

COMMUNITY IMPACT ASSESSMENT – STAGE 1

CIRA Ref	CY/14/47	
Lead Officer	Name	Robin Tryon
	Position	Service Manager
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SECTION 1 –Context & Background

1.0 What is the title of the policy / practice?

Halton Universal and Open Access Youth Provision

1.1 What is the current status of the policy / practice?

Existing

1.2 Who are the main stakeholders and who has primary responsibility for delivering the policy / practice?

HBC are the main stake holders and Catch22 has primary responsibility for delivering this practice.

1.3 Are there any other related policies / practices?

Children and Young People's Plan.

1.4 Who is the policy / practice intended to affect?

Residents x Staff x Specific Group(s) x (add details below)

Residents – The Youth Provision aims to support the achievement of the best outcomes for all young people who live in Halton between the ages of 10 and 19, This includes the promotion of pro social attitudes and values which as a consequence the rest of the population will benefit via a wide range of impacts the best outcome interventions achieve such as less ASB, more community cohesion, less hate crime.

The standards of behaviour expected of staff will go to promoting and embedding pro-social values with the residents of Halton directly and via their children who attend Catch22 provision

Staff- Catch22 is a registered Charity and a social business, it has at its operating "heart" pro social values ethics and working practices.

This includes equality standards in the recruitment and management of staff, with additional compliant measureless for staff with additional needs in relation disability and caring responsibilities.

All staff benefit personally from being supported and trained on equality issues in service delivery and being personally accountable for compliant delivery of services and personal behaviour.

Specific Groups

Young people 10 -13- The impact of Catch22's youth work interventions with this

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age group in relation to equalities is wide ranging. Catch22 delivers planned activities that have a specific aim of challenging young people to understand themselves and others in society. In addition a core theme of youth work practice is to challenge negative or derogatory statements whenever they arise and set these challenges in the context of legislation, good citizenship and community cohesion. We engage young people on their own level thereby nurturing pro social attitudes towards them selves and those identified under “ protected” heading of the equalities Act 2010. This age group are still only beginning to absorb wider community attitudes and the impact of pro social standards, positive role models through planned interventions is extensive. We work in conjunction with other key local agencies such as the police to enhance or impact

Young people 14-19 –

The impact described above for the 10- 13 year olds is continued but staff will engage more on a one to one and smaller groups at a deeper level as this maturing age group of young people who will be bringing with them more of their own experience as their personal, social and political awareness develops. Challenging limiting oppressive and anti social attitudes is at the heart of good youth work and Catch22 employs a wide range of successful strategies to engage young people at an appropriate level with excellent outcomes.

Young people with Disabilities-

All the themes above apply to this specific group with whom we work in a range of ways. We have a specific provision for young people with disabilities as well as employing strategies to integrate them into our other provisions across Halton. By providing a specific resource we are offering real choice to the young people in Halton with disabilities to choose where on our spectrum of inclusion they wish to engage. Catch22 promotes all the youth activities to young people with disabilities and will support their inclusion where young people or their carers request it.

Young Women- Catch22 is a firm proponent of gender equality and all provision is monitored in terms of ensuring gender equality in terms of numbers. Staff also ensure that gender based bullying is challenged in a framework of agreed rules and behaviour. Catch22 works inclusively with young people so these rules will have been generated and agreed by the young people themselves.

There are also a range of planned activities that specifically address gender issues and awareness for both young women and young men for example, healthy relationships and International Women’s Week

1.5 What are the principal aims and the intended outcomes of the policy practice?

To achieve and be part of supporting the best possible outcomes for young people in Halton. Within this there is a recognition that:

Young people and services that work with them have a duty to work towards the elimination of discrimination, harassment, victimisation and any other social conflict so that young people have healthier more productive lives in a socially cohesive and peaceful society .

Catch22 Open Access and Universal Youth Provision in all its planned and informal interactions with young people aim to advance equality of opportunity between

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persons who share a relevant protected characteristic and persons who do not share it. Building on this Catch22 imaginatively works to foster good relations between persons who share a relevant protected characteristic and persons who do not share it firmly places in the context of cohesive communities.

SECTION 2 – Consideration of Impact

2.1 Is there sufficient evidence to determine, on the balance of probability, that the policy / practice has, or could have, an impact upon each of the equality groups identified below?

Yes (proceed to question 2.4)

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2.4.1 On the basis of evidence has the actual / potential impact of the policy / practice been judged to be positive (+), neutral (=), or negative (-) for each of the equality groups and is the level of impact considered to be high (H), Medium (M) or low (L)

Equality Impact Assessment

Service

Key

R- Race/Ethnicity
A – Age
G – Gender
SO – Sexual Orientation
GR – Gender Reassignment
SE – Socio Economic

D – Disability
F – Faith/Religion
PM – Pregnancy and Maternity
MCP – Marriage/Civil Partnership
C - Carers
PSED – Public Sector Equality Duty*

- Negative Impact
+ Positive Impact
= Neutral Impact

*** Does this service**

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

(√ or X – give evidence where appropriate)

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R- Race/Ethnicity	D – Disability	- Negative Impact
A – Age	F – Faith/Religion	+ Positive Impact
G – Gender	PM – Pregnancy and Maternity	= Neutral Impact
SO – Sexual Orientation	MCP – Marriage/Civil Partnership	
GR – Gender Reassignment	C - Carers	

FUNCTION	R	A	G	SO	GR	D	F	PM	MCP	SE	C	PSED *	COMMENTS
FUNCTION	R	A	G	SO	GR	D	F	PM	MCP	SE	C	PSED *	COMMENTS
Provide regular exciting , innovative and safe open access youth sessions for 10-19 year olds in conjunction with a range of community based providers	+	+	+	+	+	+	=	=	=	+	=	+	Challenging prejudice and promoting equalities are core values of service deliver in all delivery.
	L	H	M	M	L	H	L	L	L	H	L	H	
Enhance support and access to provision for young people with additional needs	+	+	+	+	+	+	=	=	=	+	=	+	HYP has a range of entry points your young people with additional needs.
	L	H	M	M	L	H	L	L	L	H	L	H	
Rebalance the negative public narrative about young people by promoting and celebrating positive activities and achievement	+	+	+	+	+	+	=	=	=	+	=	+	HYP has regular positive coverage in local media ,and social networks .
	L	H	M	M	L	H	L	L	L	H	L	H	
Work with communities of interest such as LGBT and Young women to develop provision that address needs in the context of an open access provision.	+	+	+	+	+	+	=	=	=	+	=	+	No young people will excluded through lack of personal financial or material resources.
	L	H	M	M	L	H	L	L	L	H	L	H	

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Work in collaboration with other key partner agencies in relation ASB, Safeguarding, Substance misuse , CSE and EET opportunities	+	+	+	+	+	+	=	=	=	+	=	+	Catch22 Youth Provision are acknowledged as being central partners in delivering the good outcomes
To establish and support the participation of young peoples , their voices and views in the within	+	+	+	+	+	+	=	=	=	+	=	+	Youth MYP , Halton Youth Cabinet, elections and meetings regularly held through the year.
To be responsive to young peoples safeguarding needs and work within the LSCB multiagency framework to raise/ escalate/ work with individuals in need where deemed appropriate	+	+	+	+	+	+	=	=	=	+	=	+	A robust system working regularly and closely with other safeguarding partners.
SE – Socio Economic PSED – Public Sector Equality Duty*													

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2.4.2

Does the policy / practice have any potential impact upon safeguarding vulnerable people?

Yes. Catch22 has a robust internal and external safeguarding incident notification system and works within a multi agency context safeguarding context .
 Catch22 has a rigorously enforced policy of passing any concerning information to Social care and or the police within set time frames.
 Catch22 will follow up on information and work closely with Social Care to support identified young people at risk or experiencing any form of harm.
 Catch22 staff engage in multiagency forums and attend individual CAF, CIN and CP monitoring and strategy meetings about individual young people. This includes young adults with additional needs up to the age of 25.

Advisory Notes:

2.5 What data and information has been used in determining the positive impact of the policy / procedure under review in relation to promoting equality or good relations or eliminating discrimination and is this justifiable and lawful in regards to any negative impacts for other groups?

Equality Group(s)	N/A
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Baseline data and information

Number of young people attending sessions
 Number of young people with disabilities attending sessions
 Number of young women/ young men attending sessions
 Number of young people from non “white British” heritage attending sessions
 Number of young Gay Lesbian and Transgender young people attending sessions
 Number of accredited outcomes achieved across all of above
 Number of residential experiences for all of above
 Number of young women attending young women’s groups.

Nature of impact and where this is positive justification

Reduction in poor behaviour within all provision- case studies in PMF, SFRs, exclusions
Reduction in bullying behaviour – Case studies, SRFs , Exclusions
Reduction in personally risky behaviour- Case studies in PMf’s acknowledgement within multi agency CIN and CP meetings
Reduction in

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2.6 How will the impact of the policy / practice be monitored?

Quarterly PMFs

2.7 Who will be responsible for monitoring and how will this be arranged?

Quarterly reviews will be held with the contract officer responsible for the contract. Reviews will be scheduled once the PMF has been received from provider

2.8 What actions, if any, has this review identified (that do not form part of a stage 2 assessment) to promote equality of opportunity or relations between groups and to support community cohesion? If no actions have been identified please insert 'no further action identified' within first column.

Action & purpose / outcome	Priority	Timeframe	Lead Officer
no further action identified'			

Summary of stakeholders involved in this review

2.9

Job Title or Name	Organisation / representative of
Service Manager Halton Services	Catch22

2.10 Public Duties

General Duty

Does this policy take into account the need to: -

(a) Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010

Yes

(b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it

Yes

(c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

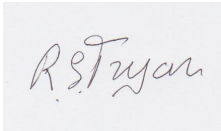
Yes

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2.11 Completion Statement

**As the identified Lead Officer of this review I confirm that:-
(Please complete only one of the following sections)**

1. A negative impact has been identified for one or more equality groups and that a Stage 2 Assessment is required ☐
2. There is sufficient information available to provide assurance that there will be a positive differential impact for one or more equality groups, and that this is justifiable and lawful OR a neutral impact has been determined, and that details of the review and the actions arising from it have been provided to the Directorate Equality Lead Officer for inclusion within the Directorate Register. ☒

Signed	
Dated..	29.9.14

Completed CIRAs should be sent to Les Unsworth, Corporate and Organisational Policy, to be given a unique reference number and for inclusion on the central register