

<b>Impact Assessment completed by:</b>		<b>Responsible officer:</b>	
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<b>Date of sign off:</b>	Updated version 02/05/2014		

## 1. Background

### 1.1 Title: TAVISTOCK MOLLY OWEN COMMUNITY RESOURCE CENTRE

This is an assessment of the impact of the proposal to withdraw from managing and running the Tavistock Molly Owen Community Resource Centre as part of the implementation of the Youth Service Review.

### 1.2 Description:

Tavistock Molly Owen Community Resource Centre is a Centre for young people aged 10 – 19, and up to 25 in some specialist circumstances. The centre provides a range of social activities, many of which are buildings based.

This Centre is owned by Devon County Council.

### 1.3 Service users:

#### DEVON YOUTH SERVICE

During 2013 the centre had a total of 268 young people attending, of which 45 young people were designated as Special Educational Needs. 81% of service users who attended were recorded as the ethnicity type of White British, and 19% as ethnicity type Other.

### 1.4 Describe any reasons for change and intended aims and benefits:

The review of the youth offer plans to enable Devon County Council to target its youth services to young people in the greatest need, whilst making best use of existing

community resources to deliver the most effective universal youth provision within a reduced budget.

Within the challenging financial constraints of Devon County Council's overall £110m budget reductions, we are planning that young people can expect:

- Access to information, advice and guidance about the things that are important to them;
- Their voices to be heard through effective participation, engagement and consultation mechanisms enabling them to be active citizens;
- Access to affordable universal, open access provision in order that they have somewhere to go and something to do;
- A targeted service that reaches those most in need of additional support.

In order to do this we will:

- Ensure that part of the remodelling will include a commitment to the provision of effective information, advice and guidance. We will utilise systems already in place, such as the Careers South West website, but we will also listen to what young people tell us about how they would like to receive information, advice and guidance.
- Review our current Participation and Engagement mechanisms with children and young people. We will in response to what they tell us change what we do, whilst retaining those services we have a duty to provide such as the Children in Care Council. We will be open to utilising social media and other mechanisms that enable young people to have a voice that is meaningful.
- After clearly mapping the current provision of services available to young people and reviewing their needs we have worked with all stakeholders to ensure that they have a voice in shaping the criteria that will be utilised when difficult decisions are made regarding reduction in services. We will also explore how best this universal offer can be retained, being open to ideas and innovation. We will do this within the context that other providers, be that the third sector, district and town councils, staff mutual or commercial companies, have a role to play in this provision alongside the County Council Offer.
- The proposed model deploys a number of Devon's highly skilled youth service workforce to engage with those young people who are most in need of support.
- We are actively seeking the opinions of all stakeholders to explore which groups of young people the newly configured Targeted Youth Support Service should work with. We will include young people such as those who are at risk of offending, of going on to be NEET (Not in Education, Employment or Training) and those missing from home. However, we are also keen to ensure all stakeholders are engaged with defining with whom this valuable resource should be deployed. We are interested in evidence based models of intervention and work that secures positive outcomes and impact. The Targeted Youth Offer will sit alongside work that is undertaken by a variety of providers, both alone and in partnership – for example the Targeted Family Support Programme.

## 1.5 **Overlap with other policies, services etc:**

There is opportunity along with Devon's emerging Early Help Strategy, enabling a continuum of help and support to respond to different levels of need of individual young people and families, with services coming together to offer synergies and enhanced support for young people.

It is also clear that we need to ensure that Youth Work skills are utilised in providing the

offer of Early Help / Prevention / Targeted work further to the Ofsted inspection published in May 2013.

We will build upon the best practice and lessons learned from local authorities which have reshaped their services, such as those documented in “A Return to Ancient Truths”.  
[www.communitymatters.org.uk/returntoancienttruths](http://www.communitymatters.org.uk/returntoancienttruths)

## **1.6 The following stakeholders have been involved in this assessment:**

Since 3 February 2014, a public consultation activity has been running online where stakeholders are able to offer comments and/or suggestions on the proposed model described under section 1.1 of this document. From 10th March 2014, a series of face to face events have been scheduled for the public to comment and contribute. The schedule can be found here. <http://new.devon.gov.uk/youthreview/consultation-timetable/>

Dedicated events for Young people have been arranged to run in parallel as well. These are for users of the service, some of which have protected characteristics. Additional contact has been made with hard to reach groups providing them with an opportunity to participate.

Groups that are unrelated to the youth service who use the centre have also been contacted providing an opportunity to contribute.

These groups are detailed under section 1.7 of this document.

This document will be updated on a regular basis as more information becomes available.

The consultation phase of the review closes on 27 April 2014.

## **1.7 The following research or guidance has been referred to, or advice sought, in order to inform the assessment:**

In addition to the specific public and young person consultation events to help assess the impact of the DCC proposal on Tavistock Molly Owen Community Resource Centre, we have mapped all groups which use the centre in the categories below, so we are aware of the impact on those specialist groups and they can be put in touch with those community or voluntary sector organisations who may take over the centre or the potential ‘staff mutual’ organisation or relevant part of DCC’s remodelled targeted youth offer. That means that when a decision is made about DCC’s role in this centre, negotiations can take place to see what alternative support can be given to the groups below to mitigate the impact of a potential centre closure. These groups for Tavistock Molly Owen Community Resource Centre include:

Specialist activities with protected characteristics (ref EHR Act 2010)

- Not applicable

Other external groups hiring the centre

- Young Devon – Young carers group

Devon youth service run activity

- Bere Alston Youth Club

- Outreach Tavistock College – Wednesday & Friday
- Girls Group
- Horrabridge Youth Club
- Mary Tavy Youth Club
- Open Access – Wednesday & Friday
- Princetown Youth Club
- Streets Sports Session
- Young Parents Group
- Young Women’s Group
- Zephr Music Project

## 1.8 Options Appraisal

Option	Pros	Cons	Cost/Achievability

### Recommended/preferred option(s):

The consultation exercise running from 3 Feb to 27 April 2014 is inviting all stakeholders to comment and contribute toward alternatives to the proposed model referred in Section 1.1 of this form. This section will be updated on a regular basis with information received.

## 2. Analysis

An engagement and validation exercise took place September to November 2013 across the all stakeholders groups providing an opportunity to participate in the review. This, coupled with financial constraints and service delivery drivers has influenced the proposal to withdraw from running and managing the Tavistock Molly Owen Community Resource Centre and to shift from an open access to a targeted service for the most vulnerable young people in Devon.

A centre profile has been produced and can be found on the youth review web site for Tavistock. This details information about the property as an asset and associated estate information. Link to profile attached here -

<https://drive.google.com/uc?export=download&id=0B6QUYzSXimG7UkY3ZGVsMExuSDQ>

### 2.1 Social impacts

## Giving Due Regard to Equality and Human Rights

The local authority must consider how people will be affected by the service, policy or practice. In so doing we must give due regard to the need to:

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

We must take into account the protected characteristics of age, disability, gender, gender reassignment, pregnancy and maternity, marriage and civil partnership, sexual orientation, race, and religion and belief (where relevant).

This means considering how people with different needs get the different services they require and are not disadvantaged, and facilities are available to them on an equal basis in order to meet their needs; advancing equality of opportunity by recognising the disadvantages to which protected groups are subject and considering how they can be overcome.

We also need to ensure that human rights are protected. In particular, that people have:

- A reasonable level of choice in where and how they live their life and interact with others (this is an aspect of the human right to 'private and family life').
- An appropriate level of care which results in dignity and respect (the protection to a private and family life, protection from torture and the freedom of thought, belief and religion within the Human Rights Act and elimination of discrimination and the promotion of good relations under the Equality Act 2010).
- A right to life (ensuring that nothing we do results in unlawful or unnecessary/unavoidable death).

The Equality Act 2010 and other relevant legislation does not prevent the Council from taking difficult decisions which result in service reductions or closures for example, it does however require the Council to ensure that such decisions are:

- Informed and properly considered with a rigorous, conscious approach and open mind, taking due regard of the effects on the protected characteristics and the general duty to eliminate discrimination, advance equality and foster good relations.
- Proportionate (negative impacts are proportionate to the aims of the policy decision)
- Fair
- Necessary
- Reasonable, and
- Those affected have been adequately consulted.

	<p><b>In what way is this characteristic relevant, or not relevant, to the service, policy or practice?</b></p> <p>Refer to the <a href="#">Social (Equality) Analysis guidance for further information.</a></p>
Age:	<p><u>Services provided by Devon Youth Service:</u></p> <p>Tavistock Molly Owen Community Resource Centre covers all people 10 – 19 and up to 25 in some</p>

	<p>specialist circumstances.</p> <p><u>Other users of the centre:</u></p> <p>Young Devon- Young Carers aged 7 – 18.</p>
Disability:	<p><u>Services provided by Devon Youth Service:</u></p> <p>17% of service users at Tavistock Molly Owen Community Resource Centre during 2013 had Special Educational Needs</p> <p><u>Other users of the centre:</u></p>
Gender/Sex (men and women):	<p><u>Services provided by Devon Youth Service:</u></p> <p>This Centre serves both male (49% of current users) and female (51% of current users). Specialist sessions are run for Young Women/girls see section 1.7 for list.</p> <p><u>Other users of the centre:</u></p>
Marriage and civil partnership:	Not applicable to Tavistock Molly Owen Community Resource Centre
Pregnancy and maternity:	Young Parents Group session is run by DYS
Race/ethnicity:	<p><u>Services provided by Devon Youth Service:</u></p> <p>At present 81% of the service users at Tavistock Molly Owen Community Resource Centre are White British and 19% are Other.</p> <p><u>Other users of the centre:</u></p>
Religion/belief:	Not applicable to Tavistock Molly Owen Community Resource Centre
Sexual orientation:	Not applicable to Tavistock Molly Owen Community Resource Centre
Trans-gender/gender identity:	Not applicable to Tavistock Molly Owen Community Resource Centre
Other (e.g. socio-economic, general health and wellbeing, human rights, safeguarding):	
<b>Overall degree of relevance to equality:</b>	High/ Medium,/ Low

<b>Geographic areas affected:</b>	Tavistock (Link to Town profile attached here) - <a href="https://drive.google.com/uc?export=download&amp;id=0B6QUYzSXimG7cDJNWVR6bVdjeFk">https://drive.google.com/uc?export=download&amp;id=0B6QUYzSXimG7cDJNWVR6bVdjeFk</a>
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**2.1.1 Positive impacts:**

Targeting youth service provision could enhance the provision for those groups with protected characteristics, as long as needs are carefully identified and addressed in combination with social care and other relevant services.

**2.1.2 Negative impacts and mitigations or justification:**

The proposed move from targeted to universal services may result in the cessation of specialist sessions detailed in section 1.7 of this document. These groups are in the process of being contacted to consider alternative solutions. A further mitigation of negative impacts resulting from the removal of youth service sessions could be to enhance the information, advice and signposting to those young people.

**2.3.4 Neutral impacts:**

Some aspects of the existing youth offer will remain unchanged, such as the participation work carried out by Children In Care Council and Devon UK Youth Parliament, Reach team which works with Missing persons and Children Sexual Exploitation team.

**2.2 Economic impacts**

	<b>In what way is this factor relevant, or not relevant, to the service, policy or practice?</b>
	Refer to the Economic Analysis guidance for further information.
Impact on knowledge and skills:	
Impact on employment levels:	
Impact on local business:	

**2.2.1 Positive impacts:**

Impact on knowledge and skills - shift to more targeted to work that extend the Devon Youth Service and Community & Voluntary Sector into gaps not currently filled.  
Impact on employment levels - in community and voluntary sector only.

**2.2.2 Negative impacts and mitigations or justification:**

Impact on employment levels - DCC youth service staff reductions possible.

<p>Impact on local business - buildings closure may result in those who service the buildings losing work. This information will be updated during the consultation</p>
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## 2.3 Environmental impacts

2.3.1 The policy or practice does not require the identification of environmental impacts using this Impact Assessment process because it is subject to (please select and proceed to Section 2.3, otherwise complete table below):

	Devon County Council's Environmental Review Process for permitted development highway schemes.
	Planning Permission under the Town and Country Planning Act (1990).
	Strategic Environmental Assessment under European Directive 2001/42/EC "on the assessment of the effects of certain plans and programmes on the environment".

	<b>In what way is this factor relevant, or not relevant, to the service, policy or practice?</b>
Reduce waste, and send less waste to landfill:	
Conserve and enhance biodiversity (the variety of living species):	N/A
Safeguard the distinctive characteristics, features and special qualities of Devon's landscape:	
Conserve and enhance the quality and character of our built environment and public spaces:	
Conserve and enhance Devon's cultural and historic heritage:	
Minimise greenhouse gas emissions:	
Minimise pollution (including air, land, water, light and noise):	
Contribute to reducing water consumption:	



Ensure resilience to the future effects of climate change (warmer, wetter winters; drier, hotter summers; more intense storms; and rising sea level):	
Other (please state below):	

**2.3.2 Positive impacts:**

**2.3.3 Negative impacts and mitigations or justification:**

**2.4 Combined Impacts**

**2.4.1 Linkages or conflicts between social, environmental and economic impacts:**

**2.4.2 ‘Social Value’ of planned commissioned/procured services:**

The consideration of the buildings that the youth service occupies will not be undertaken in isolation. It is a part of Devon County Council’s wider estate rationalisation programme. It is looking at a variety of mechanisms to secure buildings where the gap analysis demonstrates a need within a community. The criteria developed by stakeholders should inform all decision making.

**2.4.3 Potential impacts on partner agencies:**

**3. Actions and risk management**

**3.1 Actions:**

All non-youth service groups and groups with protected characteristics who use the Youth Service and its centres have been mapped to enable negotiations to take place between those groups and any communities or voluntary organisation which take on youth centres

or with the potential 'staff mutual' organisation or relevant part of DCC's remodelled targeted youth offer.

**3.2 How will you monitor the actual impacts of recommendations/decisions (consider what service user monitoring and consultation is necessary)?:**

**3.3 Risk assessment**

Guidance on risk assessment is available at: [staff.devon.gov.uk/risk-management](http://staff.devon.gov.uk/risk-management)  
 Significant risks should be entered on to the Risk Register.

**Inherent risk (mark an X in one box).**

The risk **without** mitigating actions in place/prior to any changes.

<b>Severity</b>	Catastrophic	5					
	Major	4			X		
	Moderate	3					
	Minor	2					
	Negligible	1					
				1	2	3	4
			Rare	Unlikely	Possible	Likely	Almost certain

**Likelihood (in a 5 year timeframe)**

**Current risk (mark an X in one box).**

The risk **with** mitigating actions/changes in place.

<b>Severity</b>	Catastrophic	5					
	Major	4					
	Moderate	3			X		
	Minor	2					
	Negligible	1					
				1	2	3	4
			Rare	Unlikely	Possible	Likely	Almost certain

**Likelihood (in a 5 year timeframe)**