

## Proposal for Change:

### CAF-11 Proposals related to the accommodation needs of looked after young people aged 16+

Reference:	CAF-11
Service Area:	Children's Commissioning Team
Director:	Julian Wooster
Strategic Manager	Rowina Clift-Shanley
SAP Node	EDADE

1. The proposal is to:	
x	<b>Managing Demand</b> - <i>Examine what can be done to influence our demand and reduce service pressures/costs or increase income, including raising fees and charging for services. How could we work across the wider local system with partners, are we picking up costs that should be paid by a different part of the system? Evidence of current and expected future demand will be required as part of future planning.</i>
	<b>Increasing Productivity</b> - <i>Since 2011/12 the Council has made most of its savings through efficiency measures. Like most Councils there is now less scope for traditional efficiency savings. What efficiency/productivity savings are available? What are the biggest expenditure items in your service? Are we getting best value from our contracts? Are we exploring opportunities to negotiate?</i>
x	<b>Service Delivery Models</b> - <i>Are you aware of any alternative delivery models that could deliver services differently? What examples from other authorities could we adopt? E.g. commission from another party, joint venture... recognising that some options will have a long lead in times and would not necessarily impact on the financial gap in 2018/19.</i>
	<b>Reductions in Services</b> - <i>Are there services which partners could provide instead? Are all your services adding value? Are there any services which could safely and legally be stopped? What would the impact be on residents? Could residents be empowered to do it themselves?</i>

2. Outline of the proposed change:
<p>To deliver savings and improve practice in this area the following activities are proposed. These activities have been developed with the support of People Too. People Too have been funded by the Local Government Association (LGA) and are supporting Children's Services to undertake a financial and service review:</p> <ol style="list-style-type: none"> <li>1. Ensure housing benefit claims are utilised to best effect where supported housing is being provided. This includes: <ul style="list-style-type: none"> <li>• ensuring our semi-independent providers are receiving housing benefit and our placement value fees reduce accordingly</li> <li>• reviewing the potential for housing benefit claims for those 'staying put'</li> <li>• ensuring our in-house leaving care placements are receiving housing benefit at the correct rate</li> </ul> </li> <li>2. Challenging the throughput to 'independent living' within our supported housing model. This includes: <ul style="list-style-type: none"> <li>• Consider supported housing provision for current 17 and 18 year olds with a plan to move on developed quickly for all those appropriate.</li> </ul> </li> </ol>

- Consider working with and utilising Adult Services experience in this area to explore alternative opportunities, the possibility of doing things differently.
  - Work with District councils to 'move on' those who no longer need to live in a supported housing model.
3. Secure 10% in year contract value reduction in supported housing commissioned services.

## 2a. Confidence level

*Lead Directors should indicate their level of confidence in delivering the saving identified. This should be expressed as an overall percentage (in units of 10%). Please also provide a brief explanation for the chosen confidence level.*

80%

*Explanation:*

This work has been verified by independent sector experts Peopletoo; it has been modelled based on actual people and cases rather than estimates. The level of complexity and/or the willingness of the Districts to approve housing benefit are potential challenges, therefore a prudent reduction in confidence level.

## 3. Impact on residents, businesses and other organisations:

There are young people living in supported housing that could live independently. We will provide District Councils with weekly reports of everyone within their district who are ready to move on and able to manage their own tenancy. This action frees up spaces but also allows for the younger cohort to be appropriately accommodated and supported.

## 4. Impact on other services we provide:

- We will explore the use of other buildings for supported lodgings but have not classed this as a quick win. Conversations with property are scheduled.
- Finance have committed to provide a weekly review of the cost for 17 and 18 year olds and are supporting the commissioning and operations tracking – this will give visibility of savings delivered.
- Corporate Commissioning Development will support with housing benefit discussions with Districts.
- Adult Services are due to commission a complex lives service. Some young people will be eligible and may be more suitable for this service once

commissioned. In addition to this Adult Services have other services such as shared lives which we are exploring the potential of using differently.

- Business Intelligence have agreed that securing data in this area is challenging, they have been briefed and are coming back with a first attempt dashboard.
- Communications can and are helping with campaigns for supported lodgings and post 16 foster care which is a more cost-effective option.

**5. Impact on staff:**

No staff would be lost.

Existing staff are under immense pressure, so support from the wider organisation as listed above is essential.

*The number of FTE that might be lost is:*   
*The number of posts that might be lost is:*

**6. Resources and support needed to make the change:**

See section 4, these areas can be brought together to form a working group, however, within commissioning there is very little capacity for this work currently and that is causing significant pressure.

**7. Timescale to deliver and major milestones:**

**To include date of implementation, key decision points and governance meetings**

Quick wins identified in section 4 and 6 to be progressed as soon as a decision is made.	September 2018
Full Commissioning plan (not quick wins) to be developed	October 2018

**8. Risks and opportunities:**

**Opportunity**

There will be an opportunity to explore the wider commissioning of post 16 provision in preparation for the end of the major supported housing contracts in December 2019.

**Risk**

There are pockets of resources trying to manage different types of supported housing arrangements currently and this leads to a system that is not cost effective, is not transparent and is unlikely to secure best value. A commissioning exercise should be undertaken to bring as much 16+ support together as possible, managed as a single entity and with a single view of resource eligibility and allocation. Further savings could be built into this model. Anything carried out in 18/19 and 19/20 is tactical activity to make best use and value of what we have.

**9. Dependencies:**

Relationships at operational level with Districts are difficult and this requires more senior oversight from Districts where we can be clear about the bigger picture and requirements.

Consider closer working or transfer of responsibility to and with Adult services colleagues.

**10. Initial Equality Impact Assessment:**

We are not currently proposing changes in service, where placements change this will always be based on assessed need of a young person.

**11. Consultation and Communications plan:**

No

**12. Legal Implications:**

County Councils have the duty for support and recent Ministry and Housing, Communities and Local Government (MHCLG) guidance has clarified this.

Within our current supported housing model, we do not pay for buildings or accommodation, we pay for the support element – as is our duty.

**13a. Financial Implications – net change to service budget in each year:**

*It is expected that savings identified are evidence based. Any supporting information, including analysis to be submitted with the proposal. These proposals will be validated with finance as part of the FIT governance process.*

Are the savings evidenced based? Yes

If no, when is evidence expected? [Enter date]

Please note: these figures should be cumulative (as per the approach for MTFP and savings)

£'000's	Savings	Income	Growth/Costs	Total	Ongoing or One-off?
2018/19	£185,000	£	-£	£185,000	Ongoing
2019/20	£365,000	£	-£	£365,000	Ongoing
2020/21	£	£	-£	£	
<b>Total</b>	<b>£550,000</b>	<b>£</b>	<b>-£</b>	<b>£550,000</b>	

**13b. One off project costs and income (not included in above):**

£'000's		
2018/19	Capital Costs	-£
	Capital Receipts	£
	Estimate of redundancy costs	-£
	Estimate of resource costs to deliver	-£
	Sub-total	£
2019/20	Capital Costs	-£
	Capital Receipts	£
	Estimate of redundancy costs	-£
	Estimate of resource costs to deliver	-£
	Sub-total	£
2020/21	Capital Costs	-£
	Capital Receipts	£
	Estimate of redundancy costs	-£
	Estimate of resource costs to deliver	-£
	Sub-total	£
<b>TOTAL</b>		<b>£907,935</b>

- Modelled on a 12 month assignment for a senior project manager to support Commissioners in delivering this. Oct '18 – Sept '19

## Proposal for Change:

### CAF-14a Proposals for the alteration and/or reduction of early help services provided to children and their families - getset

Reference:	CAF-14a
Service Area:	Children's Services
Director:	Julian Wooster
Strategic Manager	Philippa Granthier
SAP Node	

1. The proposal is to:	
X	<b>Managing Demand</b> - <i>Examine what can be done to influence our demand and reduce service pressures/costs or increase income, including raising fees and charging for services. How could we work across the wider local system with partners, are we picking up costs that should be paid by a different part of the system? Evidence of current and expected future demand will be required as part of future planning.</i>
	<b>Increasing Productivity</b> - <i>Since 2011/12 the Council has made most of its savings through efficiency measures. Like most Councils there is now less scope for traditional efficiency savings. What efficiency/productivity savings are available? What are the biggest expenditure items in your service? Are we getting best value from our contracts? Are we exploring opportunities to negotiate?</i>
	<b>Service Delivery Models</b> - <i>Are you aware of any alternative delivery models that could deliver services differently? What examples from other authorities could we adopt? E.g. commission from another party, joint venture... recognising that some options will have a long lead in times and would not necessarily impact on the financial gap in 2018/19.</i>
X	<b>Reductions in Services</b> - <i>Are there services which partners could provide instead? Are all your services adding value? Are there any services which could safely and legally be stopped? What would the impact be on residents? Could residents be empowered to do it themselves?</i>

2. Outline of the proposed change:
<p>Somerset County Council has a duty under the Children Act 2004 which requires partners to co-operate to improve the well-being of children in the county, as well as discharging the Council's functions regarding safeguarding and promoting the welfare of children.</p> <p>In 2016 Somerset partners agreed a pledge for early help to be everyone's responsibility, and all adults who work with children have a role to play.</p> <p>SCC has employed its own early help team, getset which delivers family support services for children and families who have additional or complex needs (level 2 and 3 of need).</p> <p><b>Current Demand Level</b></p> <p>Over the last 12 months the number of referrals to the level 2 service has steadily declined; from 829 children in July 2017 to 316 children in August 2018.</p>

The referrals to the level 3 service during this period have increased from 372 children to 888 in Aug 2018.

It is worth noting that whilst there has been an increase in Level 3 there has been a corresponding decrease in Level 4 cases open to Children's Social Care, where many cases have stepped down to getset from social care intervention.

### **How we currently meet our Statutory Duty**

- The getset service provides family support services for families with children aged 0-19 (up to 25 for children with SEND). The service operates across a district area-based approach, with four teams covering East (Mendip and South Somerset) and West (Sedgemoor, Taunton and West Somerset).
  
- **Level 2 service – covering additional needs offering:**
  - Individual children and family case work (the majority – 81% - being in age 0-4 age range)
  - Delivery of group parenting programmes
  - Supporting delivery of other organisations' groups and activities run from children's centre buildings and other community buildings eg Healthy Child clinics
  - Liaison and engagement with other local community groups / activities and support development of community early help offer
  
- **Level 3 service – covering complex needs and offering:**
  - Individual children and family case work with over 53% aged 10 years+
  - Delivery of group parenting programmes
  - Works alongside children's social care in step-up / step-down of cases

The cost of the getset service is forecast at £4,323k in 2018/19, funded by SCC core budget of £3,511k and grant income from the Troubled Families (TF) Programme of £812k. It is important to note the TF Programme, and the corresponding grant income, ends in March 2020.

In February 2018, cabinet approved that the getset service should integrate with public health nursing teams in April 2019, to form the Family Support Service, and remodel the existing children's centre building estate. Integration would enable efficiencies and savings to be made in management, administration and remove duplication of functions across the staff teams. This would have ensured there was no longer reliance on the TF grant to fund staff and accommodate national cuts to the local public health grant.

### **Proposed Change**

In view of current demand and by increasing caseload targets across the service, it is proposed to reduce staffing levels accordingly, to within a safe minimum level.

**2a. Confidence level**

*Lead Directors should indicate their level of confidence in delivering the saving identified. This should be expressed as an overall percentage (in units of 10%). Please also provide a brief explanation for the chosen confidence level.*

90 %

*Explanation:*

The savings are staffing costs which can be achieved through normal HR redeployment and redundancy processes.

**3. Impact on residents, businesses and other organisations:**

*Are there services which partners could provide instead? What would the impact be on residents? Could residents be empowered to do it themselves? How are business and other organisations affected?*

There will be minimal impact on children and families in that positive outcomes will still be achieved through the wider support of statutory agencies in Somerset.

**4. Impact on other services we provide:**

*Are there impacts on other services delivered by the directorate or services in another directorate, including impacts on support services and requires for additional support/spend (such as property/ICT)?*

No impact is expected

**5. Impact on staff:**

Savings will be achieved through restructuring and deletion of posts.

**6. Resources and support needed to make the change:**

*Insert information about leverage funding/match funding from external sources. Any additional resources required e.g. Finance, HR, legal, HR, IT, procurement, project management. This will need to be detailed further in section 13.*

HR support will be required for the staff reductions.

**7. Timescale to deliver and major milestones:**

**To include date of implementation, key decision points and governance meetings**

Planned accomplishments to track progress [Milestone]

[Date]



Staff consultation process	August-Oct 2018
Follow up activities following the consultation process	Oct-Nov 2018
Proposed staffing structure in place	Feb 2019

#### **8. Risks and opportunities:**

*(i.e. Risks: impact on community, knock-on impact on Council teams and other agencies) What opportunities are available to the Council to further reduce/increase demand? What opportunities are there for collaborative working?*

Risks will be managed to ensure that positive outcomes will still be achieved for children and families through the wider support of statutory agencies in Somerset, and implementation plans will ensure that families currently supported will receive a service offer as appropriate.

#### **9. Dependencies:**

*Interdependencies and dependencies please insert here NB may need to connect with other directorates to test these out.*

There is a dependency with Public Health Directorate re the Family Support Service programme

There is a dependency with the Troubled Families Programme Recovery Plan although no negative impact is expected.

#### **10. Initial Equality Impact Assessment:**

The assessment is that there is a minimal impact on children and families. This is because the analysis of current referrals and caseload per worker indicates the current service can be reduced to within safe minimum levels. The proposal to reduce staffing numbers therefore brings staffing levels down to meet current demand.

#### **11. Consultation and Communications plan:**

HR consultation process from August 2018

Communications with partners will take place from September 2018

#### **12. Legal Implications:**

*Please consider*

- Are there any services which could safely and legally be stopped?
- Whether or not you require a delegation to implement
- Any relevant standing orders or Procedure Rules that you are following (including procurement)
- Is there a statutory duty to consult?

There are no legal implications for this proposal

**13a. Financial Implications – net change to service budget in each year:**

*It is expected that savings identified are evidence based. Any supporting information, including analysis to be submitted with the proposal. These proposals will be validated with finance as part of the FIT governance process.*

Are the savings evidenced based?		Yes			
If no, when is evidence expected?					
Please note: these figures should be cumulative (as per the approach for MTFP and savings)					
£'000's	Savings	Income	Growth/Costs	Total	Ongoing or One-off?
2018/19	£327,094	£	-£	£327,094	Ongoing
2019/20	£1,685,794	£	-£	£1,685,794	Ongoing
2020/21	£	£	-£	£	
<b>Total</b>	<b>£2,012,888</b>	<b>£</b>	<b>-£</b>	<b>£2,012,888</b>	<b>Ongoing</b>

**13b. One off project costs and income (not included in above):**

£'000's		
2018/19	Capital Costs	-£
	Capital Receipts	£
	Estimate of redundancy costs	-£
	Estimate of resource costs to deliver	-£
	Sub-total	£
2019/20	Capital Costs	-£
	Capital Receipts	£
	Estimate of redundancy costs	-£
	Estimate of resource costs to deliver	-£
	Sub-total	£
2020/21	Capital Costs	-£
	Capital Receipts	£
	Estimate of redundancy costs	-£
	Estimate of resource costs to deliver	-£
	Sub-total	£
<b>TOTAL</b>		<b>£</b>



**NHS**  
Somerset  
Clinical Commissioning Group



**NHS**  
Somerset  
Partnership  
Musgrove Park Hospital



**Y** Yeovil Hospital  
Healthcare

# Somerset Equality Impact Assessment

Before completing this EIA please ensure you have read the EIA guidance notes – available from your Equality Officer

**Version**

**1.1**

**Date**

**August 2018**

## Description of what is being impact assessed

CAF-20

The purpose of this Equalities Impact Assessment (EIA) is to highlight the possible affects for all users of the proposal to redesign the Young Carers Service which retains SCC's statutory responsibilities for the assessment of Young Carers but seeks to outsource the delivery of activity and respite for Young Carers to the Voluntary and Community Sector in Somerset (with a one-off seed funding of £30,000) which in some respects, may be better placed to offer a more sustainable (e.g. accessing external funding SCC cannot) and personalised support to our Young Carers.

The Young Carers Project is managed by Targeted Youth Support with support provided by business support.

The Friends of the Somerset Young Carers Project charity also fundraises to deliver the respite summer activity programme, contributing income of £14,393.50 in 2018-19, an average of £15,754 per year since its set up in 2013.

The redesign of the service will impact on the posts identified and will look to strengthen the Friends of Somerset Young Carers Project charity and/or other externally funded organisations to deliver/provide the non-statutory elements of the service currently offered.

Where possible, this EIA will outline the potential impacts of the new arrangements if implemented, may have on all users who either directly or indirectly access the service.

Where potential impacts are identified this EIA will propose ways of mitigating them, whether they are positive or otherwise.

## Evidence

**What data/information have you used to assess how this policy/service might impact on protected groups?** Sources such as the [Office of National Statistics](#), [Somerset Intelligence Partnership](#), [Somerset's Joint Strategic Needs Analysis \(JSNA\)](#), Staff and/ or [area profiles](#),, should be detailed here

It is estimated there are 1,750 Young Carers in Somerset, of which only a small number are identified, as is commonplace nationally. Young Carers are regarded as a vulnerable disadvantaged group who are heightened risk of social isolation as a result of their caring responsibilities. In the Schools Health Education Unit (SHEU) 'Somerset Children and Young People's Survey 2018' [draft report, publication embargoed until Autumn Term] 51% of primary pupils who are young carers responded that they use internet chat rooms or social networking sites 'often' or 'very often', compared with 38% of the whole Somerset sample. The survey also showed that 49% of secondary school pupils that identified as Young Carers had been bullied at or near school in the last 12 months compared to 25% of the whole school sample. Social Isolation may be compounded by failure to achieve their potential, particularly in terms of education.

The Young Carers Project in Somerset works to an active caseload of approximately 150 at any point in time, with around 100 new referrals each year. As of 9 July 2018, there were 147 Young Carer cases open. 17 Young Carers currently in receipt of a service from Young Carers Project are aged over 18.

The table below shows the ages of Young Carers currently accessing the service (orange) and their age at referral (purple);

Age at assessment and age currently receiving service



Young Carers in Somerset are currently caring for parents/family members (including siblings in some cases) with a multitude of needs under the following categories;

- Physical Disability
- Mental Health
- Alcohol and Substance misuse

Currently, Young Carers supported via the Project are caring for family members with the following needs (may be more than one factor in each family);

Identified Need	Parent/grandparent	Sibling	Total
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Physical Disability	104	24	<b>128</b>
Mental Health	43	15	<b>58</b>
Alcohol and Substance misuse	1		<b>1</b>
<b>Total</b>	<b>148</b>	<b>39</b>	

Of the 319 respondents to the SHEU ‘Somerset Children and Young People’s Survey 2018’ [draft report, publication embargoed until Autumn Term] that identified themselves as a Young Carer, 11% also identified themselves as having a Special Educational Need and 9% as having a disability or long-term illness themselves.

In March 2017, out of 163 Young Carer households in Somerset (Troubled Families data);

- 63 households were identified as households involved in crime or antisocial behaviour (38.7%)
- 97 households were identified as households with children not attending school regularly (59.5%)
- 133 households were identified as households with worklessness or financial exclusion (81.6%)
- 26 households were identified as households with domestic violence (16%)

The SHEU ‘Somerset Children and Young People’s Survey 2018’ [draft report, publication embargoed until Autumn Term] found 391 respondents identified themselves as a Young Carer, of which 45% also identified themselves as being eligible for Free School Meals and 18% identified themselves as coming from a single parent family.

Most parents try hard to minimise the effect of the difficulties caused by their or their child(ren)’s illness or disabilities on their (other) children, and many young carers cope well with caring, especially with the support of other family members. However, self-harm, drugs and alcohol and eating problems are known to be some of the ways Young Carers may try and deal with their difficult feelings. The SHEU ‘Somerset Children and Young People’s Survey 2018’ [draft report, publication embargoed until Autumn Term] found only 54% of secondary pupils **who are young carers** responded that they know an adult they trust who they can talk to if they are worried about something, compared with 70% of the whole Somerset sample. 18% of secondary school pupils who were Young Carers said they were not at all happy with their life at the moment compared to 6% of the whole Somerset sample, with 48% scoring a low – medium self-esteem score compared to 29% of whole Somerset sample. 18% of Year 6 pupils who are young

carers pupils responded that they had an alcoholic drink (not just a sip) in the 7 days before the survey, compared with 7% of the whole Somerset sample. 33% of secondary pupils who are young carers responded that they had an alcoholic drink in the 7 days before the survey, compared with 18% of the whole Somerset sample. 25% of secondary pupils **who are young carers** responded that they didn't have any lunch on the day before the survey, compared with 14% of the whole Somerset sample. 15% of Year 6 pupils **who are young carers** got less than 6 hours' sleep the night before the survey, compared with 5% of the whole Somerset sample.

During previous consultations with Young Carers, regular groups for Young Carers which provide opportunities for social interaction and to discuss shared experiences and explore coping strategies were identified as the most effective way to meet their needs.

The Young Carers Project has been managed via the Targeted Youth Service since 2012, and is currently supporting approx. 150 Young Carers, the redesign proposal for the service seeks to improve the statutory offer for Young Carers around identification/referral and assessment (by bringing it into line with similar early intervention services which identify and assess needs) whilst also maintaining the effective working relationships and knowledge base of workers currently supporting Young Carers. Equally, given the financial climate, the redesign of the service seeks to make it more efficient and sustainable into the future. Moving respite and activities for Young Carers into the VCS who are potentially better places to apply for external funding and respond flexibly to the needs of Young Carers in a more personalised way.

To help make this feasible for the VCS, one-off seed funding of £30,000 funded from the wider savings of the proposal identified, would be made available. SCC has an expectation that the VCS pro-actively seeks external funding to be self-sufficient longer term.

Whilst the decision seeks to maintain the statutory functions, the importance of the non-statutory elements especially the regular support groups and Young Carer breaks are not under-estimated, the redesign seeks to maintain most if not all support provision available under the current service.

**Who have you consulted with to assess possible impact on protected groups?** If you have not consulted other people, please explain why?

No consultation with Young Carers, associated groups or the Young Carers Project has yet been undertaken about the proposed changes to the service. This is largely a result of the need to be careful not to unnecessarily cause anxiety or stress to those affected (including SCC staff) whilst potential changes are considered. It is considered highly likely that any change to the service will generate significant interest and be viewed negatively – it is essential that SCC clarifies its strategic position which can be



communicated clearly, prior to engaging with all groups affected. Consultation is scheduled to take place with service users between September – November 2018.

### Analysis of impact on protected groups

The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, make an assessment of the likely outcome, before you have implemented any mitigation.

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Age	<ul style="list-style-type: none"> <li>• Young Carers currently accessing the service are between the ages of 7-25, the average age being 14.</li> <li>• Young Carers as children have rights, under the United Nations Convention on the Rights of a Child, to a childhood. The Young Carers service identifies and reduces the level of excessive and inappropriate care therefore increasing the chance of a Young Carer having a childhood and not having the responsibilities of an adult too soon. A reduction in the service could impact on these children and young people's access to their right to a childhood.</li> <li>• Young Carers as children have rights, under the United Nations Convention on the Rights of a Child, to have an education. No Young Carer open to the service has had the benefit of a 100% school attendance rate, and 45% of Young Carers open to the service are attending school less than 90% of the time, despite support from the service and reduction in inappropriate care. A reduction in the service could impact on these children and young people's access to their right to an education.</li> </ul>	⊗	□	□

	<ul style="list-style-type: none"> <li>Young Carers as children have rights, under the United Nations Convention on the Rights of a Child to be healthy and be protected from physical and psychological harm. The Young Carers service identifies and reduces the level of excessive and inappropriate care therefore reducing the impact on their <u>health and wellbeing</u>. Self-harm, drugs and alcohol and eating problems are some of the ways Young Carers may try and deal with their difficult feelings when not adequately supported. Responses to the SHEU 'Somerset Children and Young People's Survey 2018' [draft report, publication embargoed until Autumn Term] found 33% of secondary school pupils who were young carers (compared to 18% of all pupils) had an alcoholic drink in the 7 days before the survey. 26% of Young Carers (compared to 13% of all pupils) responded that they didn't have any lunch on the day before the survey. 24% of Young Carers (compared to 15% of all pupils) responded that they have tried smoking tobacco (cigarette or roll-up). A reduction in services could impact on these children and young people's access to their right to be healthy and protected from physical and psychological harm.</li> </ul>			
<b>Disability</b>	<ul style="list-style-type: none"> <li>None identified</li> </ul>	□	□	□
<b>Gender reassignment</b>	<ul style="list-style-type: none"> <li>None identified</li> </ul>	□	□	□

<b>Marriage and civil partnership</b>	<ul style="list-style-type: none"> <li>None identified</li> </ul>	□	□	□
<b>Pregnancy and maternity</b>	<ul style="list-style-type: none"> <li>None identified</li> </ul>	□	□	□
<b>Race and ethnicity</b>	<ul style="list-style-type: none"> <li>Current Young Carers numbers assessed as requiring a service – 279 are White-British, 5 are Mixed – White, 4 Black Caribbean, 2 are Mixed – White &amp; Black African, 2 are Mixed – Other White Background, 1 is White – Other European and 1 is Gypsy/Roma. The % of those who are Mixed - White &amp; Black Caribbean and Mixed - White &amp; Black African is a slightly higher proportion than identified in the school population.</li> <li>As there is a slightly higher percentage of carers identified as mixed heritage any reduction in support will disproportionately affect this group.</li> </ul>	□	□	□
<b>Religion or belief</b>	<ul style="list-style-type: none"> <li>None identified</li> </ul>	□	□	□
<b>Sex</b>	<ul style="list-style-type: none"> <li>Current Young Carers numbers assessed as requiring a service - 125 Male, 185 Female, 3 Transgender</li> <li>As more girls/young women are currently supported through the service any reduction in support will disproportionately affect this group.</li> </ul>	□	□	□

	<ul style="list-style-type: none"> <li>As 3 transgender people are supported by this service they are more likely to be in a state of uncertainty than their peers so changes to this service are more likely to have an increased impact upon them.</li> </ul>			
<b>Sexual orientation</b>	<ul style="list-style-type: none"> <li>Of the 391 Young Carers who responded to the SHEU 'Somerset Children and Young People's Survey 2018' [draft report, publication embargoed until Autumn Term] 15.5% of Young Carers in Year 8 and Year 10 identified as LGBT compared to 6% of the total Year 8 and Year 10 respondents.</li> <li>As 3 transgender people are supported by this service they are more likely to be in a state of uncertainty than their peers so changes to this service are more likely to have an increased impact upon them.</li> </ul>	☐	☐	☐
<b>Other, e.g. carers, veterans, homeless, low income, rurality/isolation, etc.</b>	<ul style="list-style-type: none"> <li>Isolation – Young Carers are often isolated by the nature of their caring duties and the restrictions on their free time and choices. They may have less access to transport due to the families' lack of access to a vehicle/inability to drive. Therefore, for young carers affected by rurality, their ability to access services, support and social opportunities is often reduced unless transport is provided. Any reductions in transport options could reduce attendance at sessions and therefore isolate these already isolated children further as a result of their rurality at a time when we recognise they are more likely to be disconnected from their own local community due to caring responsibilities.</li> <li>Armed Forces – 10% of the young people identifying as Young Carers in the SHEU 'Somerset Children and Young People's Survey 2018' [draft report, publication embargoed until Autumn Term] also identify as being connected to the armed forces. With forces families being more nuclear and separated from</li> </ul>	☒	☐	☐

	<p>their extended families than most, young carers in these circumstances can feel even more isolated due to their caring role and are in greater need of the support and social opportunities offered by the service.</p> <ul style="list-style-type: none"> <li>• Those cared for- It might be that the young carer can no longer provide support resulting in those requiring care going without support or having to pay for support.</li> <li>• Low income – those on low incomes may be affected by the ability to access additional paid support for the person cared for.</li> </ul>			
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**Negative outcomes action plan**  
Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
Ensure our partners (GPs, schools, drug and alcohol services, adult social care) support the early identification of and better signposting for young carers as per their statutory duty to alleviate any need because of any reduction in the Young Carers service. Guidance to be issued through the Somerset Safeguarding Children Board.	01/01/2019	Childrens Commissioning Team	KPIs within Somerset Safeguarding Children Board	<input type="checkbox"/>
Ensure adult social care assessments identify levels of caring need to avoid inappropriate care being left to young carers.	01/01/2019	Childrens Commissioning Team	Through Adult Services Performance Monitoring Arrangements	<input type="checkbox"/>
Appropriate transition arrangements to a redesigned service are managed closely and the redesign is co-produced with Young Carers and the VCS.	31/08/2019	Childrens Commissioning Team	Quarterly monitoring meetings around	<input type="checkbox"/>

<p>One-off seed funding of £30,000 funded from the wider savings of the proposal identified would be made available. SCC has an expectation that the VCS pro-actively seeks external funding to be self-sufficient longer term.</p>			<p>utilisation of seed funding and KPI around successful external funding bids</p>	
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**If negative impacts remain, please provide an explanation below.**

<b>Completed by:</b>	<b>Jesse Eveleigh</b>
<b>Date</b>	<b>August 2018</b>
<b>Signed off by:</b>	<b>Julian Wooster</b>
<b>Date</b>	<b>August 2018</b>
<b>Equality Lead/Manager sign off date:</b>	<b>August 2018</b>
<b>To be reviewed by: (officer name)</b>	<b>Jesse Eveleigh</b>
<b>Review date:</b>	<b>March 2019</b>



# Proposals for the alteration and/or reduction of early help services provided to children and their families

## CAF-20 Re-modelling of support to Young Carers

Reference:	CAF-20
Service Area:	Children's Services
Director:	Julian Wooster
Strategic Manager	
SAP Node	
Decision required	Approval to proceed with the redesign of the young carers service as outlined in Option E below

1. The proposal is to:	
<b>X</b>	<b>Managing Demand</b> - <i>Examine what can be done to influence our demand and reduce service pressures/costs or increase income, including raising fees and charging for services. How could we work across the wider local system with partners, are we picking up costs that should be paid by a different part of the system? Evidence of current and expected future demand will be required as part of future planning.</i>
	<b>Increasing Productivity</b> - <i>Since 2011/12 the Council has made most of its savings through efficiency measures. Like most Councils there is now less scope for traditional efficiency savings. What efficiency/productivity savings are available? What are the biggest expenditure items in your service? Are we getting best value from our contracts? Are we exploring opportunities to negotiate?</i>
<b>X</b>	<b>Service Delivery Models</b> - <i>Are you aware of any alternative delivery models that could deliver services differently? What examples from other authorities could we adopt? E.g. commission from another party, joint venture... recognising that some options will have a long lead in times and would not necessarily impact on the financial gap in 2018/19.</i>
	<b>Reductions in Services</b> - <i>Are there services which partners could provide instead? Are all your services adding value? Are there any services which could safely and legally be stopped? What would the impact be on residents? Could residents be empowered to do it themselves?</i>

2. Outline of the proposed change:
<p><b>Our Statutory Duty</b>            SCC must take reasonable steps to identify young carers in their area who have support needs. All young carers under the age of 18 have a right to an assessment of their need, as per the Children's Act 1989 and Carers (Equal Opportunities) Act 2004. The LA also has responsibilities under the Care Act 2014 for the needs assessment of Young Carers undergoing transition to adulthood.</p> <p><b>Current Demand Level</b>            It is estimated there are 1,750 Young Carers in Somerset of which only a fraction are identified, as is commonplace nationally. The Young Carers Project works to an active caseload of approximately 150 at any point in time, with around 100 new referrals each year.</p> <p><b>How we currently meet our Statutory Responsibilities for Young Carers</b>            The Young Carers Project in Somerset, managed via the Targeted Youth Service since 2012, has supported children and young people under 18 who provide</p>



regular and ongoing care and emotional support to a family member who is physically or mentally ill, has a disability or misuses substances.

In addition to the statutory responsibilities, this service provides;

- 1:1 support to Young Carers during difficult times
- Group activities and respite opportunities
- Promoting awareness and recognition of the needs of Young Carers
- A Young Carers Network/Forum

The overall Young Carers Project budget for 2018 -19 is £241,400 with a current projected overspend of £22,800.

### Options Appraisal

An outline appraisal considered 6 options focusing on the core service components provided by the existing Young Carers Project split in to statutory and non-statutory and sought to identify any potential savings and service efficiencies. This included the options to retain the service 'as is', integrate statutory functions into existing statutory children and adult services and to 'cease' the separate service in its entirety but seed fund the voluntary and community sector to deliver opportunities that reduce isolation and offer a level of respite– this latter option offers a potential full year saving of £194,300.

Options considered:

	Move management to Family Support Service – Apr 2019				
	Option A	Option B	Option C	Option D	Option E
	Retain service 'as is'	Retain Statutory Duties Element of existing service only	Retain Statutory Duties and Individual Support to Young Carers	Retain Statutory Duties and Young Carers Support and Respite	Redesign whole service (incorporate Statutory Duties into other stat children and adult services) Work with VCS to deliver Young Carers respite/participation elements
1. Identifying and supporting young people with caring responsibilities (Stat Duty)	✓	✓	✓	✓	✓
2. Undertaking the Young Carers Needs Assessment (Stat Duty)	✓	✓	✓	✓	✓
3. Supporting Young Carers to reduce inappropriate levels of care	✓	x	✓	✓	✓
4. Providing 1:1 support in difficult times	✓	x	✓	✓	✓

5. Group activities and respite opportunities	✓	x	x	✓	✓
6. Promoting recognition and awareness of Young Carers' needs and achievements	✓	x	x	x	x
7. Review service delivery through Young Carers Network & Young Carers Forum	✓	x	x	✓	x
<b>Projected Spend</b>	<b>£264,200</b> (inc £22,800 overspend)	<b>£105,484</b>	<b>£136,280</b>	<b>£175,718</b>	<b>£30,000</b> seed funding
<b>Potential 2019/20 Savings<sup>1</sup></b> (inc. £48,606 for SM6 post)	<b>£0</b>	<b>£167,422</b>	<b>£136,627</b>	<b>£97,188</b>	<b>£242,906</b>
<b>** N.B. savings do not account for transition costs (redundancy or salary protection/pay award etc.) **</b>					
<b>The Recommended Option is Option E – Absorb</b> Statutory Duty to assess into existing children's and adults activities. Work with Voluntary Community Sector (VCS) to deliver Young Carers respite and networking elements					

### Preferred Recommended Option

The recommended option by the DCS is Option E, to integrate statutory young carer assessment and casework function in to existing statutory children and adult services and to 'cease' the separate service in its entirety. The notional budget of £30,000 that is currently used for activities can be used as a lever to discuss how the VCS could deliver the respite and networking opportunities differently and access funds that the LA cannot.

All non-statutory elements would be in scope for the VCS discussion, as they are better placed to secure external funding opportunities. The options appraisal has identified up to 20 potential external funding streams which vary in value between £1-80k that could be utilised which are not open to SCC to apply for.

This element of the option is likely to require 'one off' (£30k) start-up fund with a co-produced commissioning activity undertaken to move this work into the charitable sector, working alongside Friends of Young Carers. This would result in a full year saving of £242,906.

Option E is the recommended option of all those considered as it offers the greatest potential saving whilst still maintaining core statutory functions and giving the VCS the opportunity to develop and enhance its offer for Young Carers in Somerset. Furthermore, it is the option considered most sustainable longer term in light of SCC's financial situation particularly as it offers a feasible solution of seed funding for the VCS to take on the additional responsibilities around arranging and managing respite for Young Carers.

Option E maintains current services and support available to Somerset Young Carers only re-organising and managing the arrangements for them, potentially

<sup>1</sup> Not including current £22,800 overspend

allowing them to be better managed and expanded in the future as funding opportunities may be exploited which the LA would not be able to take advantage of if retaining full responsibility.

The decision is therefore to explore ways to redesign the service so that the VCS can support the change. Subject to that arrangement being in place this decision delegates power to the DCS to implement the change.

## **2a. Confidence level**

*Lead Directors should indicate their level of confidence in delivering the saving identified. This should be expressed as an overall percentage (in units of 10%). Please also provide a brief explanation for the chosen confidence level.*

90%

*Explanation:*

By ensuring statutory services are still be delivered which would increase confidence of successful delivery of 19/20 savings. However, sufficient engagement and planning will need to be undertaken to ensure mitigation for the change in service.

## **3. Impact on residents, businesses and other organisations:**

Impacts include:

- For young carers currently receiving support from the service, they need to be transitioned to other support services
- Increased pressure on the VCS to take on additional responsibilities where no feasibility study has yet taken place
- For the recommended option to be fully successful it is reliant on the VCS's ability to become self-sufficient within a year in managing and delivering the activity and respite components of the current service
- Change of delivery for those accessing the service, Young Carers assessments will be undertaken by professionals not specialists in the needs of Young Carers.

## **4. Impact on other services we provide:**

The Young Carers Project is currently situated within the Targeted Youth Service and has management oversight of a manager who works across the wider service.

The assessment of Young Carers under the option recommended would be undertaken by professionals located within local statutory agencies. Given current service demands, it is likely that young carers with lower level needs will not be able to access statutory services. Refreshed guidance for practitioners will be required.

**5. Impact on staff:**

Savings identified within this proposal will require a restructure/deletion of posts

**6. Resources and support needed to make the change:**

The implementation of any change to this service will need to be carefully managed given the sensitivity and high-profile public interest nature of the service. To date Young Carers and the staff within the existing Young Carers Project have not been consulted on any aspect of this potential change.

To manage the transition to the VCS for the respite and activities component, this will require Children's Commissioning oversight to ensure co-production with Young Carers and the VCS.

Any staff who may be at risk of redundancy because of this will need to be appropriately supported by HR etc.

**7. Timescale to deliver and major milestones:**

To include date of implementation, key decision points and governance meetings

<i>Planned accomplishments to track progress [Milestone]</i>	<i>[Date]</i>
<i>Cabinet decision</i>	<i>12<sup>th</sup> September 2018</i>
<i>Initial engagement with current users</i>	<i>September onwards</i>
<i>Staff consultation</i>	<i>August – Nov 2018</i>
<i>Consultation with VCS and proposals finalised</i>	<i>September onwards</i>
<i>Children and adult services informed and trained to undertake young carer assessments</i>	<i>October onwards</i>
<i>Delivery of new model</i>	<i>January 2018 onwards</i>

**8. Risks and opportunities:**

This recommendation will increase workloads for services within Children's and Adults with responsibilities for early help/assessments of need.

This recommendation risks the loss of SCC's strategic oversight of Young Carers in Somerset due to the loss of a dedicated service.

This recommendation risks the loss of expertise and knowledge of Young Carers within SCC. The recommendation includes the potential redundancy of SCC staff

This recommendation potentially reduces the voice of Young Carers for SCC as services with a direct interface with Young Carers other than the assessments, are delivered externally.

This option enables the potential development and enhancement of the VCS in its offer for Somerset Young Carers and allows it to explore external funding sources that cannot currently be explored.

#### **9. Dependencies:**

The ability/appetite within the VCS in Somerset to pick up the respite activity elements of the Young Carers service. The seed funding should enable this to be more viable, however it is only offered as a 'one-off' so requires the VCS to respond quickly and be proactive in securing the provision self-sustainably longer term. If the VCS is unable to successfully take on these elements, SCC is still able to meet its statutory obligations for Young Carers.

#### **10. Initial Equality Impact Assessment:**

Young carers currently accessing the service are between the ages of 7-25, the average age being 14. In terms of gender, current Young Carers numbers assessed as requiring a service - 125 Male, 185 Female, 3 Transgender.

No young carer open to the service has had the benefit of a 100% school attendance rate, and 45% of young carers open to the service are attending school less than 90% of the time, despite support from the service and reduction in inappropriate care giving roles. A reduction in the service could impact on these children and young people's access to their right to an education.

The mitigation against all these risks would be appropriate training and awareness amongst those completing assessment and delivering support to young carers. School settings would need to be briefed on the changes so that they can monitor and refer effectively.

A full EIA has been completed.

#### **11. Consultation and Communications plan:**

Engagement exercise will be undertaken between Sept-November to codesign/redesign the proposal with users and highlight alternative model for delivery.

#### **12. Legal Implications:**

Statutory obligations on SCC will still be delivered.

**13a. Financial Implications – net change to service budget in each year:**

*It is expected that savings identified are evidence based. Any supporting information, including analysis to be submitted with the proposal. These proposals will be validated with finance as part of the FIT governance process.*

Are the savings evidenced based? Yes

If no, when is evidence expected?

Please note: these figures should be cumulative (as per the approach for MTFP and savings)

£'000's	Savings	Income	Growth/Costs	Total	Ongoing or One-off?
2018/19	£18,794	£	-£18,794	£0	
2019/20	£254,112	£	-£11,206	£242,906	One off
2020/21	£	£	-£	£	
<b>Total</b>	<b>£272,906</b>	<b>£</b>	<b>£30,000</b>	<b>£242,906</b>	<b>ongoing</b>

**13b. One off project costs and income (not included in above):**

£'000's		
2018/19	Capital Costs	-£
	Capital Receipts	£
	Estimate of redundancy costs	-£
	Estimate of resource costs to deliver	-£
	Sub-total	£
2019/20	Capital Costs	-£
	Capital Receipts	£
	Estimate of redundancy costs	-£
	Estimate of resource costs to deliver	-£
	Sub-total	£
2020/21	Capital Costs	-£
	Capital Receipts	£
	Estimate of redundancy costs	-£
	Estimate of resource costs to deliver	-£
	Sub-total	£
<b>TOTAL</b>		<b>£</b>

# Somerset Equality Impact Assessment

Before completing this EIA please ensure you have read the EIA guidance notes – available from your Equality Officer

<b>Organisation prepared for</b>	<b>Somerset County Council</b>		
<b>Version</b>	<b>V1.3</b>	<b>Date Completed</b>	28/08/2018

## Description of what is being impact assessed

CAF-21

This assessment considers the potential and likely impact of proposals to SCC’s support for universal youth and community provision. Options under consideration range from maintaining the status quo to ceasing all support for youth and community provision as currently provided via the Youth & Community Service (Y&CS); ending SCC support for the Duke of Edinburgh’s Award, and; closing the Youth Equipment Store.

The detailed options are outlined in section 2 of proposals for the alteration and/or reduction of early help services provided to children and their families report within which this EIA sits.

Any reduction in support offered via the Youth & Community Service may have unintended impacts and must therefore be carefully planned and its implementation effectively managed and monitored.

### Youth & Community Service

Much existing support for community-led universal youth provision is in areas of need and relative deprivation. This is universal provision, not targeted at or attracting any specific group or characteristic. Communities in need are priorities for grant aid, although in the latest funding round all applications were supported. Any reduction in support and provision of grant aid could therefore affect disadvantaged communities and the young people who live in them.

Young people from a variety of vulnerable groups access existing provision which is part of the community-led universal offer supported by the Youth & Community Service and are therefore potentially affected. The following have been identified: low income; disability; ethnicity; gender; sexual orientation; young parents; young carers alongside communities in general, however there is no specific data relating to this as groups are small and dispersed. Presenting an accurate picture of who accesses the provision is not possible.

Universal provision for 11-19 year olds is a key element of the range of universal, preventative and diversionary activities which help young people develop the resilience, skills, knowledge and character to make a successful transition to adulthood. Any reduction in the quality, breadth or availability of such provision is likely to have a negative impact on young people's educational, health and wellbeing outcomes.

The work of the service is outlined in the [Annual Report](#) available from the [Service website](#).

### **Duke of Edinburgh's Award**

Duke of Edinburgh's Award (DofE) programmes are offered in 55 centres under the SCC operating licence. All mainstream secondary schools offer DofE, as do many Special Schools, PRUs and some community organisations.

SCC's DofE team has targeted development with disadvantaged and vulnerable groups in recent years and external funding has been raised to support this. Approximately 20% of DofE participants (total 2100+ young people each year) are identified as disadvantaged using measures based on pupil premium eligibility, deprivation indicators for home postcode and identified SEND. It is likely that detailed analysis using more nuanced criteria would identify a greater proportion as disadvantaged and vulnerable. About 75% of additional needs settings now provide DofE with SCC support.

Many small settings in which vulnerable and disadvantaged young people are educated and supported would struggle to resource the additional cost and complexity of a direct DofE licence (the alternative model with no SCC involvement) so are likely to cease their DofE delivery if faced with this requirement. This could reduce access for many young people who would otherwise benefit through participation.

### **Youth Equipment Store**

The Youth Equipment Store provides subsidised access to a range of equipment for schools, SCC services and community groups as well as families.

Most of the organisations which use YES serve disadvantaged communities where families cannot afford the commercial cost of equipment. YES provided equipment for about 3000 children and young people in 2017/18. It has to be assumed that unavailability of equipment through YES would reduce disadvantaged young people's access to recreational and developmental activity.

### **Proposal**

The preferred option is to cease the provision of support, resources and training to voluntary youth organisations, and to close the existing grant schemes.

The Duke of Edinburgh's Award operating licence and the Youth Equipment Store will be retained, and the approach focussed on delivering growth and development to improve provision for young people and income generation. The DofE team will be reshaped to provide capacity to manage development and growth in provision.



This enables more disadvantaged young people and communities access to Duke of Edinburgh's Award programmes and is the most cost-effective way of supporting schools' delivery of DofE, and for young people who do not have access to resources, equipment can be provided. By retaining the Duke of Edinburgh's Award licence SCC also shows its commitment and can expect reciprocal commitment from schools. Without this lever it is more difficult to engage schools which may not otherwise offer DofE.

The retained staff will be managed within Children's Services by a part time post which will also carry responsibility for voluntary youth sector leadership. If the staff reductions can be made by December 2018 this option will deliver savings in 2018/19 and 2019/20. A residual budget of £40k is required in 2019/20 to support the structure. Increased income generation and provision of tradable activity will put the approach at full cost recovery by 2020/21.

Implementation of the option outlined above – to cease SCC support to community-led provision for 11-19 year olds – has potential impacts which include: the potential closure of approximately 30 youth clubs over a two year period (through lack of funding and access to advice and guidance); another ten are likely to reduce their opening hours through lack of resource; there could be reduced quality (and safeguarding capacity) of provision for young people in remaining settings (through reduction in training, advice and support); reduced sustainability of small VCSE groups and vibrancy of market as reduced grants to stimulate the market; reduced links between SCC and VCSE youth organisations.

## Evidence

**What data/information have you used to assess how this policy/service might impact on protected groups?** Sources such as the [Office of National Statistics](#), [Somerset Intelligence Partnership](#), [Somerset's Joint Strategic Needs Analysis \(JSNA\)](#), Staff and/ or [area profiles](#), should be detailed here

A range of evidence contributed to this impact assessment.

An assessment of the stability and sustainability of Somerset's VCSE sector is contained in Somerset Community Foundation's 2017 [State of the Sector report](#). While covering the voluntary and community sector as a whole there is no reason to assume the county's voluntary youth sector is more robust or sustainable than any other. The report outlines the fragility of some aspects of the voluntary sector and therefore any SCC action which reduces the support provided to VCSE organisations must be expected to have a negative impact.

UK Youth's 2018 national [State of the Membership](#) report highlights the challenges facing voluntary sector youth work and positive activity providers. It notes the significant reduction in local authority support for youth provision over recent years and the reduction in opportunities for young people which resulted.



Feedback from existing Youth & Community Service customers is collated via a satisfaction survey and included in the service's long-form annual report. This outlines customers' needs which the service currently meets.

The statutory guidance on local authorities' duty to secure services and activities for young people aged 13-19 was updated in June 2012. While there is no prescription of service availability requirements or sufficiency standards, it underlines the expectation that local authorities will take the strategic lead in ensuring (with a variety of partners) the local offer of services which: connect young people with their communities; offer varied activities to support personal, social and physical development; improve mental and physical health; enable young people to fulfil their potential, and; raise their aspirations. The government's [Civil Society Strategy](#) (August 2018) includes a commitment to review and update the statutory guidance for local authorities. The Strategy also recognises the value and place of youth work and youth provision in the range of opportunities which support young people's development, health and resilience.

Many aspects of youth provision and initiatives contribute to the Somerset Youth Offer, with significant investment coming through the National Citizen Service and Youth Investment Fund. Alongside Y&CS other SCC activity which contributes to the overall offer includes the provision of Short Breaks support for young people with Special Educational Needs and Disabilities (SEND) and the developing offer for 11+ through the Family Support Service which will form in April 2019.

**Who have you consulted with to assess possible impact on protected groups?** If you have not consulted other people, please explain why?

No consultation has been undertaken to date. Should the decision to cease SCC Youth & Community Service activity be taken SCC will work with youth work providers and SCC's Community Development Officers to identify the most effective withdrawal process and secure the smoothest possible transition.

## Analysis of impact on protected groups

The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, make an assessment of the likely outcome, before you have implemented any mitigation.

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
<b>Age</b>	<ul style="list-style-type: none"> <li>Younger young people are easier to provide for than those aged 14+ because older young people can be more challenging to engage and work with. Organisations which maintain provision often do so with volunteers and paid staff with limited experience and training, so their workforce can lack the resilience necessary to maintain engagement with challenging young people. Groups may therefore concentrate on the lower age range to the detriment of many young people who need support and deserve access to services.</li> </ul>	☒		☐
<b>Disability</b>	<ul style="list-style-type: none"> <li>The current service does not support organisations and clubs which provide specifically for young people with disabilities. These are separately supported and funded by SCC and other organisations and would not be affected by the proposal.</li> </ul>		x	☐
<b>Gender reassignment</b>	<ul style="list-style-type: none"> <li>Access to community-based provision and social groups may provide a support network which would otherwise be unavailable.</li> </ul>	☒	☐	☐
<b>Marriage and civil partnership</b>		☐	☒	☐

<b>Pregnancy and maternity</b>	<ul style="list-style-type: none"> <li>• Universal provision offers young parents and parents-to-be safe settings in which to be young people. Any reduction in provision may limit access.</li> </ul>	☒	☐	☐
<b>Race and ethnicity</b>	<ul style="list-style-type: none"> <li>• Provision in some disadvantaged urban areas may attract young people from minority groups. These groups may be more affected by reductions than groups in other areas.</li> <li>• Young people from minority groups are more likely to be from low income households so are likely to be more reliant on public service provision.</li> </ul>	☒	☐	☐
<b>Religion or belief</b>	<ul style="list-style-type: none"> <li>• While faith-based youth provision is not supported, some faith groups are supported to offer generic opportunities. There is no unreasonable impact expected on religious groups.</li> </ul>	☐	☒	☐
<b>Sex</b>	<ul style="list-style-type: none"> <li>• It is possible that existing some clubs, especially in rural areas, attract more young men than young women. Any reduction could therefore potentially affect young men more directly and in greater numbers.</li> </ul>	☒	☐	☐
<b>Sexual orientation</b>	<ul style="list-style-type: none"> <li>• Access to community-based provision and social groups may provide a support network which would otherwise be unavailable.</li> </ul>	☒	☐	☐
<b>Other, e.g. carers, veterans, homeless, low income, rurality/isolation, etc.</b>	<ul style="list-style-type: none"> <li>• SCC-supported youth provision is the only opportunity for young people in some rural and low-income communities. Any reduction in provision may therefore affect rural young people and those from low income families more directly than those in more affluent and urban areas.</li> <li>• The Y&amp;CS manages the Essential Life Skills fund for West Somerset in support of the Opportunity Area programme.</li> </ul>	☒	☐	☐

**Negative outcomes action plan**

Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

<b>Action taken/to be taken</b>	<b>Date</b>	<b>Person responsible</b>	<b>How will it be monitored?</b>	<b>Action complete</b>
<b>Age 11-19</b> - Encouragement of organisations which offer grant aid for work with young people to maintain focus on 14+ age group	31/12/2018	Somerset Community Foundation Charitable trusts	Children's Commissioning Team to monitor through light-touch facilitation of the sector.	<input type="checkbox"/>
<b>Age 11-19</b> - Research and promote opportunities to draw in alternative funding to support provision	31/03/2019	Sector-led strategic leadership group	Children's Commissioning Team to monitor through light-touch facilitation of the sector.	<input type="checkbox"/>
<b>Age 11-19</b> - Improved co-ordination of Youth Investment Fund-supported provision by providers.	31/03/2019	Somerset Rural Youth Project (Young Somerset), Minehead Eye, YMA Taunton, YMCA Somerset Coast, YMCA Mendip.	Children's Commissioning Team to monitor through light-touch facilitation of the sector.	<input type="checkbox"/>

<b>Age 11-19</b> - Improve uptake of National Citizen Service, especially by disadvantaged young people.	30/06/2019	Somerset Rural Youth Project (Young Somerset) and Activate. Support from SCC services.	Children's Commissioning Team to monitor through light-touch facilitation of the sector.	<input type="checkbox"/>
<b>Pregnancy and maternity</b> – young parents and parents-to-be affected by reduction in provision to be signposted and supported into alternative provision (e.g. provided by getset, Health Visiting Team and voluntary organisations).	March 2019	Providers affected	Getset and Health teams through local links	
<b>Disability</b> - Encourage clubs and projects to maintain accessible provision.	31/03/2019	Children's commissioning	Children's commissioning via light touch facilitation of sector	<input type="checkbox"/>
<b>Race</b> -Target support from UASC project to help sustain provision they currently access.	Select date	YMCA Somerset Coast YMCA Mendip	Children's commissioning through light touch facilitation of the sector	<input type="checkbox"/>
<b>Religion and Belief</b> - Young people affected by change are supported to engage in sustained provision	Select date	Children's commissioning	Children's commissioning via light touch facilitation of sector	<input type="checkbox"/>

<b>Sex</b> – young people affected by change – especially young men are supported and signposted to alternative sustainable provision.	March 2019	Children's commissioning	Children's commissioning via light touch facilitation of sector	
<b>Sexual Orientation</b> - 2BU Project sustained and becoming more sustainable. 2BU offers young people networking and group opportunities.	31/12/2018	Somerset CCG		<input type="checkbox"/>
<b>Other</b> – West Somerset Essential Life Skills grant programmes managed elsewhere in SCC with focus on quality and sustainability of provision that meets needs of target cohort.	31/12/2018	West Somerset Opportunity Area Manager		<input type="checkbox"/>
<b>Rurality</b> - Encouragement for groups which provide grant funding for youth provision to focus on rural and low income areas affected by reduction in SCC support.	March 2019	Children's Commissioning	SCC Corporate Affairs through links with funders	
<b>If negative impacts remain, please provide an explanation below.</b>				
Following implementation of the preferred option there is likely to be an overall reduction in the quality and breadth of provision for young people, and the sustainability and resilience of the VSCE youth sector. Considering the scale of reduction in funding and support, this is unavoidable.				
<b>Completed by:</b>	Jeff Brown			
<b>Date</b>	28.8.2018			
<b>Signed off by:</b>	<b>Julian Wooster</b>			

<b>Date</b>	<b>August 2018</b>
<b>Equality Lead/Manager sign off date:</b>	<b>August 2018</b>
<b>To be reviewed by: (officer name)</b>	<b>Jeff Brown</b>
<b>Review date:</b>	<b>March 2019</b>



## Proposal for Change:

### CAF-21 Proposals for the alteration of Youth Service

Reference:	CAF-21
Service Area:	Children's
Director:	Julian Wooster
Strategic Manager	Rowina Clift-Shanley
SAP Node	
Decision required	Approval to proceed with implementation of the proposed option 3 to cease the provision of support, resources and training to voluntary youth organisations, and to close the existing grant schemes; but to maintain the Duke of Edinburgh Award scheme and the Youth Equipment Store.

1. The proposal is to:	
	<b>Managing Demand</b> - <i>Examine what can be done to influence our demand and reduce service pressures/costs or increase income, including raising fees and charging for services. How could we work across the wider local system with partners, are we picking up costs that should be paid by a different part of the system? Evidence of current and expected future demand will be required as part of future planning.</i>
	<b>Increasing Productivity</b> - <i>Since 2011/12 the Council has made most of its savings through efficiency measures. Like most Councils there is now less scope for traditional efficiency savings. What efficiency/productivity savings are available? What are the biggest expenditure items in your service? Are we getting best value from our contracts? Are we exploring opportunities to negotiate?</i>
	<b>Service Delivery Models</b> - <i>Are you aware of any alternative delivery models that could deliver services differently? What examples from other authorities could we adopt? E.g. commission from another party, joint venture... recognising that some options will have a long lead in times and would not necessarily impact on the financial gap in 2018/19.</i>
X	<b>Reductions in Services</b> - <i>Are there services which partners could provide instead? Are all your services adding value? Are there any services which could safely and legally be stopped? What would the impact be on residents? Could residents be empowered to do it themselves?</i>

2. Outline of the proposed change:
<p><b>Our Statutory Duty</b></p> <p>Somerset County Council (SCC) has a duty under the Education Act 1996 to secure young people's access to sufficient educational leisure-time activities for the improvement of their well-being and personal and social development, and sufficient facilities for such activities; that activities are publicised; and that young people are placed at the heart of decision making regarding the positive activity provision</p> <p><b>Current Demand Level</b></p> <p>The Youth &amp; Community Service engages with 58 organisations which support work with young people. These include:</p> <ul style="list-style-type: none"> <li>Town and parish councils;</li> </ul>

- Small voluntary groups, and;
- Larger (generally charitable) youth work providers.

The DofE teams supports 55 active groups and the Youth Equipment Store has about 100 regular voluntary organisation and school customers.

### How we currently meet our Statutory Duty

SCC's Youth & Community Service provides infrastructure support to voluntary youth organisations and currently delivers the following functions:

- Advice, guidance, resources, and quality assurance tools
- Administers £150k grant aid to support locally-led youth provision
- Monitoring and quality improvement visits to provision funded by SCC
- Provider and market support and networking
- Accredited and bespoke youth work and safeguarding training local groups
- Support for public services to improve their engagement with young people
- Manages the Duke of Edinburgh's Award operating licence and Youth Equipment Store

The cost of Youth & Community Service to SCC's core budget is £326k in 2018/19. In addition the service is projected to generate approx £90k income and promote in-kind contributions to the county's youth provision of about £175k.

### Options Appraisal

An outline appraisal considered five options to reshape and redesign the service and its approach to identify savings and service efficiencies. Options considered ranged from service retention 'as is' to deliver a 5% saving and 'cease' the service in its entirety. This latter option offers a potential full year saving of £326,000.

Option Function	1 Continue as is and deliver 5% saving	2 Continue and reduce grant aid to £100k	3 DofE and YES only at full cost recovery by 2020	4 Outsource to infrastructure org	5 Cease
Hands-on support for local provision	✓	✓	x	x	x
Resources	✓	✓	x	x	x
Grant aid	✓	✓	x	x	x
Grant QA	✓	✓	x	x	x
Safe & Welcoming Safeguarding framework	✓	✓	x	x	x
Quality improvement visits	✓	✓	x	x	x
Provider and market support	✓	✓	x	x	x

Sponsored Level 2 & 3 Youth Work training	✓	✓	x	x	x
Bespoke training	✓	✓	x	x	x
Accredited safeguarding training	✓	✓	x	x	x
Support for SCC services	✓	✓	x	x	x
Sector engagement	✓	✓	x	x	x
Duke of Edinburgh's Award	✓	✓	✓	Not possible	x
Administration of Youth Equipment Store	✓	✓	✓	Not viable	x
Saving 2018/19	15,000	15,000	47,000		100,000
Saving 2019/20	20,000	70,000	239,000		226,000
Saving 2020/21			40,000		
<b>Savings Total</b>	<b>35,000</b>	<b>85,000</b>	<b>326,000</b>		<b>326,000</b>

### Preferred Recommended Option

Option 3 is recommended by the DCS.

This option proposes to cease the provision of support, resources and training to voluntary youth organisations, and to close the existing grant schemes.

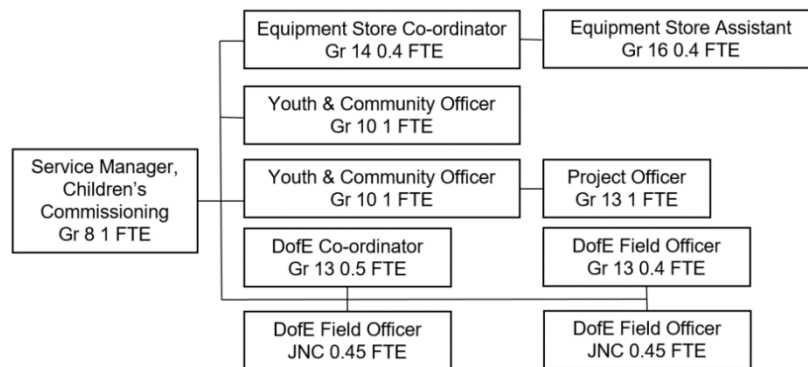
The Duke of Edinburgh's Award operating licence and the Youth Equipment Store would be retained, and the approach focussed on delivering growth and development to improve provision for young people and income generation. The DofE team would be reshaped to provide capacity to manage development and growth in provision.

This enables more disadvantaged young people and communities access to Duke of Edinburgh as it is the most cost effective way of schools to deliver DofE and for children to have access to resources and equipment. By retaining a Duke of Edinburgh licence the LA also shows it's commitment and can expect reciprocal commitment from schools. Without this lever it is more difficult to engage schools who may not ordinarily offer DofE.

**Options considered and rejected (refer to the table above)**

### Option 1 – continue existing service and deliver 5% saving

- Continue and develop existing functions including: hands-on support for VCSE and local provision; sustain grant aid and active QA implementation; continue training for youth workers.
- Maintain responsive support for local provision; improve links with major partners and initiatives such as National Citizenship Scheme (NCS). Develop strategic leadership for sector to improve outcomes and draw additional income into county.
- Sustain and develop Duke of Edinburgh’s Award (DofE) and Youth Equipment Store (YES).
- Administer £150k grant fund and manage West Somerset Essential Life Skills grant programme. Retain staff structure and review line management to improve effectiveness.



- Move DofE posts from JNC to Green Book. Broaden DofE provision and improve income generation to generate savings. Broaden YES customer base to generate efficiency savings.
- Deliver 5% saving on current budget.

### Option 2 – Continue existing service, deliver 5% saving and reduce grant aid to £100k

- Continue and develop existing functions including: hands-on support for VCSE and local provision; sustain grant aid and active QA implementation; continue training for youth workers.
- Maintain responsive support for local provision; improve links with major partners and initiatives such as NCS. Develop strategic leadership for sector to improve outcomes and draw additional income into county.
- Sustain and develop Duke of Edinburgh’s Award and YES.
- Administer £100k grant fund and manage West Somerset Essential Life Skills grant programme. Retain staff structure and review line management to improve effectiveness.

- Broaden DofE provision and improve income generation to generate savings. Broaden YES customer base to generate efficiency savings.
- Deliver 5% saving on current budget.

#### **Customer Impact**

- Potential for reduced sustainability of clubs through reduction in available grant aid

**Option 4 – outsource the service** - DofE advised they will not allow SCC to hold the licence and outsource delivery.

#### **Option 5 – cease the service**

- Close Youth & Community Service (inc. grant programmes), Youth Equipment Store and withdraw from DofE activity.

#### **Customer Impact**

- Loss of SCC's strategic leadership in youth sector; up to 30 youth clubs potentially close through lack of financial and hands-on support and another 10 reduce opening hours; reduced quality (and safeguarding capacity) of provision for young people in remaining settings; reduced sustainability of small VCSE groups and vibrancy of market; reduced links between VCSE youth groups and SCC Stronger Communities activity.
- Alternative 'direct licence' model for DofE likely to be unaffordable for smaller establishments, reducing access for vulnerable and disadvantaged groups; loss of links with and support (inc. financial) from VCSE and charitable sector; loss of access to DofE for SCC apprentices and vulnerable groups.

#### **Internal impact**

- Capacity impact through need to manage West Somerset Essential Life Skills grant programmes elsewhere in Children's.
- Loss of YES premises contribution (£12k) to SCC property.
- One-off income windfall if YES inventory sold.
- Any redundancy or redeployment costs will offset savings in first year if funded by service.

#### **Risks**

- Risk of reputational damage through removal of highly visible service; reduced VCSE ability to respond to safeguarding issues through loss of training and support; reduced provision for young people.
- Risk of reputational damage following recent public restatement of commitment to DofE programme.

## **2a. Confidence level**

Lead Directors should indicate their level of confidence in delivering the saving identified. This should be expressed as an overall percentage (in units of 10%). Please also provide a brief explanation for the chosen confidence level.

90%

Explanation:

In year savings are challenging due to them be set on the expectation of a December delivery.

### **3. Impact on residents, businesses and other organisations:**

Potential impacts of preferred option 3 include:

- Loss of SCC's strategic leadership in youth sector
- Risk of reputational damage through removal of highly visible service and valued grant programme; reduced VCSE ability to respond to safeguarding issues through loss of training and support; reduced breadth of provision for young people.
- Much of existing support for community-led youth provision is in areas of need and relative deprivation, and communities in need are priorities for grant aid. Any reduction in support and provision of grant aid will therefore affect disadvantaged communities and the young people who live in them.
- The impact of SCC's withdrawal of support to community-led provision for 11-19 year olds includes the likely closure of 30 youth clubs in the coming two years (through lack of funding and access to advice and guidance); another ten are likely to reduce their opening hours through lack of money; reduced quality (and safeguarding capacity) of provision for young people in remaining settings (through reduction in training, advice and support); reduced sustainability of small VCSE groups and vibrancy of market; reduced links between SCC and VCSE youth organisations

### **4. Impact on other services we provide:**

- Duke of Edinburgh's Award (DofE) programmes are offered in 55 centres under the SCC operating licence. All secondary schools offer DofE, as do many Special Schools, PRUs and community organisations
- SCC's DofE team has targeted development with disadvantaged and vulnerable groups in recent years and external funding has been raised to support this. Approximately 20% of DofE participants (total 2100+ young people each year) are identified as disadvantaged using very basic measures. It is likely that detailed analysis using more nuanced criteria would identify a greater proportion as disadvantaged and vulnerable. About 75% of additional needs settings now provide DofE with SCC support.

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**5. Impact on staff:**

Savings will be achieved through restructuring and deletion of posts.

**6. Resources and support needed to make the change:**

HR support will be required.

**7. Timescale to deliver and major milestones:**

To include date of implementation, key decision points and governance meetings

<i>Planned accomplishments to track progress [Milestone]</i>	<i>[Date]</i>
<i>LGA / Peopletoo report to SCC Children's Services on remodelling of services</i>	<i>6 September 2018</i>
<i>Cabinet decision</i>	<i>12<sup>th</sup> September 2018</i>
<i>Initial engagement with current users</i>	<i>September onwards</i>
<i>Staff consultation</i>	<i>August – Nov 2018</i>
<i>Consultation with VCS and proposals finalised</i>	<i>September onwards</i>
<i>Delivery of new model</i>	<i>January 2018 onwards</i>

**8. Risks and opportunities:**

- Risk of reduced quality and breadth of youth work provision
- Risk of reduced access to Duke of Edinburgh's Award programmes
- Opportunity is the proposed Community Development Grant for early help which will support 0-19 year olds and their families

**9. Dependencies:**

N/A

**10. Initial Equality Impact Assessment:**

**Equalities Implications**

A separate Equalities Impact Assessment has been produced.

**11. Consultation and Communications plan:**

Should the decision to cease SCC Youth & Community Service activity be taken SCC will work with other youth work providers and SCC's Community Development Officers to identify the most effective withdrawal process and secure a smooth transition.

**12. Legal Implications:**

There are no immediate legal considerations associated with the preferred option.

**13a. Financial Implications – net change to service budget in each year:**

*It is expected that savings identified are evidence based. Any supporting information, including analysis to be submitted with the proposal. These proposals will be validated with finance as part of the FIT governance process.*

Are the savings evidenced based?	Yes				
If no, when is evidence expected?					
Please note: these figures should be cumulative (as per the approach for MTFP and savings)					
	<i>Savings</i>	<i>Income</i>	<i>Growth/Costs</i>	<i>Total</i>	<i>Ongoing or One-off?</i>
<i>2018/19</i>	£47,000*	£	-£	£47,000*	
<i>2019/20</i>	£239,000	£	-£	£239,000	
<i>2020/21</i>	£40,000	£	-£	£40,000	
<b>Total</b>	<b>£326,000</b>	£		<b>£326,000</b>	

- *Please note: the 2018/19 savings have already been included in the month 4 budget monitoring report.*



<b>13b. One off project costs and income (not included in above):</b>		
<b>£'000's</b>		
<i>2018/19</i>	Capital Costs	-£
	Capital Receipts	£
	Estimate of redundancy costs	-£
	Estimate of resource costs to deliver	-£
	Sub-total	£
<i>2019/20</i>	Capital Costs	-£
	Capital Receipts	£
	Estimate of redundancy costs	-£
	Estimate of resource costs to deliver	-£
	Sub-total	£
<i>2020/21</i>	Capital Costs	-£
	Capital Receipts	£
	Estimate of redundancy costs	-£
	Estimate of resource costs to deliver	-£
	Sub-total	£
	<b>TOTAL</b>	£