

<b>Name of the activity being assessed</b>	Budget reduction and changed commissioning to 2 x Youth Commissions				
<b>Directorate / Department</b>	Children's Services and Education	<b>Service</b>	Young Peoples Services	<b>Assessment Author</b>	Jon McCaughey/Imran Akuji
<b>Is this a new or existing activity?</b>	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing	<b>Responsible manager / director for the assessment</b>		Jon McCaughey/Imran Akuji/Jo Siddle	
<b>Date EIA started</b>	30/10/2023	<b>Implementation date of the activity</b>		01/04/2024	

**SECTION 1 - ABOUT YOUR ACTIVITY**

<b>How was the need for this activity identified?</b> i.e. Why are we doing this activity?	Two youth commissions managed by Young Peoples Services (YPS) are out of contract in March 2024 and need re commissioning.				
<b>What is the activity looking to achieve?</b>  <b>What are the aims and objectives?</b>	To contribute to departmental budget savings and to maximise available resources to commission the best offer for children and young people across the borough.  Aims and Objectives: <ul style="list-style-type: none"> <li>• To review performance of current commissioned partners</li> <li>• To consider changes to dedicated youth infrastructure via successful Youth Investment Fund bid</li> <li>• To consider strengths of local youth sector organisations</li> <li>• To consider development of new Youth Sector infrastructure organisation (Young BwD)</li> <li>• To consider various options for re commissioning</li> </ul>				
<b>Services currently provided</b> (if applicable)	<ul style="list-style-type: none"> <li>• 1 x youth work commission that supports town centre based youth work. Current commission partner is Blackburn &amp; Darwen Youth Zone.</li> <li>• 1 x youth work commission that supports youth work across the neighbourhoods of the borough. Current commission partner is Blackburn Rovers Community Trust</li> </ul>				
<b>Type of activity</b>	<input checked="" type="checkbox"/> Budget changes <input type="checkbox"/> Change to existing activity	<input checked="" type="checkbox"/> Decommissioning <input checked="" type="checkbox"/> Commissioning	<input type="checkbox"/> New activity <input type="checkbox"/> Other [please state here]		

**SECTION 2 – UNDERSTANDING YOUR CUSTOMER****What resources will support in undertaking the equality analysis and impact assessment?**

*Please identify additional sources of information you have used to complete the EIA, e.g. reports; journals; legislation etc.*

Both commissions have specific contractual specifications and are performance managed by quarterly reports and meetings across a range of measurable outcomes i.e. (weekly attendances, members (reach), delivery of informal education, new positive activity, accredited outcomes and volunteering etc). There is also a regular requirement for detailed case studies. Public Health data and anecdotal reporting from Police, Community Safety Partnership and other key services for children and young people (C&YP) is also considered in the planning and delivery models for both commissions. The recent Youth Investment Fund (YIF) applications included a detailed mapping of key public health data that evidenced:

- Mapping of current youth provision across BwD
- Youth populations across the neighbourhoods
- Index of Multiple Deprivation (IMD) demographic data at various levels
- Not in Education, Employment, or Training (NEET) data mapped to wards
- A range of physical and emotional health and wellbeing (EHWB) statistics mapped to wards, including mass consultation across the borough's schools
- Sexual health data
- Crime and anti-social behaviour (ASB) data across wards

**Who are you consulting with? How are you consulting with them? (Please insert any information around surveys and consultations undertaken)**

Children and young people are consulted with on a regular basis in regard to where they wish to engage in youth engagement opportunities; including what activities and support they would also like to access. Children and young people were consulted with for all the recent successful YIF applications and are consulted with by current commissioned partners on a regular basis to inform their respective delivery programmes. Young people from across the borough form the Strategic Youth Alliance (SYA) youth forum and also support the elected Youth MP's to ensure they have a voice at Executive Board level decision making and represent their peers on a range of pertinent issues and campaigns.

<b>Who does the activity impact upon?*</b>	Service users	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Indirectly			
	Members of staff	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Indirectly			
	General public	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Indirectly			
	Carers or families	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Indirectly			
	Partner organisations	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Indirectly			
<b>Does the activity impact positively or negatively on any of the protected characteristics as stated within the Equality Act (2010)?*</b>  <b>The groups in blue are not protected characteristics (please refer to p. 3 of the guidance notes)</b>	Positive impact	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Marriage & Civil Partnership	<input type="checkbox"/> Pregnancy & maternity	<input type="checkbox"/> Vulnerable groups
		<input type="checkbox"/> Race	<input type="checkbox"/> Religion or belief	<input type="checkbox"/> Sex	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Deprived communities	<input type="checkbox"/> Carers
	Negative impact	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Marriage & Civil Partnership	<input type="checkbox"/> Pregnancy & maternity	<input type="checkbox"/> Vulnerable groups
		<input type="checkbox"/> Race	<input type="checkbox"/> Religion or belief	<input type="checkbox"/> Sex	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Deprived communities	<input type="checkbox"/> Carers
	No impact	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Marriage & Civil Partnership	<input checked="" type="checkbox"/> Pregnancy & maternity	<input checked="" type="checkbox"/> Vulnerable groups
		<input checked="" type="checkbox"/> Race	<input checked="" type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Sex	<input checked="" type="checkbox"/> Sexual orientation	<input checked="" type="checkbox"/> Deprived communities	<input checked="" type="checkbox"/> Carers

\*If no impact is identified on any of the protected characteristics a full EIA may not be required. Please contact your departmental Corporate Equality & Diversity representative for further information.

Does the activity contribute towards meeting the Equality Act's general Public Sector Equality Duty? <i>Refer to p.3 of the guidance for more information</i> <i>A public authority must have 'due regard' (i.e. consciously consider) to the following:</i>	
DUTY	DOES THE ACTIVITY MEET THIS DUTY? EXPLAIN
<b>Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act</b> <i>(i.e. the activity removes or minimises disadvantages suffered by people due to their protected characteristic)</i>	Yes. Activities are designed to be inclusive and accessible to all individuals within the specified age ranges (8 to 19 years old), extending to 25 years for those with Special Educational Needs and Disabilities (SEND).
<b>Advance equality of opportunity between those who share a protected characteristic and those who do not</b> <i>(i.e. the activity takes steps to meet the needs of people from protected groups where these are different from the needs of other people)</i>	Yes. Activity will be spread equitably across the borough using data outlined in Section 2 with activity delivered in deprived communities. Provision is free across neighbourhoods with some limited small contribution charging (protected for those on low incomes) at Blackburn Youth Zone, to ensure that those in low income households can participate without facing hardship.
<b>Foster good relations between people who share a protected characteristic and those who do not</b> <i>(i.e. the function encourages people from protected groups to participate in public life or in other activities where their participation is disproportionately low)</i>	Yes. Cohesion is a key outcome for youth work organisations across the borough. The activities encourage participation from individuals who represent various protected characteristics, and we promote collaboration and social engagement.

ASSESSMENT	Is a full EIA required?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Please explain how you have reached your conclusion <i>(A lack of negative impacts must be justified with evidence and clear reasons, highlight how the activity negates or mitigates any possible negative impacts)</i>			
The strategy and oversight of neighbourhood and town centre-based youth work has been developed over a period exceeding ten years, with ongoing performance management reviews in place. Additionally, recent successful applications for Youth Investment Fund (YIF) have resulted in comprehensive mapping of delivery, population data, and needs analysis that has directly informed the proposed activity. Furthermore, the budgetary impact of this activity is limited to only one of the two youth commissions, and it is expected that this budget shortfall will be adequately addressed through alternative funding sources, including contributions from business patrons, grants, trusts, and external funding. Notably, the current commissioned partner has demonstrated a substantial increase in patron funding recently. The value of the neighbourhood youth commission has seen an increase compared to previous years, providing new opportunities for the local youth sector, including the existing town centre youth commission partner. Alongside parallel investments through YIF, it is expected that there will be a long term positive impact on some service users - though the effect of the commission activity itself will largely have no impact, therefore a full EIA is not required for the proposed activity.			

<b>Author Signature</b>	Jon McCaughey/Imran Akuji	<b>Date</b>	30/10/2023
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<b>Head of Service/Director Signature</b>	Imran Akuji	<b>Date</b>	30/10/2023
<i>The above signatures signify acceptance of the ownership of the Initial EIA and the responsibility to publish the completed Initial EIA as per the requirements of the Equality Act 2010.</i>			
<b>Departmental E&amp;D Lead Signature</b>	Claresse Brazendale	<b>Date</b>	30/10/2023

## FULL EQUALITY IMPACT ASSESSMENT

### SECTION 3 – ANALYSIS OF IMPACT

Does the activity have the **potential** to:

- **positively** impact (benefit) any of the groups?
- **negatively** impact/exclude/discriminate against any group?
- **disproportionately** impact any of the groups?

Explain how this was identified – through evidence/consultation.

Any negative impacts that are identified within the analysis need to be captured within the action plan in **Section 4**

**N.B.** Marriage & Civil Partnership is only a protected characteristic in terms of work-related activities and NOT service provision

<b>Characteristic</b>	<b>Positive</b>	<b>Negative</b>	<b>Don't know</b>	<b>Reasons for positive and/or negative impact</b> Please include all the evidence you have considered as part of your analysis	<b>Action No.</b>
<b>Age</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<b>Disability</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<b>Gender reassignment</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<b>Marriage &amp; Civil Partnership</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<b>Pregnancy &amp; Maternity</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<b>Race</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<b>Religion or Belief</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<b>Sex</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<b>Sexual orientation</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		

<b>Vulnerable Groups</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<b>Deprived Communities</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<b>Carers</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<b>Other [please state]</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		

<p><b>Does the activity raise any issues for community cohesion?</b></p> <p><b>Does the activity contribute positively towards community cohesion?</b></p>	
<p><b>Does the activity raise any issues in relation to human rights as set out in the Human Rights Act 1998? Details of which can be found <a href="#">here</a></b></p>	
<p><b>Does the activity support / aggravate existing departmental and/or corporate risk?</b></p>	<p><i>Is the activity on the departmental risk register? If it is not, should it be?</i></p>

## CONCLUSIONS OF THE ANALYSIS

<b>Action following completion of the impact assessment</b>			
<i>It is important that the correct option is chosen depending on the findings of the analysis. The action plan must be completed as required.</i>			
<input type="checkbox"/> No major change in the activity	<input type="checkbox"/> Adjust activity	<input type="checkbox"/> Continue with activity	<input type="checkbox"/> Stop and reconsider activity
<b>Please explain how you have reached your conclusion</b>			



**SECTION 4****ACTION PLAN**

Action No.	What is the negative / adverse impact identified?	Actions required to reduce / mitigate / eliminate the negative impact	Resources required	Responsible officer(s)	Target completion date

**MONITORING AND REVIEW**

The responsibility for establishing and maintaining the monitoring arrangements of the EIA action plan lies with the service completing the EIA. These arrangements should be built into the performance management framework.

Monitoring arrangements for the completion of EIAs will be undertaken by the Corporate Equality & Diversity Group and the oversight of the action plans will be undertaken by the Management Accountability Framework.

If applicable, where will the EIA Action Plan be monitored?	<i>e.g. via Service Management Team; Service Leadership Team; Programme Area Meetings</i>
How often will the EIA Action Plan be reviewed?	<i>e.g. quarterly as part of the MAF process</i>
When will the EIA be reviewed?	<i>It should be reviewed at least every 3 years to meet legislative requirements</i>
Who is responsible for carrying out this review?	

<b>Author Signature</b>		<b>Date</b>	Click here to enter a date.
<b>Head of Service/Director Signature</b>		<b>Date</b>	Click here to enter a date.
<i>The above signatures signify acceptance of the ownership of the full EIA, the responsibility for the associated Action Plan (if applicable) and the responsibility to publish the completed full EIA as per the requirements of the Equality Act 2010.</i>			
<b>Departmental E&amp;D Lead Signature</b>		<b>Date</b>	Click here to enter a date.