

Youth Services Redesign

Department

Children and Young People

Person Responsible

Angela Chiswell

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1. What are the objectives and expected outcomes of your proposal? Why is it needed? Make sure you highlight any proposed changes.

This EA focuses on the equality implications of redesigning the Council's Youth Services to meet reductions in the operating budget planned from 2016/17 onwards. Against a background of substantial cuts in central government funding, annual investment in the Council's Youth Services will reduce from £1.3m in 2015/6 to approximately £400,000 in 2016/17 (See Cabinet report for more details).

The current Youth Services offer includes a range of provisions for young people, with 4,336 young people accessing its services in 2014/15. It currently provides:

- Cultural, sports and other diversionary and support activities at four youth centres;
- Outreach and detached youth working in areas where young people are most at risk from gangs and serious youth violence;
- Support packages for young people who have offended;
- Diversionary holiday programmes;
- Management of the Duke of Edinburgh Award Scheme, Eton Project and Youth Parliament; and,
- Other specialist support, including the Right Track Programme to support pupils temporarily excluded from school and projects to support lesbian, gay, bisexual and transgendered young people and young people with learning difficulties.

To meet the financial challenges, the Council has agreed to invite tenders to deliver a new service within a reduced funding envelope of up to £350k focused on the following elements:

- Development of the Roundwood myplace Centre as a youth hub, offering a range of cultural, sports and other support activities;
- Youth work support and outreach support, with a strong focus on vulnerable groups, including young people with disabilities, LGBTB young people, and those at risk due to their behaviours or issues such as gang involvement, substance misuse, offending or child sexual exploitation.
- Delivery of integrated partnership working with national, regional and local providers to enhance the overall service offer and promote joined-up working at local level.

There will be continued investment in the Council's Youth Parliament, helping to support young people to have a voice, with a focus on co-production in the planning, delivery and review of services. However, we will aim to reduce its net running costs and to increase involvement of the wider population of Brent young people in its work.

Key objectives of the new approach are to deliver the best possible offer for young people with the funding available and to promote long term sustainability of services. Any new provider will be expected to demonstrate their ability to lever in additional resources which the council, as a public body, cannot access. The new provider will also have the flexibility to develop and diversify the offer at the Roundwood Centre and potentially increase its community use/benefits. The contract will specify outcomes that will need to be achieved for young people, ensuring that the Council continues to meet myplace grant terms and conditions attached to the Roundwood Centre and will not have repay the capital grant to central government (£4.977m).

Within the new service model, some elements of the service offer will remain largely unchanged. The Duke of Edinburgh award scheme will continue to be offered by most Brent secondary schools through direct licences with the DoE scheme. However, there will no longer be open access provision for those young people who cannot, or do not want to, access the DoE award scheme through their school. There will be no changes to the Right Track project for temporarily excluded pupils, though responsibility for its management will pass to the Council's Inclusion and Alternative Education Service. Brent Youth Parliament will continue

With reduced investment, there will be some reductions in the range and location of existing provisions which may impact on existing service users. For example, the Council will no longer directly fund:

- youth centre provision at three of its current youth centres (Granville, Poplar Grove, and Wembley), though opportunities for voluntary and community groups and or a new commissioned provider to use these provisions/ alternative premises will be explored, particularly as there will be preserved rights to deliver youth service provisions at the Poplar Grove site under an agreement with Brent River College;
- the detached outreach bus, with youth workers more likely to be based at the Roundwood Centre or in other community premises, such as housing association community centres;
- a stand alone project (MOSAIC) to support young people who are lesbian, gay, bisexual or transgender. Some specialist support will be commissioned in the new service contract but there will be reduced levels of investment, meaning that the overall level of support will reduce.

The smaller funding envelope means that there will also be reductions in overall levels of youth work support within the Council.

2. Who is affected by the proposal? Consider residents, staff and external stakeholders.

The following groups are affected by these proposals:

(a) **Staff** - all staff in Brent Council's Youth Service will be affected by these proposals (23.05 FTE). Depending on the delivery arrangements proposed by a new provider, a small number of staff may be assimilated into any substantially similar roles. However, the reduced level of funding means that there will also be a significant number of job losses. A staff equality analysis is being completed separately to assess the impact of the new service model on the workforce profile, to ensure that no one is treated less favourably than anyone else because of their equality characteristics, and to identify any differential impacts/ lessons learned from the process.

(b) **Service users** - changes in the range, timing, and location of youth services may impact on current service users.

(c) **Internal stakeholders** – the Youth Service works with a range of other Council services including: Libraries, Early Years and Family Support; Community Safety; Youth Offending; Alternative education and Inclusion; and other social care services.

(d) **External stakeholders** - the Youth Service works with a range of external partners, including: community and voluntary organisations, health providers, housing associations, schools and community safety partners

Any new provider will be expected to promote a strong focus on partnership working, with opportunities for internal and external stakeholders to influence service development.

(e) **Brent young people and Brent parents/carers**- all young people in Brent could choose to access youth service provision. Changes in the range of support and activities offered will potentially impact on them; some young people who do not make use of the existing services may be encouraged to take up new opportunities. Parents and carers may be affected by changes in the service offer, either through withdrawal of services and /or provision of new opportunities.

3.1 Could the proposal impact on people in different ways because of their equality characteristics?

- Yes

If you answered 'Yes' please indicate which equality characteristic(s) are impacted

- Age
- Disability
- Gender identity and expression
- Race
- Sex
- Sexual orientation

3.2 Could the proposal have a disproportionate impact on some equality groups?

- Yes

If you answered 'Yes' please indicate which equality characteristic(s) are impacted

- Age
- Disability
- Gender identity and expression
- Race
- Sex
- Sexual orientation

3.3 Would the proposal change or remove services used by vulnerable groups of people?

- Yes

Brent's Youth Service is targeted at young people in areas of deprivation and a number of projects support young people who may need extra support to thrive and/or may be vulnerable to gang association, serious youth violence, educational under-achievement, child sexual exploitation, mental health issues, radicalisation and homelessness. Detailed profiles show that a high number of Brent young people come from groups who can experience disadvantage and /or discrimination and/or be more likely to victims of bullying and/or mental health issues, including Black and minority ethnic groups and disabled and/or LGBT young people.

3.4 Does the proposal relate to an area with known inequalities?

- Yes

Profiles of young people in Brent show that a significant number experience high levels of deprivation. For example, the income

deprivation affecting children index (IDACI) shows that 50.6 per cent of the borough's lower super output areas (LSOAs) fall within the 20 per cent most deprived in England. Around 28 per cent of young people aged under 16 years in Brent live in poverty¹. While the majority of children in Brent do well, a significant minority experience problems which are strongly correlated with poverty, including poor health, youth violence, gang violence and low educational attainment.

3.5 Is the proposal likely to be sensitive or important for some people because of their equality characteristics?

- Yes

If you answered 'Yes' please indicate which equality characteristic(s) are impacted

- Age
- Disability
- Gender identity and expression
- Race
- Sex
- Sexual orientation

3.6 Does the proposal relate to one of Brent's equality objectives?

- Yes

The proposals links to the Council's equality policy objective 4: "to ensure that local public services are responsive to different needs and treat users with dignity and respect". A key objective of the new approach is to provide the best quality services which are appropriate to the diverse and changing needs of Brent residents and service users. It also relates to equality policy equality objective 2: "involve our communities effectively", with the new model continuing to provide opportunities for young people and other stakeholders to influence service delivery and ensure it responds to young people's needs and preferences.

Recommend this EA for Full Analysis?

- Yes

Comments

The focus of the new service model for Youth Services has been shaped by consultation with service users, potential service users, providers of youth services and other stakeholders, including parents and other partners, such as community safety partners, housing associations and health providers. Engagement methods included three participatory budget sessions for young people and service providers and an online survey. In addition, a stakeholder group, involving youth service staff representatives, voluntary and community groups working with young people, statutory partners and regional youth agencies, has met monthly during the service development phase to provide feedback on the approach being developed.

Impact Assessment Data

5. What effects could your policy have on different equality groups and on cohesion and good relations?

A summary of the relevant data drawn on in the analysis below is provided at [Appendix A](#). Some broad contextual information about service take up is set out below to shape understanding of the scale and take up of Youth Services among Brent's young people.

Overall, 4,334 young people accessed Council funded Youth Services in Brent in 2014/15, including 866 who lived outside the borough.

2,506 of Brent young people aged 13 -19 accessed Youth Services in 2014/15. This constitutes 9.7 per cent of the borough's 13-19 population (25,882). The overall number of 13-19 years attending Brent provisions was 3,390.

In 2014, Youth Services were also accessed by 229 young people aged 11-12 year old (around 3 per cent of the 11/12 year old age cohort in Brent) and 457 young people aged 20-24 (around 2 per cent of the 20-24 age cohort in Brent).

In terms of attendance at different provisions, the number of young people attending each provision in 2014/15 is set out below:

	Aged 11-12	Aged 13-19	Aged 20-24	Others	Total
Brent Eton Summer School	0 (0%)	43 (100%)	0 (0%)	0 (0%)	43
Brent In Summer	39 (6%)	538 (83%)	34 (5%)	39 (6%)	650
Brent Youth Parliament	11 (14%)	59 (78%)	2 (3%)	4 (5%)	76

¹ Public Health England, Child Health Profile for Brent, 2014.

Duke of Edinburgh's Award	0 (0%)	552 (99%)	2 (1%)	1 (0%)	555
Granville Youth Arts Centre	33 (4%)	611 (77%)	126 (16%)	21 (3%)	791
Mosaic LGBT Project	0 (0%)	111 (93%)	9 (7%)	0 (0%)	120
Mosaic Schools Workshops	0 (0%)	287 (100%)	0 (0%)	0 (0%)	287
Outreach & Detached	14 (4%)	277 (84%)	27 (8%)	13 (4%)	331
Poplar Grove Centre	58 (9%)	333 (50%)	182 (27%)	90 (14%)	663
Right Track Project	10 (8%)	112 (92%)	0 (0%)	0 (0%)	122
Roundwood Youth Club	58 (9%)	549 (80%)	39 (6%)	32 (5%)	678
Wembley Youth Club	21 (5%)	360 (80%)	51 (11%)	19 (4%)	451
Youth Service Total	229 (5%)	3,435 (79%)	457 (11%)	213 (5%)	4,334

5.1 Age

• Negative

Based on service participation in 2014/15:

- 95 per cent of all service users are aged between 11- 24 years of age. The majority of service users are 13-19 years of age (79 per cent).
- Detailed age breakdowns in **Appendix A** indicate that there are some variations in age profiles across the different provisions. For example, 66 per cent of young people who attend the Brent Youth Parliament are 13-17 years of age, while 70 per cent of those attending the LGTB Mosaic Project were older (18-24 years of age).
- Some of the youth centres attract different age ranges. For example, the Granville Youth Arts Centre, which mainly offers arts and creative activities, tends to attract those aged 17-24 (77 per cent of service users), while users at the Poplar Grove, Roundwood and Wembley youth clubs are more evenly distributed across the 13-19 age range.

Implications/other issues:

- Any reductions or withdrawal of currently funded services will mostly affect young people aged 13-19 as they are the main beneficiaries of youth services.
- The planned withdrawal of Council funded provisions at three centres will impact upon all young people who use these centres and value the activities provided. It will therefore be important for any new provider / the Council to explore longer-term opportunities for VCSE partners to make use of these buildings for youth activities where practical or to gain use of other community venues to deliver youth activities across a wider geographical area. For example, through consultation a number of housing associations have offered opportunities to use and share spaces with a new service / provider.
- Current provisions attract different age groups and the service specification will reiterate the need to achieve positive outcomes for young people and offer a balanced programme which meets the need of different age groups.
- The focus on designing services with young people and leveraging in new resources may lead to new youth provisions which attract new users and increases the overall proportion of Brent's vulnerable young people engaging in out of school activities. For example, the Roundwood myplace Centre, which will be further developed as a youth hub in, is well-located in terms of the borough's 13-19 year age group with 15 per cent of the borough's 13-19 population living within the Harlesden and Stonebridge wards.

5.2 Disability

• Negative

Based on service participation in Brent Youth Services in 2014/2015:

- 161 youth service users reported a disability (3.7 per cent of all youth service users). This is similar to the proportion of disabled young people in Brent's wider population: 3.9 per cent of Brent young people aged 10-24 reported a disability that limited their day-to-day activities in the 2011 Census.
- More detailed breakdowns show that most of the Youth Service users who reported a disability had moderate learning difficulties (103), emotional or behavioural difficulties (23), speech and language disorders (11), autism (10), or other learning difficulties (10).
- Disabled young people participate in the majority of provisions offered by the Youth Service, with activities offered on an integrated basis. The service also offers weekly art therapy sessions for young people at a special needs school and a weekly youth club for young people with SEND/ learning difficulties offering a range of sports and creative activities.

Implications/other issues:

- Any reductions or withdrawal of currently funded services will affect some young people with disabilities since disabled young people participated in all provisions in 2014/15 (with the exception of the Eton Summer Schools Project).
- The Council remains committed to ensuring youth provisions for disabled young people. Within the new service specification there will be a requirement to continue to offer some specialist provision and promote inclusive approaches which support disabled young people. Staff will also need to be appropriately trained to support young people with additional needs /disabilities.
- The Council will ensure that any new provider of youth services can signpost and /or refer disabled young people to other sources of help and support, including statutory provision where appropriate (e.g. CAMHS, SEND, Brent

Centre for Young People).

- In the longer-term a new service may work out of a range of community premises. It will therefore be important to ensure that they are accessible to young disabled people and that all health and safety considerations are fully assessed.

5.3 Gender identity and expression

- **Negative**

In 2014-15 three young people accessing the Youth Service Mosaic LGBT Youth Club identified their gender as transgender. Transgender young people did not access any other provision within the Youth Service. The Mosaic LGBT Youth Project is a targeted provision for young people who are lesbian, gay, bisexual and transgender (LGBT) or questioning their sexuality and/or gender identity. The project currently provides a weekly peer support youth club, a counselling service, a website, Facebook and telephone helpline style support, LGBT library, mentoring and school based workshops, residential to offer intensive support to young persons who need it most. Mosaic operates according to values of supporting, empowering and educating LGBT young persons age 13-19 to reduce the risks they face.

Implications/other issues:

- Reductions on or withdrawal of the Mosaic LGTB Project could adversely affect those young people who identify as transgender. The project provides specialist and wider research indicates that many young people within this group can be more susceptible to self-harming, bullying, depression and other mental health problems than the general population of young people.
- The new service specification will set out a requirement to continue to both offer some specialist LGTB provision and promote inclusive approaches. However, the level of funding / staffing afforded to LGTB work will reduce in the new model due to the smaller funding envelope. This reflects planned reductions in Council funding for youth services overall but also the national withdrawal of public health funding that has been used to offset project costs in 2015/16.
- More positively, there may be scope for a new provider to further develop this project as a regional or London-wide service offer. Detailed analysis shows that a significant number of young people who access the main Mosaic LGTB Youth Project live outside Brent: for example in 2014/15; 78 per cent of young people who attended the project lived outside Brent. While the project currently receives a small amount of funding from LB Ealing, there could be scope to draw in funding from other boroughs and funders, including national LGTB charities. Potential opportunities will be explored with any new service provider.

5.4 Marriage and civil partnership

- **Neutral**

5.5 Pregnancy and maternity

- **Neutral**

The Youth Service does not offer any specialist ante or post-natal provision for young people who are / will be young mums and dads and does not routinely collect information about the pregnancy / maternity status of its service users. However, available data shows that four young people who used the service in 2014/15 were teenage parents, with two people aged 14 and two people aged 17.

Implications/other issues:

- While the new service specification will not include a requirement for specialist support for young teenage parents, the Council's Children Centres offer a wider range of support for young mums and parents. This includes a Family Nurse Partnership which offers ongoing 1:1 support for young mums with a dedicated midwife and health visitor from the ante-natal period through to the child's third birthday. It will be important for any new provider to ensure that young people who are pregnant, or young parents in contact with Youth Services, receive appropriate information, guidance and signposting to specialist services that can offer advice and support.

5.6 Race

- **Negative**

Brent is one of the most ethnically diverse local authorities in the UK. This is reflected in the overall population of young people: 92 per cent of Brent school children are from a Black and minority ethnic (BAME) groups, the second highest proportion in the UK. Among those young people aged 13-19, 36 per cent come from an Asian background; 32 per cent come from Black backgrounds and 22 per cent from White backgrounds.

Based on 2014/15 participation in Brent's Youth Services:

- 41 per cent of users were from Black backgrounds, 20 per cent were from an Asian background and 15 per cent were from other White Backgrounds.
- There are variations in the ethnic make up of service users across Youth Service provisions. For example, young people from Black backgrounds are over-represented in the following provisions: Brent in Sumer (70 per cent); Outreach and Detached (61 per cent); Poplar Grove Youth Centre (62 per cent) and Roundwood Youth Centre (56 per cent). In contrast Asian young people are the main user group for the Duke of Edinburgh Award Scheme (46 per cent) and Brent Youth Parliament (39 per cent). White users are the main participant group in the Mosaic LGTB Youth Project (52 per cent).
- Detailed analysis in **Appendix A** shows that variations in the profile of Youth Centres will reflect the ethnic make-up of the immediate catchment area, as well as levels of deprivation and /or possible lack of access to wider or alternative opportunities, and/or the content of the programme offer.

- The changing profile of the borough means that the Youth Service routinely responds and adapts to meet the needs of different ethnic groups. For example there is currently a focus on working with young men from the Afghani and Somalian communities who are new to the borough and need additional support to integrate successfully.

Implications/issues

- Any reductions or withdrawal of currently funded services will affect some young people from a range of ethnic backgrounds since participation rates show a wide range of ethnicities /backgrounds across all provisions.
- Reductions in particular types of projects /services will have a disproportionate impact on certain groups. For example, overall withdrawal or closure of youth centre provisions, outreach and detached services, and the Brent in Summer programme will impact most on young people from Black backgrounds, some of whom will have reduced opportunities to socialise in a secure and safe environment and/or no longer benefit from the social and personal development opportunities afforded by these provisions. It will be important for any new provider to explore how additional resources/ grants can be secured to enhance equality of opportunity for young Black people.
- Overall variations in patterns of take up show the importance of any new provider understanding the cultural diversity of the community they will serve. They will need to offer a range of opportunities which resonate with and appeal to young people from different backgrounds and to ensure that their workforce can engage with young people from different ethnicities. The Council will support this by providing information on the ethnic breakdown of young people and the levels of needs among different / new communities on a regular basis.

5.7 Religion or belief

- **Neutral**

The Youth Service does not routinely collect information about the religion or beliefs of its service users. However, 2001 Census data shows that that main religion faith groups among Brent young people aged 10-17 were: Christian (37 per cent); Muslim (31 per cent) and Hindu (6 per cent). The Youth Service has provided some programmes for particular faith groups e.g. kick boxing session for Muslim girls at the Wembley Youth Centre, which have helped to build the confidence and personal development of participants.

Implications/issues

There is not likely to be any positive or negative implications for service users as a result of their religion or beliefs. However, any new provider of youth services will need to be sensitive to the different requirements of young people's religious beliefs – for example, in relation to eating, dress codes and physical activity. They will also need to be mindful of practices related to particular belief systems which are not consistent with good health and well-being, positive community relations, or UK law. For example, in 2012/13, 236 cases of female genital mutilation (FGM)² and 30 incidences of forced marriage were recorded in the borough. There have also been isolated incidents related to the radicalisation of Brent's young people. The new service provider will consequently need to be able to challenge practices which do not lead to positive outcomes for young people (in a way which does not damage community relations) and to have appropriate policies and procedures in relation to safeguarding.

5.8 Sex

- **Negative**

Based on 2014/15 participation in Brent's Youth Services:

- Over half of service users were male (54 per cent), 45 per cent were female and 1 per cent were identified as Transgender or information withheld/unknown.
- There are variations in the sex profile of service users across Youth Service provisions. For example, at Wembley Youth Centre 89 per cent of young people attending are male, in part reflecting the emphasis on sporting activity, including football, cricket, boxing and weight training programmes. In contrast, 63 per cent of participants at the Granville Youth Arts Centre were female. Other provisions with higher proportions of male service users included: the Outreach and Detached Service (68 per cent); Roundwood Youth Centre (64 per cent); and Right Track Programme (69 per cent).
- The Youth Service currently offers some provisions which are specifically targeted to one sex. For example, there is a girls' empowerment group at the Roundwood Youth Centre. This offers drama, arts and drumming and provides an opportunity for girls to develop their self-confidence and socialise with other young women in a safe environment. Other more female oriented activities (e.g. cheer-leading and drama) have also been introduced.

Implications / Issues

- Any reductions or withdrawal of currently funded services will affect young people of both sexes since both sexes participated in all provisions in 2014/15. For example, based on participation levels in 2014/15, the Poplar Grove, Wembley and Granville Centres were attended by a total of 684 males and 613 females.
- Reductions in the level of outreach and detached work will have greatest impact on young males, some of whom are more likely to engage in street congregation, ASB and more serious youth crime. Girls do, however, play a number of ancillary roles in gangs: as foot soldiers, setting up rival gangs; as carriers, holding and hiding weapons and drugs; as mother figures; and most commonly as girlfriends or to perform sexual acts. They are often passed around gang members and rape is not uncommon. Consequently, a new provider will need to ensure the often complex issues related

² FGM is mostly carried out on at some time between infancy and aged 15 and involves complete or partial removal of external female genitalia for non-medical reasons.

to sex and how this should shape provisions.

- With reduced levels of investment, it will be critically important to encourage equal access for both sexes. Any new provider will have opportunities to rebalance the overall offer and ensure that it meets the needs of young people of both sexes. This will be particularly important in relation to youth centre-based provisions where the range of activities offered can impact heavily on the gender profile of service users.

5.9 Sexual orientation

• Negative

Sexual Orientation data is not routinely collected and recorded across the Youth Service. However, a sample of 226 service users who took part in a survey in 2014, were asked the question "What is your sexual orientation?". Of these, 155 young people (75 per cent) identified their sexuality as being heterosexual, ten (4.8 per cent) as being bisexual, six as being a gay man (2.9 per cent), and three as being a gay/lesbian woman (1.4 per cent). Fifty-two young people preferred not to say or did not respond (23 per cent). As indicated earlier, the Mosaic LGBT Youth Project is a targeted provision for young people who are lesbian, gay, bisexual and transgender (LGBT) or questioning their sexuality and/or gender identity. Levels of participation in other youth provisions by LGTB young people are unknown.

Implications / Issues

- Reductions or withdrawal of the Mosaic LGTB Project could adversely affect LGTB young people. Many young people within this group can find the process of coming out to their family and friends and/or concealing their sexual identity extremely stressful; support and contact with other LGTB young people can help to mitigate this.
- The new service specification will set out a requirement to continue to both offer some specialist LGTB provision and promote inclusive approaches. However, the level of funding / staffing afforded to LGTB work will initially reduce in the new model. This reflects planned reductions in Council funding for youth services overall but also the withdrawal of public health funding that has been used to offset project costs.
- As indicated earlier, there may be scope to further develop this project as a regional or London-wide service offer. Detailed analysis shows that a significant number of young people who access the Mosaic LGTB Youth Project live outside Brent: for example in 2014/15; 78 per cent of young people who attended the main project lived outside Brent. Potential opportunities to extend provision will be explored with any new service provider.
- While targeted, specialist provision can support LGTB young people, a new service provider will need to demonstrate an inclusive approach to participation of LGTB young people in all provisions, potentially helping to create more understanding and acceptance of LGTB young people in the wider community.

5.10 Other

• Negative

Other data collected by the service shows that a total of 88 young people in contact with the Youth Service were known to Social Care in 2014/15. 174 young people within Brent's troubled families cohort and 78 young people working with the Youth Offending Service (YOS) also participated in youth programmes. Most of these young people participated through centre based provisions at Poplar Grove and the Roundwood Centre, the Brent in Summer programme and the Outreach and Detached Service. Attendance at the four centres will in part relate to their targeted locations, with all located in areas of highest deprivation and crime hot spots. Very few young people in either the social care, YOS or Troubled Families cohort use other programmes within the Youth Service offer.

Implications / Issues

- Reductions in outreach and detached services and the Brent in Summer programme will impact on the small cohort of young people in contact with Brent's social care services /troubled families programme who access youth provisions.
- Continuation of services at the Roundwood Centre will support many vulnerable young people who access the service.
- In developing a revised service offer, it will be important for any provider to ensure that more vulnerable young people are supported via new programmes and services, including outreach work in the wider community. This requirement will be included in the new service specification for the service.

6. Please provide a brief summary of any research or engagement initiatives that have been carried out to support this equality analysis. What did you find out? Were the participants in any engagement initiatives representative of the people who will be affected by your proposal? How did your findings and wider evidence base inform the proposal?

The focus of the new service model for Youth Services has been shaped by consultation with service users, potential service users, providers of youth services and other stakeholders, including parents, carers and other partners, such as community safety partners, housing associations and health providers. Engagement methods included three participatory budget sessions for young people and service providers and an online survey, with work managed by an independent consultant. In addition, a stakeholder group, involving youth service staff representatives, voluntary and community groups working with young people, statutory partners and regional youth agencies, has met monthly during the service development phase to provide feedback on the new service model.

Detailed work has also been undertaken to identify the current profile of youth service users (see [Appendix A](#)) and to map the range of current service providers working with young people in the borough. While information about

other providers is still being collected, the mapping to date shows that there is a diverse range of over 100 organisations working with young people, including housing associations, uniformed organisations and community and voluntary organisations. The range of services include: substance misuse support; skills, employment, enterprise and training support; creative and sporting activities; and mental health support.

There was good engagement from ethnically and culturally diverse young people and providers in the consultation. Key findings and messages from the sessions and wider questionnaire are:

- There is strong support among providers and young people for targeted services which support the most vulnerable young people, including outreach and detached services, mental health services, services for disabled young people and those wanting to express their sexuality more confidently.
- Young people were keen to see support for vulnerable groups more integrated into mainstream provision
- Young people support youth centre based activities, particularly if programmes can deliver other interventions such as entrepreneurial, employability and mental health support.
- Individual youth centres are especially valued by those who use them
- New services for young people need to be informed by meaningful youth engagement and address identified needs
- Appropriate partner and stakeholder organisations should fund specialist provisions – for example, mental health services and public health programmes targeted at young people should be funded by health agencies rather than the Council.
- There is a commitment to embed the youth voice in democratic participation and consider ways this could be strengthened at a reduced cost.
- Both providers and young people support commissioning models which focused strongly on positive outcomes for young people, lever in future investment and reduce duplication.
- Both providers and young people felt the Council should lever in more resources from private sector partners, helping them to meet their own corporate social responsibility commitments.
- Providers felt that smaller, local organisations were often better placed to deliver services more cheaply and effectively than the Council, with more focus on entrepreneurial approaches.

Consultation with potential providers of youth services included a soft market testing event held at the Roundwood Centre on 9 September 2015. The consensus view from providers was that a commissioned service with an identified youth hub would be the best way to lever in additional resources and create a strong focus on outcomes for young people.

The specification to be developed for the new service will reflect many of the views and aspirations of providers and young people. It will put a strong focus on maximising outcomes for young people, including those who are most vulnerable and/or at risk. It will maintain a central hub for youth activities and provide opportunities to promote partnership working with the local VCSE sector providers, including shared resources. Continuation of the Brent Youth Parliament model will provide a clear voice for young people, though in line with consultation findings, further work will be undertaken to reduce its overall costs and promote meaningful engagement of the wider population of Brent young people in its work.

In terms of the wider evidence base and research findings, it is clear that youth work can bring particular benefits to more vulnerable and at risk young people through empowerment, social and personal development and building confidence and resilience. Equally, in poorer communities youth clubs and open access provision can be of particular importance to young people; this is likely to be the cases in Brent where centres are based in areas of deprivation. While reduced funding will in the short-term reduce overall levels of provision, the approach seeks to focus provision on those young people with the greatest level of need within Brent's diverse community.

6. Could any of the impacts you have identified be unlawful under the Equality Act 2010? Prohibited acts include direct and indirect discrimination, harassment, victimisation and failure to make a reasonable adjustment.

- No

Although withdrawal or closures of some youth service provisions could potentially disadvantage some current service users, this impact would not be unlawful.

8. What actions will you take to enhance the potential positive impacts that you have identified?

To build on positive impacts we will:

- Ensure that a new commissioned service continues to deliver a service offer which attracts and supports the more vulnerable young people in Brent. To support this, we will require any new provider to maintain and improve diversity monitoring arrangements in order to increase the levels of declaration. This will in turn provide an improved evidence-base to inform future equalities analysis in planning service development.
- Explore how any future delivery arrangements for programmes can further maximise the diversity of participants, in terms of race, disability, sexual orientation and age. This could include changes to both programme content and the location of courses.
- Ensure that the voice of young people and feedback from stakeholders continues to inform provision, helping to ensure that the new service offer meets identified local needs and responds swiftly to changing trends and issues.

9. What actions will you take to remove or reduce the potential negative impacts that you have identified?

In areas where the Council will withdraw funding from youth centres, we explore how provision could be continued in other ways e.g. by a new provider arranging sessions/activities for young people in a housing partner's premises. We will also ensure better signposting to the range of other youth services in the borough, helping to raise the profile of what is on offer and increase take-up.

In the development of a new service offer we will pay particular attention to the needs of more vulnerable young Black residents and LGTB young people who may be adversely impacted by the closure of youth centres/projects. We will positively support the provider to apply for additional funding to support the needs of these groups.

10. Please explain how any remaining negative impacts can be justified?

The decision to reduce funding for youth services reflects wider pressures on the Council's overall budget due to funding cuts from central government. Against this backdrop, there has been a focus within the Council on maintaining statutory provisions which support those young people at highest risk, including looked after children services, alternative education services and SEND provisions. While the Council understands the benefits that discretionary youth services can bring, it can no longer be the main provider of these sort of services. Instead, partnership approaches will be necessary to sustain and develop provisions.

Bringing in a new provider to develop services will, however, provide new opportunities to grow youth services over time, with more scope to access funding not available to the Council. Working more closely with VCSE and other partners will also help to maximize the use of existing facilities and youth provisions across the borough. The new provider will also have the flexibility to develop and diversify the offer at the Roundwood Centre and potentially increase its community use/benefits.

13. I confirm that this equality analysis represents a fair and reasonable view of the implications of this proposal on equality and that appropriate actions have been identified to address the findings:

Cate Duffy, Interim Operational Director, Early Help and Education

11 September 2015

APPENDIX A – SUMMARY OF YOUTH SERVICE DATA 2014/15

Overall context data

In 2014, young people aged 13-19 (25,882) make up 7.9% of Brent's total population (311,215)³. This has decreased from 8.3% in 2011⁴.

All users of Youth Service provisions are young people. The primary target group is young people aged 13-19 and aged up to 24 for young people with LDD.

In 2014-2015 the number of individual young people accessing the Youth Service was as follows⁵:

	Aged 11-12	Aged 13-19	Aged 20-24	Others	Total
Youth Service Contacts	229	3,435	457	213	4,334
Brent Population	7,043	25,882	24,198	N/A	N/A
% of Population Reached	3%	13%	2%	N/A	N/A

The following tables show the equivalent 'reach' figures in the other 6 boroughs that use the same database:

	Aged 11-12	Aged 13-19	Aged 20-24	Others	Total
Youth Service Contacts	33	1,452	46	42	1,573
Barnet Population	8,585	29,125	23,913	N/A	N/A
% of Population Reached	0%	5%	0%	N/A	N/A
Youth Service Contacts	48	4,969	530	83	5,630
Ealing Population	7,660	26,281	24,552	N/A	N/A
% of Population Reached	1%	19%	2%	N/A	N/A
Youth Service Contacts	525	2,644	209	115	3,493
Hammersmith & Fulham Population	3,116	10,808	17,279	N/A	N/A
% of Population Reached	17%	24%	1%	N/A	N/A
Youth Service Contacts	84	481	104	38	707
Harrow Population	5,667	21,258	16,066	N/A	N/A
% of Population Reached	1%	2%	1%	N/A	N/A
Youth Service Contacts	624	2,592	215	262	3,693
Hillingdon Population	6,780	25,882	21,934	N/A	N/A
% of Population Reached	9%	10%	1%	N/A	N/A
Youth Service Contacts	200	1,354	106	142	1,802
Hounslow Population	5,464	20,415	18,612	N/A	N/A
% of Population Reached	4%	7%	1%	N/A	N/A

The data above has been extracted from the IYSS West London and Barnet database. The data does not include any analysis of relative Service size, budgets, staffing levels or the type of provision offered by each borough i.e. universal or targeted. Therefore a direct comparison cannot be drawn from the above as it isn't a 'like for like' comparison and the data is for information only. Although a direct comparison cannot be made Brent has a cohort size which is similar to Ealing and Hillingdon and Brent's 'reach' figures sit somewhere between the two.

When broken down by individual Youth Service projects the figures are as follows:

	Aged 11-12	Aged 13-19	Aged 20-24	Others	Total
Brent Eton Summer School	0 (0%)	43 (100%)	0 (0%)	0 (0%)	43
Brent In Summer	39 (6%)	538 (83%)	34 (5%)	39 (6%)	650
Brent Youth Parliament	11 (14%)	59 (78%)	2 (3%)	4 (5%)	76
Duke of Edinburgh's Award	0 (0%)	552 (99%)	2 (1%)	1 (0%)	555
Granville Youth Arts Centre	33 (4%)	611 (77%)	126 (16%)	21 (3%)	791
Mosaic LGBT Project	0 (0%)	111 (93%)	9 (7%)	0 (0%)	120
Mosaic Schools Workshops	0 (0%)	287 (100%)	0 (0%)	0 (0%)	287
Outreach & Detached	14 (4%)	277 (84%)	27 (8%)	13 (4%)	331
Poplar Grove Centre	58 (9%)	333 (50%)	182 (27%)	90 (14%)	663
Right Track Project	10 (8%)	112 (92%)	0 (0%)	0 (0%)	122

³ Population based on ONS 2011 census

⁴ Population based on ONS 2013 Mid-Year Estimates

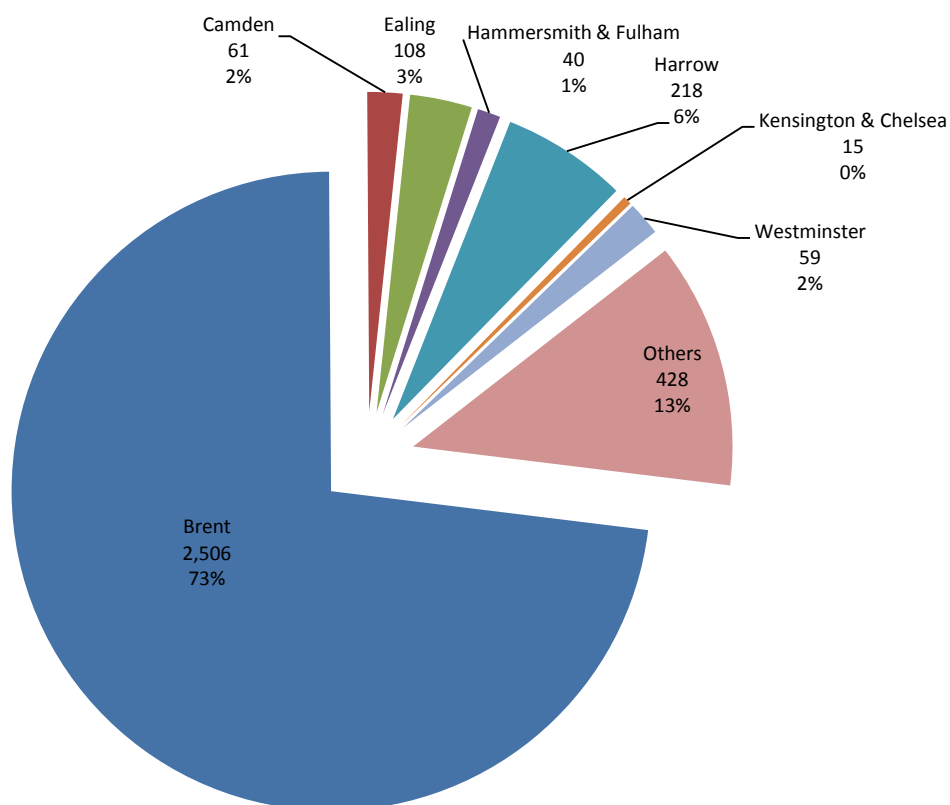
⁵ Integrated Youth Support System database

Roundwood Youth Club	58 (9%)	549 (80%)	39 (6%)	32 (5%)	678
Wembley Youth Club	21 (5%)	360 (80%)	51 (11%)	19 (4%)	451
Youth Service Total	229 (5%)	3,435 (79%)	457 (11%)	213 (5%)	4,334

Notes:

- All ages in this document are based on the young persons' age on as it was on 31/03/2015. Generally this will make the age profile throughout slightly higher than calculating the age based on the day a young person attended a session. Calculating a young persons' age based on the day they attended a session can have the effect of distorting the true number of young people counted in the data as an individual can be counted more than once if they attend more than one session and have a birthday during that time. Therefore it was decided that choosing a point in time to calculate ages was more preferable to maintain clarity in the data.
- The Roundwood figure does not include provision such as Connexions interventions, Revo Seccus, NCS with The Challenge and YOS reparation contacts operating from the centre.
- The sum of the columns in the table above do not add up to the figures in the 'Youth Service Total' row. This is because there are instances where a young person will have attended more than one programme.

The majority of users aged 13-19 accessing the Youth Service reside in Brent (2,506). However, there are a number of young people who live outside the borough (929):



The following table outlines the number of 13-19 year olds attending each project and summarises how many were Brent residents and how many live outside of the borough:

	2014-15 Aged 13-19		
	Brent Contacts	Out of Borough Contacts	Total
Brent Eton Summer School	37 (86%)	6 (14%)	43
Brent In Summer	395 (73%)	143 (27%)	538
Brent Youth Parliament	51 (86%)	8 (14%)	59
Duke of Edinburgh's Award	441 (80%)	111 (20%)	552
Granville Youth Arts Centre	346 (57%)	265 (43%)	611
Mosaic LGBT Project	26 (23%)	85 (77%)	111
Mosaic Schools Workshops	265 (92%)	22 (8%)	287
Outreach & Detached	208 (75%)	69 (25%)	277
Poplar Grove Centre	239 (72%)	94 (28%)	333
Right Track Project	92 (82%)	20 (18%)	112
Roundwood Youth Club	451 (82%)	98 (18%)	549
Wembley Youth Club	297 (83%)	63 (17%)	360
Youth Service Total	2,506 (73%)	929 (27%)	3,435

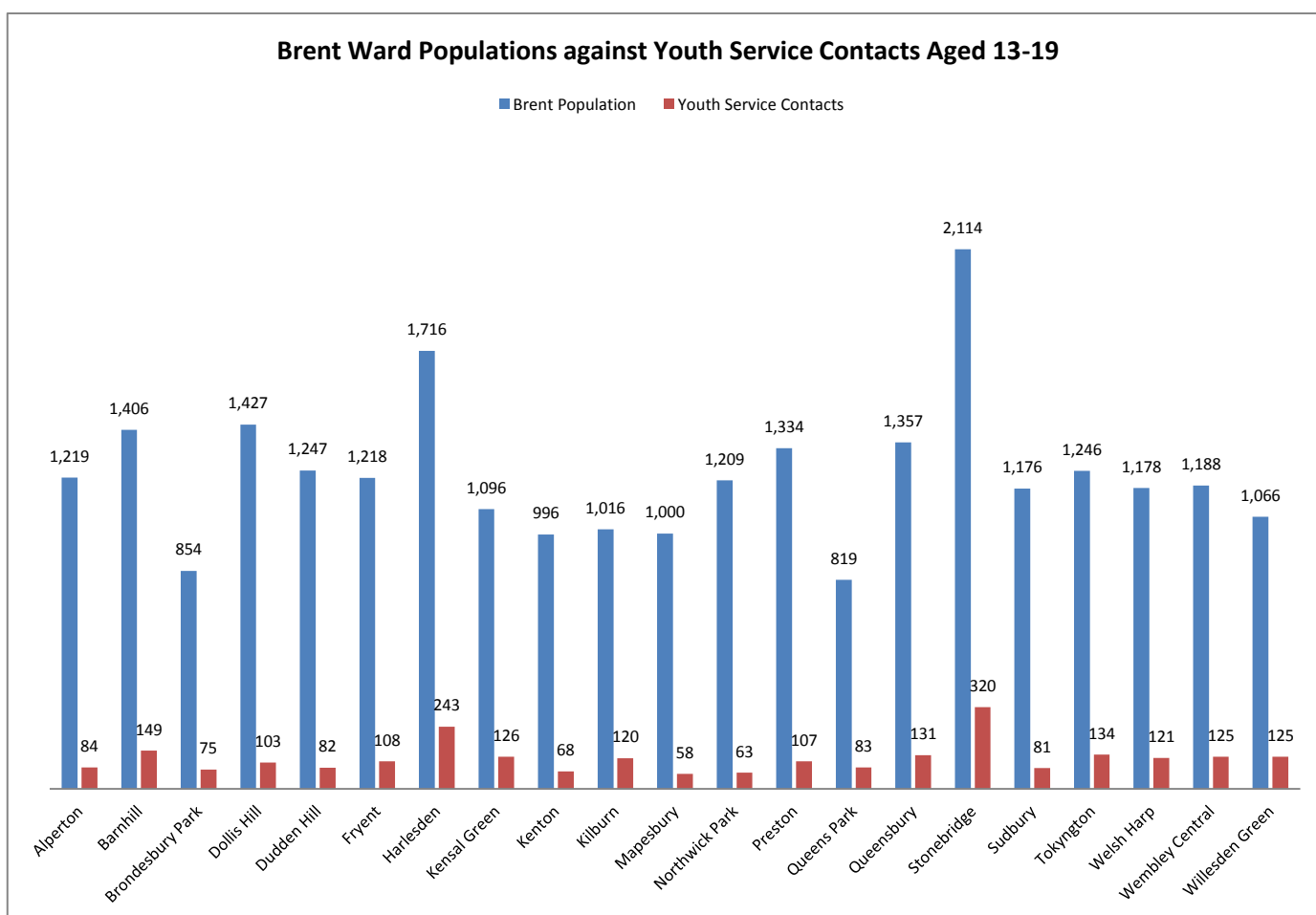
The total number of **attendances** at Youth Service provisions across all age ranges in 2014-15 was 27,284. The following table shows the total attendances for each project in 2014-15:

	11-12	13-19	20-24	Others	Total
Brent Eton Summer School	0	841	0	0	841
Brent In Summer	229	2,156	141	215	2,741
Brent Youth Parliament	50	342	13	13	418
Duke of Edinburgh's Award	0	1,115	2	2	1,119
Granville Youth Arts Centre	244	3,751	920	121	5,036
Mosaic LGBT Youth Club	0	742	60	0	802
Mosaic Schools Workshops	0	579	0	0	579
Outreach & Detached	19	484	29	14	546
Poplar Grove Youth Centre	450	1,576	306	180	2,512
Right Track Project	73	752	0	0	825
Roundwood Youth Club	581	5,790	414	217	7,002
Wembley Youth Club	167	3,422	402	114	4,105
Total	1,813	21,550	2,287	876	26,526

Note:

- Each time a young person attends a programme constitutes 1 attendance.

The following chart illustrates the population for each ward plotted alongside the number of users from each ward who have attended a Youth Service project:



As per the comments above a number of users reside outside of Brent and therefore the sum (2,506) of the figures in the chart above does not represent the total number of users accessing the Service.

Stonebridge and Harlesden

Almost 15% of the 13-19 population live in two of Brent's 21 wards, Harlesden and Stonebridge, and constitute over 10% of the ward's population⁶. These two wards have the greatest deprivation affecting children in the borough with all but one Lower Super

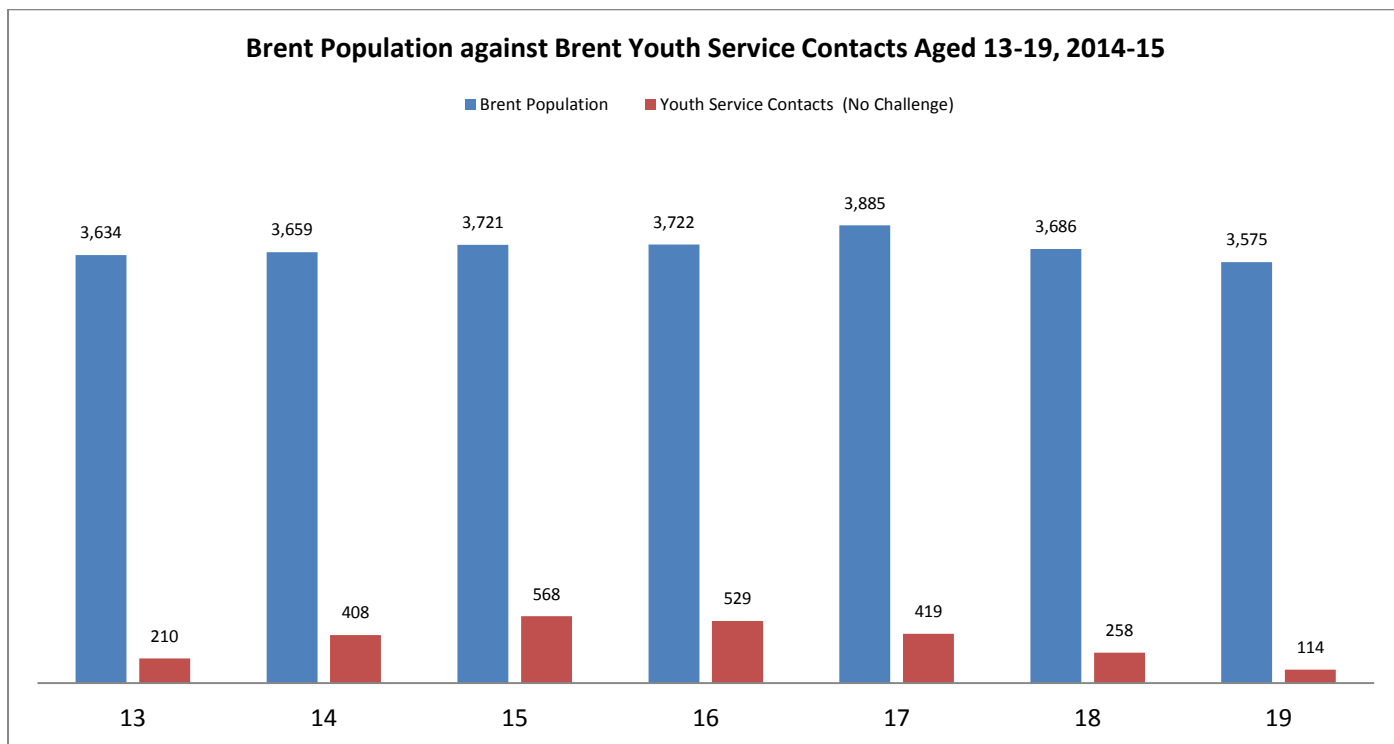
⁶ ONS 2011 Census

Output Area (LSOA) in the 10% most deprived LSOAs in the country¹⁴. In these two wards there is a large Black population with 40% of Harlesden and 47% of Stonebridge residents from Black backgrounds, compared to 19% in Brent, 3% in England and Wales, and 13% in London. The Roundwood Youth Centre is based in the heart of Harlesden, 1589 young people aged 11-24 accessed the Youth Service Provisions from this centre, and a further 970 young people accessed other provisions operating from the centre to include Connexions (965), Revo (data not available) and YOS reparations programme (5).

Age

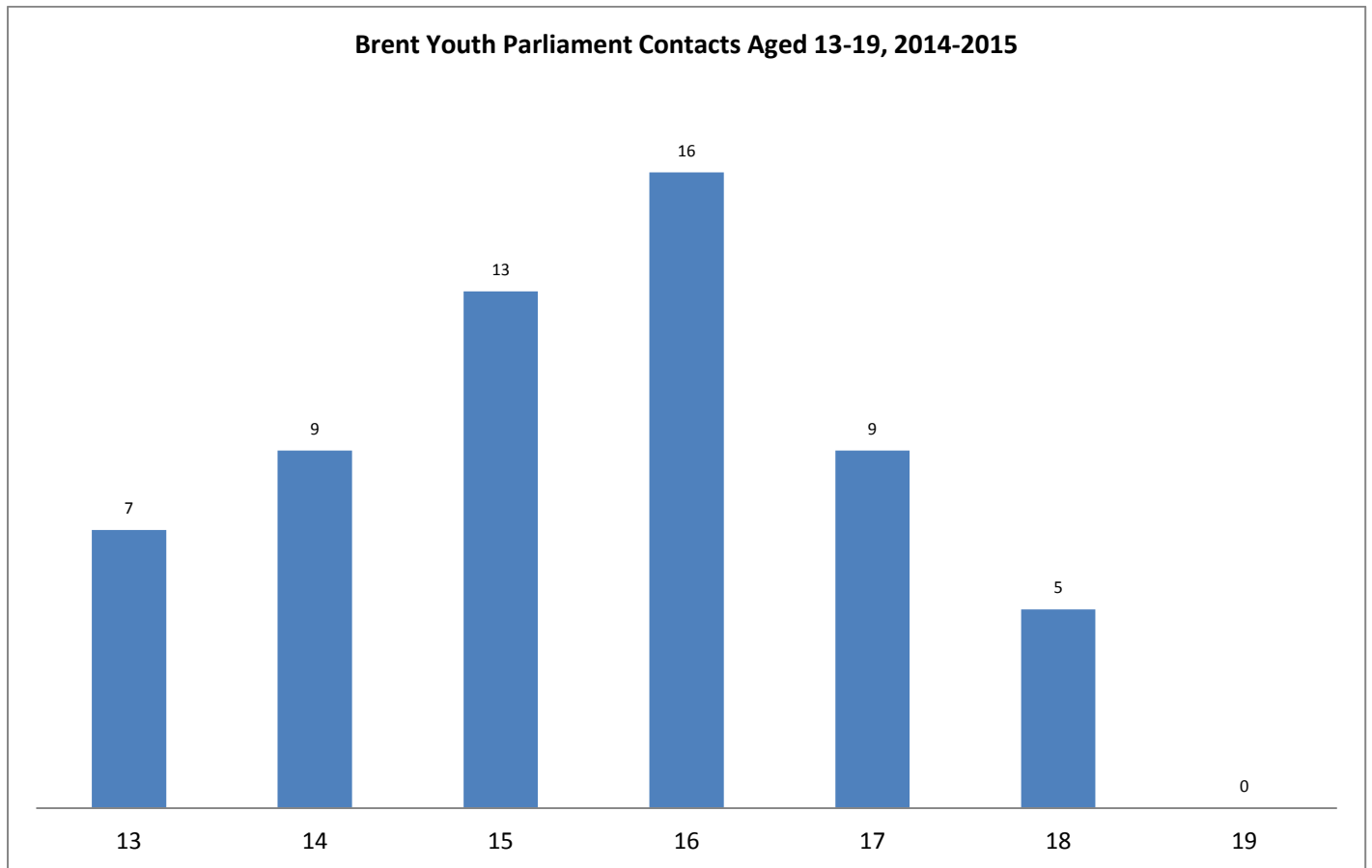
Data from the Integrated Youth Support Services database indicates that 79% of Service users are young people aged 13-19, with 5% aged 11-12 and 11% aged 20 to 24. The remainder either fall outside of these age groups or their age is unknown. 15 and 16 year olds represent the largest user groups in the Youth Service.

The chart below plots the ages of young people who live in Brent and have attended a Youth Service provision against the Brent population for each age, e.g. 568 young people aged 15 attended a Youth Service provision against a 3,721 population of 15 year olds who live in Brent⁷.

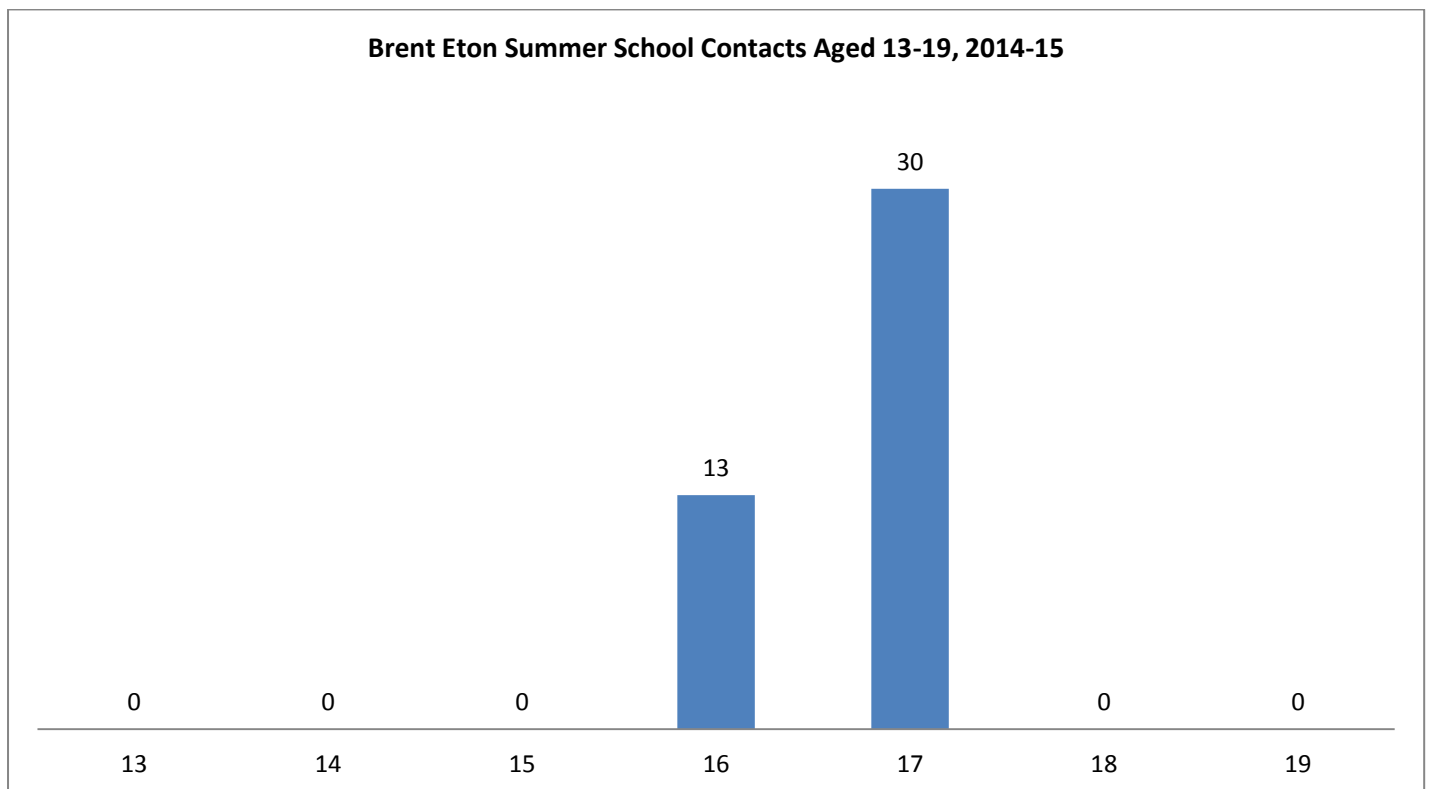


⁷ Population based on ONS 2011 census

The following charts show the number of young people who have attended each project for each individual age group between the ages of 13 and 19:

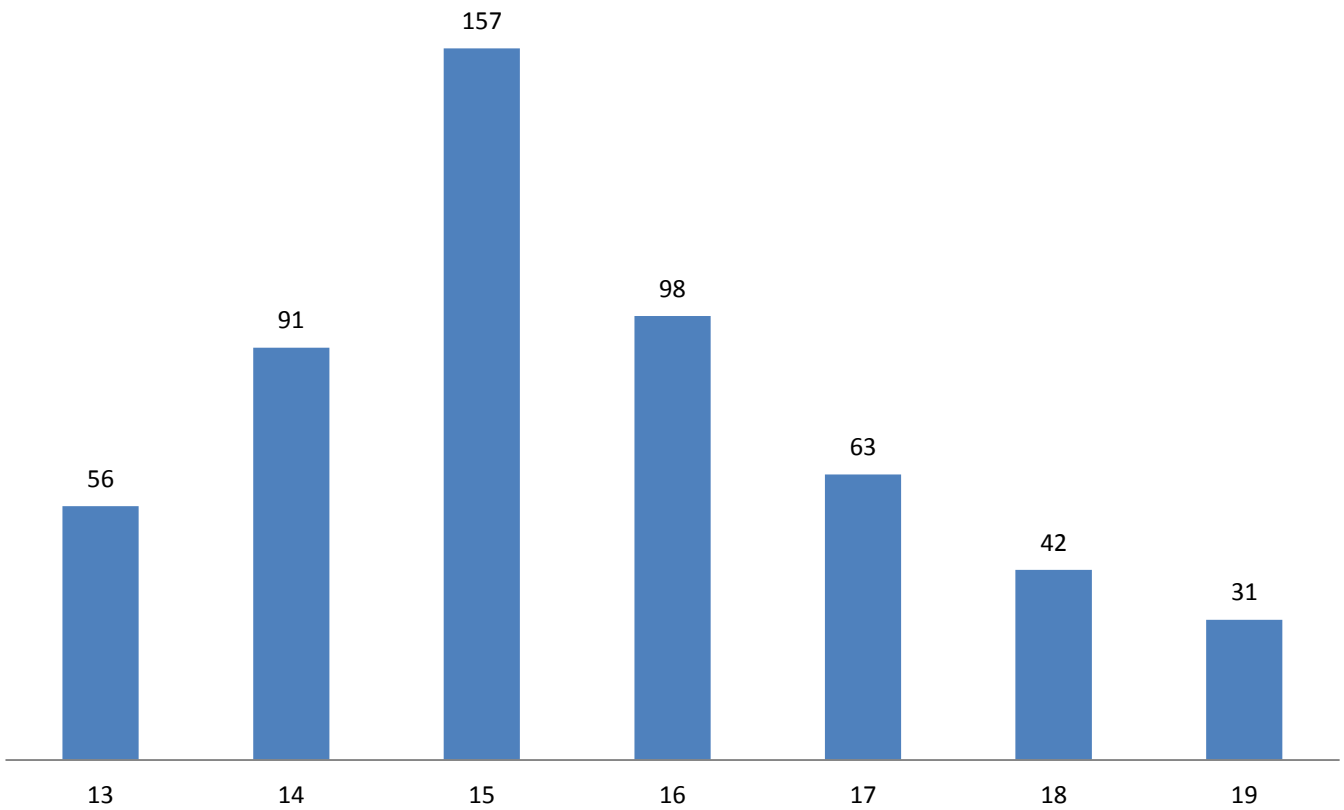


The members of the **Brent Youth Parliament** were primarily aged 15 and 16.



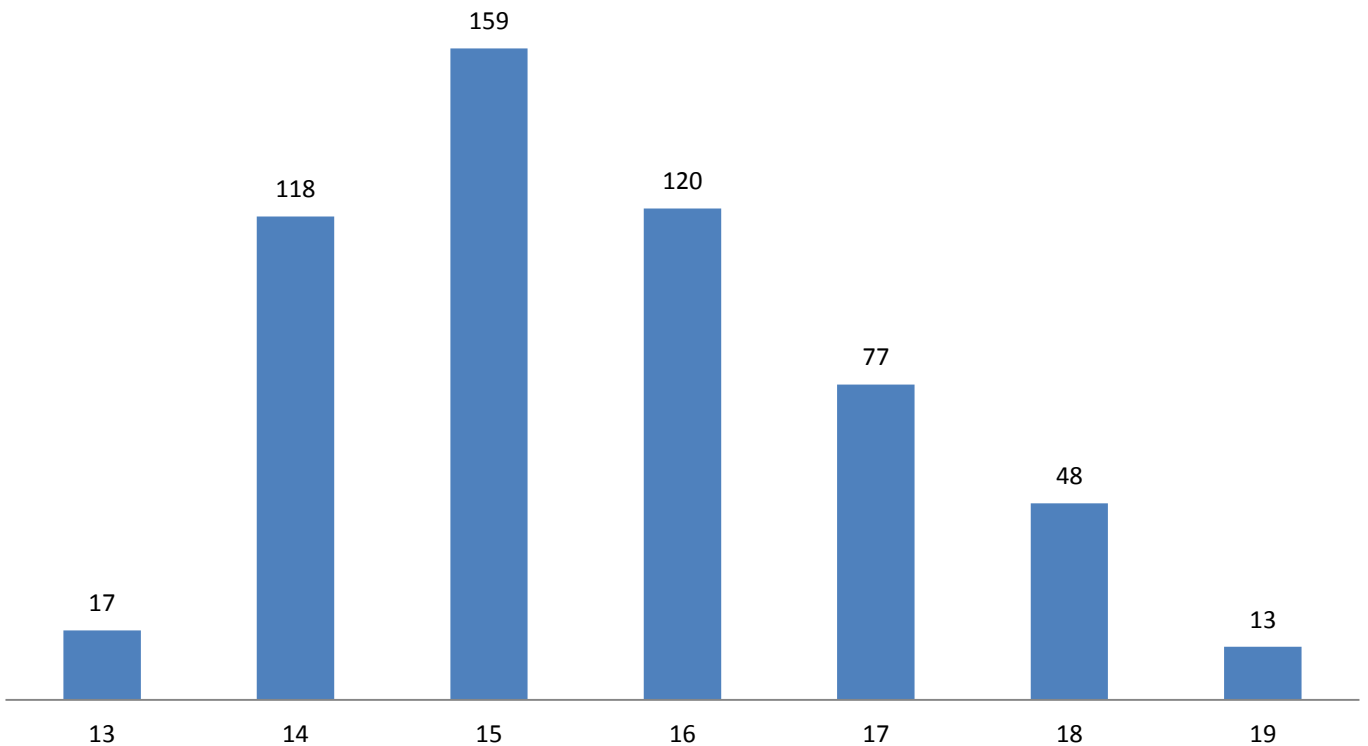
The only service users of the **Brent Eton Summer School** were all year 11 students. The data above is an example where the age profile is slightly distorted due to ages being calculated from the point in time 31/03/2015. The project took place in June 2014, so the ages were calculated almost a full calendar year later.

Brent In Summer 2014 (including Half-Term projects) Aged 13-19, 2014-15



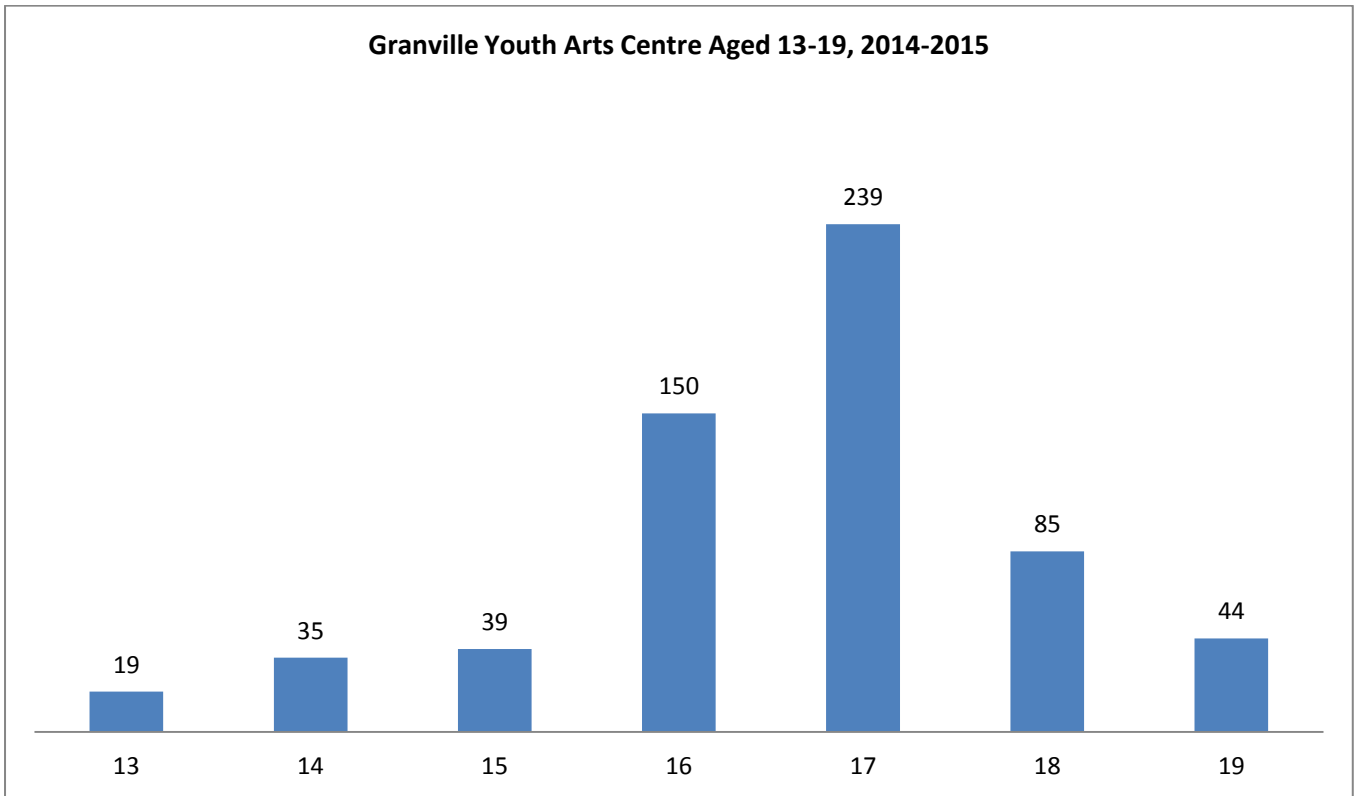
Brent In Summer and its associated half-term projects is a universal project and is open to all age groups within the Services' age range. The highest user group were 15 year olds followed by 16 year olds.

Duke of Edinburgh's Award Aged 13-19, 2014-2015



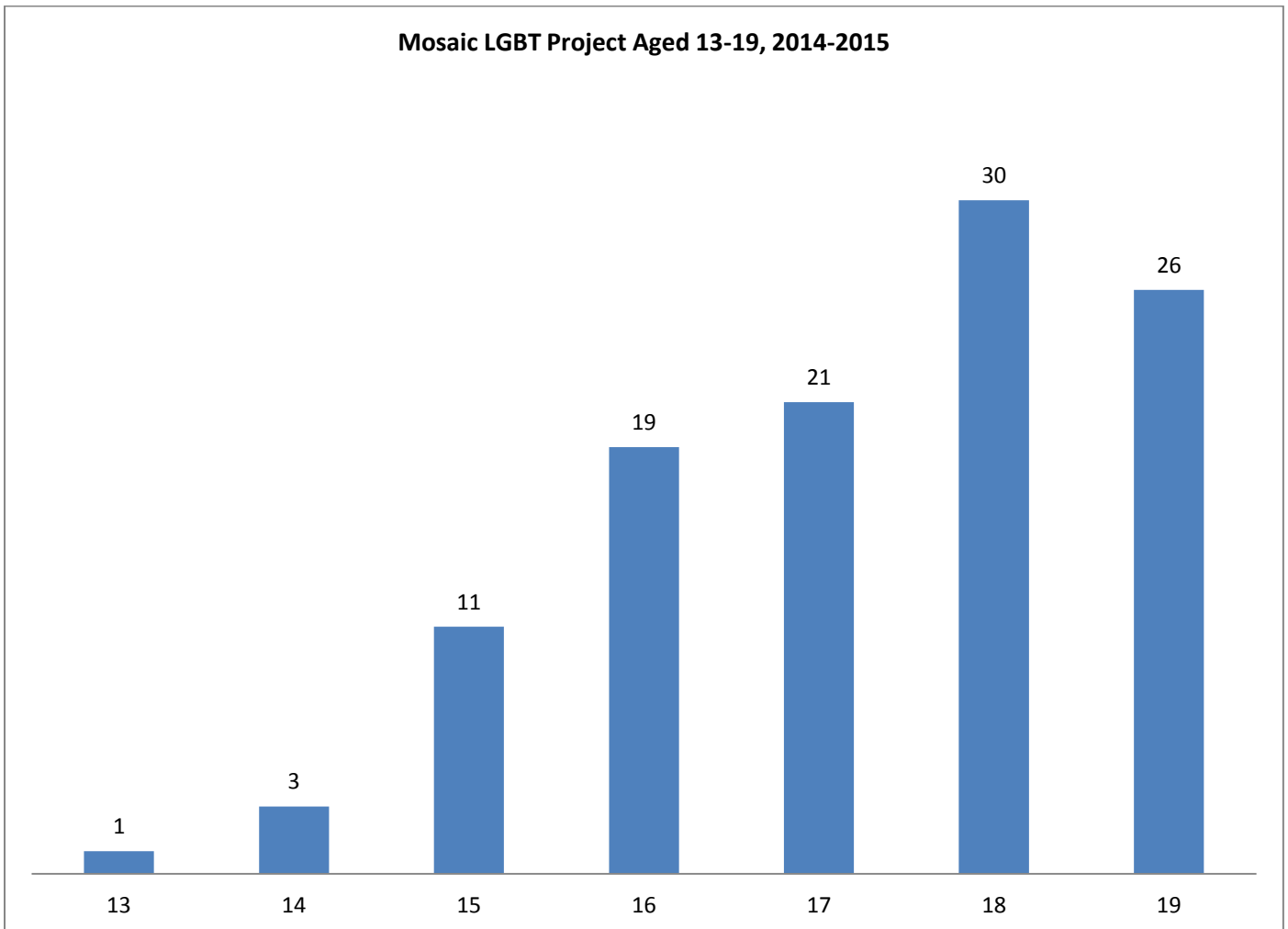
The two highest user groups for the **Duke of Edinburgh's Award** were aged 15 and 16. 78% of the contacts were made via the partnership work done with Brent schools.

Granville Youth Arts Centre Aged 13-19, 2014-2015

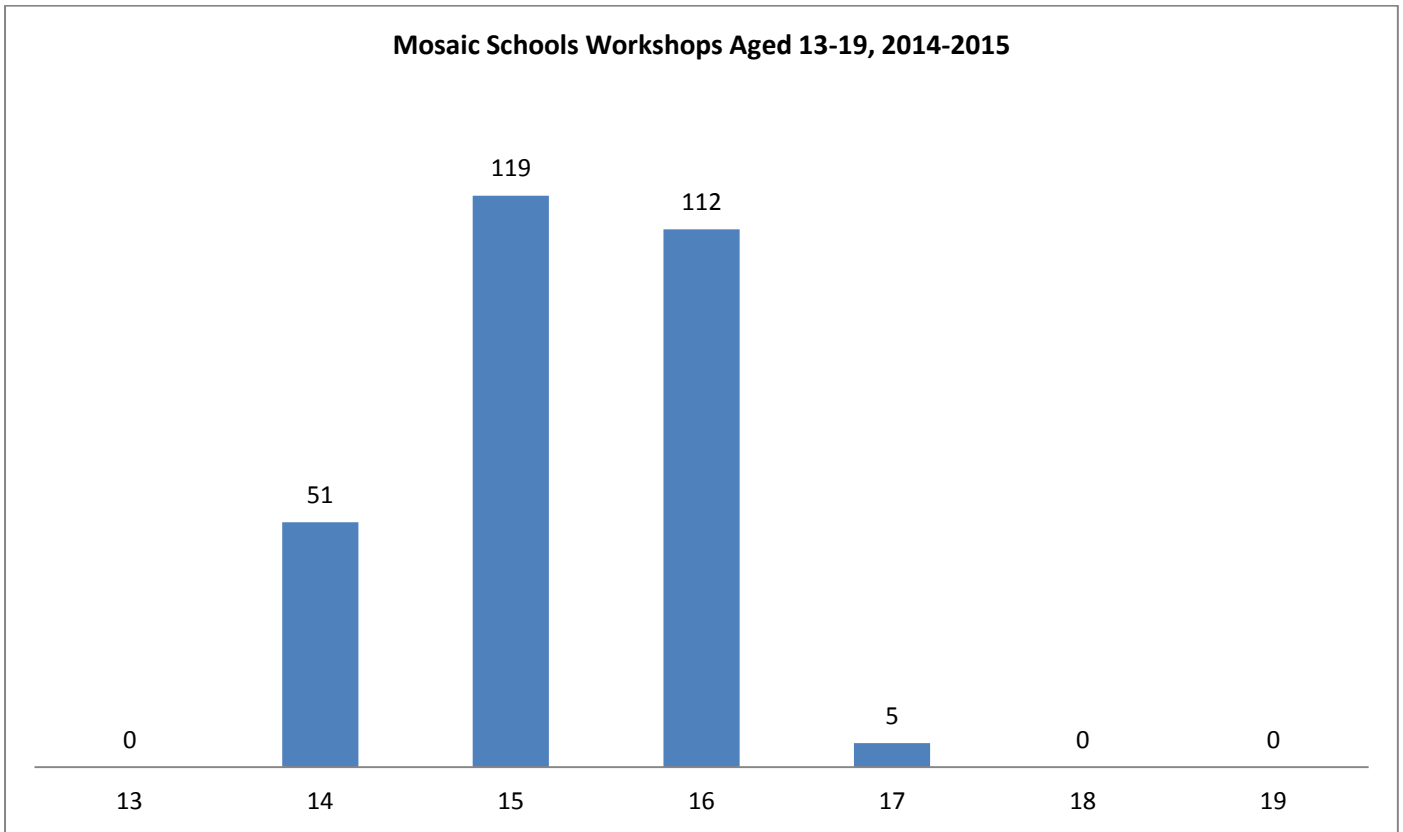


The highest user group who attended **Granville Youth Arts Centre** was aged 17 followed by 16 year olds.

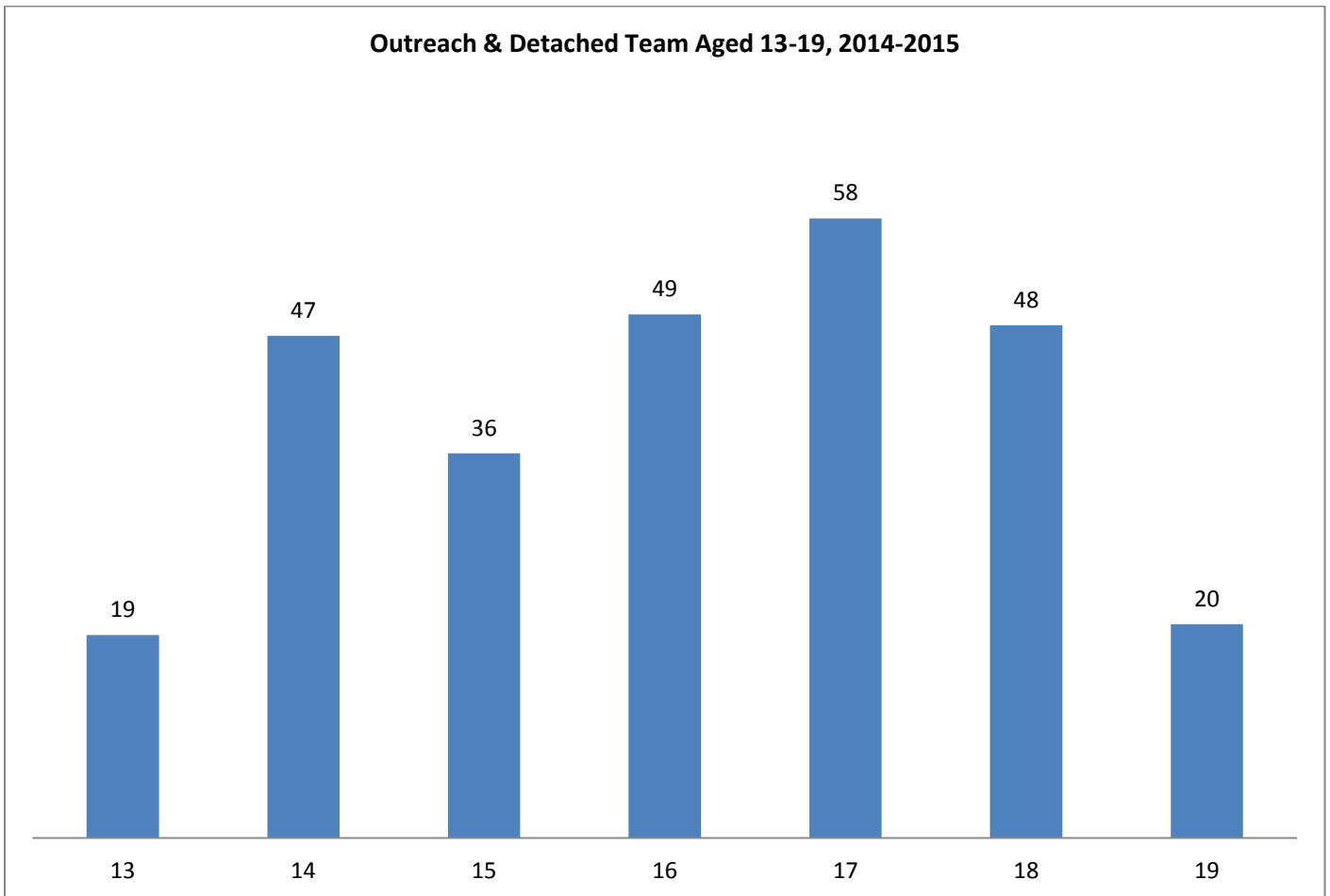
Mosaic LGBT Project Aged 13-19, 2014-2015



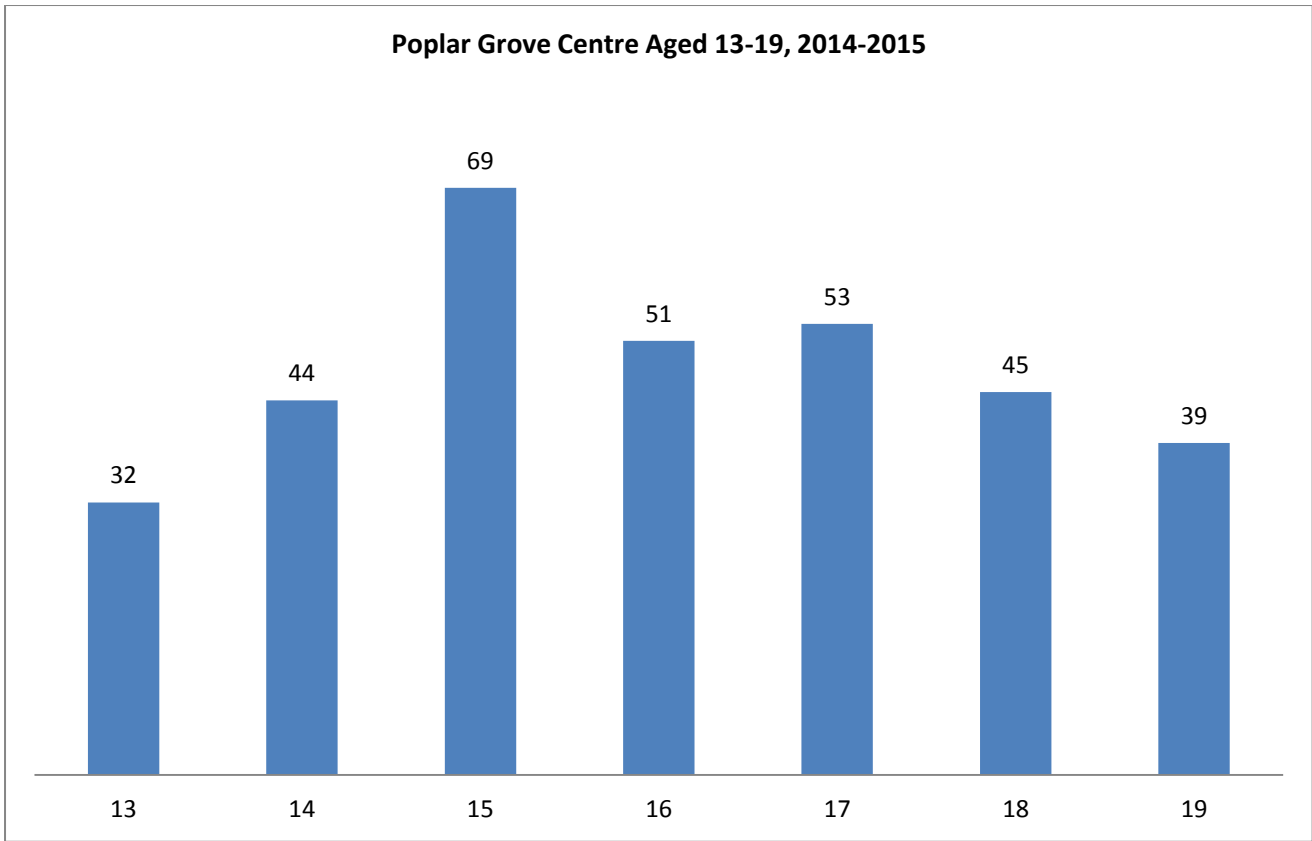
The highest user group at the **Mosaic LGBT Youth Club** were aged 18 and 19. The themes discussed at the project are often not appropriate for younger age groups so the project focusses on the higher age range. In addition to this the project attracts the majority of its users from outside of Brent (77% of attendees live out of the borough).



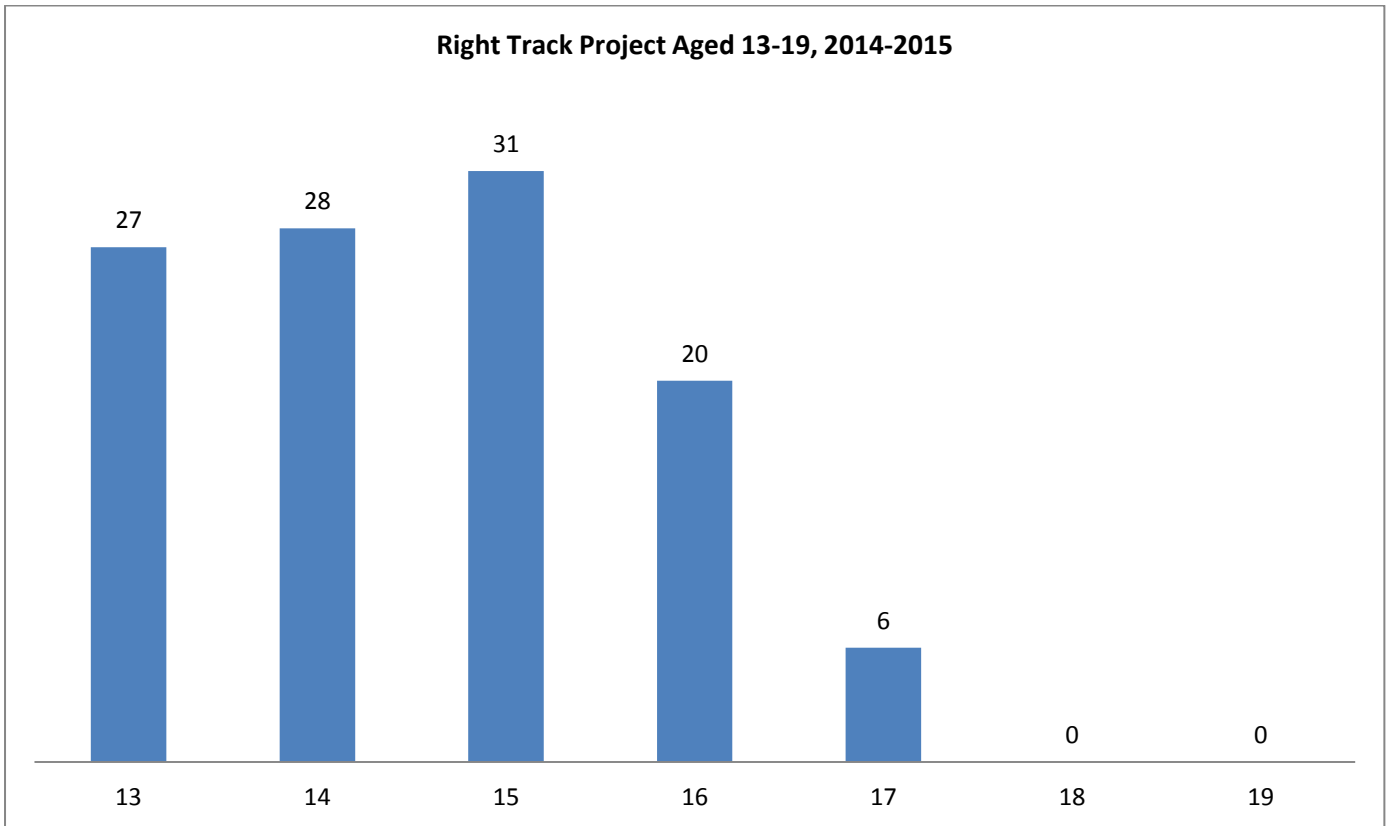
The **Mosaic School Workshops** are delivered in school term time to individual year groups, so as expected the primary ages were 14, 15 and 16 year olds.



The **Outreach and Detached Team** worked fairly evenly across all age ranges between 14 and 18.

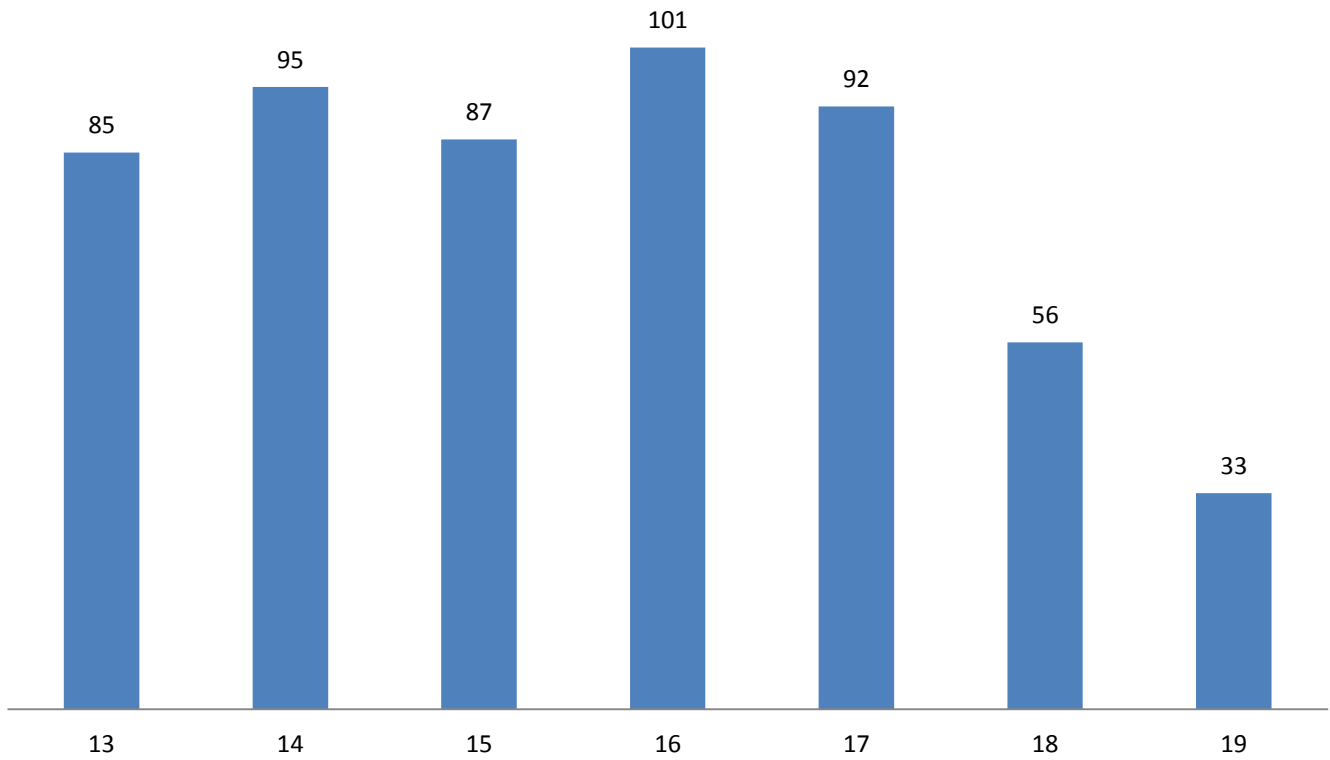


15 year olds formed the largest number of young people attending the **Poplar Grove Youth Centre** but the attendance was quite evenly spread across all age groups.



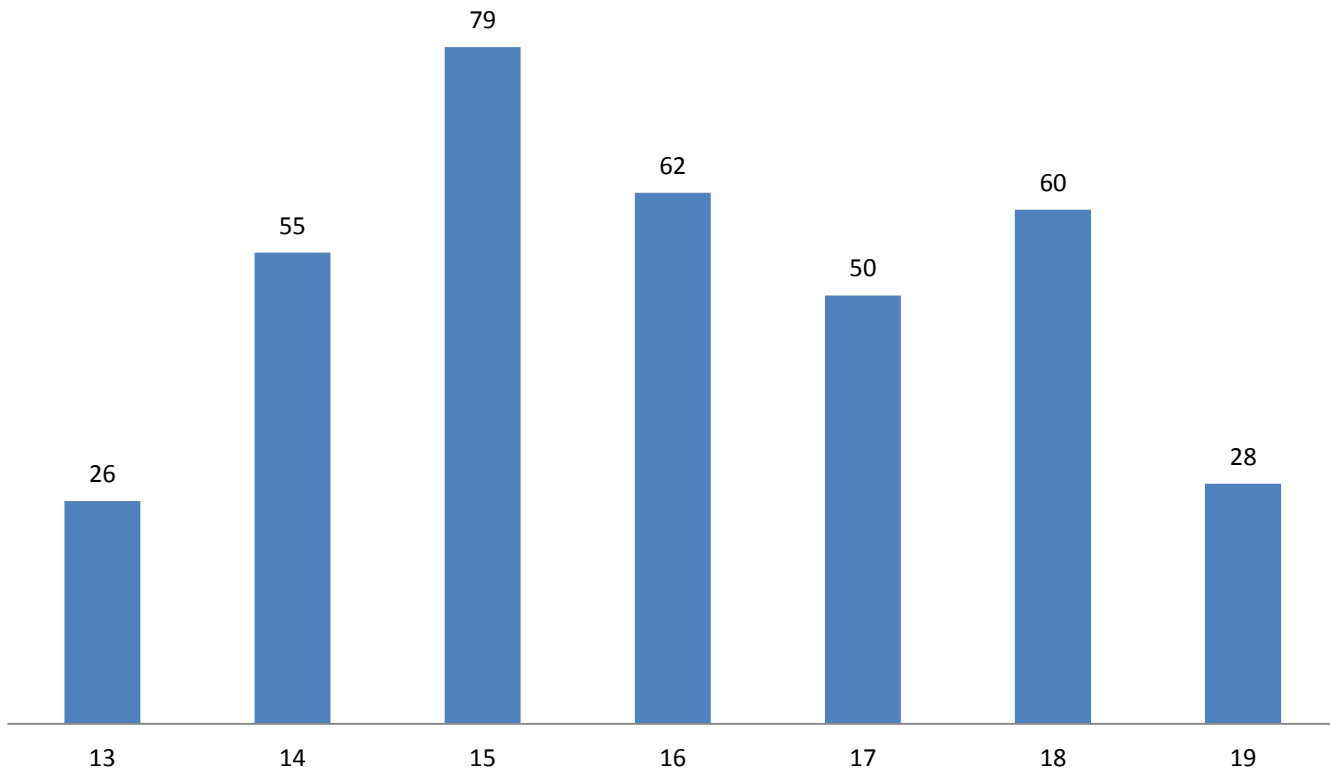
Due to the nature of the project (taking referrals from schools), as expected the largest user group of the **Right Track Project** is 13-16 year olds.

Roundwood Centre Aged 13-19, 2014-2015



The age range attending **Roundwood Youth Centre** is fairly evenly balanced with a core age range of 13 to 17 year olds.

Wembley Youth Club Aged 13-19, 2014-2015



Wembley Youth Club appears to primarily attract young people who are 14 to 18 with a peak in 15 year olds.

Disability

The following table taken from the 2011 Census shows the numbers of young people in Brent aged between 10 and 24 who have a disability that limits their everyday activities:

	Age 10 to 14	Age 15 to 19	Age 20 to 24	Total
Day-to-day activities limited	695	749	937	2381

The following table shows a breakdown by Youth Service project of young people who have been identified as having a disability (2014-15):

	13-19	20-24	Others	Total
Brent Eton Summer School	0 (0%)	0 (0%)	0 (0%)	0
Brent In Summer	24 (89%)	3 (11%)	0 (0%)	27
Brent Youth Parliament	1 (100%)	0 (0%)	0 (0%)	1
Duke of Edinburgh's Award	17 (100%)	0 (0%)	0 (0%)	17
Granville Youth Arts Centre	7 (58%)	5 (42%)	0 (0%)	12
Mosaic LGBT Youth Club	3 (100%)	0 (0%)	0 (0%)	3
Mosaic Schools Workshops	25 (100%)	0 (0%)	0 (0%)	25
Outreach & Detached	20 (100%)	0 (0%)	0 (0%)	20
Poplar Grove Youth Centre	14 (54%)	8 (31%)	4 (15%)	26
Right Track Project	10 (100%)	0 (0%)	0 (0%)	10
Roundwood Youth Club	33 (94%)	2 (6%)	0 (0%)	35
Wembley Youth Club	11 (85%)	2 (15%)	0 (0%)	13
Total	137 (85%)	20 (12%)	4 (3%)	161

The 161 young people attending with a disability can be categorised as follows (in line with Brent's diversity monitoring guidelines) as follows:

	Learning or Developmental Disabilities										Long Term Illness								Mental Health Condition					Physical Impairment	Total	
	Learning Diff - Mild	Learning Diff - Moderate	Learning Diff - Severe	Learning Diff - Specific	Learning Difficulty or Disability	Asperger's	Autism	Dyslexia	Attention Deficit Hyperactive Disorder (ADHD)	Attention Deficit Syndrome	Asthma - Mild	Blind	Blood Disease/Disorder	Cerebral Palsy	Facial Disfigurement	Health may affect work choice	Neuro-Muscular Disorders	Speech and Language Disorder	Epilepsy - Mild	Sickle Cell	Anxiety	Emotional/Behavioural Difficulties	Mental Health Issue			Mental Illness
BIS	0	18	1	0	2	0	0	0	1	0	0	1	0	0	0	0	3	0	0	1	5	0	1	0	0	27
Brent Youth Parliament	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
Duke of Edinburgh's Award	0	15	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	17
Granville	1	4	2	1	0	1	1	0	0	0	1	0	0	0	0	0	1	0	0	1	3	0	1	0	0	12
Mosaic LGBT Youth Club	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	1	0	0	0	3
Mosaic Schools	0	20	0	1	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	25
Outreach	0	10	0	1	2	0	3	1	1	1	0	0	0	0	0	0	0	0	0	0	3	0	0	0	1	20
Poplar Grove	1	13	0	0	0	0	3	2	1	0	0	1	0	1	2	0	2	1	1	0	5	0	0	1	0	26
Right Track	0	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10
Roundwood	1	25	2	0	4	0	2	0	1	0	0	0	1	0	0	1	4	0	0	0	3	0	0	0	0	35
Wembley	0	9	0	1	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	13
Total	3	103	4	5	10	1	10	3	3	1	1	1	1	1	2	1	11	1	1	2	23	1	2	1	1	161

Note: A young person may be identified as having more than one disability.

The actual number of young people with a disability accessing the Service is thought to be higher than the table above indicates however the Service has not actively collated or recorded the information on the Integrated Youth Support System (IYSS).

It should be noted that the source the data in the tables above cannot necessarily be attributed to the Youth Service. For example the records of each young person can be updated by the school data received, Connexions and Prospects Personal Advisors and across multiple boroughs.

Gender identity and expression

In the year 2014-15 three young people accessing the Youth Service Mosaic LGBT Youth Club identified their gender as Transgender. Transgender young people did not access any other provision within the Service.

Self-harm and depression is more common in Lesbian, Gay, Bisexual and Transgender (LGBT) youth⁸; 56% of LGBT young people deliberately harm themselves⁹. Depression is likely to be suffered by 5% of all children and young people¹⁰, but LGBT rates are much higher: 29% of LGBT boys and 49% of LGBT girls are likely to suffer from depression¹¹.

Stonewall estimates that the LGBT population is 5% to 7% of the total United Kingdom population.

Marriage and civil partnership

The service does not actively collate or record this information. However, in 2012 between January and May, the forced marriage unit advised 594 cases related to forced marriage. Cases from London accounted for 20.9% of all cases; 14% of all calls involved victims under the age of 15¹². The countries of origin varied, with the highest percentage of cases from Pakistani (46%) and Bangladeshi (9.2%) backgrounds, and a smaller number from the UK (8.7%), India (7.2%) and Afghanistan (2.7%)¹². In 2012/13 30 cases of forced marriage were identified in Brent by social services; the Asian Women's Resource Centre and Brent MET Police¹³.

Pregnancy and maternity

Brent has low levels of teenage pregnancy, and rates of Chlamydia similar to the London average. Brent does have a number of young women at risk of Female Genital Mutilation (FGM).

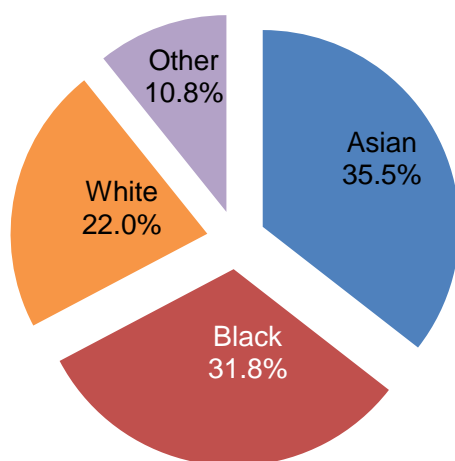
Teenage Pregnancy

In 2012, the conception rate for under 16s, 2.8 per 1,000 population was similar to the rate for London, 4.4 per 1000 population and significantly lower than the rate for England, 5.6 per 1000 population¹⁵. This rate has decreased from 6.6 per 1,000 population in 2010/15. The rate for under 18s was 19.6 per 1,000 population, significantly lower than both London (25.9 per 1,000) and England (27.7 per 1,000)¹⁵. The under 18s conception rate leading to abortion was 52.9%, similar to both London (62.2%) and England (49.1%)¹⁵.

Teenage pregnancy data is not routinely collected and recorded by the Youth Service. However, where this data has been available **4 young people were recorded as being a teenage parent**. Two of the young people were **aged 14 and two aged 17**. Their ethnicities are varied (White British, Other Black Background, Other Mixed Background and Black Other).

Race

Brent's young population (aged 13-19) is ethnically diverse, with 36% of young people coming from Asian backgrounds, 32% coming from black backgrounds, and 22% from white backgrounds. There are over 113 languages spoken by the young people of Brent.



⁸ Between the ages of 11 and 19

⁹ Stonewall report: The School Report: The experiences of gay young people in Britain's schools in 2012

¹⁰ National Institute of Clinical Excellence (NICE)

¹¹ Stonewall Health Briefing

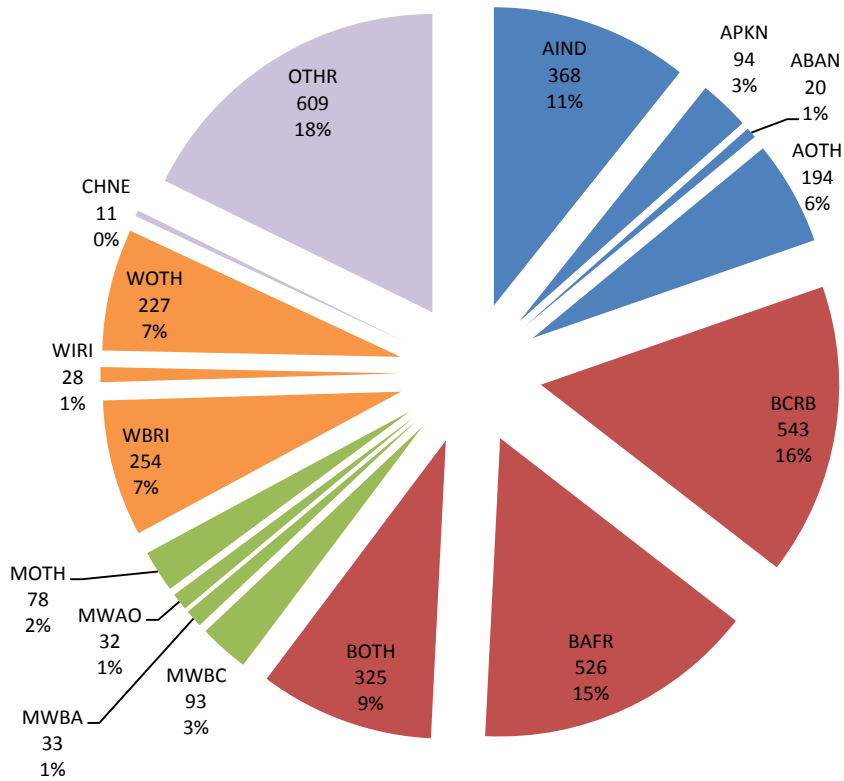
¹² World Health Organisation (WHO)

¹³ Tackling violence against women and girls in Brent, an overview and scrutiny task group report March 2014

Data from the Integrated Youth Support Services database indicates that there will be a disproportionate impact on young people from Black ethnicities (Black Caribbean, Black African and Black other).

41% of users of youth service provisions overall are from Black ethnicities, 20% are Asian, 18% 'Other' which includes Chinese heritage groups and not known' or to be verified, 15% white and 7% dual heritage. The chart below shows ethnic groups accessing Youth Service provision a further chart provides the breakdown of ethnicity by project.

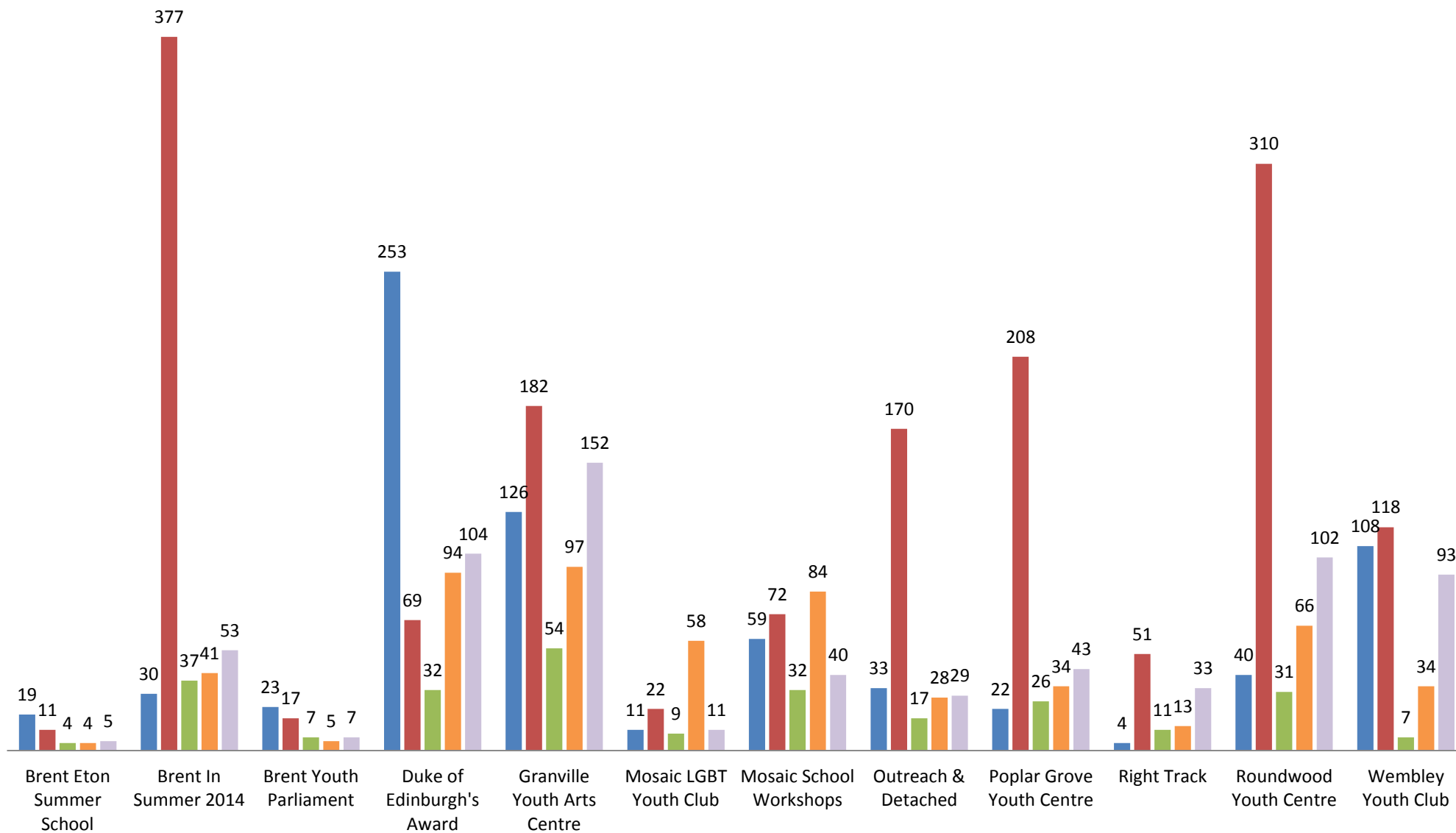
Youth Service Ethnicity Chart, Aged 13-19 (2014-15)



The following chart gives an overall summary of the different ethnicities attending each project.

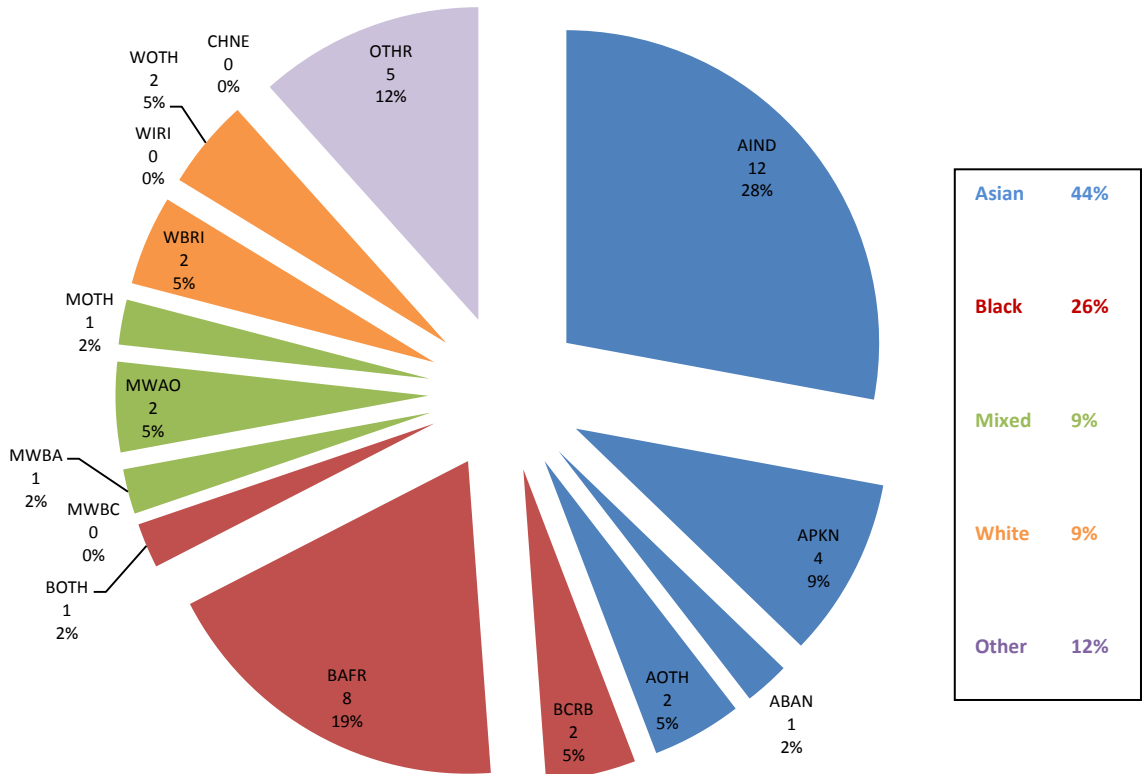
Youth Service Ethnicity Breakdown of Projects Aged 13-19, 2014-15

■ Asian ■ Black ■ Mixed ■ White ■ Other

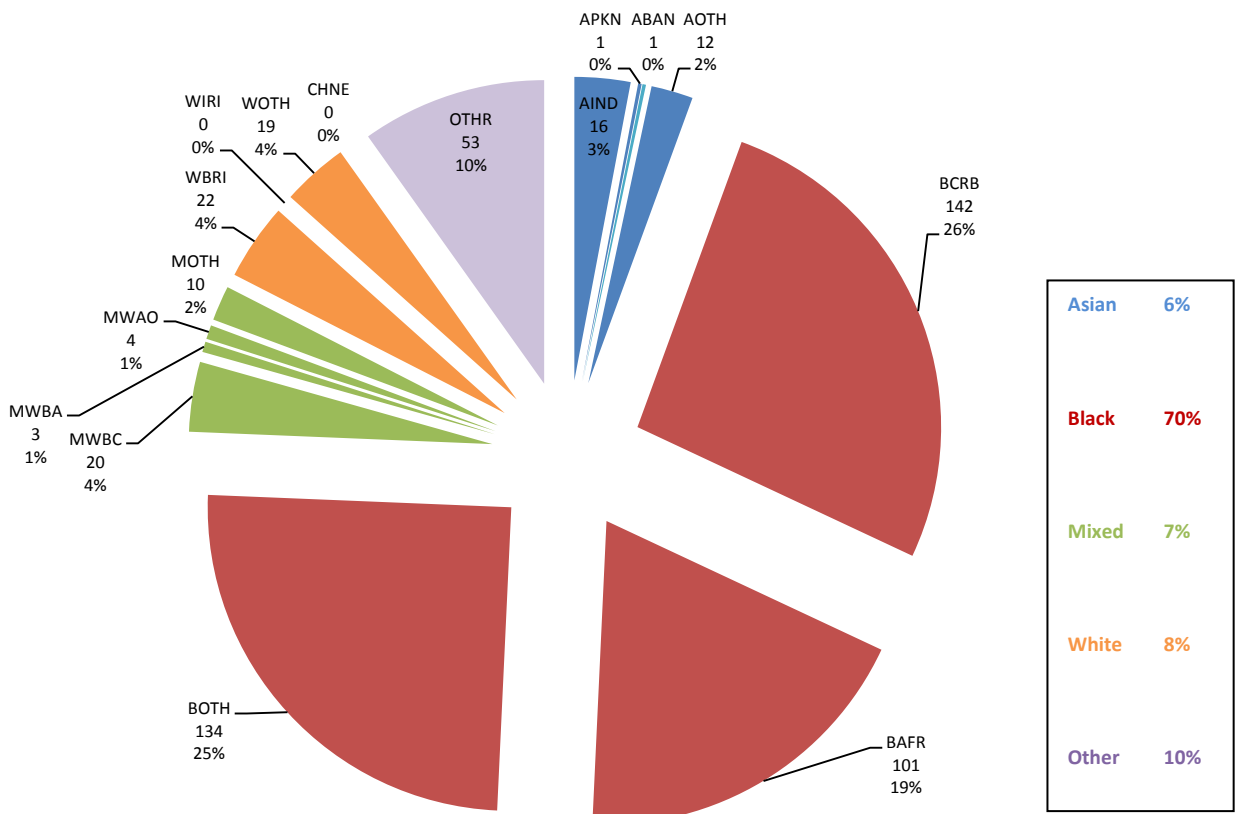


A breakdown each projects ethnicity breakdown follows.

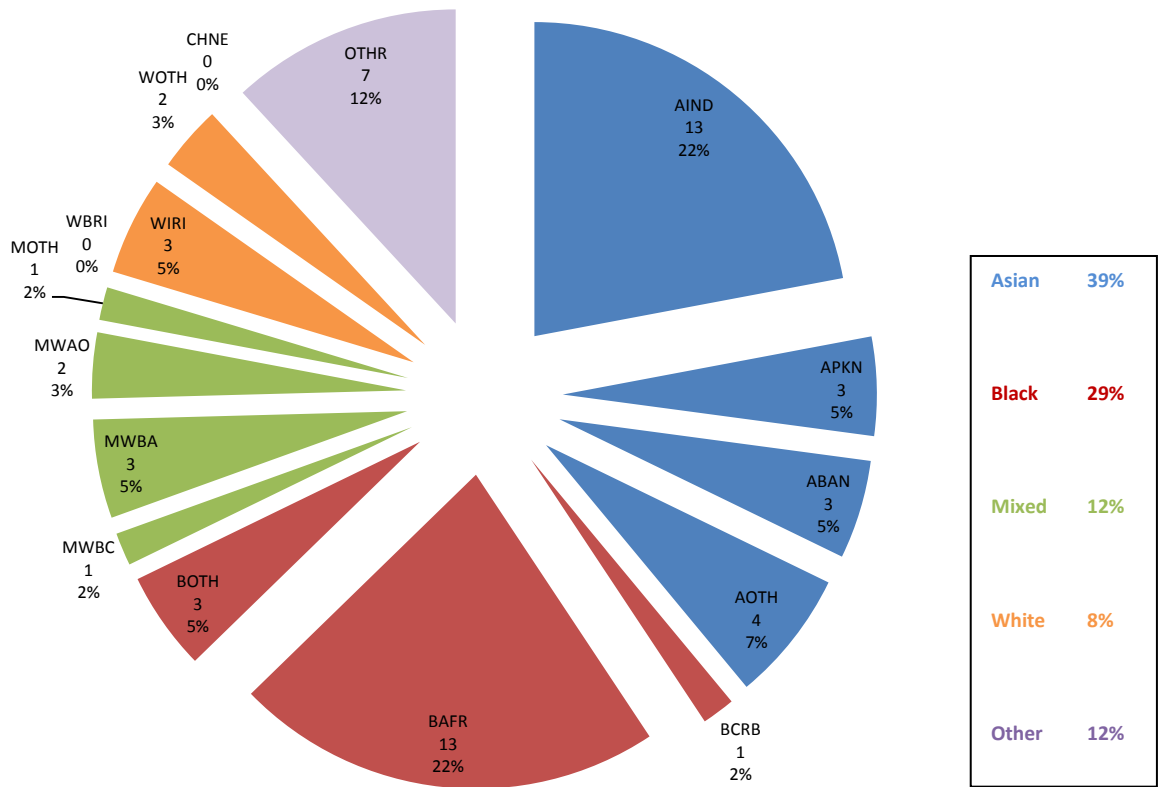
Brent Eton Summer School Ethnicity Breakdown Aged 13-19, 2014-15



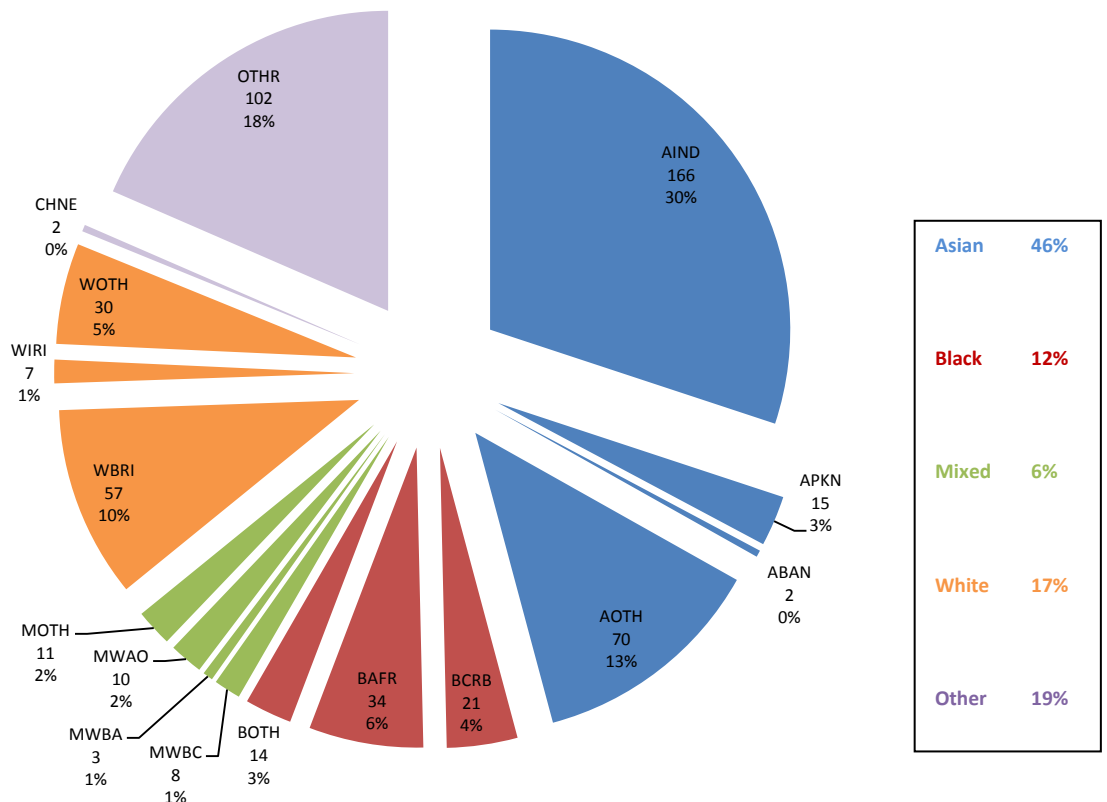
Brent In Summer 2014 Ethnicity Breakdown Aged 13-19, 2014-15



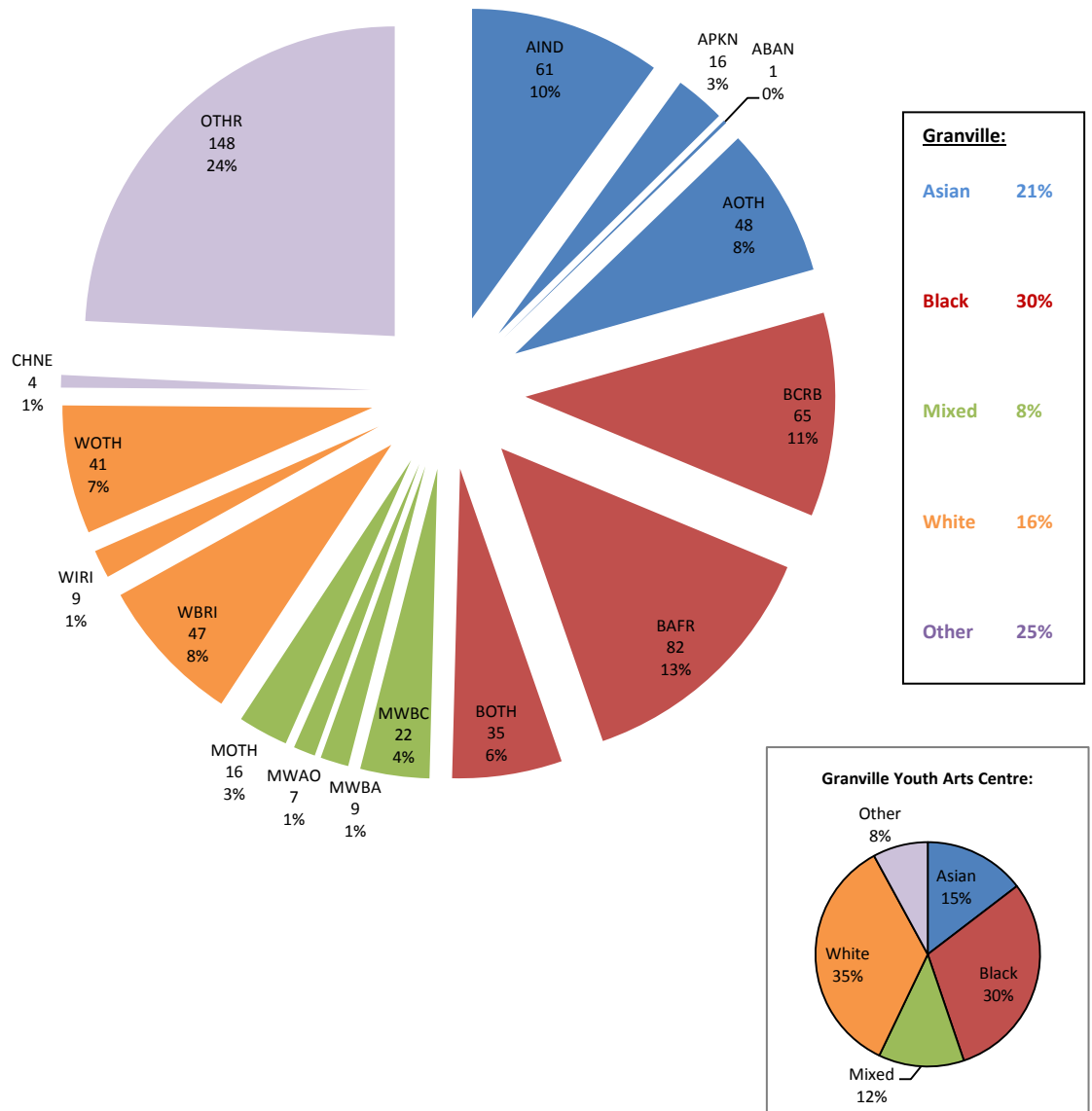
Brent Youth Parliament Ethnicity Breakdown Aged 13-19, 2014-15



Duke of Edinburgh's Award Ethnicity Breakdown Aged 13-19, 2014-15



Granville Youth Arts Centre Ethnicity Breakdown Aged 13-19, 2014-15



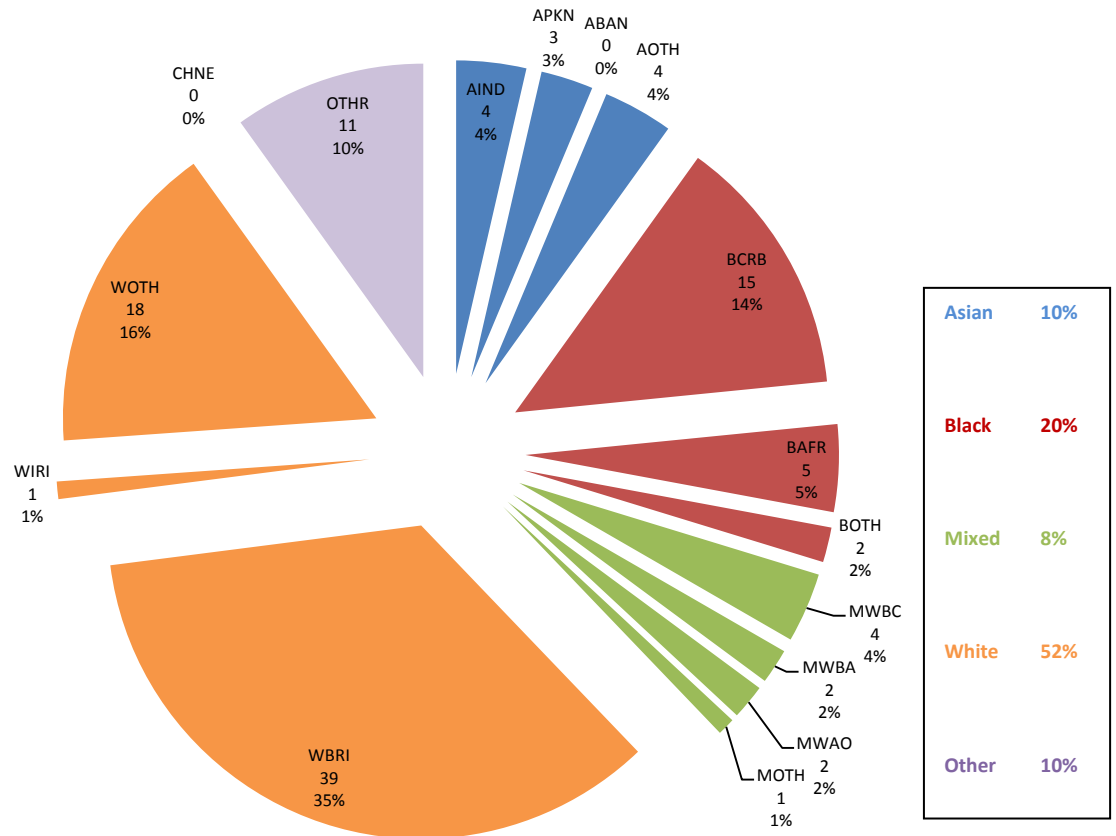
The smaller chart above shows the combined ethnic breakdown for young people aged 15-19 for the two immediate wards that the centre is located in, Kilburn and neighbouring Queens Park.

Comparing the two charts shows that the centre is largely representative of the population of the immediate area.

Lower attendance of young people from a White background can probably be attributed to the large White population in Queens Park which is typically more affluent and young people in this ward could be less likely to visit the estate and attend the centre due to alternative options.

It should be noted that the centre sits on the boundaries of Brent, Camden and Westminster. Kensington & Chelsea and Hammersmith & Fulham also lie not far to the south west of the centre. An analysis of the ethnic breakdowns of these boroughs has not been included in this report. 43 per cent of all contacts made by the Granville Centre were from a borough other than Brent.

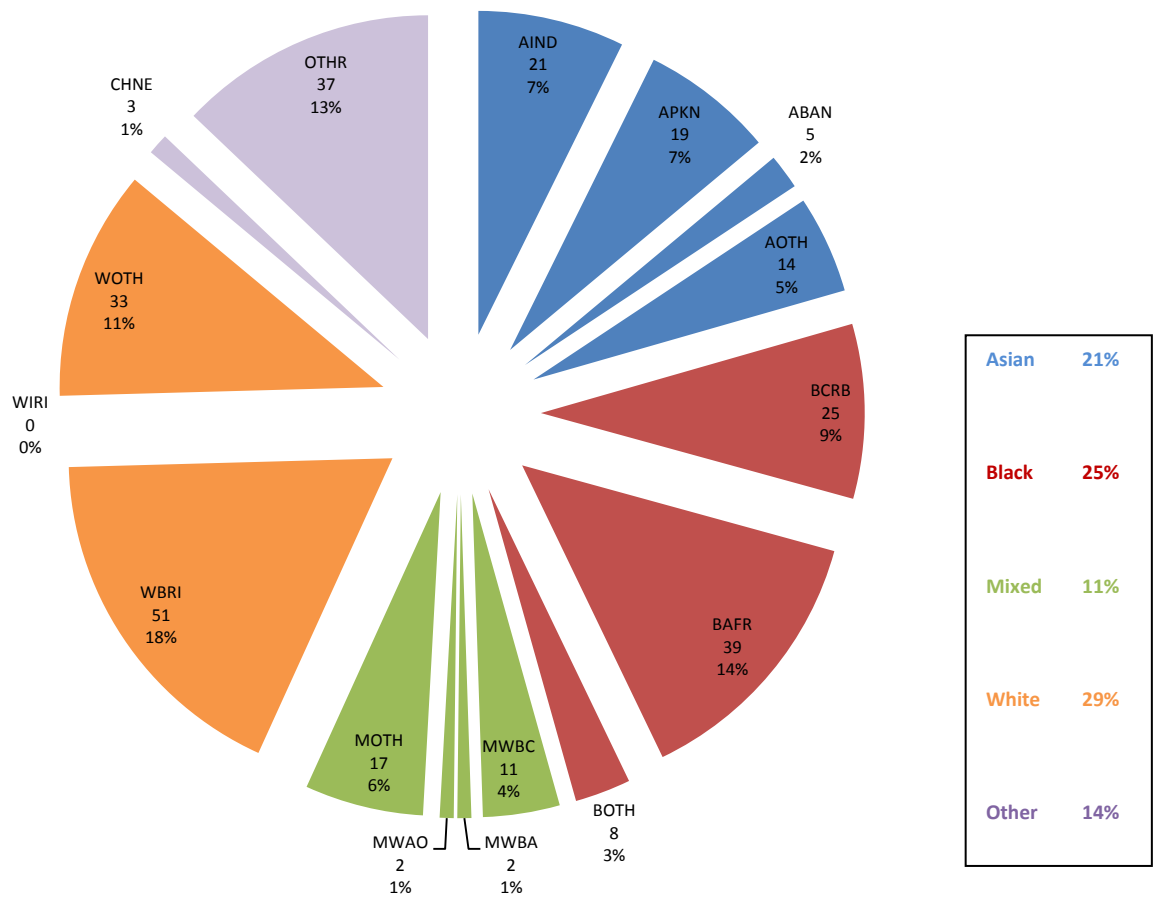
Mosaic LGBT Youth Club Ethnicity Breakdown Aged 13-19, 2014-15



White young people make up over 50% of the attendees to the Mosaic LGBT Youth Club. Based on Brent's population this would suggest that other ethnic groups are under-represented with perhaps the exception of Black young people. Asian young people appear to be the most under-represented group here.

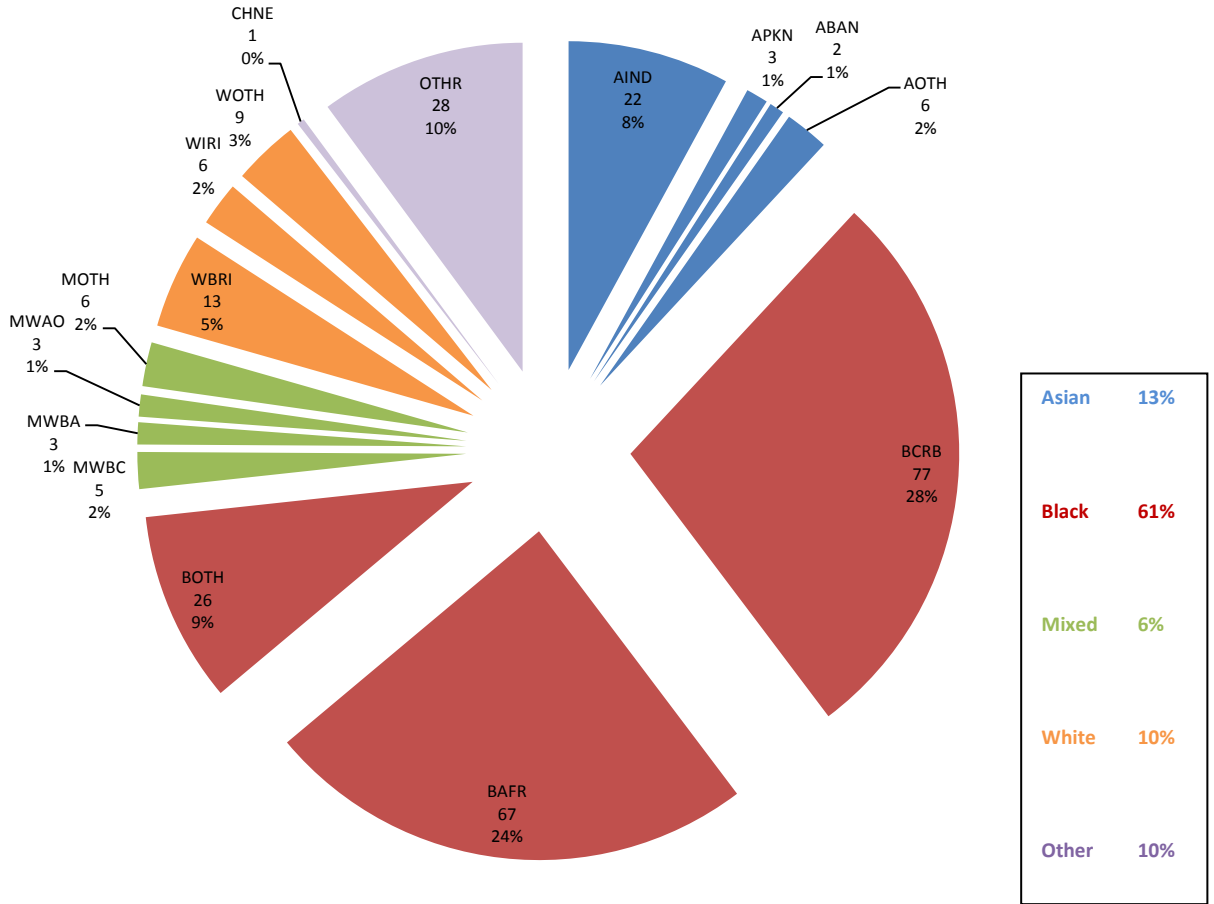
However, the majority of Youth Club attendees were not actually Brent residents (77% live in a Borough other than Brent) so it is unsurprising that the project's ethnic makeup does not match that of Brent's. Broader cultural, religious and social issues may also explain why particular ethnicities do not attend the club.

Mosaic School Workshops Ethnicity Breakdown Aged 13-19, 2014-15

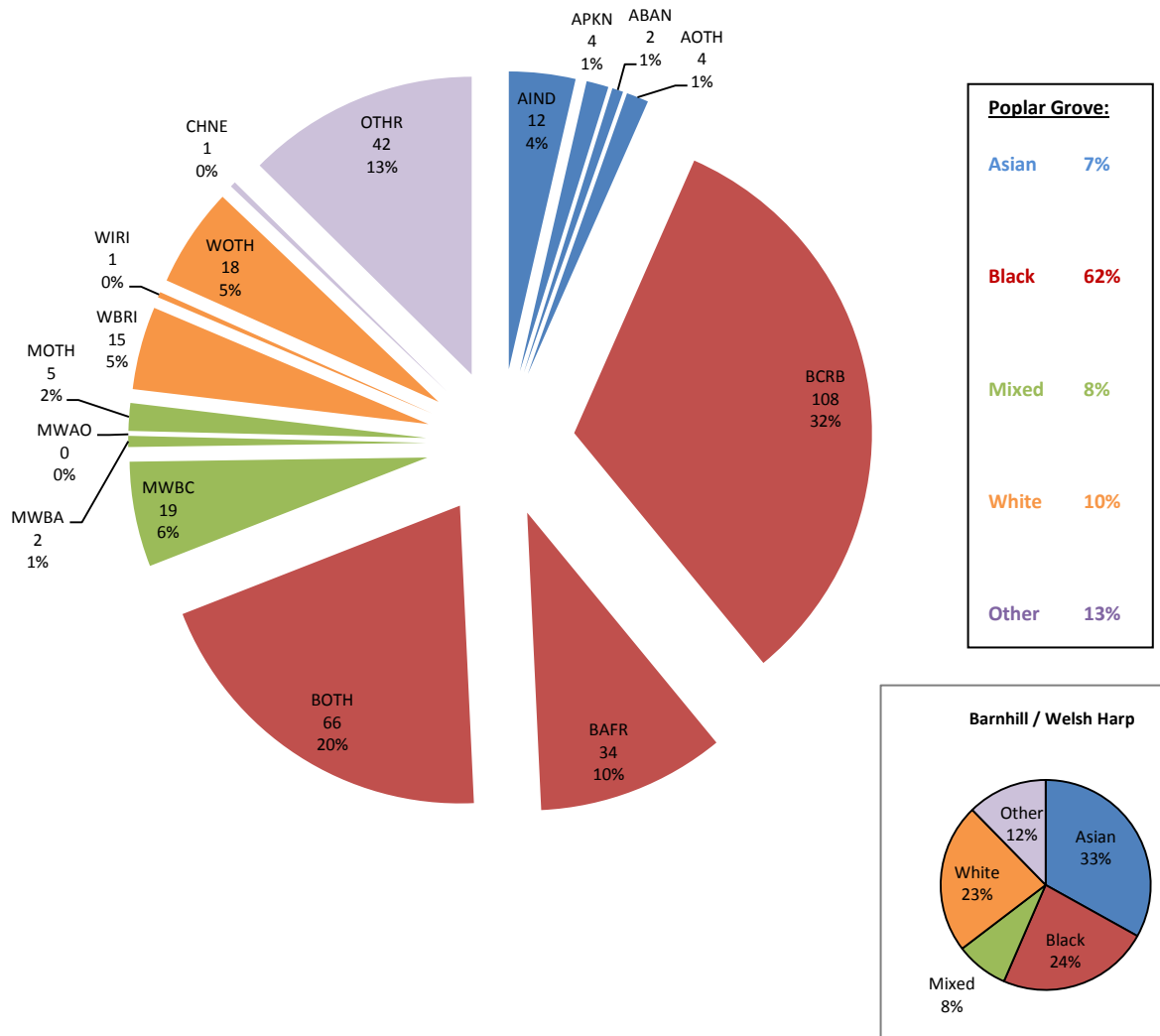


As these workshops are delivered to pupils in school during term time, as expected the ethnic distribution is largely in line with the borough profile.

Outreach & Detached Ethnicity Breakdown Aged 13-19, 2014-15



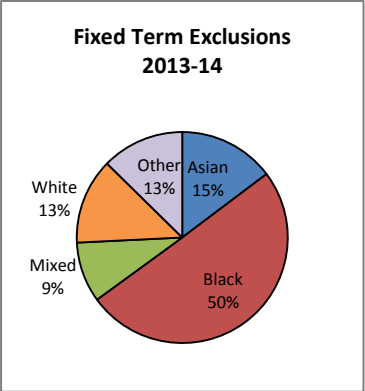
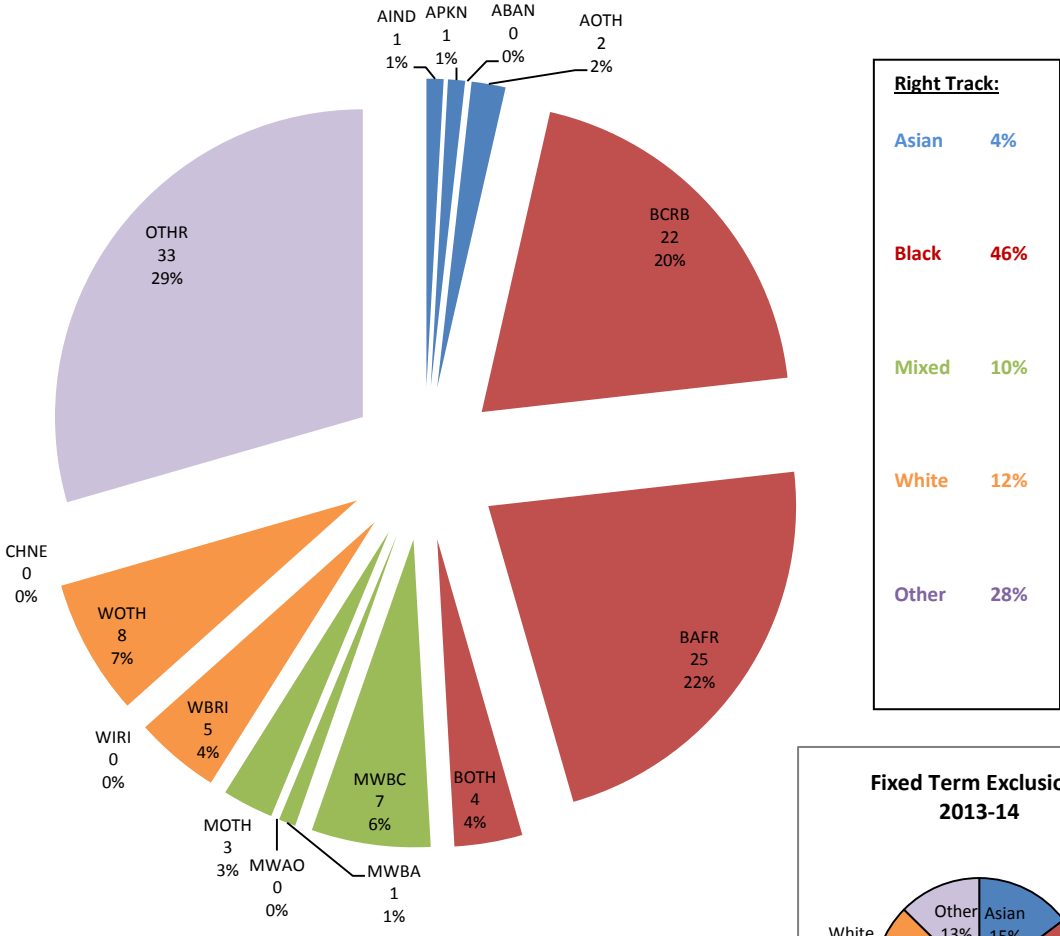
Poplar Grove Youth Centre Ethnicity Breakdown Aged 13-19, 2014-15



Geographically the centre sits on the border between Barnhill and Welsh Harp. Specifically it is on the eastern edge of the Chalkhill estate. **The ethnic breakdown of young people aged 15-19 in the two immediate wards is illustrated in the smaller chart above.** The centre attracts a high proportion of Black young people; compared to the wider population of the area, Asian and White young people are under-represented.

Some activities could resonate more with particular ethnic groups within the community e.g. Caribbean cookery, urban dance and Black History events. It is also likely that the centre mainly attracts take-up from the Chalk Hill Estate. The population of the estate is not available for analysis as part of this report but traditionally the estate has had a large Black community. However, the largest numbers of attendees aged 13-19 at the club live in Barnhill (12%), followed by Stonebridge (7%) and then Fryent, Preston, Tokyngton and Preston (6% each).

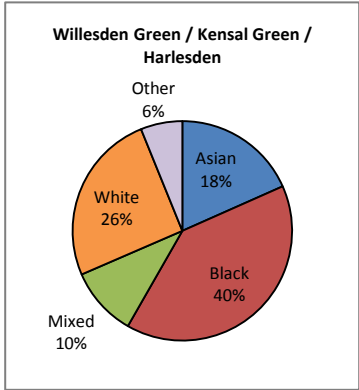
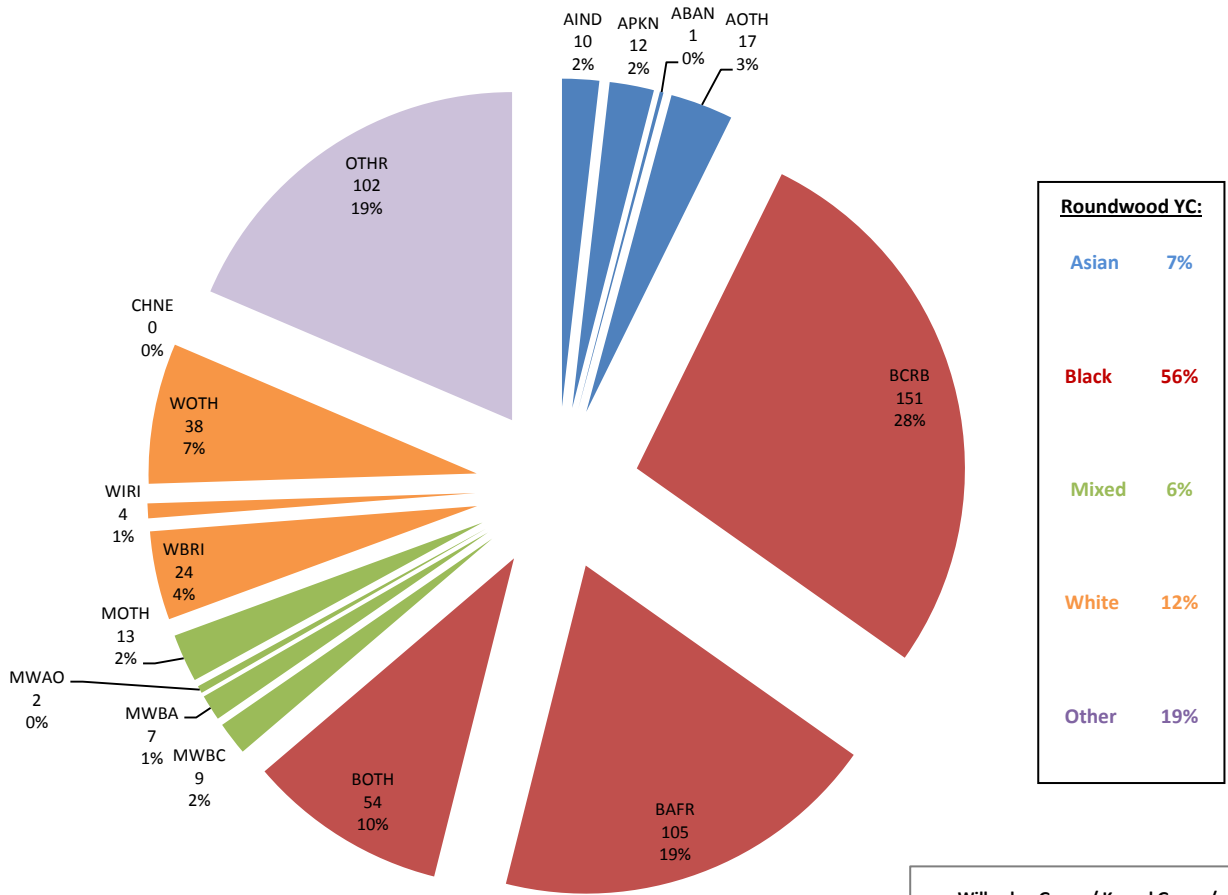
Right Track Ethnicity Breakdown Aged 13-19, 2014-15



The latest complete fixed exclusion data available at the time of writing this report pertains to 2013-14.

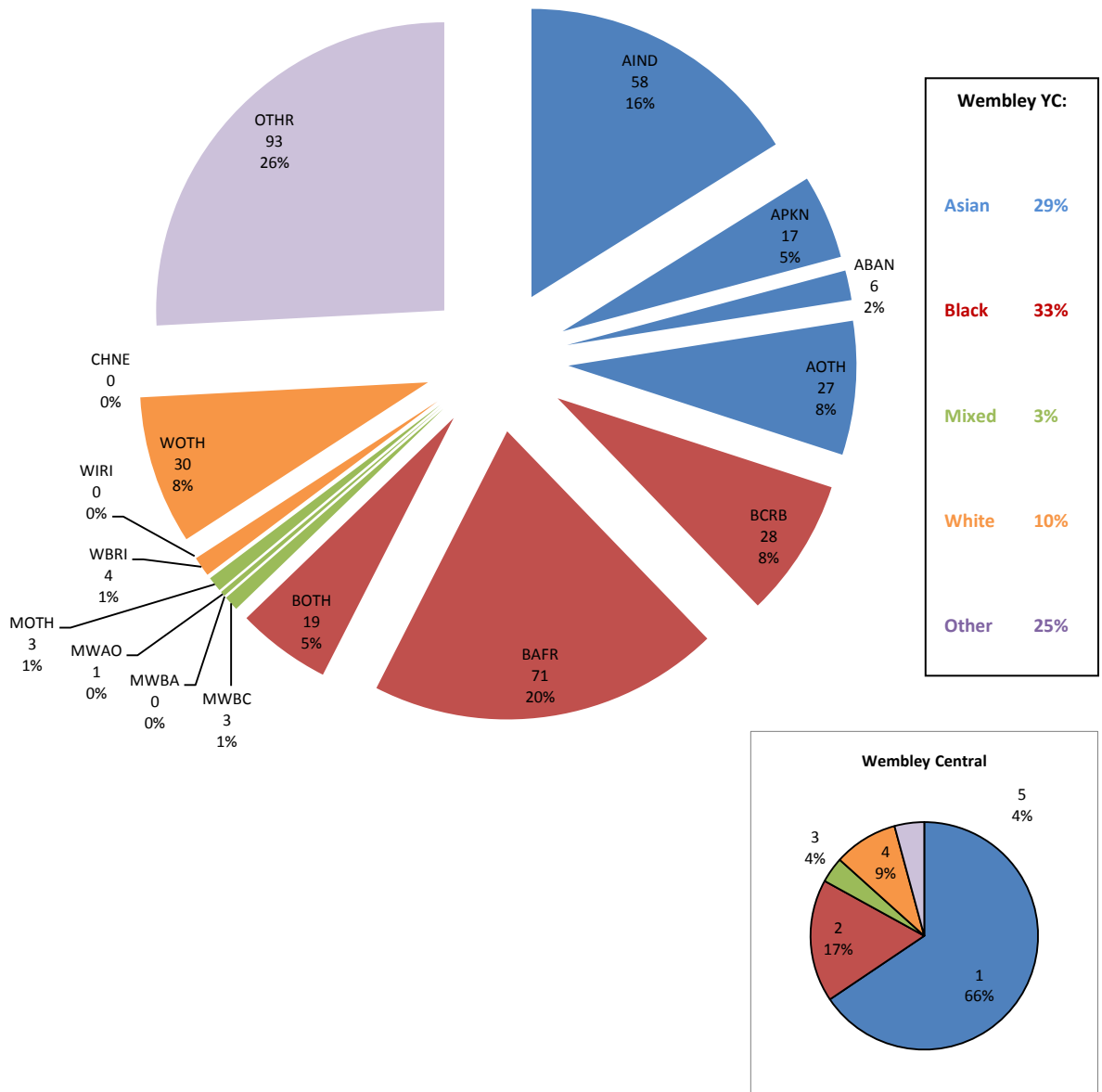
As would be expected, it is clear that referrals to the Right Track project are almost directly in line with the ethnicity profile of those young who have received a fixed-term exclusion.

Roundwood Youth Centre Ethnicity Breakdown Aged 13-19, 2014-15



Roundwood Youth Club is sited on the borders of Willesden Green, Kensal Green and Harlesden. The attendance at the club reflects this with 19% of young people attending living in Harlesden, 10% in Kensal Green and 8% living in Willesden Green. 14% of attendees lived in the Stonebridge ward which adjoins Harlesden to the west. Together, these four wards represent 51% of all attendees in 2014-15. **The smaller chart above shows the ethnicity breakdown of young people aged 15-19 for the 3 wards in the immediate vicinity of the club (Willesden Green, Kensal Green and Harlesden).** The two profiles show a close correlation.

Wembley Youth Club Ethnicity Breakdown Aged 13-19, 2014-15



Geographically Wembley Youth Club sits in the middle of Wembley Central ward. It is situated at the bottom of London Road which is approximately 600metres from Wembley High Road. The club attracts young people from Asian and Black backgrounds in almost equal measure. The representation of young people from a White back is much less marked.

The smaller chart above represents the ethnic breakdown of young people aged 15-19 in the Wembley Central ward. However, 11% of young people who attended lived in the ward. Young people from 4 wards to the south and the east of the club make up the next largest contingent of young people: young people from Tokyngton ward represented 12% of attendees, Stonebridge 10%, Alperton 8% and Harlesden 8%. It is likely that the young people visiting the club from Stonebridge and Harlesden increase the proportion of Black attendees.

Religion or belief

The following data derived from the 2011 Census shows that the Christians, Muslims and Hindus are the 3 largest faith groups in Brent amongst people aged between 10 and 17:

	Age 10 to 15	Age 16 to 17	Total
Christian	8,159	2,899	11,058
Buddhist	211	82	293
Hindu	3,193	1,189	4,382
Jewish	138	40	178
Muslim	6,869	2,226	9,095
Sikh	98	52	150
Other religion	158	62	220
No religion	1,395	577	1,972
Religion not stated	1,442	480	1,922
Total	21,663	7,607	29,270

Religion or belief data is not routinely collected and recorded by the Youth Service.

Sex

Data from the Integrated Youth Support Services database indicates that 54% of service users are male, 45% female. 1% of Service users are either recorded as transgender, withheld or unknown.

However there are specific youth work provisions where the impact will be on one sex, e.g. there is a Girl's Empowerment Group that runs every Tuesday at Roundwood and offers drama, arts and drumming as well as the opportunity to gain confidence and socialise with a diverse group of girls from all across Brent. This project offers young girls/women access to a programme they can call their own, whilst undertaking activities in a safe and supportive place.

Additionally, there is a Girl's Kickboxing group at Wembley.

The primary 13-19 target group corresponds with the wider picture of the Service. The project breakdown for this age group is as follows:

	Ages 13-19				Total
	M	F	T	O	
Brent Eton Summer School	22	21	0	0	43
Brent In Summer 2014 (incl. YHP)	284	253	0	1	538
Brent Youth Parliament	25	34	0	0	59
Duke of Edinburgh's Award	226	304	0	22	552
Granville Youth Arts Centre	222	384	0	5	611
Mosaic LGBT Project	53	53	3	2	111
Mosaic Schools Workshops	141	146	0	0	287
Outreach & Detached	187	89	0	1	277
Poplar Grove Centre	145	186	0	2	333
Right Track	77	35	0	0	112
Roundwood Youth Club	351	197	0	1	549
Wembley Youth Club	317	43	0	0	360
Total	1,839	1,565	3	28	3,435
	54%	45%	0%	1%	

Services operating from the 4 centres would have different impacts according to gender:

- At Granville Youth Centre 63% of users are female, 36% male (other 1%). The programme of activities on offer at Granville do not appear to be gender specific
- The Outreach project works with 68% males and 32% Females
- At Roundwood 36% of young people attending are female, 64% male.
- At Wembley 88% of young people attending are male, 12% female. Wembley offers mainly a sporting programme including Taekwondo, boxing cricket and weight training. There was however Female Kick-Boxing sessions.

Sexual orientation

Sexual orientation data is not routinely collected and recorded across the whole Youth Service. However, where this data has been available the following young people have access a Youth Service provision:

Based on a sample of Service users who took part in a survey in 2014, where a response was received for the question “**What is your sexual orientation?**” 155 identified their sexuality as being heterosexual, 10 as being bisexual, 6 as being a gay man, 3 as being a gay/lesbian woman and 33 preferred not to say. Out of a total of 226 taking part in the survey 19 skipped this question without giving a response.

17. What is your sexual orientation?		
Bisexual	10	4.8%
Gay man	6	2.9%
Gay woman/Lesbian	3	1.4%
Heterosexual / straight	155	74.9%
Prefer not to say	33	15.9%
Total Responded to this question:	207	100.0%
Total who skipped this question:	19	
Total:	226	

Other Background Data

Children Not in Education, Employment or Training (NEET)

The Government recognises that increasing the participation of young people in learning and employment not only makes a lasting difference to individual lives, but is also central to the Government's ambitions to improve social mobility and stimulate economic growth. In 2014 -2015 the proportion of 16-18 year olds not in education, employment or training in Brent (2.6%) was significantly lower than both London and England.

Deprivation

Brent has areas of great deprivation as well as areas of affluence. The income deprivation affecting children index (IDACI) classifies 50.6% of Brent's LSOAs in the 20% most deprived LSOAs in England, and 89.1% in the 40% most deprived LSOAs in England¹⁴. The four Council run youth centres, located in the areas of highest deprivation and crime hot-spots, including the flagship Roundwood MyPlace centre.

Known to Social Care / Children in Care

In 2013 Brent had 345 children under 18 that had been looked after continuously for at least 12 months¹⁵. The percentage of these children aged 15 and 16 that achieved five GCSEs at grades A*-C including Maths and English was 22.2%. This is higher than both the London rate of 20.8% and the England rate of 15.3%¹⁵.

The Youth Service had contact with 88 young people known to Social Care in 2014-15:

	11-12		13-19			20-24			Total
	Male	Total	Male	Female	Total	Male	Female	Total	
Brent In Summer 2014	0	0	5	7	12	0	2	2	14
Brent Youth Parliament	0	0	0	1	1	0	0	0	1
Duke of Edinburgh's Award	0	0	1	2	3	0	0	0	3
Granville Youth Arts Centre	0	0	1	1	2	1	1	2	4
Mosaic LGBT Project	0	0	0	1	1	0	1	1	2
Mosaic Schools Workshops	0	0	0	4	4	0	0	0	4
Outreach & Detached	0	0	7	7	14	0	0	0	14
Poplar Grove Centre	0	0	2	20	22	0	3	3	25
Right Track Project	1	1	8	5	13	0	0	0	14
Roundwood Centre	0	0	6	8	14	0	0	0	14
Wembley Youth Club	0	0	7	0	7	1	0	1	8
Total	1	1	30	49	79	2	6	8	88

Troubled Families Programme

The troubled families programme was launched by the Prime Minister in 2011. Troubled families are those that have problems and cause problems to the community around them, putting high costs on the public sector¹⁶. Local services work together, dealing

¹⁴ Indices of Multiple Deprivation: Income Deprivation Affecting Children Index (IDACI), 2010

¹⁵ Public Health England: Children and young people's health benchmarking tool

¹⁶ www.gov.uk – Helping troubled families turn their lives around

with each family's problems as a whole and using a variety of methods to support families. In Brent 698 families have been identified suitable for the troubled families programme¹⁷. There are 886 young people aged between 13 and 19 in these families¹⁷. The families with these young people come from all across the borough in varying numbers.

Analysis shows that 174 young people within Troubled Families accessed provisions in 2014/15:

	11-12			13-19				20-24			Total
	M	F	Total	M	F	O	Total	M	F	Total	
Brent Eton Summer School	0	0	0	1	0	0	1	0	0	0	1
Brent In Summer 2014	2	0	2	19	10	1	30	0	1	1	33
Brent Youth Parliament	0	1	1	0	2	0	2	0	0	0	3
Duke of Edinburgh's Award	0	0	0	3	2	0	5	0	0	0	5
Granville Youth Arts Centre	1	1	2	6	6	0	12	0	0	0	14
Mosaic LGBT Project	0	0	0	2	0	0	2	0	0	0	2
Mosaic Schools Workshops	0	0	0	2	3	0	5	0	0	0	5
Outreach & Detached	1	0	1	23	11	1	35	0	0	0	36
Poplar Grove Centre	2	1	3	11	7	0	18	2	0	2	23
Right Track	1	1	2	13	8	0	21	0	0	0	23
Roundwood Centre	0	1	1	30	14	1	45	0	0	0	46
Wembley Youth Club	0	0	0	14	3	0	17	0	0	0	17
Total	7	5	12	103	54	2	159	2	1	3	174

Youth Violence¹⁸

Between March 2013 and June 2014 serious youth violence incidences in the whole of London were fairly constant at around 500 incidences a month, fluctuating between a low of 427 in September and a high of 561 in March 2014. In Brent there were 356 ambulance callouts for violent injuries of young people aged between 13 and 19 from 2012/13 to 2013/14, 191 in 2012/13 and 165 in 2013/14. In 2013/14 there were four gun injuries and 15 knife injuries. All but one of these victims were male. There were 64 minor assaults and 78 injuries classed as 'other serious injury'. Of these injuries, 65.5% of victims were male. The ambulance service was also called to four sexual assaults, all on women. Most incidences took place between 4pm and 5pm and in the evening, between 8pm and midnight.

Youth Offending

First-time entrants to the Youth Justice system

In 2013/14 there were 164¹⁹ first-time entrants to the youth justice system in Brent²⁰. The rate of first-time youth offenders has steadily decreased in Brent from 1,512 per 100,000 population in 2008 to 537 per 100,000 population in 2013, with a spike in 2011, the year of the London riots²¹. Brent's rate of first-time youth offenders, 537 per 100,000 population is similar to London's rate of 458 per 100,000 population, but higher than 441 per 100,000 population, the rate for England²¹.

Analysis shows that 78 young people within Youth Offending Service accessed provisions in 2014/15:

	11-12		13-19				Total
	Male	Total	Male	Female	Others	Total	
Brent In Summer 2014	0	0	11	2	1	14	14
Duke of Edinburgh's Award	0	0	1	0	0	1	1
Granville Youth Arts Centre	0	0	3	0	0	3	3
Mosaic Schools Workshops	0	0	1	1	0	2	2
Outreach & Detached	0	0	11	4	1	16	16
Poplar Grove Centre	0	0	2	3	0	5	5
Right Track	1	1	13	8	0	21	22
Roundwood Centre	0	0	20	5	0	25	25
Wembley Youth Club	0	0	8	1	0	9	9
Total	1	1	59	17	1	77	78

¹⁷ Brent troubled families programme

¹⁸ Safestat

¹⁹ Figures include crimes committed by 11 and 12 year olds (3%).

²⁰ Data collected by Brent youth offending team

²¹ www.justice.gov.uk

Young people that reoffend

Brent's youth re-offending rate climbed steadily from 31.7% in 2005 to 45.5% in 2010²²; it subsequently declined reaching 38% in 2013/14²³. Although the rate increased, the number of young people re-offending remained fairly consistent at around 225²².

Gangs

Brent has 16 gangs known to the police, including a newer female gang. In July 2014 130 young people aged between 15 and 19 were gang members²⁴. Brent's gangs are located across the borough, but tend to be based in housing estates. The ethnicity of members in most gangs is mixed although there are some ethnic specific gangs such as QH Somalian²⁴.

²² www.gov.uk – proven reoffending statistics – Sep 2012

²³ Calculated in line with the youth justice board (YJB) requirements using the Q4 cohort (Jan-Mar) and extended across the year

²⁴ Gang matrix extract July 2014

³⁶ Manchester Multi Agency Gangs Service (MMAGS) - Citizenship and Inclusion Overview and Scrutiny Committee report 2010