

ISLE OF ANGLESEY COUNTY COUNCIL	
Report to:	Executive Committee
Date:	14/02/2017
Subject;	Options for re-modelling of the Youth Service
Portfolio Member(s):	Councillor Kenneth P Hughes
Head of Service:	Delyth Molyneux
Report Author: Phone number: E-mail:	Enid Williams 01248 752938 ewxed@ynysmon.gov.uk
Local Members:	Relevant to all members.

A – Recommendation(s) and Reason(s)
<p>1. Purpose</p> <p>The purpose of the paper is to present options for re-modelling the Youth Service and for the Executive Committee to decide on the option to be implemented for the future of the service.</p> <p>2. Introduction</p> <p>As a result of the Corporate Plan and the needs of the service, a detailed review was carried out from 2013/14 and 5 options were identified for the future development of the service, which identified what could be delivered with between 20% and 60% efficiency savings.</p> <p>An extensive consultation was carried out with over 1,000 young people (Autumn 2015), using printed and online questionnaires and focus groups. Adults (including parents, councillors, community councillors and the public) were also given an opportunity to respond, and 129 responses were received. As a result of the first consultation, the least popular provision was eliminated, namely the County Youth Zone and the Outreach Bus Service.</p> <p>Findings of the consultation can be found at : http://www.anglesey.gov.uk/council-and-democracy/consultations/findings-of-the-youth-service-consultations/128489.article</p> <p>With the remaining options, a Youth Conference was held on the 24th of September 2016, and 54 young people attended, with a cross section of the 11-25 age group, including young men and women, from all parts of the island. The service options were also presented to staff in the Staff Seminar on the 8th of October.</p>

3. What's new since the Members' Briefing Session on 14/7/16?

During the second consultation, some issues considered priorities and others not considered priorities by the young people were highlighted as part of the remodelling, e.g.

- The two youth clubs for young people who have special educational needs should be kept open
- No support for lunchtime accreditation clubs
- They were unwilling to travel to a town-based club if the village club closed
- The clubs should be run by qualified/experienced youth workers, not volunteers.

- Small youth clubs should not be closed down completely in order to keep the large clubs open twice a week
- It is important that youth workers speak Welsh
- It is important to have a youth worker in every school
- They were angry/disappointed that the Council was making cuts to the service

Some of these desires were incorporated into the final options for the remodelling. (Appendix 1- Re- modelling options)

4. Remodelling Risks

There are substantial risks within the remodelling, and the main ones are due to the changes to the part-time staff posts, and the risk of losing qualified staff with substantial experience in the field. In addition, the same provision will not be available to young people in rural communities, even though contact with Youth Workers will be more accessible if they will be working more closely with schools.

5. Revenue Savings

In 2013/14 The Lifelong Learning Department were tasked with finding possible cuts of between 10% - 60% in the youth service's budget.

Net budget for Youth Service at the time was £560,170.

Cut of 10% to 60% of cuts against the budget would look as follows:

Cuts	10% cut	20% cut	30% cut	40% cut	50% cut	60% cut
	£ 56,017	£ 112,034	£ 168,051	£ 224,068	£ 280,085	£ 336,102

Since 2013/14, the youth team have already made cuts to the tune of £151,300. Below are listed how much further cuts would be required to reach the target of 10% to 60%.

Further cuts required to reach the target of:	10% cut	20% cut	30% cut	40% cut	50% cut	60% cut
	Already reached	Already reached	£ 16,751	£ 72,768	£ 128,785	£ 184,802

The Lifelong Learning Service has modelled 5 service delivery models that could deliver these cuts in the youth service. The resource put in each model varies to reflect the level of cuts that may be possible.

Financial implications of the 5 models are shown below:

Standstill Budget for 2017/18	£ 457,710
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	Expenditure	Grant Income	Net Expenditure	Cut 2017 - 18	Total Cut	Total cuts since 2013 (%)
Option 1	£ 585,099	-£ 133,260	£ 451,839	£ 5,871	£ 157,171	28%
Option 2	£ 540,692	-£ 133,260	£ 407,432	£50,278	£207,449	36%
Option 3	£ 486,865	-£ 133,260	£ 353,605	£ 104,105	£ 255,405	46%
Option 4	£ 425,873	-£ 133,260	£ £292,613	£ 165,097	£ £286,742	56%
Option 5	£ 366,227	-£ 133,260	£ 232,967	£ 224,743	£ 376,043	67%

The Executive Committee is requested to arrive at a decision according to the following:

- The options were presented to the Scrutiny Committee for an opinion on 22.11.16, to be passed to receive directive from the Executive Committee regarding their preferred model, to start implementing in April 2017, and to be operational in clubs and schools by September 2017.

B – Which other options did you consider and what were your reasons for rejecting them and/or choosing this option?

The possibility of placing the service out to tender to be run by the Third Sector was considered, but due to the failure experienced by other authorities to find suitable providers, and the fact that the need to ensure bilingual provision on the island would make it even less attractive to providers, so this was rejected as a practical option.

C – Why is this a decision for the Executive Committee?

The remodelling was carried out in response to a specific Corporate request and working throughout with the Lifelong Learning Transformation Board.

D – Is this decision consistent with the policy approved by the full Council?

Yes

E – Is this decision within the budget approved by the Council? No

No – all the options depend on the continuation of the grants that the service currently receives, and the continuation of support to the two main Welsh-medium youth organisations (the Urdd and the Young Farmers) by the Anglesey Trust Fund.

F – Who did you consult with?		What were their comments?
1	Chief Executive / Senior Management Team (SMT) (mandatory)	Supportive to the content of the report and the need to agree a model which will meet future challenges and contribute to the required savings.
2	Finance / Department 151 (mandatory)	The savings target for the service is very challenging and the Executive needs to be mindful of the target and the potential savings each option delivers when considering which option they favour, although it is noted that there is a need to balance between the level of savings and ensuring that sufficient budget remains to continue with a viable service into the future.
3	Legal / Monitoring Officer (mandatory)	
4	Human Resources (HR)	All staffing matters arising from the recommendations should follow the recognised consultation processes required by human resources.
5	Property	
6	Information and Communication Technology (ICT)	
7	Procurement	
8	Scrutiny – 22.11.16 (Report in Appendix 3)	- That Option 1, a cut of the minimum of 28%, be the Partnership and Regeneration Scrutiny Committee's preferred option;

		- To express concern that the Executive will not consider the matter until February 2017.
9	Local Members	
10	Any external bodies / others	

G – Risks and any mitigation measures (if relevant)		
1	Economic	
2	Anti-poverty	
3	Crime and Disorder	
4	Environmental	
5	Equalities	Equality Impact Assessment.(Appendix 2)
6	Outcome Agreements	
7	Other	

H - Appendices:
<p>Appendix 1- Re-modelling options</p> <p>Appendix 2 -Equality Impact Assessment</p> <p>Appendix 3 - Report from Scrutiny Committee 22.11.16</p> <p>Appendix 4 – Young People’s Comments from Youth Conference 14.9.16</p> <p>Appendix 5 – Comments from Staff Seminar 8.10.16</p>

I – Background Papers (please contact the author of the Report for any further information):
<p>Enid Williams on 01248 752938 or 07775984957</p> <p>Email: ewxed@ynysmon.gov.uk</p> <p>Comments by Young People and Staff from the Youth Conference 24.9.16 and the Staff Seminar (8.10.16)</p>

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THE NEED FOR CHANGE

Following the recent Welsh Government election it looks likely that there will be little change in the future expectations for priorities from Youth Services. The following documents therefore are likely to remain relevant for consideration for future provision:

1. Expectations outlined in the ***Welsh Government Strategy for Youth Services 2014-2018***.
2. Expectations of the ***Youth Engagement and Progression Framework***
3. The considerations outlined in the ***A National Approach to Youth Work Delivery in Wales***
4. The proposals within the ***'Quality Mark'*** for Youth services.

This will mean the service will be required to work much more closely with schools, (and also to be assisting with delivering the agenda outlined in the Donaldson report regarding the provision of alternative curriculum, and the expectation for the service to be taking much more of a role in the provision for engaging young people who are 16+ and Not in Employment, Education or Training (NEETS). Also figures show that there has been a significant drop in the numbers of young people who attend clubs between 2013-14 and 2014-15, although this seems to be improving again in 2015-16, with last year's figures showing a small increase in the numbers who attended a youth club (22813 to 23060). This year there remain concerns regarding the average attendance in some clubs, whilst others seem now to have turned a corner, and certainly at the beginning of this term, membership has seen a significant improvement. This situation however prompted the service to engage in a wide ranging consultation, to look at a complete re-modelling of service. The third driver for change remains the significant cutbacks that the Council will need to find as part of its Efficiency Savings programme, and the Youth service working with the Transformation Board was tasked to set out what could be provided for between 10% and 60% of the budget it had in 2013-14.

CONSULTATIONS

During the autumn 2015 a consultation was done with over 1,000 young people regarding the future of the Youth Service. As a result of this first consultation, some of the proposals of options for the service were dropped, such as the Outreach Bus and the County Youth Zone. The remaining options were further developed and presented to a Youth Conference at Cartio Môn on Saturday, September 24th, 2016 and to the part-time staff in the Staff Training Seminar held at Ysgol Uwchadd Bodedern on the 8th of October, 2016, and have been discussed throughout development with the Lifelong Learning Transformation Board.

54 young people attended the conference, with a meaningful discussion being held with the young people voicing their opinions in a forthright and considerate manner. Members from the service's Youth Clubs attended from all areas of the island, also members of the Urdd, Young Farmers, Llais Ni and members and former members of

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Duke of Edinburgh Award groups. 38 young women and 16 young men attended the conference, aged as follows:

Age	Number
12/13	11
14/15	21
16-26	22

Full details of the comments made on paper by the young people are included in Atodiad 4, but generally the main points can be summed up as follows:

- Both clubs for Special Needs Young People (Clwb Ni and Clwb Cybi) should be retained
- No support for lunchtime accreditation clubs
- They were not happy to travel to a club in a town if their village club closed
- Clubs should be run by qualified and experienced youth workers and not by volunteers
- Small clubs should not be closed to retain 2 nights in large clubs
- It is important that the youth workers are able to speak Welsh
- It is important to have a youth worker in every school
- They were disappointed/angry that the Council was making cuts to the service

The Staff Seminar on the 8th of October generally came up with similar messages, but with the additional concern for their future employment, in particular within the proposals for the higher level of cut (Atodiad 5)

YOUTH SERVICE BUDGET

Net Budget for the Youth Service in 2013/14 was £560,170.

Cuts of 10% to 60% against the budget would look as follows:

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Cuts	10% cut	20% cut	30% cut	40% cut	50% cut	60% cut
	£ 56,017	£ 112,034	£ 168,051	£ 224,068	£ 280,085	£ 336,102

Since 2013/14 the youth team have already found £151,300 in cuts. Below is shown how much further cuts would be required to reach the target of 10% to 60%.

Further cuts to be made to reach set targets:	10% cut	20% cut	30% cut	40% cut	50% cut	60% cut
	Already achieved	Already achieved	£ 16,751	£ 72,768	£ 128,785	£ 184,802

Lifelong Learning has put forward 5 possible options for delivery of the Youth Service, bearing in mind both the expectations of Welsh Government, Anglesey Young People's priorities, and the requirement for efficiency savings. Resources put in each model reflect the level of cuts possible.

Below the financial implications for the 5 models are noted:

Static Budget for 2017/18	£ 457,710
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	Expenditure	Grant Income	Net Expenditure	Cut 2017 -	Total Cuts since 2013-14	Total cut since 2013 (%)
Option 1	£ 585,099	-£ 133,260	£ 451,839	£ 5,871	£ 157,171	28%
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STAFFING

All staff are currently paid on Soulbury Terms and Conditions (Principal Officer); NJC (Admin Staff and Coffee Bar staff); full-time Youth Workers on JNC (National Terms and Conditions for Youth Workers) and part-time staff on a Local Agreements linked to JNC. Initial discussions with the Transformation Board included transferring all staff to NJC, to bring the staff in line with other Local Authority Staff. However, since these changes were discussed, a National settlement has been made to retain the JNC scales at least for a further 2 years.

Because of this the current recommendation is that all staff are employed on the JNC scales (both full-time and part-time staff) as negotiating a change of scale, together with all the changes to the service will entail considerable negotiations, and bring in further complications which could hamper the ability of the service to deliver on its remodelling plan by the 2017-18 season.

Because of this the Options for service have now been calculated on the JNC terms and conditions. Within the options for service the posts under consideration are as follows:

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PRINCIPAL YOUTH OFFICER AND EPC (Engagement and Progression Co-ordinator)

Responsible for managing the service and providing a strategic lead, completing reports on the service and for funders, and ensuring that the service is developed in line with the expectations from the Local Authority, Welsh Government and the young people of the county. The Officer now also holds responsibility for the work of the Engagement and Progression Co-ordinator (with the Trac Project Manager). These posts are usually held by two people in all other Welsh authorities.

In Option 4 and 5 this role would have to be re-considered, and the Authority would need to upgrade the role of the Admin Officer to Business Manager, and appoint a part-time Admin Assistant, or enter discussions with a neighbouring authority to share the post of Youth Officer and/or EPC across 2 counties.

ADMINISTRATIVE OFFICER

Responsible for all the service's administration, as well as processing bills, and wages, auditing club accounts, assisting with managing the service's budgets and taking minutes in all meetings. She also finds supply staff when necessary, and is responsible for sickness absence records and staff holidays.

AREA YOUTH DEVELOPMENT WORKERS

Would be responsible for running the clubs within their school area, including programming, planning and delivering sessions, staff supervision and development and club development. They would be working 3 nights a week during school term, and would also have responsibility for some summer projects, and for running the area's Open Award Centre for the Dof E Award, including the expeditions. They would also facilitate drop-in sessions at the school, and assist Llais Ni with developing the County Youth Council. They will also support the post 16 Engagement Worker to find the young people who are in Tier 1 and 2 in the Youth Engagement and Progression Framework (i.e. to find and re-engage those young people in a provision). Each worker will also hold a specialism within the County e.g. Dof E x 2; Training, Information Management/MIS; and Marketing and Promotion.

SENIOR YOUTH WORKER (Part-time)

Upgrade the current role of Club Leader to be a Senior Youth Worker to assist the Area Youth Development Worker to develop the clubs within their area. They will work with the full-time worker to develop and deliver club programmes, provide leadership for the clubs in their area, prepare and deliver sessions, assist with the club admin (including the banking, shopping etc). Working up to 3 nights per week (3.7 hours) so that there is time within the post for preparation to support the clubs in their area.

Risk – by removing the responsibility for an individual club there may not be the same commitment to their own village/community

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YOUTH SUPPORT WORKER

Currently supports the Club Leader, prepares and delivers session in the club and provides support for young people. Currently employed for 3.7 hours, with 2 hours being allocated for face-to-face contact, and the rest being preparation time. Recommendation is that this role is now for 2.5 hours – 2 hours face-to-face work, and 15 minutes to set up and 15 minutes to clear, and complete any necessary paperwork. They will only be responsible for delivering sessions prepared by the Area Development Worker or the Senior Youth Worker.

By reducing the hours this poses a significant risk of losing qualified and experienced staff, with years of service (compare this with the current situation regarding classroom assistants).

SPECIALIST YOUTH WORKERS

County Roles. One full-time post delivering specialist sessions to clubs, schools, college, and one-to-one work on Alcohol and Substance Misuse. This is currently fully-funded with a grant, and it was identified by young people as being important for retention.

One half-time post to work on the Engagement of Young People 16-24 who are not in Employment Education or Training (NEETS). This post is also currently grant funded, but even without the grant the Authority would still be expected to deliver this work, and is likely to become a statutory post (2 grant funded posts)

LLAIS NI WORKER

This post is for a Youth Worker to develop Youth Forums on the island and to ensure a mechanism for consulting with young people. Previously funded partly by the Young People's Partnership and a Big Lottery Grant through the Lleisiau Lleol project and now fully funded by Lleisiau Lleol until end of March 2017. There is likely to be an increased expectation for the local authority to have a Youth Council. Currently funding has been allocated only for a half-time post, in Option 1 only, as it looks likely that the third sector look set to continue developing this work, although should their bids for funding prove unsuccessful, they may look again to the local authority to provide the funding.

WELSH LANGUAGE PROVISION

All provision through the youth service is bilingual. Specialist Welsh Language provision is now supported through the Urdd and Young Farmers, who are funded by the Anglesey Trust Fund. This funding has a further 3 years to run. All options put forward for services assumes the continuation of this funding. Should this not be the case, then it is likely that both organisations will return to seek funding from the local authority, and priorities may need to be reviewed.

The intention of the service is to have a decision on the option by Council in November 2016, so that re-modelling on the preferred Option can be started in the new year, so that the model will be delivered in clubs and schools by September, 2017.

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OPTION 1 - would deliver a 28% cut since 2013/14, service remodelled, but only a further cut of £5,871 for the Authority

Principal Youth Officer/EPC , 5 Full-time Area Development Youth Workers, 1 Admin Officer on current salaries	257,291
2 Specialist Youth Workers (1 Full-time Alcohol and Substance Misuse, 0.5 post 16+ Youth Engagement Worker)	51,345
0.5 Llais Ni Youth Worker	17,115
Canolfan Jesse Hughes, Plas Arthur Youth Wing and rents	70,000
Part-time Senior Youth Workers	38,601
Part-time Youth Support Workers	65,894
Clwb Ni and Clwb Cybi (Clubs for young people with Additional Learning Needs)	7,382
Technical Support for Duke of Edinburgh Award	12,000
Travelling, Admin, Accreditation and other costs	65,471
TOTAL	£585,099

Blue – partly grant funded; Pink – fully grant funded

POSITIVES	RISKS
All clubs open during term time (currently only 2 clubs open for 38 weeks)	Almost no further cuts for the Authority
Full-time worker covering each High School Area – more contact with youth worker for young people.	No lunchtime accreditation clubs as young people did not see this as a priority, but risk of not achieving expected level of accreditations by WG.
Retain Jesse Hughes and Plas Arthur Youth Wing (which also houses voluntary provision – Beavers, Scouts, Majorettes and the DofE Open Award Centre)	High risk of losing qualified and experienced Assistant Youth Workers, as and £11 drop in hours/wages per night may make the job unattractive to staff
Retain Principal Youth Officer and EPC for strategic lead for the service	
Retain 5 night of club provision in each area	
Retain Specialist Youth Workers	Specialist Youth Service posts dependent on grant funding
Senior Youth Workers would have more time for preparation for club sessions	
2 Special Needs Clubs retained	Welsh Language provision (Urdd and YFC) remains dependent on Anglesey Trust Fund funding
Authority has a Youth Engagement Worker as expected by WG in the Youth Engagement and Progression framework	Possibly more work in this field being passed on from WG to local authorities but no more funding. Currently service relies on ESF projects to deliver much of the work
Retain DofE in each school	

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Small budget allocated for funding Youth Support Workers to assist in delivering summer projects	
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On current performance/attendance likely club provision in each area would be:

Bodedern Area – Bodedern x 2 nights, Gwalchmai, Llanfaelog, Llanfachraeth

David Hughes Area – Beaumaris, Llanfairpwll, Brynsiencyn, Dwyran, Llanddaniel or Llandegfan

Sir Thomas Jones Area – Penysarn, Cemaes, Amlwch, Moelfre, Llanerchymedd

Holyhead Area – Jesse Hughes Senior Club x 2; Valley, Llaingoch, Jesse Hughes Junior Club

Llangefni Area – Llangefni x 2, Llangristiolus, Newborough, Rhosmeirch

Clwb Cybi and Clwb Ni – remain the same.

Clubs likely to close – Pentraeth, Llangefni Junior Club, Bodffordd, Llanddaniel or Llandegfan.

(Pentraeth currently closed because of staffing issues, and Bodffordd was closed this month because of poor attendance over last few years. Llangefni Club now takes in Yr 7 so need reduced for a Junior Club, although currently high attendance but Year 6 is not a youth service priority).

Changes to staffing:

Increase full-time staff from 3 to 5

Lose 25 Leader in charge posts

Appoint Senior Youth Workers (5 nights x 48 weeks)

Assistant Youth Workers – currently 47 nights, would come down to 15 workers employed for 38 week, 12 x 26 weeks and some summer work and £11 per night drop in hours/wages) – loss of 20 posts/nights

No funding for Llais Ni post

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OPTION 2 - would deliver a 36% cut since 2013/14, service remodelled, and a further cut of £50,278 for the Authority

Principal Youth Officer/EPC , 5 Full-time Area Development Youth Workers, 1 Admin Officer on current salaries	257,291
2 Specialist Youth Workers (1 Full-time Alcohol and Substance Misuse, 0.5 post 16+ Youth Engagement Worker)	51,345
0.5 Llais Ni Youth Worker	
Canolfan Jesse Hughes, Plas Arthur Youth Wing and rents	70,000
Part-time Senior Youth Workers	17,258
Part-time Youth Support Workers	54,861
Clwb Ni and Clwb Cybi (Clubs for young people with Additional Learning Needs)	7,382
Technical Support for Duke of Edinburgh Award	12,000
Travelling, Admin, Accreditation and other costs	70,555
TOTAL	540,692

Blue – partly grant funded; Pink – fully grant funded

POSITIVES	RISKS
Two clubs open during term time (currently only 2 clubs open for 38 weeks) and 3 for 26 weeks.	High risk of losing qualified and experienced Assistant Youth Workers, as and £11 drop in hours/wages per night and shorter term may make the job unattractive to staff
Full-time worker covering each High School Area – more contact with youth worker for young people.	No lunchtime accreditation clubs as young people did not see this as a priority, but risk of not achieving expected level of accreditations by WG.
Retain Jesse Hughes and Plas Arthur Youth Wing (which also houses voluntary provision – Beavers, Scouts, Majorettes and the DofE Open Award Centre	
Retain Principal Youth Officer and EPC for strategic lead for the service	
Retain 5 night of club provision in each area	
Retain Specialist Youth Workers	Specialist Youth Service posts dependent on grant funding
Senior Youth Workers would have more time for preparation for club sessions	
2 Special Needs Clubs retained	Welsh Language provision (Urdd and YFC) remains dependent on Anglesey Trust Fund funding

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Authority has a Youth Engagement Worker as expected by WG in the Youth Engagement and Progression framework	Possibly more work in this field being passed on from WG to local authorities but no more funding. Currently service relies on ESF projects to deliver much of the work
Retain DoFE in each school	

On current performance/attendance likely club provision in each area would be:

Bodedern Area – Bodedern x 2 nights x 38 weeks, Gwalchmai, Llanfaelog, Llanfachraeth x 26 weeks

David Hughes Area – Beaumaris, Llanfairpwll, Brynsiencyn, Dwyran, Llanddaniel or Llandegfan (2 open for 38 weeks, 3 open for 26)

Sir Thomas Jones Area – Penysarn, Cemaes, Amlwch, Moelfre, Llanerchymedd (2 open for 38 weeks, 3 open for 26)

Holyhead Area – Jesse Hughes Senior Club x 2; Valley, Llaingoch, Jesse Hughes Junior Club (JH Senior opens for 38 weeks, 3 open for 26)

Llangefni Area – Llangefni x 2, Llangristiolus, Newborough, Rhosmeirch (Llangefni opens for 38 weeks, 3 open for 26)

Clwb Cybi and Clwb Ni – remain the same.

Clubs likely to close – Pentraeth, Llangefni Junior Club, Bodffordd, Llanddaniel or Llandegfan.

(Pentraeth currently closed because of staffing issues, and Bodffordd was closed this month because of poor attendance over last few years. Llangefni Club now takes in Yr 7 so need reduced for a Junior Club, although currently high attendance but Year 6 is not a youth service priority).

Changes to staffing:

Increase full-time staff from 3 to 5

Lose 25 Leader in charge posts

Appoint Senior Youth Workers (9 nights x 26 weeks)

Assistant Youth Workers – currently 47 nights, majority working 26 weeks, but with option for summer term. With remodelling 18 would work for 38 weeks, 23 for 26 weeks and and £11 per night drop in hours/wages)

No funding for Llais Ni post

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OPTION 3 - would deliver a 46% cut since 2013/14, service remodelled, and further cut of £104,105 for the Authority

Principal Youth Officer/EPC , 5 Full-time Area Development Youth Workers, 1 Admin Officer on current salaries	257,291
2 Specialist Youth Workers (1 Full-time Alcohol and Substance Misuse, 0.5 post 16+ Youth Engagement Worker)	51,345
0.5 Llais Ni Youth Worker	
Canolfan Jesse Hughes, Plas Arthur Youth Wing and rents	60,000
Part-time Senior Youth Workers	14,846
Part-time Youth Support Workers	34,001
Clwb Ni and Clwb Cybi (Clubs for young people with Additional Learning Needs)	7,382
Technical Support for Duke of Edinburgh Award	12,000
Travelling, Admin, Accreditation and other costs	50,000
TOTAL	£486,865

Blue – partly grant funded; Pink – fully grant funded

POSITIVES	RISKS
One main club in each area open during term time. Currently only 2 clubs open for 38 weeks.	High risk of losing qualified and experienced Assistant Youth Workers, as an £11 drop in hours/wages per night may make the job unattractive to staff and no summer work
Full-time worker covering each High School Area – more contact with youth worker for young people.	No lunchtime accreditation clubs as young people did not see this as a priority, but risk of not achieving expected level of accreditations by WG.
Retain Jesse Hughes and Plas Arthur Youth Wing - which also hosts voluntary provision – Beavers, Scouts, Majorettes and the DofE Open Award Centre	
Funding allocated for part-time worker to develop voluntary clubs	No support for Llais Ni worker
Retain 4 night of club provision in each area, but reduced term	Most clubs open only Sept to March
Retain Specialist Youth Workers	Specialist Youth Service posts dependent on grant funding
Senior Youth Workers would have more time for preparation for club sessions	More reliance on schools to support DofE

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2 Special Needs Clubs retained	
Authority has a Youth Engagement Worker as expected by WG in the Youth Engagement and Progression framework	Possibly more work in this field being passed on from WG to local authorities but no more funding. Currently service relies on ESF projects to deliver much of the work
Retain DofE in each school	Welsh Language provision (Urdd and YFC) remains dependent on Anglesey Trust Fund funding

On current performance/attendance/local need likely club provision in each area would be:

Bodedern Area – Bodedern x 2 nights x 38 weeks, Gwalchmai, Llanfaelog or Llanfachraeth open x 26 weeks

David Hughes Area – Beaumaris, Llanfairpwll, Brynsiencyn, Dwyran (1 open x 38 weeks, 3 open x 26 weeks)

Sir Thomas Jones Area – Penysarn, Cemaes, Moelfre, Llanerchymedd (1 open x 38 weeks, 3 open x 26 weeks)

Holyhead Area – Jesse Hughes Senior Club x 2; Valley, Llaingoch (1 open 38 weeks x 2 nights, 2 open 26 weeks)

Llangefni Area – Llangefni x 2, Llangristiolus, Newborough or Rhosmeirch (1 open 38 weeks x 2 nights, 2 open x 26 weeks)

Clwb Cybi and Clwb Ni – remain the same.

Clubs likely to close – Pentraeth, Llangefni Junior Club, Bodffordd, Llanddaniel, Llandegfan, Amlwch, Jesse Hughes Junior Club, Newborough or Rhosmeirch, Llanfaelog or Llanfachraeth

(Pentraeth currently closed because of staffing issues, and Bodffordd was closed this month because of poor attendance over last few years. Llangefni Club now takes in Yr 7 so need reduced for a Junior Club, although currently high attendance but Year 6 is not a youth service priority).

Changes to staffing:

Increase full-time staff from 3 to 5

Lose 25 Leader in charge posts

Appoint Senior Youth Worker (5 nights x 38 weeks)

Assistant Youth Workers – currently 47 nights, would come down to 15 working 38 weeks and 12 working 26 weeks and £11 per night drop in hours/wages)

Llais Ni post nor currently funded by Authority

YNYS MÔN YOUTH SERVICE

Our Youth, Our Future

OPTION 4 - would deliver a 51% cut since 2013/14, service remodelled, and further cut of £159,353 for the Authority

Promote Admin Officer to Business Manager or share post with another authority/ 5 Full-time Area Development Youth Workers on current salaries	211,329
2 Specialist Youth Workers (1 Full-time Alcohol and Substance Misuse, 0.5 post 16+ Youth Engagement Worker)	51,345
0.5 Clerical Worker	10,869
No Llais Ni Youth Worker	
Canolfan Jesse Hughes, Plas Arthur Youth Wing and rents	40,000
Part-time Senior Youth Workers	
Part-time Youth Support Workers	37,800
Part-time Youth Support Workers – short term project work	5,760
Clwb Ni and Clwb Cybi (Clubs for young people with Additional Learning Needs)	7,382
Technical Support for Duke of Edinburgh Award	12,000
0.5 Worker to develop Voluntary provision	17,115
Travelling, Admin, Accreditation and other costs	32,273
TOTAL	£425,873

Blue – partly grant funded; Pink – fully grant funded

POSITIVES	RISKS
Three main clubs open 34 weeks x 2 nights (Jesse Hughes, Llangefni and Bodedern) 12 small clubs open 34 weeks	No part-time Senior worker to support Full-time worker.
Full-time worker covering each High School Area – more contact with youth worker for young people.	No lunchtime accreditation clubs as young people did not see this as a priority, but risk of not achieving expected level of accreditations by WG.
Retain Jesse Hughes and Plas Arthur Youth Wing - which also hosts voluntary provision – Beavers, Scouts, Majorettes and the DofE Open Award Centre	High risk of losing qualified and experienced Assistant Youth Workers, as an £11 drop in hours/wages per night may make the job unattractive to staff
	No support for Llais Ni worker
Retain 3 nights of club provision in each area, but reduced term	No Principal Youth Officer and EPC for strategic lead for the service
Retain Specialist Youth Workers	Specialist Youth Service posts dependent on grant funding
	More reliance on schools to support DofE

YNYS MÔN YOUTH SERVICE

Our Youth, Our Future

2 Special Needs Clubs retained	
Authority has a Youth Engagement Worker as expected by WG in the Youth Engagement and Progression framework	Possibly more work in this field being passed on from WG to local authorities but no more funding. Currently service relies on ESF projects to deliver much of the work
Retain DofE in each school	Welsh Language provision (Urdd and YFC) remains dependent on Anglesey Trust Fund funding

On current performance/attendance/local need likely club provision in each area would be:

Bodedern Area – Bodedern x 2 nights, 1 club from Gwalchmai, Llanfaelog or Llanfachraeth

David Hughes Area – 3 club nights from Beaumaris, Llanfairpwll, Brynsiencyn, Dwyran

Sir Thomas Jones Area – 3 club nights from Penysarn, Cemaes, Moelfre, Llanerchymedd

Holyhead Area – Jesse Hughes Senior Club x 2; 1 club night Valley or Llaingoch

Llangefni Area – Llangefni x 2, 1 night Llangristiolus,

Clwb Cybi and Clwb Ni – remain the same.

Number of clubs that will close – 14

Changes to staffing:

Increase full-time staff from 3 to 5

Lose 25 Leader in charge posts

No Senior Youth Workers as full-time worker will be running every club night

Assistant Youth Workers – currently 47 nights, would come down to 30 x 34 weeks and £11 per night drop in hours/wages)

Llais Ni post nor currently funded by Authority

YNYS MÔN YOUTH SERVICE

Our Youth, Our Future

OPTION 5 - would deliver a 67% cut since 2013/14, service remodelled, and further cut of £224,743 for the Authority

Promote Admin Officer to Business Manager or share post with another authority/ 3 Full-time Area Development Youth Workers on current salaries	146,088
2 Specialist Youth Workers (1 Full-time Alcohol and Substance Misuse, 0.5 post 16+ Youth Engagement Worker)	51,345
0.5 Clerical Worker	10,869
No Llais Ni Youth Worker	
Canolfan Jesse Hughes and rents	35,000
Part-time Senior Youth Workers	12,371
Part-time Youth Support Workers	27,400
Part-time Youth Support Workers – short term project work	5,760
Clwb Ni and Clwb Cybi (Clubs for young people with Additional Learning Needs)	5,279
Technical Support for Duke of Edinburgh Award	
0.5 Worker to develop Voluntary provision	17,115
Start up grants for voluntary provision	20,000
Travelling, Admin, Accreditation and other costs	35,000
TOTAL	336,227

Blue – partly grant funded; Pink – fully grant funded

POSITIVES	RISKS
2 nights youth club provision in each High School Area x 34 weeks	No part-time Senior worker to support Full-time worker.
One Full Time Worker in Holyhead School, One between Llangefni/Amlwch; and one between David Hughes and Bodedern	Not enough time in either schools for quality youth work
Retain Jesse Hughes	Not retaining Plas Arthur does leaves Llangefni YC vulnerable to losing support of town, and also no venue for voluntary organisations that currently have use free of charge.
No Principal Youth Officer and EPC for strategic lead for the service	No support for Llais Ni worker
	DofE would have to be wholly delivered by schools
Retain Specialist Youth Workers	Specialist Youth Service posts dependent on grant funding

YNYS MÔN YOUTH SERVICE

Our Youth, Our Future

2 Special Needs Clubs retained	High risk of losing qualified and experienced Assistant Youth Workers, as an £11 drop in hours/wages per night may make the job unattractive to staff
Authority has a Youth Engagement Worker as expected by WG in the Youth Engagement and Progression framework	Possibly more work in this field being passed on from WG to local authorities but no more funding. Currently service relies on ESF projects to deliver much of the work . Youth workers would be unlikely to have time to assist with home visits if covering 2 schools.
	Welsh Language provision (Urdd and YFC) remains dependent on Anglesey Trust Fund funding
	Risk of losing grants as youth service may no longer be delivering on many youth service priorities set out by WG.
	Young people stated if this was the option then there really is no viable service left.

On current performance/attendance/local need likely club provision in each area would be:

Bodedern Area – Bodedern x 2 nights

David Hughes Area – 2 club nights chosen from Beaumaris, Llanfairpwll, Brynsiencyn, Dwyran

Sir Thomas Jones Area – 2 club nights chosen from Penysarn, Cemaes, Moelfre, Llanerchymedd

Holyhead Area – Jesse Hughes Senior Club x 2;

Llangefni Area – Llangefni x 2,

Clwb Cybi and Clwb Ni – remain the same.

Number of clubs that will close – 18

Changes to staffing:

No change in number of full-time youth workers but change in responsibilities

Lose 25 Leader in charge posts

Appoint Senior Youth Workers 5 x 1 night per week)

Assistant Youth Workers – currently 47 nights, would come down to 22 x 34 weeks and £11 per night drop in hours/wages)

Llais Ni post not currently funded by Authority

Isle of Anglesey County Council

Equality Impact Assessment

What are you assessing?

Ensuring sustainable and efficient services for the future : Re-modelling the Youth Service

New /Existing/Updating /Amending : **New**

Start Date : 14/09/2015 Completion date :On going

Who is responsible for developing and implementing the Policy?

Delyth Wyn Molyneux – Head of Learning

Enid Williams – Principal Youth Officer

1. What are the aims and purpose of the Policy?

The aim is to agree through public consultation the option(s) that provide the most sustainable model for delivery of the youth services, and to implement without adversely impacting on service delivery.

2. Please provide background information on the policy and any research done?

Background :

The national and local agendas and financial challenges make it necessary for us to review the way that we provide our youth services.

The main drivers for change are:

1. Targets within the Wales Youth Service Strategy 2014-2018.

It recognises the need for the service to remain a strategic educational service and not be part of leisure provision. Good youth work can improve attendance, behaviour, motivation and relationships within school. Within the strategy there is now an increasing emphasis on placing youth workers in schools to support young people to remain engaged in education, remaining in formal education and training. The strategy recognizes distinct fields where services should be focused:

a. Access to non-formal and informal education that expands horizons, challenges thinking and develops skills through strengthening the relationship between youth work and formal education.

b. Delivering an improved and more co-ordinated approach in what youth services can provide through both the voluntary and the statutory sector, to reduce duplication, share information and promote activities that increase capacity, and provide high quality services that address the contemporary needs of young people.

c. Continue to reduce the number of young people who are NEET (not in education, training or

employment) – as a result of educational, health or other interventions.

d. Targeted youth work, based on working in partnership to provide positive outcomes for young people in mainstream education and training.

e. Delivering personal, social and health education in schools.

2. The requirements of the Youth Engagement and Progression Framework

This document again places an emphasis on the Youth Service playing a key role in ensuring 16+ young people remain in education, training or employment.

3. Anglesey and Gwynedd have retained the largest network of small rural clubs, throughout Wales. However there has been a decrease in the numbers attending a youth club between 2013-14 and 2014-15. This in itself would be a driver for a review on how we are engaging with young people, and has prompted the service through the work of the Transformation Board to start the re-structure by consulting widely with young people, and asking them what services they require, for the future.

4. This will need to be coupled with the Authority's agenda of identifying its priorities while implementing an extensive programme of efficiency savings. The service therefore needs to identify the current needs of young people, while implementing the radical changes in national priorities, and ensure that it is delivering to current agendas, rather than providing a service based on historical or traditional programmes of work.

Current Provision

The Youth Service delivers services to young people across the island, for the age group of 10-26, with the main focus on the 11-16 age groups. To date the service has been open to any young person who chooses to access the service (open access), and the main elements of the service are:

- Youth Club provision (Winter Programme and Summer Programme)
- Accreditation Development Work
- Alcohol and Substance Misuse Outreach Worker
- Youth Engagement and Progression Provision
- Voluntary Youth Work provision supported by the Anglesey Trust Fund

Work is delivered following the 5 columns within the National Youth Work Curriculum which are:

1. Empowering
2. Educative
3. Participative
4. Inclusive
5. Expressive

The aim is to create an informal environment, where young people feel safe, supported and appreciated and most important of all have fun. Young people are supported to improve their personal prospects by providing a programme of non-formal and informal learning activities that improves their personal, social and political education.

At the heart of the service from its inception in 1945 is that the engagement is a VOLUNTARY one between the young person and the Youth Worker, or the Youth Service, and this makes it unique within Education.

Also, by now unique to Ynys Môn and Gwynedd is the fact that we have resolutely held on to maintain a comparatively large network of small rural part-time clubs, that provides a service to the young person within their own community, whereas many counties now only provide a service in a few large centres, and/or working only within schools (e.g. Rhondda Cynon Taf). Also unique to the two authorities is the fact that the service is completely bilingual.

The service works towards the following corporate aims:

- Reducing Poverty
- Reducing inequality
- Improving education
- Improving employability
- Improving Health and Well-being, including emotional health
- Improving young people's participation within their community
- Providing opportunities for young people to socialise through the medium of Welsh

Club Attendance

i. This is the most important driver for change and why a thorough review is necessary. While many other authorities have been reporting a gradual decline in the number of young people who attend the traditional youth club, it is only in 2014-15 that Ynys Môn has seen a serious decline. This was a 17% decrease between 2013-14 and 2014-15. However in 2015/16 there was a small increase. This in itself would be a driver for a review on how we are engaging with young people, and it is only by consulting widely with them, that we will be able to answer the question of what services do they require, and ensure that the service remains viable and vibrant for the future, and that we are servicing the needs of the local population.

ii. Coupled with this is the Authority's agenda of identifying its priorities while implementing a radical programme of efficiency savings, so the service needs to see how it can implement the change in national priorities. As part of this review therefore, all aspects of the service need consideration, looking at outcomes, how it may be provided in future, if the Authority continues to hold the responsibility for the service. As part of the review the service will need to look at savings of up to 60% over the life of the Corporate plan 2013-2017.

Numbers attending the clubs 2012-2016

Year	Total
2015/16	23060
2014/15	22813
2013/14	27536
2012/13	27866

Provision in clubs

Core provision -Youth Clubs have traditionally opened for 26 weeks from September to end of March. Clubs open for this period because of financial constraints, attendance patterns, and also the Authority's policy of providing a service for young people within his or her own community. If participation numbers drop to a level where a club is no longer sustainable (usually under 10), then clubs will be closed, and staff either re-located, unless they choose to resign. Entrance fee is 50p per night, and the club retains this towards their running costs.

The two clubs for young people with Additional Learning Needs (Clwb Cybi and Clwb Ni) are open for 34 weeks, and over the last 3 years they have also been able to access a grant that has allowed them to open all summer.

Because of the uncertainty regarding future budgets, and the need to re-structure and possibly change the direction of the service, no new clubs have been opened during the last 3 years, although discussions are in hand to open a Welsh Language Club in Holyhead, working with the Urdd, Menter Iaith and the YFC. Instead the service has experimented with opening Open Award Centres, these being held after-school and mainly delivering the D of E Award.

Youth Engagement Provision

The Principal Youth Officer also work as the Engagement and Progression Co-ordinator, working with the Trac Manager (ESF funded) to work with identifying the pre-NEETs young people to provide additional support for those young people who need additional support either in school or to those that are EOTAS (Educated Other than in School). Trac currently has a team of 8 people working on this agenda, and is funded for a further 2 years. The PYO and the Trac Manager also manage a Post-16 Multi Agency Panel that seeks to re-engage young people between 16 and 18 back into either Training or Employment. A part-time worker – the Engagement Youth Worker is also employed to find young people whose destination are unknown to Careers Wales, so that they may be re-directed to some provision currently provided by one of the agencies that sit on the Post-16 multi-agency Engagement Panel. More resources are currently being sought through European Funding for the 16-24 age group through the Ad-Trac Project.

Promoting Health and Well-being

There remains a perception that all youth clubs is a place to go and play table tennis and darts, but the National Youth Work Curriculum has placed an increased emphasis on providing a meaningful programme of activities, and that emerging issues with young people are addressed within club programmes. During 2014-15 the following is an analysis of the number of young people who attended issue based sessions within the clubs:

Theme	Number of Sessions	Females who attended	Males who attended	Total
Arts and Crafts	344	1658	963	2621
Community and Environment	76	449	414	863
Consultation	43	330	328	658
Cookery	223	1091	969	2060
Fun and Entertainment	287	1684	1688	3372
Healthy Eating/Health Promotion	127	715	654	1369
Alcohol	103	496	387	883
Smoking	73	390	255	645
Bullying	28	140	88	228
Domestic Violence	3	13	20	33
Drugs	39	178	148	326
Sex and Relationships	42	189	140	329
Safety – Fireworks/Arson	10	49	43	92
Homelessness	1	9	4	13
Internet Safety and Safe Use of Social Media	29	105	111	216
Racism	1	8	0	8
Other Issue Based Sessions	204	977	699	1676
Careers	12	45	59	104
Language and Culture	26	141	109	250
Drama and Music	11	62	46	108
IT Skills	43	51	175	226
Sports	328	1583	2722	4305
Trips	44	304	311	615
TOTAL SESSIONS	2097	10,667	10,333	21,000

Alcohol and Substance Misuse Outreach Worker

A specialist Alcohol and Substance Misuse Youth Outreach Worker is employed using a grant from the Community Safety Partnership. This is the only project of its sort funded in North Wales, and as grant has now been regionalised, this may impact on the long-term funding of this project. Work however is seen as best practice in a rural area as discussions are on-going to extend and appoint a similar worker for Gwynedd in 2017-18, which suggests that the future of this work looks to be continued via the current grant.

Accreditation Development Work

The service has allocated much of the grants received in core staff time to develop this aspect of work. One full-time worker and one part-time worker is currently employed, delivering ASDAN Awards, Duke of Edinburgh Awards, Agored Cymru Awards, John Muir Awards, and also local achievement certificates like the Young People's University and Millennium Volunteer Awards. The Youth Awards Night has become an established and prestigious event in the Youth Service Calendar.

Staff profile (Autumn 2016)

Full time	6
Part time staff	2
Part-time Club staff	50

CONSULTATIONS

The Youth Service undertook a consultation between 2 November 2015 -11 December 2015 with young people and interested adults. This was done via questionnaires (on-line and paper) through Youth Clubs, Schools and with Focus groups.

The young people's questionnaires focused on finding what the young people thought of current services, which services they are currently using, and what are their priorities for future delivery.

Young People's Consultation

930 young people's questionnaires were completed, with breakdown of respondents as follows:

Males	392	42.5%
Females	520	55.9%
Preferred not to say	18	1.94%

Age of respondents was as follows:

Age	10	4	0.43%
	11	124	13.3%
	12	192	20.65%
	13	200	21.51%
	14	200	21.51%
	15	109	11.72%
	16	37	3.98%
	17	32	3.4%
	18-24	30	3.2%
	25+	2	0.22%

75.7% respondents attend either a Youth Club or an Open Award Centre.

Questionnaires from all 5 High Schools were completed, (with the schools selecting the pupils at random), and Focus Groups were held with Llais Ni County Youth Forum, a YFC event at the Anglesey Winter Fair, and the 2 Special Needs Clubs.

30 letters received from Individuals or members, and 29 written responses in other formats. It also generated an on-line petition organised by Llangefni Youth Club Members who also held a Public Meeting, with a presentation given by young people objecting to any reduction in youth club provision. This was attended by County Councillors and Town Councillors.

Of those who did not attend a Youth Club, reasons for not attending were as follows:

No club nearby	40	18%
Don't know what happens there	34	15.3%

Don't like the staff	5	2.25%
Don't like the meeting place	10	4.5%
Nothing of interest in their programme	43	19.37%
Too expensive	4	1.8%
Something else on the same night	63	28.3
Feel too old to attend a youth club	36	16.2
Caring responsibilities	2	0.9%
Other	38	17.1%

All respondents were asked if they attend any other provision. 52.6% said that they did, and 47.74% did not attend any other provision. Clubs that they either currently attend or had attended in the past, were as follows:

Non Local Authority Youth Clubs	1
YFC	39
Yr Urdd	24
Guides	16
Cadets (Army, RAF or Sea)	24
Llais NI	17
Majorettes	16
Football	89
Rugby	32
Gymnastics, Athletics of Track Clubs	35
Hockey	11
Pony Club or Horse Riding	19
Boxing	3
Netball	24
Young Carers of Family Circle	4
Homework Clubs	10
Swimming, Life Saving or Water based sports	32
Dance	32
5x60	3
Martial Arts	27
Charity Work	6
Arts based clubs e.g. choir, band, pantomime, shows	29
Other (including badminton, climbing, cookery, archery, RSPB, weightlifting, Young Firefighters, St John's.	34

Priorities for young people

Young people were questioned what their 4 priorities would be for the future of the youth service, scoring them from 1 to 4, with 1 being the most important.

Results were as follows:

	1	2	3	4	Response Total
Have only one big club in each High School area open up to 4 nights a week, all year round.	36.3% (160)	19.5% (86)	28.3% (125)	15.9% (70)	441
Between 15 and 18 clubs meeting one night a week in the main towns/villages	26.0% (125)	37.4% (180)	19.3% (93)	17.3% (83)	481
Short term project moving from area to area for up to 3 months (on a youth bus or in a local building)	12.7% (23)	27.6% (50)	33.7% (61)	26.0% (47)	181
Clubs run by volunteers only i.e. run by parents or people from the community	15.6% (42)	32.6% (88)	25.6% (69)	26.3% (71)	270
Keep clubs as present within the money available, ONLY opening from September to end of March	65.3% (359)	15.5% (85)	9.8% (54)	9.5% (52)	550
One County Youth Worker supporting unemployed young people 16-24 back to work, or training.	8.4% (14)	30.5% (51)	34.1% (57)	26.9% (45)	167
After school Open Award Centres in each school offering Duke of Edinburgh Awards, OCNs, Taking up the Challenge run by Youth Service	14.3% (38)	25.9% (69)	25.9% (69)	33.8% (90)	266
Duke of Edinburgh Award run completely by school staff i.e. teachers and teaching assistants	11.2% (12)	20.6% (22)	33.6% (36)	34.6% (37)	107
One County Youth Worker to visit each school running	10.0%	27.8%	35.1%	27.1%	399

workshops on Alcohol, Drugs, Sex Education etc.	(40)	(111)	(140)	(108)	
Full-time Youth Worker in each school running a mix of the following services for that area – Youth Club, Duke of Edinburgh Award; lunch-time Accreditation Club; informal drop-ins; and supporting 16+ young people who have left school into training/work	12.4% (48)	21.8% (84)	31.1% (120)	34.7% (134)	386
No youth clubs but create 1 or 2 County Youth Zones delivering a Youth Café, Recording Studio, Skate Park, and arranging temporary pop-up shops in other areas.	14.5% (23)	23.9% (38)	21.4% (34)	40.3% (64)	159
Youth Forum (like Llais Ni) to develop a County Youth Council to work with the County Council informing it about services to provide for young people.	9.6% (20)	19.1% (40)	22.0% (46)	49.3% (103)	209
				answered	904

The clear forerunners in the options are to maintain the current club structure, but as 75.7% of respondents are young people who attend a club, this was to be expected. However, there are clear forerunners among the other options, which give an indication of where a compromise may be reached, and where there are options to be explored to provide services in other ways.

Youth Conference

A youth conference was held on the 24/09/2016.

54 young people (38 female and 16 male) attended representing the islands Youth Clubs.

Age	Number
12/13	11
14/15	21
16-26	22

From group discussions on the day the main message from young people was:

- To keep the two special needs clubs open
- No support for lunch time clubs in the high schools
- Not willing to travel to a club in town should a village club close
- Qualified/experienced youth workers running the clubs rather than volunteers
- Small youth clubs not to close completely so that larger youth clubs can open twice weekly
- Important for a youth worker to be able to speak welsh
- Important to have a school youth worker in every school
- Angry/disappointed that the Council are cutting their service

Staff Seminar

A staff seminar was held on the 08/10/2016 attended by 25 part-time youth club workers.

The main message was similar to the feedback from the young people's conference on the 24/09/2016; however they were concerned about their own jobs and the reduced level of accessibility for young people if rural clubs close.

3. ASSESS IMPACT ON THE PROTECTED CHARACTERISTICS

3.1 Age

Will this policy have a potential impact (Positive or Negative) on younger/older people?

Age	Yes	No	N/A
11-16	✓		
17-26	✓		
Over 26			✓
Over 65			✓

Please give details of potential impact and what actions can be taken to address the impact.

3.1.1 Young People / Service users

The Youth service works with young people aged 11-26 years old, with the main focus on the 11-16 age groups. The closure of clubs would affect young people in rural areas being able to attend a provision within their own community. Each percentage of cut will mean fewer clubs available within local communities.

Figures for average attendance and footfall for each club in 2014-16 were:

CLUB	Average attendance 2014/15			Footfall	Average attendance 2015-16			Footfall
	Males	Females	Total		Males	Females	Total	
AMLWCH	3	9	12	658	6	6	12	348
BIWMARES	8	7	15	564	14	7	22	593
BODEDERN	17	18	35	2584	17	14	21	2097
BODFFORDD	10	5	15	373	7	3	10	334
BRYNGWRAN	9	6	15	422	0	0	0	0
BRYNSIENCYN	6	7	13	273	9	10	19	469
CEMAES	6	12	18	583	10	18	28	731
CLWB CYBI	10	7	17	707	10	7	17	634
CLWB NI MON	13	2	15	569	13	1	14	534
DWYRAN	9	11	20	523	11	8	19	546
GAERWEN	0	0	0	0	Adran Bentref yr Urdd now providing provision			
GWALCHMAI	11	12	23	808	8	13	20	639
J Hughes /Senior	9	6	15	1375	33	29	62	3278
J Hughes / Junior	14	15	29	976	23	20	42	1192
Y Nyth (Lunch Time Club)	7	11	19	843	11	10	21	629
LLAIN GOCH	17	14	31	801	12	9	22	680
LLANDEGFAN	10	2	12	430	9	0	9	217
LLANDDANIEL	5	9	14	352	3	8	11	226
LLANERCHYMEDD	13	9	22	741	9	7	16	431
LLANFACHRAETH	11	8	19	481	8	10	18	576
LLANFAELOG	12	5	17	441	14	8	22	583
LLANFAIRPWLL	20	6	26	863	14	12	26	733
LLANFAIRYNGHORNWY	5	4	9	196	0	0	0	0
LLANFEHELL	0	0	0	0	Voluntary club now hold a drop-in provision			
LLANGEFNI	22	7	29	2077	25	11	36	2306
LLANGEFNI (Junior)	21	12	33	747	13	5	18	474
LLANGRISTIOLUS	11	19	30	1317	10	19	29	1054
MOELFRE	3	10	13	331	7	9	16	382
NIWBWRCH	9	3	12	408	8	3	11	315
PENTRAETH	5	7	12	306	7	6	13	409
PENYSARN	13	10	23	1265	12	12	24	1243
PORTHAETHWY	0	0	0	0	No club but DofE Open Award Group in school			
RHOSMEIRCH	2	12	14	414	7	9	16	380
VALLEY	9	7	16	385	12	11	23	650
DofE								377
TOTAL				22,813				23,060

YOUTH CLUB PROVISION

Current provision provides 28 youth clubs, some opening 26 weeks, and some for 30 weeks, some for 34 weeks, and one up to 38 weeks.

Service re-modelling will disproportionately impact directly on young people aged 11-25 across the island, but mainly on the age group 11-16 as they are the highest proportion of service users.

Option 1 (28% cut) – With the re-modelling proposed in Option 1 would look at providing 5 youth club nights per school area all open for 38-40 weeks. 4 clubs would close.

Impact – all remaining clubs have parity of term, but 4 villages will not have a club.

Option 2 (36% cut) – With the re-modelling proposed in Option 2 – 2 nights of provision in each area for 38-40 weeks in the main clubs; 3 nights of provision for 26 weeks in smaller clubs (Sept – March). 3 clubs close.

Impact – Main provision in each area will be open during term time. 3 smaller clubs will have an autumn/winter provision. 3 villages will not have a club.

Option 3 (46% cut) – 3 main clubs would open for 38-40 weeks x 2 nights; 14 small clubs would open for 26 weeks (Sept to March). 11 clubs will close.

Impact – main provision in 3 areas will be open during term time. 14 small clubs will open for 26 weeks (Sept-March)

Option 4 (56% cut) - 3 main clubs would be open for 34 weeks x 2 nights; 4 small clubs would open for 34 weeks, 10 small clubs would open for 26 weeks. 11 clubs will close.

Impact – no club provision anywhere for whole of school term. Retains some of the structure of rural clubs.

Option 5 (67% cut) – 2 club nights in each school area open for 34 weeks.

Impact - 3 main clubs open for 2 nights per week. 4 small clubs open for 1 night per week. Close 19 clubs. No school youth worker in every school.

Consultation feedback (02/11/2015-11/12/2015)

Young people were asked how they get to club. Response was as follows :

Walk	54.6%
Own car or motor bike	3.34%
Lift from parent	51.83%
Bike	1.94%
Bus	3.02%
Other	3.36%

Any restructure of Youth Service Clubs therefore needs to consider that over 54% of young people currently walk to their club, and this may have a big impact on the numbers of young people who are able to access provision, if there are fewer clubs.

When asked what is important to young people attending a club the following was noted as being important :

Meeting friends	88.5%
Club is nearby	59.7%
Issue based work & information e.g. alcohol, drugs, sex ed.	42.6%
Sports	56.3%
Cookery, Craft	45%
Acting, singing etc.	26%
Voicing their opinion	40%
Feeling safe in club	60.4%
Learn new things	61.7%
Learn to respect others	51%
Gain confidence	56%
Trips	64%
Have fun	86.5%

59.7% of young people that having a club nearby is important to them, any restructure of clubs will need to address this point. They were also concerned about a rise in anti-social behaviour, and not having a safe place to go. Also about losing the personal, supportive and trusting relationship they had developed with existing staff. Being unable to travel to a new provision also concerned them. Not being able to walk to a club, or no club nearby was seen as having a negative impact on young people in the first consultation, and this was again stressed in the second consultation in the youth conference. This was the main reason why the young people also opted to have more evening clubs rather than have lunchtime accreditation clubs based in the school. However in the new re modelling option provision of a youth worker working more closely in each high school and its area means that more young people will be able to access time with a youth worker.

What Actions can be taken to address impact?

In the new re modelling option provision of a youth worker working more closely in each high school and its area means that more young people will be able to access time with a youth worker.

With regards to the young people consulted and the concern they express about the potential loss of an established relationship with youth workers, in re-modelling the service by involving young people in the staff recruitment and selection procedures, appropriately qualified and experienced staff with the qualities to engage and build positive relationships with a wide range of young people with a variety of needs will be secured.

If there is to be a greater reliance on staff from the voluntary sector then we will foster relationships with them to support them with staff training.

All models also seek to ensure that there is parity of provision in each high school area.

ACCREDITATION DEVELOPMENT WORK

The service has invested heavily over the last few years using its grants and core staff time to develop accreditation work.

Young people were asked how important accreditation is to them:

- 56.8% felt that it was Important,
- 39.4 felt that it was fairly important
- 3.8% feeling that there was no need for this

Of the young people who completed the questionnaire:

- 43% had gained certificates
- 56% had not gained certificates
- 76 had achieved them through club
- 42 in school,
- 11 in Summer Projects
- 30 in other venues

From this we can conclude that the opportunity to gain accreditations through the youth service continues to be important to young people. They also wanted the youth service to retain delivery of the Duke of Edinburgh Award, rather than see it delivered by school staff.

What Actions can be taken to address impact?

- As Full-time staff and senior part-time workers will now be responsible for preparing the sessions for clubs, they will be in a better position to be able to focus club work on ensuring young people have the opportunity to gain accreditations. Also, the presence of a youth worker in each school should mean more opportunity to keep in contact with young people

and so ensure more are able to access the Duke of Edinburgh Award.

- This will also mean one person in each area responsible for this work, rather than one worker trying to cover all club and school provision.

ALCOHOL AND SUBSTANCE MISUSE OUTREACH WORKER

A specialist Alcohol and Substance Misuse Youth Outreach Worker is employed with a grant from the Community Safety Partnership. This is the only project of its sort funded in North Wales, and as grants have now been regionalised, this may impact on the long-term funding of this project.

The project works in every High School, the PRU, the College, Youth Club, Di-gartref Hostels, work with NEET young people, and any young people or families that are referred to the worker that would benefit from intervention programmes.

Of the young people who responded 62.5% had had contact with service. Contact had been in the following venues:

Clubs	68.7%
School or school based events (Crucial Crew, Choose Life presentations)	72%
Youth Bus or similar projects	1.38%

88% rated the service as being either Very Good or Good, and 10% said it was ok, and only 0.8% rating it as poor.

What Actions can be taken to address impact?

- The proposed re modelling of the youth service has no impact on this work, but it remains dependent on grant funding.

LLAIS NI

A Focus Group was held with members of the Llais Ni County Youth Forum, with the consultation being combined with a consultation on Authority's Budgets, and the future of the Library Service. This meeting was attended by 23 Llais Ni members. It was run with the members spending time in 3 working groups to look each separate issue under consultation.

Attendance was as follows:

12 years old : 3 females, 1 male

13 years old: 1 female, 1 male

14 years old: 3 females, 1 male

15 years old: 5 females, 1 male

16 years old: 1 female, 1 male

18-24 years old: 4 females, 1 male.

The results from this group were as follows:

- Top priority was for the continuation of Llais Ni Youth Forum Project, with all recipients' placing this within their first or second priority.
- The second most popular option with this group was to retain the current structure of youth clubs, but only opening from September until March,
- The third favoured option and only one vote behind the second, was to have a Youth Worker available in each High School, with 19 placing this within their 4 favoured options. Much lower in their favoured option (scoring 12,10, and 7 were the continuation of the County Alcohol Misuse Youth Worker, the support for the young unemployed and the retention of the D of E within the Youth Service.
- There was little support for any of the other proposals.

The findings of this group therefore mirrored the favoured options listed as their priorities by the

majority of other respondents who completed the paper or on-line questionnaires.

What Actions can be taken to address impact?

This provision is now run through a grant to the third sector, and the Council are discussing that the third sector continues to take over this provision. However they only have funding secured until the end of March 2017, so work will need to continue to ensure the future of this provision, and its development to look at new fields of work e.g. pupil voice within schools.

Will this policy have an impact on Adults – STAFF?

In all option, closing some youth clubs will have to be considered, as the service is looking to deliver in other areas of work that Welsh Government has highlighted as a priority. All Job Descriptions will need to be reviewed according to the new responsibilities.

What Actions can be taken to address impact?

There may be a case for offering voluntary redundancies within the service, and there the service will work with the Council's HR department to seek opportunities for re-deployment where possible, in line with the council's HR policies and procedures, throughout the re-modelling process.

3.2 DISABILITY

Will this policy have a potential impact (Positive or Negative) on disabled people? NO

	Yes	No	N/A
Hearing Impairment		✓	
Physical Impairment		✓	
Visual Impairment		✓	
Learning Disability		✓	
Long – standing illness or health condition		✓	
Mental Health		✓	
Substance misuse		✓	
Other		✓	

Customers Service users

CLUBS FOR YOUNG PEOPLE WITH ADDITIONAL LEARNING NEEDS CLUBS (CLWB CYBI AND

CLWB NI)

The service currently runs two clubs for young people with Additional Learning Needs. Focus groups were held in both clubs to discuss the re- modelling proposals.

Feedback form Consultations and Focus groups

Parents and support workers were anxious to make the point that the members who attend these clubs do have special needs and therefore deserve special consideration. In contrast to other young people who may attend a range of different provisions, the Special Needs clubs are the only opportunity that many of these young people have to socialise and gain independence from parents. Closing these clubs would push them into further isolation.

If the clubs were amalgamated some parents foresaw that they would not be able to travel to a venue further afield, as it would be too costly, or too tiring for the young person. Also, some members were reliant on support workers to take them to club, and they currently worked in both clubs with different young people, so they questioned if there would be enough new support workers available to bring all the young people to one venue on one night.

The club was also a lifeline for parents when respite services etc., have already been decreased, and having their child in club on one night enables them to give time to focus on their other children, who do not have special needs.

Other parents felt that they could help out, but one of the most important aspects of the club was that the young person was able to be there independently of their parents. Both clubs are already heavily reliant on volunteers who work on a regular basis, and have done so for many years. These volunteers did not feel able to take on the increase in responsibilities which running the club would entail.

Of the options discussed there was a feeling that keeping both clubs but running every other week would be the fairest option, but in the long term they did not feel that this would work as these young people and parents need routine, and structure, and that membership would dwindle because young people and their parents wouldn't know where they were. Meeting for a shorter period of an evening, or a shorter term may not attract staff as it would not be financially viable for them to commit to this.

Through staff consultation we also know that a number of other current youth service members/users have a broad range of complex needs, but may not disclose these need to staff concerned.

Young people's Conference feedback 24/09/2016

Young people overwhelmingly indicated that they wanted to keep both Clwb Cybi and Clwb Ni open.

What actions can be taken to address the potential impact?

The service in all re modelling options has been able to include Clwb Cybi and Clwb Ni, therefore no closure of either club is anticipated. However both these clubs currently focus on members with additional learning needs, and in future the service will need to look at how it may engage with third sector providers to provide support for additional groups in order to better develop and target provision for users e.g. young people with hearing with hearing impairment, visual impairment or specific support for young people who have mental health issues.

Staff

The Youth Service will fully engage with HR to ensure that all equalities procedures are adhered to. We are aware that there is a need for improving the representation of employees with a disability and will work to achieve this.

3.3 GENDER REASSIGNMENT

Will this policy have a potential impact (Positive or Negative) on transgender people?

	Yes	No	N/A
Transgender People (People who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex)		✓	

The Youth service currently have three young people accessing the youth service or staff who have declared that they are going through or considering gender re assignment. They currently access mainstream club provision and see no requirement for a specialist provision.

What actions can be taken to address the potential impact?

The youth service currently runs training programmes for all staff working with young people in this field. With more full-time staff able to access training, it is anticipated that working with specialist groups such as this group will mean that all staff will be better informed, and have more support to work with these young people, and maintain them in the mainstream provision. Any young people who require additional support will be signposted onto specialist organisations.

3.4 Marriage and Civil Partnership

Will this policy have a potential impact (Positive or Negative) on marriage and civil partnership?

	Yes	No	N/A
Marriage			✓
Civil partnership			✓

What Actions can be taken to address impact?

3.5 Pregnancy and Maternity

Will this policy have a potential impact (Positive or Negative) on pregnancy and maternity?

	Yes	No	N/A
Pregnancy	✓		
Maternity	✓		

Please give details of potential impact and what actions can be taken to address the impact.

During 2014/15 young people attended sex and relationship based sessions within the clubs

Theme	Number of Sessions	Females who attended	Males who attended	Total
Sex and Relationships	42	189	140	329

There were no under 16 years of age recorded pregnancies and 21 recorded pregnancies for 16-18 year old between the 1st of September 2015 and 31st of August 2016 in Anglesey.

Consultation Feedback 02/11/2015-11/12/2015

When asked what is important in the club 42% young people who responded noted that issue based work & information e.g. alcohol, drugs, sex education, as being important .

What actions can be taken to address the potential impact?

The youth service currently runs training programmes for all staff working with young people in this field. With more full-time staff able to access training, it is anticipated that working with specialist groups such as this group will mean that all staff will be better informed, and have more support to work with these young people, and maintain them in the mainstream provision.

Better accessibility to a youth worker in a school will mean that

- more young people will have access to a youth worker
- access during the whole school term, rather than as is currently the case in many smaller clubs from September to end of March
- better opportunities to network with external agencies like Project Lydia to deliver more sex education programmes to young people within a formal and informal setting.

3.6 Race

Will this policy have a potential impact (Positive or Negative) on the following groups?

White, Mixed/multiple Ethnic groups, Asian/ Asian British, Black / African/Caribbean/ Black British, Other Ethnic groups.

No impact

Please give details of potential impact and what actions can be taken to address the impact.

Customers/ service users.

The Isle of Anglesey has a minority ethnic population (non – white) 11-26 year of age of 2.4 %.(2011 Census).

What actions can be taken to address the potential impact?

The youth service works with young people equally and have an open door policy that enables all young people to feel welcome.

3.7 Religion, Belief or Non-Belief

Will this policy have a potential impact (Positive or Negative) on people with different religions, beliefs or non - beliefs?

No impact

Please give details of potential impact and what actions can be taken to address the impact.**Customers / Service Users**

Consultation Feedback 02/11/2015-11/12/2015

From the small number that chose to complete this section in the consultation exercise, this was the declared number who declared a religion or belief.

Religion or Belief			Response Percent	Response Total
1	Baha'i		0.00%	0
2	Buddhist		0.79%	2
3	Christian		40.94%	104
4	Hindu		0.00%	0
5	Jain		0.00%	0
6	Jewish		0.00%	0
7	Muslim		0.00%	0
8	No religion or belief		46.46%	118

9	Sikh		0.39%	1
10	Prefer not to say		8.66%	22
11	Other (please state):		2.76%	7
			answered	254

Reduction in open access provision will impact across all belief systems due to a reduction in opportunities to access provision

Staff

No negative impact on service employees or users.

What actions can be taken to address the potential impact?

The Youth Service will commit to increase partnership work with specific faith based youth groups and organisations to ensure the needs of young people from all belief systems are met.

The service will also adhere to all Council procedures regarding equality when devising new staffing structure, and will continue to ensure staff come from a range of communities that reflect the client group they represent.

3.8 Gender

Will this policy have a potential impact (Positive or Negative) on gender?

	Yes	No	N/A
Men	✓		
Women	✓		

Please give details of potential impact and what actions can be taken to address the impact.

Service Users - Reduction in open access youth provision will impact both male and females. However, traditionally clubs appeal more to young males, with females choosing to socialize more within each other's homes. Young males will also attend up to 18/19 years of age if there is provision for sports as part of the club, whereas young females stop attending at an earlier age. Services like the Duke of Edinburgh Award and work towards gaining accreditations in general appeals more to young women.

Staff

The service will adhere to all Council procedures regarding equality when devising new staffing structures, and is aware that currently there is a gender imbalance between the number of males and females that are currently employed.

What actions can be taken to address the potential impact?

- The school youth worker will work more closely with the school 5x60 worker to try to develop accreditation opportunities from work done with the leisure department e.g. Sectional Certificates for the DofE for Skills Development for the hours where they attend 5x60 sessions, to try to develop alternative provision for young males who may no longer be able to attend a youth club. .
- Liaise with the Leisure Department to discuss new development opportunities where the Youth Service works more closely with the Leisure Department to develop new opportunities making more use of all their facilities, and working more closely to promote work that they may already be developed within other department witin the authority.
- Work on developing the accreditation programme to find sessions that have a more generic appeal, or work on delivering specific programmes that are gender specific.

3.9 Sexual Orientation

Will this policy have a potential impact (Positive or Negative) on the following groups?

No Impact

	Yes	No	N/A
Bisexual		✓	
Gay Men		✓	
Lesbian		✓	
Heterosexual		✓	

Please give details of potential impact and what actions can be taken to address the impact.

From consultation responses, young people wishing to divulge their sexual orientation is low.

Consultation Feedback 02/11/2015-11/12/2015

Sexual Orientation				
			Response Percent	Response Total
1	Bisexual		1.29%	3
2	Gay		0.43%	1
3	Heterosexual		88.84%	207
4	Lesbian		0.86%	2
5	Prefer not to say		8.58%	20

What actions can be taken to address the potential impact?

Young people - It is considered that there is no impact .For those young people who require additional support, the youth service would sign post to organisations such as Stonewall who provide services to young people who are gay, lesbian, bisexual and transgender.

Employees /Staff

Continue to support access to Council support systems through Human Resources

3.10 Welsh Language

Will this policy have a potential impact (Positive or Negative) on the Welsh Language?

	Yes	No	N/A
Welsh Language	✓		

Current Welsh Language provision

There is an increasing demand on Authorities through the Welsh Language Standards and the Youth Service Strategy to provide opportunities for young people to use the Welsh Language in a social setting

Current Situation of Welsh Language speakers who attend clubs

STATUDOL/STATUTORY Clwb/Club	Cymraeg Rhugl Fluent Welsh	Gallu Siarad/Able to speak some Welsh	Dim Cymraeg / No Welsh	Cyllid Funding Core/Craidd
Amlwch	13	3	0	Core/Craidd

Biwmares	19	37	0	Core/Craidd
Bodedern	62	6	0	Core/Craidd
Bodffordd	12	1	0	Core/Craidd
Brynsiencyn	35	2	0	Core/Craidd
Cemaes	39	19	4	Core/Craidd
Clwb Cybi (ADY/ALN)	6	9	8	Core/Craidd
Clwb Ni (ADY/ALN)	8	10	1	Core/Craidd
Dwyran	17	6	1	Core/Craidd
Gwalchmai	30	2	0	Core/Craidd
Jesse Hughes (Hŷn/Senior)	54	143	41	Core/Craidd
Jesse Hughes (Iau/Junior)	47	48	14	Core/Craidd
Llaingoch	15	38	17	Core/Craidd
Llanddaniel	17	2	1	Core/Craidd
Llandegfan	14	4	0	Core/Craidd
Llanerchymedd	27	1	0	Core/Craidd
Llanfachraeth	33	5	0	Core/Craidd
Llanfaelog	11	10	4	Core/Craidd
Llanfairpwll	50	3	2	Core/Craidd
Llangefni	45	6	1	Core/Craidd
Llangefni Iau	34	4	0	Core/Craidd
Llangristiolus	59	1	0	Core/Craidd
Niwbwrch	20	2	3	Core/Craidd
Moelfre	15	8	0	Core/Craidd
Pentraeth	22	4	1	Core/Craidd
Penysarn	27	1	0	Core/Craidd
Rhosmeirch	24	0	0	Core/Craidd
Y Fali	73	17	8	Core/Craidd
	828	392	106	

GWIRFODDOL/VOLUNTARY

Cffi Bodedern YFC	54	0	0	Ymddiriedolaeth
CFF I Dwyran YFC	16	0	0	Ymddiriedolaeth
Cffi Llangefni YFC	55	0	0	Ymddiriedolaeth
Cffi Llangoed YFC	7	0	0	Ymddiriedolaeth
Cffi Penmynydd YFC	26	0	0	Ymddiriedolaeth
C Ffi Rhosybol YFC	68	0	0	Ymddiriedolaeth
Aelodaeth yr Urdd Membership – Secondary School Age Only / Uwchradd (Urdd - Uwchadran Amlwch, Uwch Adran Gaerwen, Aelwydydd Yr Ynys, Talaw and Amlwch, Membership in schools and individual membership / aelodau yn yr ysgolion ac aelodau unigol)	680	0	0	Ymddiriedolaeth

Welsh Language provision in statutory youth service

Number of Clubs where all staff are Welsh speaking and service is fully bilingual	25 clubs
Number of Clubs where at least one member of staff is a fluent Welsh Speaker and others are Welsh second language.	3 clubs
Number of Clubs where all staff are Welsh Second Language	0

Number of Clubs where at least one member of staff is fluent	28 out of 28
Open Award Centres – 6 and 3 School Groups	7 are bilingual
Groups that offer opportunities for gaining accreditations through the medium of Welsh (ASDAN/ Agored Cymru)	20 clubs

Please give details of potential impact and what actions can be taken to address the impact.

Customers / Service Users

Closure of some clubs which are run predominately in Welsh will affect young people who prefer the provision in Welsh as the evidence below suggests.

Consultation Feedback 02/11/2015-11/12/2015

Is it important to you that you can speak in your chosen language?

			Response Percent	Response Total
1	Yes		94.94%	881
2	No		5.06%	47
			answered	928

Preferred language (spoken)

			Response Percent	Response Total
1	Welsh		45.36%	132
2	English		48.11%	140
3	British Sign Language		2.75%	8
4	Other		3.78%	11

Preferred language (written)





			Response Percent	Response Total
1	Welsh		34.38%	99
2	English		59.03%	170
3	Braille		1.74%	5

4	Other	4.86%	14
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Youth Conference 24/09/2016

In the Youth Conference young people were asked to respond to the following question stating whether it was very important / important/ unimportant or very unimportant:

Is it important that a Youth worker can speak Welsh?

			
Very important	important	unimportant	Not at all important
57%	35%	4%	4%

What actions can be taken to address the potential impact?

- Where it may be proposed that clubs close, the Council will need to work with the community and other partners to explore quality alternative provision through the medium of Welsh. e.g. Urdd and Young Farmers. However, the specialist Welsh language provision is dependent on securing external funding (grants). The service will continue supporting these organisations in their work when making new grant applications.
- Ensure that the new provision within schools that will partly replace the Club Provision is able to deliver all aspects of work bilingually.
- Look at areas where there is currently no specific Welsh Language provision e.g. Holyhead, and work with the Urdd, YFC, and Menter Iaith to develop provision in this area.

3.11 Rural Communities

Will this policy have a potential impact (Positive or Negative) on Rural Communities?

	Yes	No	N/A
Rural Communities	✓		





Please give details of potential impact and what actions can be taken to address the impact.

Closure of rural clubs will have an impact on rural communities. Young people would have to travel to clubs in towns . However young people voiced clearly in the youth conference (See Below) that they would be unwilling to travel.

Youth Conference 24/09/2016

In the Youth Conference young people were asked to respond to the following question stating whether they were very satisfied / satisfied/ dissatisfied or very dissatisfied with the premise:

If the club in the village closes, do you think young people would go to a club in town?

			
Very satisfied	Satisfied	Dissatisfied	Very dissatisfied
8%	20%	20%	52%

What actions can be taken to address the potential impact?

- Limited opportunity in some areas to use community mini buses to transport young people from rural villages to the larger clubs e.g. the Beaumaris area, and Bodedern area.
- Young people would have access to a School Youth worker at their high school as opposed to a rural club, which will mean they have access to a worker throughout the school term, rather than from September to end of March as is currently available with most rural provision.
- Specialist workers e.g. Alcohol and Substance misuse worker and the Youth Engagement Worker will cover the whole island.

3.13 Poverty/Deprivation

Will this policy have a potential impact (Positive or Negative) on Poverty / deprivation?

Yes

Please give details of potential impact and what actions can be taken to address the impact.

Proposed changes to the youth service/ closure of clubs may impact on the ability of young people where there is no public transport, and/or where there is no access to transport in the home may find it difficult to travel to another provision.

Also, taking young people out of their own community to access a service will have a negative impact on community cohesion.

What actions can be taken to address the potential impact?

- If the Authority is forced to opt for a substantial cut in funding (Option 3,4, and 5), then there will need to be a significant needs analysis completed in all areas, to ensure that provision

remains where there is the highest need due to deprivation

- Ensure that there is no duplication of services within communities between the voluntary sector and the statutory sector, particularly where Communities First or the voluntary sector may already be making significant investment in an area.
- Ensure that any attendance fees continue to be kept to a minimum where there are recognised high poverty levels.
- Ensure that some budget is set aside for ensuring that no young people are unable to access a part of the service, due to poverty e.g. the Duke of Edinburgh Award

APPENDIX

PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE

Extract of Minutes of the meeting held on 22 November 2016 (to be confirmed by the committee)

4 SCRUTINY OPINION ON THE OPTIONS FOR RE-MODELLING THE YOUTH SERVICE

Submitted – the report of the Head of Learning in relation to the above.

It was reported that as a result of the Corporate Plan and the needs of the service, a detailed review of the Youth Service was carried out from 2013/14 and five options were identified for the future development of the service. Different scenarios were identified which could be delivered with between 28% and 67% efficiency savings. An extensive consultation was carried out with over 1,000 young people during the Autumn of 2015. With the remaining options, a Youth Conference was held on the 24th September, 2016 and 54 young people attended, with a cross section of the 11 to 25 age group from all parts of the Island. The service options were also presented to staff in the Staff Seminar on the 8th October, 2016.

In 2013/14 the Lifelong Learning were tasked to find possible cuts of between 10% and 60% in the youth service budget; the net budget for the Youth Service at the time was £560,170. A breakdown of the potential cuts models/options were highlighted within the report.

During the second consultation the following issues were highlighted :-

- The two youth clubs for young people who have special educational needs should be kept open;
- No support for lunchtime accreditation clubs;
- They were unwilling to travel to a town based if the village club closed;
- The clubs should be run by qualified/experienced youth workers, not volunteers;
- Small youth clubs should not be closed down completely in order to keep the large clubs open twice a week;
- It is important that youth workers speak Welsh;
- It is important to have a youth worker in every school;
- They were angry/disappointed that the Council was making cuts to the youth service.

The Principal Youth Worker said that it is considered that there are risks within the remodelling due to the changes to the part-time staff posts and losing qualified staff with substantial experience. In addition, the same provision will not be available to young people in rural communities, although contact with Youth Workers will be more accessible as they will be working more closely with schools.

Issues raised by Members :-

- Young people are afforded valuable opportunities within youth clubs and there is a need to protect the service;
- The Isle of Anglesey Charitable Trust has recently supported a grant application by the Young Farmers Organisation and the Urdd but youth clubs do not have such an avenue of grant funding;

APPENDIX

- Young people who attend their village youth clubs are unwilling to travel to youth clubs located in town locations as their affiliation and ownership of their youth club is paramount. The closure of community youth clubs may result in the congregation of young people causing antisocial behaviour within the community due to lack of a place for them to socialise; some villages do not have a local Young Farmers Club nor a Urdd facility;
- The reduction in community youth clubs would deprive young people of cultural and historical visits to different locations within the UK;
- Young people have the opportunity to discuss a variety of different subjects i.e. bullying, sex education, abuse, drugs and alcohol problems etc.;
- Questions were asked whether youth clubs could take over/help with some elements of the Welsh Baccalaureate i.e. community voluntary work. The Principal Youth Officer responded that locating Youth Workers within secondary schools would afford young people a contact link for voluntary/community work;
- Under the new arrangement young people would continue to have the opportunity to take part in the Duke of Edinburgh award scheme within their school in all but one of the service options;
- Young people are afforded the opportunity to take part in the Duke of Edinburgh award scheme within the youth clubs;
- Recently an after school facility for children and young people has been opened in Holyhead by Communities First. The 'Holyhead Pod' affords activities for young people to await until parents/carers are home from work. Questions were raised as to whether such a facility would affect the attendance levels of the youth club at Jesse Hughes Centre. The Principal Youth Officer said that the 'Holyhead Pod' facility attracts children and young people who come from school rather than the youth club which is open later in the evening. Members suggested that a 'Pod' facility could be beneficial in other towns/communities on the Island. The Principal Youth Officer responded that duplication of services needed to be considered before considering such a 'Pod' facility when there is an youth club within a town location;
- Concerns raised that the Executive has decided not to discuss the future of the Youth Services until after the Council's Budget Consultation has taken place.

It was RESOLVED to recommend to the Executive :-

- **That Option 1, a cut of the minimum of 28%, be the Partnership and Regeneration Scrutiny Committee's preferred option;**
- **To express concern that the Executive will not consider the matter until February 2017.**

ACTION : As note above.

**COUNCILLOR DERLWYN R. HUGHES
CHAIR**

ADBORTH Y BOBL IFANC / YOUNG PEOPLE'S FEEDBACK

(Verbatim)

Cynigion Toriadau 20% Cutback Proposals
WIFI
Close to home
Why do you have to pay so much
Engaging youth workers
Keep all special needs clubs open!
They should keep the special needs club open why don't they open more special needs clubs
Lots of activities
Youth workers who can relate/connect with young people
Also kids get the bus to Cemaes with their friends to go to Cemaes youthie if it's in Amlwch it would cause issues.
In the 40% cut most of the small clubs will be closed and the big clubs will turn into small clubs some people will not be happy about this
Local youth workers who know the young people
The club is important because kids want to go and see their friends and chill. Cemaes Youth Club is very important also its good place for kids/teens to go so that kids aren't wondering the street at night
Pwysig i glybiau cael mynediad i lle cynnes sydd hefo cyfleusterau syn cwrdd a anghenion pobl ifanc
It worries me that there are 2 much clubs closing due to budget loss
I wouldn't go to any youth club if Jesse Hughes closed as I am comfortable talking to people there I wouldn't feel comfortable anywhere else
Youth club after school, not in school
Rydwyl yn meddwl ddylia un clwb amser cinio ddigwydd a cael cadw un neu ddau clwb bach
They should not close any special needs clubs in fact they need to open more.
I believe that youth clubs promote and encourage health and well being, they allow a child to express their concerns.
Keep all special needs clubs open!!!
Democratiaeth pobl ifanc yn cael sefydlu eu hunain a cael bod yn man o benderfyniadau am sut i redeg clwb darpariaeth o glybiau CFFI gyda'r nos yn bwysig. Dim jysd o fewn ysgolion.
Regular club meeting. Socialising with friends. Good youth clubs. WIFI. Connection between youth work.
If local clubs are closed people may not have the time, energy or money to be able to go further in towns.
It is important to give support to 16-24 year olds to go back into work or education. I BELIEVE THIS IS THE SAME FOR HOMELESS PEOPLE. We need to help give homeless people a place to live until they can get a job and provide for themselves rather than be ignored. If young people don't get this support also, they may end up homeless.
20% depends where the small clubs are set, for instance if they are in small areas young people they won't have anywhere else to go. However if you closed them in large towns it wouldn't make much difference for they will have somewhere else to go. It is important to keep youth clubs open for it gives a place for young people to be themselves without any judgement from others there are other places youth can go to , e.e. ATE(search it up), however some people may not be able to afford it.
Why do the small clubs have huge cuts but the big ones don't!?!
Travelling to Amlwch for youth club would be a problem because its further for my parents, also my mother does things in Cemaes while I'm in youthie
I haven't attended a youth club from what I understand they're organizatively that are independent of any school, this independence must remain
Prioritize special needs!

ADBORTH Y BOBL IFANC / YOUNG PEOPLE'S FEEDBACK

(Verbatim)

They should not close special needs club, because what if the disabled person does not travel very far.
Dylia 1 clwb cau i cael cadw y clybiau anghenion arbennig
I prefer sticking to 1 youth club because I feel more comfortable around people I know.
If the 40% happens the big clubs will turn into 2 small clubs and lose some money
20% cut I can't really make a judgement as I have no experience with youth clubs. To me it sounds reasonable.
I think it's more important to keep the night clubs than the school lunchtime ones.
Rights of children are safeguarded by these organizations. They have the best interest of CHILDREN at heart, this being a valuable asset.
We must evenly balance funding in the event of major cuts. We can't afford to create a discourse where cuts to youth services turns youth to crime e.g.
40% cut the larger reduction is greatly visible and saddened to see the cuts to disabled & special needs services. It is a priority that these disadvantaged members of society do not have their interests defunded.

Cynigion Toriadau 40-60% Cutback Proposals

Colli clwb ychwanegol yn bob ardal I gadw clwb anghenion arbennig
Clybiau amser cinio ynyr ysgol yn barod. Pwysig cadw clybiau nos
Trfenu bws mini I rhai ardaloedd
Nid wyf yn cytuno hefo torri/canslo clwb anghenion arbennig!
Torri cyflogau gwenud synnwyr(ar hyd yn cyngor – dechra gyda dyn ar y top)
Dim pwynt agor ar 60% o doriad. Colli rheolwr a Llangefni yn colli gwasanaeth cyfan.
Safe warm well equipped meet places providing opportunities for arts and sports.
Torri hyder cryfder a creu trafferthion I emotions a meddyliau pobl ifanc.
60% cut dim yn gweithio I pobl ifanc o gwbl. Dim ar ol iddynt
Rhaid cadw y llefydd mawr fel Plas Arthur Bro Alaw Jesse Hughes gan eu bod yn berffaith ir pobl ifanc dod a atmosfier iawn.
60% yn negelctio angen y pobl ifanc yn eu cymuned
Mi fydd yna trwbl yn y cymunedau gan fod yno ddim iw wneud
With the 60% most of the small clubs will close and kids won't want to travel far to clubs and in the small villages there is not a lot of things for the kids to do
NO 60% because the small clubs will be closed and like me, people live in streets with trouble quite frequently, having nowhere to go will cause people like me to resort to the streets and cause trouble for my own amusement

Cynigion Toriadau 60% Cutback Proposals

It won't be good because people will stop socialising and just stay in their home
Tydy gweithiwr gwirfoddol ddim yn syniad da oherwydd bydd pobl ddim eisiau rhieni/teulu/pobl lleol; I rhedeg y clybiau oherwydd rydym yn mynd yna I cael amser heb rhieni
Does yna ddim digon o glybiau ieuentid lleol. Felly fuswn I ddim yn mynd I clybiau ieuentid mawr e.e. Llanfairpwll, Biwmaris, hefyd does gan pawb ddim ffordd/lift I fynd I'r clybiau mawr.
Mae o yn boring yn youth club Bodedern ac dani ddim yn cael mynd allan or ysgol I mynd I siop ac

ADBORTH Y BOBL IFANC / YOUNG PEOPLE'S FEEDBACK

(Verbatim)

dwi heb dim lift I fynd yna. cadw clwb Llanfachraeth.
If the 60% cut happens all of the small youth clubs will close including our youth club Llanfachraeth if you close all the youth clubs think of the teenagers as we get older we get less social if youth club closes teenagers may well start on drugs and alcohol.
The 60% is not fair because they will be closing half of the youth clubs.
Yn Brynsiencyn mae yna pethe i neud ond tydy pobl ddim am ddod at ei gilydd ac bydd plant yn cyfarthrebu tu allan oi tai hefoi gilydd.
Easier to talk to than teachers.
Os fydd y 60% cut yn digwydd bydd pobl stopio cymdeithasu.
No because it will be embarrassing having your family members.
Os fydd na ddim youth club fydd y fi yn bedroom fi neu park neu youth shelter. So fydd o yn boring .Yn youth club gan y ni rw bath i wneud.
No because it will be embarrassing having your family there
If the 60% cut happens all of the teenagers might stop socialising and start doing drugs and alcohol maybe.
They say that youth club costs too much but it costs only fifty pence
100's of brand new cameras in school every corner there's a camera, it's not needed it's too much and a waste of money that could be used elsewhere.
We need to try our best to preserve local youth clubs. Loyalty to your local club has been created some wouldn't be willing to travel to the neighbouring town for a club
A total of 60 million pounds has been lost through funding since 2012 leading to the closure of about 350 youth clubs in Britain
In the 60% cut there will be a loss of socialising in teenagers.
A youth club is an opportunity for youth to learn new skills, independent of schools. This is a major loss to those deprived. It would be a major blow to a community. The loss of a vital service would deprive children.
Sefydliadau gwirfoddol e.e.RUS yn lle talu i rhywun ffendio gwirfoddolwyr
350 youth clubs have closed since 2012
If the 60% cut there will be loads of small clubs closing down in our villages,
No because it will be embarrassing having family members there.
If there is willing volunteers, then we should encourage them to run these clubs.
Re-open Bryngwran youth club for year 6 and above.
Pam mae yna grants I ysgolion gael teledu's sydd yn pointless? Bysa well gennym ni gael y grant I gael fwy o adnoddau neu I gadw fwy o glybiau yn gorad!
Bollards refusing entrances to where teacher's park for "safety purposes" all the years before then nothing ever happened. Why waste money on it now?
Does dim digon o glybiau leuenctid a fyswn i ddim yn mynd i clwb ieuenctid arall yn yr ardal a ddim yn deg ar y pobl eraill syn mynd i'r clwb.
Voluntary clubs are a rather good suggestion however, they'd need the training.

Cynigion Toriadau 60% Cutbacks Proposals – positif a negatif

It's not good to close all the youth clubs
I wouldn't particularly exactly help out at a youth service or even only volunteers to run a club because I feel they wouldn't gain enough confidence because of the lack of experience,
Having to travel to other youth clubs is a problem some people can't travel and also having children to travel could be dangerous if they travel on a bus late at night and could miss the bus and be stuck

ADBORTH Y BOBL IFANC / YOUNG PEOPLE'S FEEDBACK

(Verbatim)

It's unfair if they close small youth clubs because then that would leave lots of people with no youth clubs as they would not go to a big one further away.
Have one big club and another one on alternative weeks for smaller clubs
Most kids would turn to crime because there is nothing else to do
I would not like my mum or dad helping because in the youth club you can have fun and it would not feel right
We should have a youth clubs in the villages in the same place, different dates, so one at lunch and one at night, would it make more money?
60% would close loads of youth clubs cuts
People go to youth clubs to get away from home to release stress, I wouldn't want my mum or dad to work
It's not a good idea to close any of the youth because not everyone will be comfortable with it.
That some clubs would close which would decrease the opportunity die to the clubs being further away
If this quantity of youth clubs went to a miniscule amount it would decrease a great and incredibly good opportunity because if they went to a larger club they wouldn't be familiar.
Wouldn't like people volunteering because it will make us feel uncomfortable talking to someone unprofessional if someone had any problems
Some people wouldn't be comfortable with going to youth clubs with new people it's unfair making them feel that way.
I wouldn't go to another club because it's too far and if Llanddaniel club closed there wouldn't be anything left for the younger kids to do in the village.
I would not want my family members running the club it would be embarrassing and I go to club to get away from family.
Unfair to close down Llangefni club because a lot of people have developed many skills there and to just drop it like that isn't right.
People only go out to go to youth clubs no one would communicate anymore.
I would be ok for my mum to help in the youth club
I wouldn't mind a volunteer youth worker as long as they are nice and if the clubs did have a pool table and a ping pong table etc.
Youth worker going around schools
I wouldn't go to other youth clubs that meant having to travel. *keep Brynsiencyn
60% not as bad as I thought but still not good
It is important to have prof.youth workers as they have experience

ADBORTH STAFF / STAFF FEEDBACK

(Verbatim)

Cynigion Toriadau 20% Cutback Proposals

some clubs would close but percentage would keep club open

No lunch clubs ,free time for lunch, no pressure for young people

Smaller/strong communities/clubs to stay open 3 weeks * option to large clubs on 4th week

Spend the money sat in accounts distribute closed clubs money and equipment to closed clubs.

I feel we could live with a 20% cut anything more will impact the provision and young people MASSIVLY! In a negative way!!

Young people need clubs in smaller areas – nothing else to offer – no one to talk to – too late when they've hit rock bottom

No school youth worker

Our members need youth clubs, so they can interact with their peers

Cynigion Toriadau 40% Cutback Proposals

Does it matter how many members in club – all need the same service and needs

Stop wasting time effort money consulting and tell us what the cuts are so we can move on.

North Wales Police grants for equipment. Town /Community Councils – letter of support and maybe help with costs of hiring halls.

Don't get rid of Principal Officer Council operation couldn't cope

To youth, clubs are more than meeting place its hard being a teenager. They need somewhere to be "safe from harm" to go to youth clubs

Colli clwb ychwanegol yn bob ardal I gadw clwb anghenion arbennig

Clybiau amser cinio yn yr ysgol yn barod. Pwysig cadw clybiau nos

Trfenu bws mini i rhai ardaloedd

Nid wyf yn cytuno hefo torri/canslo clwb anghenion arbennig!

Torri cyflogau gwenud synnwyr(ar hyd yn cyngor – dechra gyda'r dyn ar y top)

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With the 60% most of the small clubs will close and kids won't want to travel far to clubs and in the small villages there is not a lot of things for the kids to do

Cynigion Toriadau 60% Cutback Proposals

If 60% could we not have skills instructors to help

If they don't want lunch clubs – can't we re-arrange that provision to the night?

Bobl ifanc angen rhywbeth ar ôl ysgol i gymdeithasu gyda ffrindiau

Young people don't want friends or families to volunteer

Children want smaller clubs geographically not all YP mix well or wish to mix, having a 60% will cause

ADBORTH STAFF / STAFF FEEDBACK

(Verbatim)

an overall drop in YOUTH ENGAGEMENT
Plas Arthur Youth Wing is V successful. Ebeneser is already utilised by other youth based project, closing PA may cause YP to no longer engage with IOACC Youth Services
Don't want parents to volunteer
No way of getting to another club parents don't drive
If they do close the smaller clubs will they provide or maybe subsidise cost of travel for young members to go to nearest available club

Sylwadau pellach / Additional Comments

I question where the money is distributed why close front face clubs and spend £1000's on the foyer in council offices??
Mae digonedd o glybiau gwahanol ar gael yn ein ysgolion uwchradd ar hyn o bryd
Raise subs from 50p to £1/£2 make clubs more sustainable
Some young people have no social interaction apart from youth club
Fydd cau clybiau ieuentid yn slap mawr i hogia ifanc pob ardal. Ddylia'r Cyngor feddwl yn ddwys am eu penderfyniad.
Local councillor to visit their clubs to see for themselves how important youth clubs are for the young people. To show them actually how they play and learn and make friends and socialise. See them in their own environment.
Keeping small clubs open is just as important as keeping big clubs open
Where will young people go if they lose their youth clubs.
Club teach members important life skills that they might not get at home
Mae angen i chi sylweddoli y pwysigrwydd o gael clybiau ieuentid
We need to keep both disabilities club open due to location
Youth clubs make these people feel like part of the community
Head of services, AO and admin costs 10% cut move money save other things
Cut youth worker wage 5 – 10%
Close 1 to 3 clubs if small numbers going per area.
Would volunteers be willing to volunteer in a youth club where the young people throw arts and crafts equipment all over the club and run in and out of the club and swear at you when you tell them off? For example one club a group of young boys gathered around the member of staff being aggressive and giving them verbal abuse.
Young people see a youth worker in a different way to a teacher or sometimes a parent. They feel they can talk to a youth worker openly and know the line between being professional.
Mae clwb ieuentid yn lle saff i berson ifanc cael mynegi eu barn a cael siarad i rhywun sydd am wrando arnyn nhw a ddim gwneud hwyl ar eu pennau nhw. Mae'r iaith Gymraeg hefyd yn bwysig i'r pobol ifanc a iddyn nhw cael dewis eu hiaith.
Club staff deal with a variety of issues from family troubles with estranged parents giving verbal abuse and youth club members with emotional and behavioural problems, these issues have to be sorted out in a confidential manner whilst keeping the remaining youth club members entertained, would volunteers be able to cope with this?

ADBORTH STAFF / STAFF FEEDBACK

(Verbatim)