to gather to meet each other, in a smaller number of Communities.</td>
</tr>
<tr>
<td></td>
<td>Continue to provide opportunities for Young people to socialise but in a smaller number of Communities.</td>
</tr>
<tr>
<td></td>
<td>Continue to provide opportunities for Young people to develop new skills through the clubs, but in a smaller number of Communities.</td>
</tr>
<tr>
<td></td>
<td>Continue to provide support to Young people with health and well-being through the clubs, but in a smaller number of Communities.</td>
</tr>
<tr>
<td></td>
<td>Youth Workers will only be available through the youth club / term time / and within specific Communities.</td>
</tr>
<tr>
<td></td>
<td>No flexibility to respond to matters that arise outside the place / time of the youth clubs.</td>
</tr>
<tr>
<td></td>
<td>Continue to be dependant on sessional workers without flexibility to work outside the specific ours and location.</td>
</tr>
<tr>
<td></td>
<td>Responds to the context (policy, strategic and statutory)</td>
</tr>
<tr>
<td></td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>This option will not build relationships with secondary school or third sector organisations.</td>
</tr>
<tr>
<td></td>
<td>Any Partnership working with other agencies that provide youth support Services will be wholly grant dependant, when available.</td>
</tr>
<tr>
<td></td>
<td>This option does not have the capacity to undertake the Key Worker role for Young people over 16.</td>
</tr>
<tr>
<td></td>
<td>Meets the budget (affordability and sustainability)</td>
</tr>
<tr>
<td></td>
<td>Partly</td>
</tr>
<tr>
<td></td>
<td>Affordable – Yes</td>
</tr>
<tr>
<td></td>
<td>Sustainable – No</td>
</tr>
</tbody>
</table>
Any further budget reductions would lead to further reduction in the number of youth clubs and a further cut to the grant available to third sector organisations.

<table>
<thead>
<tr>
<th>Recruit / Retain a Safe Workforce (recruit, training and staffing)</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>This option would continue to require the Recruitment, training and Development of sessional staff to work 3, 6 or 9 hours per week. The Service cannot support this type of structure currently.</td>
<td></td>
</tr>
<tr>
<td>This option does not have the capacity to train Welsh medium youth workers – currently we are unable to train youth workers, and no external provider can deliver through the medium of Welsh.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Main Impacts (equalities, social, third sector)</th>
<th>Negative in the main</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Equalities</strong></td>
<td>Negative impact on the age Group (11-25 years old) in general due to a reduction in provision.</td>
</tr>
<tr>
<td></td>
<td>Negative impact on some groups of young people because this option will offer the same to everyone. No capacity to undertake group work with Young people who face specific challenges.</td>
</tr>
<tr>
<td><strong>Social</strong></td>
<td>Spatial Impact – some communities will see a reduction in provision, some communities will continue to have no provision, and some (10) will see a continuation of the current situation.</td>
</tr>
<tr>
<td></td>
<td>This option does not have the capacity to respond to anti social behaviour within Communities outside of the 10 where a club would be located.</td>
</tr>
<tr>
<td><strong>3rd Sector</strong></td>
<td>Less grants to the third sector. This reduction could have a different impact on the various organisations dependant on their resources / capacity to respond.</td>
</tr>
<tr>
<td></td>
<td>Other organisations in Gwynedd provide activities to Young people that currently do not receive funding from the Youth Service.</td>
</tr>
<tr>
<td></td>
<td>There is no capacity within this model to provide Financial support, or any other form of assistance to third sector organisation on matters such as working with Young people, youth work training, safeguarding, targeting grants etc.</td>
</tr>
<tr>
<td>Option 2</td>
<td>Does it meet young people’s needs? (young peoples, opinions, trends)</td>
</tr>
<tr>
<td>----------</td>
<td>----------------------------------------------------------------------</td>
</tr>
<tr>
<td></td>
<td>Partly</td>
</tr>
<tr>
<td></td>
<td>The Service, due to the budget, will provide less.</td>
</tr>
<tr>
<td></td>
<td>Continue to provide (less) safe places for Young people to gather to meet each other, in a smaller number of Communities.</td>
</tr>
<tr>
<td></td>
<td>Continue to provide opportunities for Young people to socialise but in a smaller number of Communities.</td>
</tr>
<tr>
<td></td>
<td>Continue to provide opportunities for Young people to develop new skills through the clubs, but in a smaller number of Communities.</td>
</tr>
<tr>
<td></td>
<td>Continue to provide support to Young people with health and well-being through the clubs, but in a smaller number of Communities.</td>
</tr>
<tr>
<td></td>
<td>Youth Workers will only be available through the youth club / term time / and within specific Communities.</td>
</tr>
<tr>
<td></td>
<td>No flexibility to respond to matters that arise outside the place / time of the youth clubs.</td>
</tr>
<tr>
<td></td>
<td>Continue to be dependant on sessional workers without flexibility to work outside the club hours and location.</td>
</tr>
<tr>
<td></td>
<td>No funding for third sector organisations could lead to less opportunities for Young people within some Communities.</td>
</tr>
<tr>
<td></td>
<td>Responds to the context (policy, strategic and statutory)</td>
</tr>
<tr>
<td></td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>This option will not build relationships with secondary schools.</td>
</tr>
<tr>
<td></td>
<td>Any Partnership working with other agencies that provide youth support Services will be wholly grant dependant, when available.</td>
</tr>
<tr>
<td></td>
<td>This option does not have the capacity to undertake the Key Worker role for Young people over 16.</td>
</tr>
<tr>
<td></td>
<td>Meets the budget (affordability and sustainability)</td>
</tr>
<tr>
<td></td>
<td>Partly</td>
</tr>
<tr>
<td></td>
<td>Affordable – Yes</td>
</tr>
<tr>
<td></td>
<td>Sustainable – No</td>
</tr>
</tbody>
</table>
Any further budget reductions would lead to further reduction in the number of youth clubs.

**Recruit / Retain a Safe Workforce**  
**recruit, training and staffing**

**No**

This option would continue to require the Recruitment, training and Development of sessional staff to work 3, 6 or 9 hours per week. The Service cannot support this type of structure currently.

This option does not have the capacity to train Welsh medium youth workers – currently we are unable to train youth workers, and no external provider can deliver through the medium of Welsh.

**Main Impacts**  
**equalities, social, third sector**

**Negative in the main**

**Equalities**
Negative impact on the age Group (11-25 years old) in general due to a reduction in provision.

Negative impact on some groups of young people because this option will offer the same to everyone. No capacity to undertake group work with Young people who face specific challenges.

**Social**
Spatial Impact – some communities will see a reduction in provision, some communities will continue to have no provision, and some (14) will see a continuation of the current situation.

This option does not have the capacity to respond to anti-social behaviour within Communities outside of the 14 where a club would be located.

**3rd Sector.**
No grants for the third sector.

This could have a different impact on the various organisations dependant on their resources / capacity to respond, capacity to increase their income, reduce costs and draw in funding from elsewhere.

Other organisations in Gwynedd provide activities to Young people that currently do not receive funding from the Youth Service.

There is no capacity within this model to provide Financial support, or any other form of assistance to third sector organisations on matters such as working with Young people, youth work training, safeguarding, targeting grants etc.
<table>
<thead>
<tr>
<th>Option 3</th>
<th>Does it meet young people’s needs? (young peoples, opinions, trends)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Partly</td>
</tr>
<tr>
<td></td>
<td>The Service, due to the budget, will provide less.</td>
</tr>
<tr>
<td></td>
<td>This option does not provide a safe place for Young people to congregate.</td>
</tr>
<tr>
<td></td>
<td>Continue to provide opportunities for Young people to socialise by bringing them together to take part in projects and activities.</td>
</tr>
<tr>
<td></td>
<td>Continue to provide opportunities for Young people to develop new skills through projects and activities.</td>
</tr>
<tr>
<td></td>
<td>Continue to provide support to Young people with health and well-being through projects and activities.</td>
</tr>
<tr>
<td></td>
<td>Young People will be able to Access Youth Workers through their school and in the Community.</td>
</tr>
<tr>
<td></td>
<td>Young people will be able to Access Youth Workers throughout the year.</td>
</tr>
<tr>
<td></td>
<td>Flexibility to deliver activities and projects that respond to needs, and issues that arise.</td>
</tr>
<tr>
<td></td>
<td>This option can adjust what it provides to different age groups, 11-19 year olds and 16-25 year olds.</td>
</tr>
<tr>
<td></td>
<td>Responds to the context (policy, strategic and statutory)</td>
</tr>
<tr>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td>This option would have contact and build relationships with every secondary school.</td>
</tr>
<tr>
<td></td>
<td>This option would see the Youth Service contributing to partnership working with other youth support Services.</td>
</tr>
<tr>
<td></td>
<td>This option would require the Youth Service to collaborate, co-design and co-deliver interventions with partners to avoid duplication, maximise and make the best use of resources to meet the needs identified.</td>
</tr>
<tr>
<td></td>
<td>This option would allow the Yuth Service to allocate a Key Worker for those young people aged 16 and over.</td>
</tr>
<tr>
<td></td>
<td>This option would continue to safeguard open-access provision through the roaming programme of activities and projects for 11-19 year olds.</td>
</tr>
<tr>
<td></td>
<td>This option meets the Youth Support Service requirement for local authorities.</td>
</tr>
</tbody>
</table>
| **Meets the budget**  
<table>
<thead>
<tr>
<th><strong>(affordability and sustainability)</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
</tr>
<tr>
<td><strong>Affordable – Yes</strong></td>
</tr>
<tr>
<td><strong>Sustainable – Yes</strong></td>
</tr>
</tbody>
</table>

This option has the capacity to work across boundaries with other counties, which could lead to efficiencies.

This option would allow for maximising the current grants available from Welsh Government and ESF for youth work, the next 3 years.

This option would allow the Service to target and increase new income streams.

| **Recruit / Retain a Safe Workforce**  
<table>
<thead>
<tr>
<th><strong>(recruit, training and staffing)</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes.</td>
</tr>
</tbody>
</table>

Less dependant on sessional workers, and can provide more full-time jobs.

This option has the capacity to train and develop the workforce.

This workforce development means that this option would ensure that staff would have the skills and competencies to undertake Youth work.

| **Main Impacts**  
<table>
<thead>
<tr>
<th><strong>(equalities, social, third sector)</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Positive in the main with some negatives.</td>
</tr>
</tbody>
</table>

**Equalities.**  
Negative impact on the age Group (11-25 years old) in general due to a reduction in provision.

Positive Impact for those 16-25 year old because the Service would be changing what it provides to meet this age group’s needs.

Possible positive impact on some groups of Young people with protected characteristics because this option allows for specific projects and activities to be delivered that could meet their needs e.g. projects on sexuality, sexual orientation, global citizenship etc.

Positive Impact on Young People with additional needs and disabilities because this option would have a Youth Worker in contact with all schools.

**Social.**  
Spatial Impact – those Communities who loose a youth club could perceive this change as a loss of provision rather than replacement. However, these
Communities and others will have contact with the youth Service through the programme of activities and projects that could visit. The Service under this option would move locations and therefore make contact with a number of Communities.

This option can offer flexibility to undertake outreach work, deliver projects and allocate youth worker time to co-ordinate interventions to tackle anti-social behaviour amongst Young people as it arises.

3rd Sector
No grant for the 4 organisations currently receiving financailsupport.

No grant to any thrid sector organisations – but opportunities to any 3rd sector group via commissioing of specific activities.

This could have a different impact on the various organisations dependant on their resources / capacity to respond, capacity to increase their income, reduce costs and draw in funding from elsewhere.

Removing the grant could lead to less social opportunities by 2 organisations for their members, in some Communities i.e. less Young Farmers Clubs and less Aelwydydd in the county.

Other organisations in Gwynedd provide activities to Young people that currently do not receive funding from the Youth Service. Moving to a commisioning model would ensure fairness across the third sector, and all those that contribute to the youth support agenda.

There would be capacity within this option to commission 3rd sector organisations to deliver activities / projects - using these organisation's expertise and contacts with Young people.

There is capacity within this model to provide support to third sector organisations on matters such as working with young people, youth work training, safeguarding, targeting grants etc.

There is capacity in this option for youth workers to provide training, activities and project in Partnership with Young people’s clubs / societies
<table>
<thead>
<tr>
<th>Option 4</th>
<th>Does it meet young people’s needs? (young peoples, opinions, trends)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Partly</td>
</tr>
<tr>
<td></td>
<td>The Service, due to the budget, will provide less.</td>
</tr>
<tr>
<td></td>
<td>This option does not provide a safe place for Young people to congregate.</td>
</tr>
<tr>
<td></td>
<td>The Service would continue to provide grants to the 3rd sector to deliver social clubs within Communities.</td>
</tr>
<tr>
<td></td>
<td>Continue to provide opportunities for Young people to socialise by bringing them together to take part in projects and activities.</td>
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<td>Flexibility to deliver activities and projects that respond to needs, and issues that arise.</td>
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<td>This option can adjust what it provides to different age groups, 11-19 year olds and 16-25 year olds.</td>
</tr>
<tr>
<td></td>
<td>Responds to the context (policy, strategic and statutory)</td>
</tr>
<tr>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td>This option would have contact and build relationships with every secondary school.</td>
</tr>
<tr>
<td></td>
<td>This option would see the Youth Service contributing to partnership working with other youth support Services.</td>
</tr>
<tr>
<td></td>
<td>This option would require the Youth Service to collaborate, co-design and co-deliver interventions with partners to avoid duplication, maximise and make the best use of resources to meet the needs identified.</td>
</tr>
<tr>
<td></td>
<td>This option would allow the Youth Service to allocate a Key Worker for those young people aged 16 and over.</td>
</tr>
</tbody>
</table>
This option would continue to safeguard open-access provision through the roaming programme of activities and projects for 11-19 year olds.

**Meets the budget**  
(affordability and sustainability)

Yes

Affordable – Yes

Sustainable – Yes

This option has the capacity to work across boundaries with other counties, which could lead to efficiencies.

This option would allow for maximising the current grants available from Welsh Government and ESF for youth work, the next 3 years.

This option would allow the Service to target and increase new income streams

**Recruit / Retain a Safe Workforce**  
(recruit, training and staffing)

Yes.

Less dependent on sessional workers, and can provide more full-time jobs.

This option has the capacity to train and develop the workforce.

This workforce development means that this option would ensure that staff would have the skills and competencies to undertake Youth work.

**Main Impacts**  
(equality, social, third sector)

Partly Positive and negative.

**Equalities.**
Negative impact on the age Group (11-25 years old) in general due to a reduction in provision.

Positive Impact for those 16-25 year old because the Service would be changing what it provides to meet this age group's needs.

Possible positive impact on some groups of young people with protected characteristics because this option allows for specific projects and activities to be delivered that could meet their needs e.g. projects on sexuality, sexual orientation, global citizenship etc.

Positive Impact on Young People with additional needs and disabilities because this option would have a Youth Worker in contact with all schools.

**Social.**
Spatial Impact – those Communities who lose a youth club could perceive this change as a loss of provision rather than replacement. However, these Communities and others will have contact with the youth Service through the programme of activities and projects that could visit. The Service under this option would move locations and therefore make contact with a number of Communities.

This option can offer flexibility to undertake outreach work, deliver projects and allocate youth worker time to co-ordinate interventions to tackle anti-social behaviour amongst Young people as it arises.

3rd Sector
Less funding available as grants to the 3rd sector – the current 4 organisations that receive funding could continue to benefit, but there would be no guarantee as other voluntary organisations would be able to compete for a grant.

Reducing the grant could have a different impact on the 4 organisations that currently receive funding dependant on their resources / capacity to respond, capacity to increase their income, reduce costs and draw in funding from elsewhere.

Removing the grant could lead to less social opportunities by 2 organisations for their members, in some Communities i.e. less Young Farmers Clubs and less Aelwydydd in the county.

Other organisations in Gwynedd provide activities to Young people that currently do not receive funding from the Youth Service. Establishing a small Community grant would allow any third sector organisations to apply for funds.

There would be capacity within this option to commission 3rd sector organisations to deliver activities / projects - using these organisations’ expertise and contacts with Young people.

There is some capacity within this model to provide support to third sector organisations on matters such as working with young people, youth work training, safeguarding, targeting grants etc.