

Integrated Impact Assessment (IIA)

Informing our approach to fairness

Proposal:	Youth Provision – creation of a Youth Fund and a Rapid Response Fund
Date of assessment:	April 2021
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Section A: Current service

1. What does the service / function / policy do?

The council's current Youth Provision is delivered by Barnardo's, with sub-contractors NE Youth and Streetwise. The aim is to provide activities to promote personal and social development, improve health outcomes, reduce risk-taking behaviour, and reduce youth anti-social behaviour (ASB). It focuses on young people between the ages of 13 and 19 and young people with special educational needs and disabilities (SEND) up to the age of 25.

The current contract delivers services in 3 areas of the city: East, West and Central. There is an equitable distribution of funding across the 3 areas. Delivery is comprised of:

- Detached provision
- Centre based activities (although this provision has had to adapt in line with government and NYA guidance relating to COVID-19)
- 1:1 provision
- Digital offer in response to COVID-19.

Delivery takes place Monday-Friday after school and during the school holidays, with some activities delivered during the weekend.

2. Who do we deliver this service for?

This service is delivered for young people between the age of 13 and 19 and young people with SEND up to the age of 25. Data highlights that there are approximately 19,982 young people aged 13-19 living in Newcastle.

Council commissioned youth services have been focused on working with and supporting disadvantaged young people, including but not limited to young people, living in poverty, working with Children's Social Care (CSC), at risk of homelessness, involved in or at risk of involvement in offending/ anti-social behaviour, at higher risk of teenage pregnancy and obesity/ emotional resilience. We know that COVID-19 has exacerbated many of these vulnerabilities. Research highlights that *'adolescence is a critical time in life for emotional and physical development, affecting behaviour, mental health and life chances. The impact of the pandemic on some children and young people will be far-reaching, and it will be essential that the right services are there to support them'* (Inside Out - Young People's Health and Wellbeing: A response to COVID-19 NYA and Brook August 2020). **This proposal forms an important part of the city's commitment to support young people in response to COVID-19.**

In year 1 (February 2019 – January 2020) across the types of provision offered, the consortium worked with the following young people:

- Centre based activities – 426 young people

- Detached– 4,534 contacts
- 1:1 provision – 143 young people.

3. Why do we deliver this service?

The council is committed to supporting a diverse and high-quality youth sector. We have a track record of investment - through this contract, the Newcastle Fund and other external funding opportunities over the last 10 years, despite the impact of austerity. The need for relationship-based youth work as the city emerges from COVID-19 has never been more important.

Young people tell us it makes a difference to their lives. Young people who participated in the online survey told us that they want *'more youth groups, that build general life skills that the youth in Newcastle may not have had the chance to gain'* and they *'just want more places for young kids to go and feel part of something, whether it's a fitness club or a sport, or just a place they can go to make friends and get off the streets'*. As such, it is one way that as a city we work with young people earlier to support them to make positive choices, build resilience and help them to develop the life skills they need to live, learn and achieve.

Despite austerity there remains a duty on upper tier councils to secure 'services and activities for young people aged 13-19, or those up to 24 with learning difficulties, with the purpose of improving young people's wellbeing', and to secure sufficient services in their respective area (Statutory Guidance for Local Authorities on Providing Youth Services related to Section 507B of The Education Act (1996), as amended by the Education and Inspections Act (2006)). This investment is one way that the council meets this duty.

Section B: Proposal for future service

4. How do we propose to change the service / function / policy?

Overview

The council is proposing an ambitious new model of delivery. One that builds on engagement, aligns with locality working, builds relationships and promotes collaboration and critically, supports young people to have a direct say in the city post COVID-19.

The proposed model is in two parts:

- A new Youth Fund – to invest in young person led activity in each of the four localities across the city
- A new Rapid Response Fund – to invest in short-term interventions in response to escalation of youth related issues e.g. significant increase in youth ASB in an identified hotspot.

Recognising the impact of COVID-19 on young people the council proposes **to increase its investment in youth activity**. In total council investment will increase from £290,000 pa to £405,000 pa across this fund. Given the ambitious nature of the proposal, external funders have agreed to match fund the council's investment for the first two years. In total **we will invest £555,000 pa across the Rapid Response Fund and the Youth Fund – a 90% increase**.

The drivers for change

The drivers for change include:

- A step change in closer working with health partners: including a commitment to locality working through Collaborative Newcastle
- A belief in, and commitment to, relational practice: with young people and with partners across the city and in localities
- Learning from COVID-19: e.g. the innovation of the youth sector in rising to the challenge of delivering during a pandemic with new ways of working e.g. digital, outdoor based delivery, and other bespoke interventions
- What providers told us through engagement: e.g. the benefits of promoting relationships and collaboration, the benefits of provision in localities, the importance of a mixed model (including detached youth work) and the clear benefits of moving to a grants-based model
- What young people told us through engagement: e.g. the impact on their social isolation, concerns around their future, friendships, impact on physical and emotional health etc.
- A commitment to supporting young people post COVID-19: and ensuring they have a direct say in the future of the city
- Impact of COVID-19 on young people: e.g. exacerbated vulnerabilities - mental health, training and employment and health and wellbeing
- Local and national research on youth services: including changes to funding regimes/ risks to smaller organisations.

Engagement underpinning this proposal

The proposal has been informed by extensive engagement with 46 youth sector organisations and 35 young people between November 2020 and January 2021. The engagement opportunity with young people was promoted widely which included all groups of young people. We asked the sector about the activities or interventions we need to see more of, the importance of Youth Voice, both the advantages and disadvantages of a direct commissioning model, a youth fund, a detached youth work model, and the value of collaborative working.

There was overwhelming support for including **the voice of young people** in the design, assessment and evaluation of the model. Responses included *'creates a feeling of being valued and respected'*, *'creates a sense of ownership'*, *'enables co-production (with ongoing involvement from young people)'* and *'can attract young people not known to services'*.

There was strong support from the sector for a move from a direct commissioning model to a **flexible small grants fund**. The majority of those engaged agreed that they would use such a fund. Detached provision was also highlighted as a key intervention that the sector wanted to be included in the new model, as there is recognition that this is a COVID resilient model and can be delivered to young people in the tightest of restrictions.

The engagement also highlighted the need to have a **flexible approach to responding to emerging themes** within localities, particularly when there are presenting needs requiring an urgent youth work response. This could provide the capacity to deploy effective timely interventions to de-escalate these situations and link to the opportunities funded through the young person led fund.

The benefits of the proposed model

- Focuses on relationships with young people and between organisations in localities
- Creates a model that gives young people a direct say in the future of the city and the opportunities available in their locality post COVID-19
- Creates two new future focused funds with scope to grow – e.g. the commitment of external funders to the proposed Youth Fund
- Enables a diverse range of grassroots youth organisations across Newcastle, creating additional opportunities in the heart of areas with the greatest need or in areas where there is little or no youth provision
- Builds on local knowledge and makes practical change in localities
- Strengthens relationships and partnership working at a local level to meet the diverse needs of young people
- Provides a flexible and responsive interventions in identified hot spots
- Delivers a virtual doubling (c.90%) of investment into youth provision in Newcastle.

How the funds will operate

The Youth Fund

The fund **will have an annual value of £455k pa**, including the commitment from external funders. Funding will be split equally across four localities. Each locality will have an annual fund of £113,750 split equally between detached youth work and bespoke youth interventions. For each locality £500 will be reserved for youth voice activities. The fund will work with young people between **the ages of 13 and 19 (and up to 25 for young people with SEND)**. In addition to detached youth work, other interventions could include, mentoring, outdoor provision, youth hubs, digital delivery, youth voice activity, social action, and any other creative ideas for projects that young people have developed.

Based on strong feedback through engagement this will be a grants programme. There will be a single application window each year ensuring sufficient time for applicants to be notified and **to begin delivery from January 2nd** the following year. Youth organisations will be eligible to apply for funds of between £10,001 – £25,000, for projects in the localities with a duration of up to 12 months. *We will review how the fund operates in the first year, and the shape of subsequent rounds of the fund will be based on operational learning.*

Decision making will be robust and rooted in what young people want to see in their localities. Young people will be involved in the application process with the support of their host youth organisations. Council officers will undertake **pre-evaluation checks** to ensure that applications meet the eligibility criteria and that due diligence is undertaken re health and safety, safeguarding, valid insurance certificates etc. The applications will then **be assessed by Young People's Locality Panels in August each year.**

Panels will be facilitated by independent moderators and observed by council officers and funders. Young people can be involved in both the application process and the decision-making panels, and they will assess funding applications from a different locality to avoid any influence or bias over an application. Final agreement will be made by young people, council officers and other funders.

We will support **the confidence and capacity of young people to participate** by providing access to a wide range of training, development and accreditation opportunities provided by external CVS organisations, including to support their understanding of the issues as well as supporting their own personal development, skills and knowledge.

Applications must contribute to at least two of the following **priorities**:

- Support young people's emotional health and physical wellbeing
- Support individual and community resilience
- Increase aspirations, promote education, training and employment
- Reduce risk taking behaviours (exploitation, County lines, anti-social behaviour, violence, drugs and alcohol and sexual health)
- Support for BAME/LGBTQ+ young people
- Reduce social isolation and create opportunities for young people to build friendships etc
- Support young people with SEND.

The proposed eligibility criteria

The fund criteria will promote youth voice and help shape the city's post COVID-19 recovery. The criteria have been informed by engagement activity with both the youth sector, young people and prospective funders.

- The target beneficiaries must be young people from Newcastle
- Must be for young people aged 13-19 (up to 25 for young people with special educational needs or disabilities)
- Organisations must be based in Newcastle
- Organisational status – constituted community organisations, registered charities or social enterprises*
- Funding can be used to cover a project or organisation's revenue costs (such as staff salaries, office overheads, expenses or equipment hire) to enable your project to happen. Must demonstrate that young people are involved in the design and delivery of the project, and that their ideas have been reflected in the application
- Must increase opportunities for young people's participation
- Must have in place safeguarding policies and procedures
- Must have in place health and safety policies and procedures
- Must not duplicate provision
- The fund cannot currently be used exclusively for activities that only operate during school holidays (due to the NCC Holiday Activities Fund (HAF))
- Organisations can submit applications for more than one locality.

*Those organisations currently working with young people who do not meet the organisational status requirements can receive support from Connected Voice around eligibility.

The Rapid Response Fund

The fund will have an annual value of £100,000 pa, which will provide a citywide rapid response to emerging issues. As above, this flexible fund will complement the Youth Fund and as a result promote longer term relationships with young people.

The Rapid Response Fund will follow a separate process to the Youth Fund and will be in the form of a framework which will be operational from 2 January 2022. Where an intervention is required for a rapid response, organisations on the framework will be able to submit bids to deliver necessary activity. This would operate through mini competitions.

5. What evidence have we used to inform this proposal?

Information source	What this has told us
<u>Ten Year Vision for Youth Work 2020-2030 – NYA</u>	<ul style="list-style-type: none"> • The vision recommends that all young people have access to quality youth services • Youth work to be recognised as a distinct form of education • The need for mobilisation and professional development of youth work.
<u>Guidance for Local Authorities on Providing Youth Services – NYA</u>	<ul style="list-style-type: none"> • There is a duty on local authorities to secure sufficient services in their area • Universal, open access youth services to ensure a base- level of quality provision for all young people • Youth services must include the active involvement of young people in decision making.
<u>APPG on Youth Affairs – Youth Work Inquiry Final Report</u>	<ul style="list-style-type: none"> • The need to provide positive a commitment from across government and society to invest in young people and their inclusion in decision making and democratic engagement • The need to develop the skills, resilience and flexibility in young people needed for an ever changing society and labour market • Youth work is a form of education that provides peer-group activities and trusted relationships supported by trained professionals and skilled volunteers to improve young people’s wellbeing and personal and social development.
<u>Northumbria Violence Reduction Unit – Impact of Lockdown- Young People’s Survey</u>	<ul style="list-style-type: none"> • Young people reported that mental health services, employment support, health and wellbeing services were three of the most required support services post lockdown • 45% of Young people identified youth support services as a service they require for support post lockdown.
<u>National Youth Agency (NYA) – Hidden in Plain Sight</u>	<ul style="list-style-type: none"> • Youth services are a vital lifeline to vulnerable young people • Youth services must be classified as an essential service, and its bridging role to other services must be recognised

	<ul style="list-style-type: none"> Police and Crime Commissioners and Local Authorities should take the lead in embedding a youth work response for early help and prevention within a public health approach in local areas.
National Youth Agency (NYA) – Out of Sight – COVID-19	<ul style="list-style-type: none"> Youth work is an essential part of any public health approach to prevention and early intervention, including the issues of violence, exploitation and trauma.
Kooth – How has COVID-19 Affected the Mental Health of CYP in the United Kingdom?	<ul style="list-style-type: none"> Data has revealed that COVID-19 has had a significant impact on the mental health of young people in the UK Increase in help needed around issues such as bereavement, family relationships, eating issues, suicidal thoughts, sadness, school/college worries and loneliness.
Inside Out -Young People’s Health and Wellbeing: A response to Covid 19 NYA and Brook August 2020	<ul style="list-style-type: none"> The crisis has compounded inequalities that already existed and has hit vulnerable and marginalised groups the hardest.

6. What will be the financial impact of this proposal(s) in 2020-21?

This proposal will significantly increase total investment in youth services in Newcastle. Council investment will rise from £290,000 pa to £405,000 pa. In addition, an external funder^s will contribute a further £150,000 pa** based on the strength of the proposed models.

The proposed funds have been designed to grow in subsequent years.

NCC is organising a Youth Funding Fair in partnership with Connected Voice to promote the Youth Fund as well as highlighting other local and national funding initiatives available to support the youth sector in Newcastle. It will help organisations to make more targeted applications to match their funding needs. The Newcastle Fund will also be promoted widely to the sector as another funding offer from NCC.

Section C: Consultation

7. Who have we engaged and consulted with about this proposal?

Date	Who	How	Main issues raised
5 November 2020	Youth Engagement Group (27 attendees)	Virtual Teams Meeting	This was a pre-meeting and awareness raising event about the work of Children & Families Newcastle and its alignment to the future shape of youth provision. The group is facilitated by the Play

			<p>and Youth Specialist Lead and is attended by play and youth providers in Newcastle.</p> <p>The rethinking of youth provision was welcomed, and providers were keen to be involved in the engagement and consultation for a new model. They also wanted their young people to have their say.</p>
<p>23/24 November 2020</p>	<p>Stakeholders including CVS youth organisations, community organisations, local funders (40 attendees)</p>	<p>Virtual Teams Meeting</p>	<p>Analysis of the stakeholder engagement events and the survey highlighted strong support for a young people led grant fund in place of a direct commissioned model of delivery. The sector felt very strongly that a directly commissioned model of delivery was prohibitive to smaller grassroots organisations and may not allow for innovation and flexibility to a changing environment. They also agreed with the need for detached youth provision particularly in relation to it being a COVID-19 resilient intervention. There was also a recognition that there needed to be an increase in collaboration in response to the pandemic.</p>
<p>25 November – 8 December 2020</p>	<p>Stakeholders including CVS youth organisations, community organisations, local funders (25 responses)</p>	<p>Online survey</p>	
<p>January 2021</p>	<p>Young People (35 responses)</p>	<p>Online survey</p>	<p>This online survey was undertaken independently by Investing in Children. The engagement opportunity was promoted widely which included all groups of young people.</p> <p>What kind of services would they like to see for young people in Newcastle?</p> <ul style="list-style-type: none"> • Group physical exercise settings to be open (gym, fitness club) • Youth centres/youth groups/youth clubs • Mental health counselling • More sporting activities • More activities and trips • Places for kids to enjoy themselves • Supported trusting relationships. <p>Where should youth work services take place?</p> <ul style="list-style-type: none"> • Outside

			<ul style="list-style-type: none">• Schools• Parks• Online• Community centres.
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Section D: Impact assessment

Type of impact (Actual / potential disadvantage or beneficial outcome; none)	Detail of impact	How will this be addressed or mitigated?
People with protected characteristics		
Age		
Beneficial outcome	<p>The age range for the proposed model is unchanged and remains young people age 13-19 years, and young people with SEND up to the age of 25.</p> <p>More young people will benefit from this proposal due to the increased funding pot following the securing of external funds. Young people will benefit from the interventions that will be funded and by being involved in the process of the fund.</p>	More young people will continue to be supported with this model.
Disability		
Beneficial outcome	<p>Supporting young people with SEND up to the age of 25 is unchanged and remains a priority of the funds.</p> <p>More young disabled people will benefit from this proposal due to the increased funding pot following the securing of external funds. They will benefit from the interventions that will be funded and by being involved in the process of the fund.</p>	More young people with SEND will continue to be supported with this model.
Gender reassignment / identity		

Type of impact (Actual / potential disadvantage or beneficial outcome; none)	Detail of impact	How will this be addressed or mitigated?
Beneficial outcome	<p>All young people regardless of their sex and gender will be able to access this model.</p> <p>Supporting the involvement of Transgender young people is a targeted priority of the fund, and their involvement will be proactively sought.</p> <p>Young transgender people will continue to be supported through this model.</p>	Young people will continue to be supported with this model regardless of their gender.
Sex		
Beneficial outcome	All young people regardless of their sex and gender will be able to access this model, and there is potential to increase opportunities for targeted provision e.g. single sex provision.	Young people will continue to be supported with this model regardless of their sex.
Marriage and civil partnership		
None		
Pregnancy and maternity		
None		
Race and ethnicity		
Beneficial outcome	The Fund will be promoted widely to all organisations that support young people and supporting BAME young people is a targeted priority of the Fund. The Fund will be promoted widely to all organisations that support BAME young people.	Young people of all races and ethnicities will continue to be supported with this model.
Religion and belief		

Type of impact (Actual / potential disadvantage or beneficial outcome; none)	Detail of impact	How will this be addressed or mitigated?
None	The model will be inclusive of all religions and beliefs, and will be promoted to all young people regardless of religion/belief.	Young people of all religions and beliefs will continue to be supported with this model.
Sexual orientation		
Beneficial outcome	Supporting the involvement of LGBTQ+ young people is a targeted priority of the fund, and their involvement will be proactively sought. The Fund will be promoted widely to all organisations that support LGBTQ+ young people.	Young people of all sexual orientations will continue to be supported with this model.
Other potential impacts		
People vulnerable to socio-economic impacts		
Beneficial outcome	There will be increased support for young people vulnerable to socio-economic impacts will continue to benefit from this model.	Young people vulnerable to socio-economic impacts will continue to be supported with this model.
Businesses		
Beneficial outcome	The proposal will support small grassroots organisations, and support NCC's social value commitment to support local businesses, employment and skills. It will also be an opportunity to build on the local knowledge and trust of communities.	
Geography		

Type of impact (Actual / potential disadvantage or beneficial outcome; none)	Detail of impact	How will this be addressed or mitigated?
None	<p>The current provision is delivered across 3 locality areas and the proposed model will be delivered across 4 localities aligned to the Children & Families Newcastle model.</p> <p>This will enable the opportunity to establish good referral pathways to early help and funded youth opportunities and more young people and families will be engaged with early help provision.</p> <p>This will create capacity to deliver services in areas of the city where there is little or no youth provision, will also provide the opportunity to enhance the offer where there is the need to deliver more.</p> <p>The allocation of the funding will be equitably distributed across all 4 localities.</p> <p>Interventions will be tailored to the locality areas and their diverse needs.</p>	<p>More tailored responses will be provided to meet the needs of the diverse areas of the city.</p>
Community cohesion		
Beneficial outcome	<p>The Fund will ensure the involvement of young people in designing, shaping and creating projects. It will support organisations to build on local knowledge and existing trusted relationships in communities (e.g. families, children, young people), providing positive activities for</p>	<p>We will continue to work with partners and stakeholders to encourage building on aspirations within the Social Value commitment to promote a community focus with organisations who deliver the interventions.</p>

Type of impact (Actual / potential disadvantage or beneficial outcome; none)	Detail of impact	How will this be addressed or mitigated?
	<p>young people including social action and volunteering for community benefit.</p> <p>This model will involve holding annual celebration events in the 4 localities led by young people, so that their achievements can be showcased within their community. This will support community cohesion and raise the profile of positive perceptions of young people.</p>	
Community safety		
Beneficial outcome	The increased engagement of young people could potentially reduce youth anti-social behaviour and other risk taking behaviours resulting in a positive impact in local communities. The model will also promote greater ownership by young people of activities, spaces and services in the city.	We will continue to work alongside Safe Newcastle to contribute to a safe Newcastle by supporting young people around issues such as crime, alcohol, drugs, anti-social behaviour and their impact. By working together, we will develop effective, sustainable solutions to local concerns, improve confidence and build stronger communities.
Public Health		
Beneficial outcome	This model will positively impact the health and wellbeing of young people in Newcastle by direct youth intervention or signposting to specialist and targeted support services.	
Climate		

Type of impact (Actual / potential disadvantage or beneficial outcome; none)	Detail of impact	How will this be addressed or mitigated?
None	Based on our engagement feedback and research, there is no available evidence to suggest the proposal will have a disproportionately negative impact on environment and air quality.	We will continue to work with partners and stakeholders to encourage building on aspirations within the Social Value commitment to promote a green and sustainable Newcastle.
Ethical leadership		
Beneficial outcome	The proposed model will enable these ethical leadership priorities to be met: <ul style="list-style-type: none"> • The sector could lead the way in supporting young people post COVID-19 • The sector could lead the way in supporting young people through volunteering opportunities • Supporting and investing in our young people from an early age to enable them to transition from users of youth provision to become youth workers of the future. 	