



Complete Agenda

Democratic Services
Swyddfa'r Cyngor
CAERNARFON
Gwynedd
LL55 1SH

Meeting

EDUCATION AND ECONOMY SCRUTINY COMMITTEE

Date and Time

10.00 am, TUESDAY, 23RD JANUARY, 2018

***NOTE: A BRIEFING MEETING WILL BE HELD FOR MEMBERS ONLY AT 9.30AM
IN YSTAFELL GWYRFAI**

Location

Siambwr Hywel Dda, Council Offices, Caernarfon, Gwynedd, LL55 1SH

*** NOTE**

This meeting will be webcast

<http://www.gwynedd.public-i.tv/core/portal/home>

Contact Point

Eirian Roberts

01286 679018

eirianroberts3@gwynedd.llyw.cymru

(DISTRIBUTED 15/01/18)

EDUCATION AND ECONOMY SCRUTINY COMMITTEE

MEMBERSHIP (18)

Plaid Cymru (10)

Councillors

Menna Baines
Aled Ll. Evans
Judith Mary Humphreys
Huw Gruffydd Wyn Jones
Paul John Rowlinson

Steve Collings
E. Selwyn Griffiths
Nia Wyn Jeffreys
Olaf Cai Larsen
Cemlyn Rees Williams

Independent (5)

Councillors

Freya Hannah Bentham
Keith Jones
Jason Wayne Parry

Elwyn Jones
Beth Lawton

Llais Gwynedd (2)

Councillors

Alwyn Gruffydd

Gareth Williams

Gwynedd United Independents (1)

Councillor
Dewi Owen

Ex-officio Members

Chair and Vice-Chair of the Council

Other Invited Members

Councillor Dyfrig Siencyn (item 5)
Councillor Craig ab Iago (item 6)
Councillor Gareth Thomas (item 7)

CO-OPTED MEMBERS:

With a vote on education matters only

Anest Gray Frazer

Church in Wales

Rita Price

The Catholic Church

Dylan Davies

*Meirionnydd Parent/Governors'
Representative*

Karen Vaughan Jones

Dwyfor Parent/Governors' Representative

[vacant seat]

Arfon Parent/Governors' Representative

Without a vote

Dilwyn Elis Hughes

UCAC

David Healey

Teachers Unions (ATL)

A G E N D A

1. APOLOGIES

To receive any apologies for absence.

2. DECLARATION OF PERSONAL INTEREST

To receive any declarations of personal interest.

3. URGENT ITEMS

To note any items that are a matter of urgency in the view of the Chairman for consideration.

4. MINUTES

6 - 8

The Chairman shall propose that the minutes of the previous meeting of this committee held on 13th December, 2017 be signed as a true record (attached).

5. NORTH WALES GROWTH DEAL BID - PROGRESS REPORT

9 - 16

To consider the report of the Council Leader (attached).

*10.10am – 10.50am

6. RE-MODELLING THE YOUTH SERVICE

17 - 95

To consider the report of the Cabinet Member for Housing, Leisure and Culture (attached).

*10.50am – 11.40am

7. ASSESSMENT OF CURRENT POST 16 EDUCATION PROVISION IN GWYNEDD

96 - 104

To consider the report of the Cabinet Member for Education (attached).

*11.40am – 12.25pm

8. POSSIBLE SCRUTINY INVESTIGATION INTO THE EFFECTS OF NEW SCHOOL BUILD DEVELOPMENTS ON THE QUALITY OF EDUCATION

105 - 108

To consider the report of the Democratic Services Manager (attached).

*12.25pm – 12.40pm

9. SCRUTINY FORWARD WORK PROGRAMME 2017/18

109

To submit, for information, the scrutiny forward work programme, as it stands at present (attached).

*12.40pm – 12.45pm

*estimated times

EDUCATION AND ECONOMY SCRUTINY COMMITTEE 13.12.17

Present: Councillor Beth Lawton – Chair.
Councillor Nia Jeffreys – Vice-chair.

Councillors: Menna Baines, Steve Collings, Aled Evans, Evan Selwyn Griffiths, Alwyn Gruffydd, Judith Humphreys, Elwyn Jones, Cai Larsen, Dewi Owen, Paul Rowlinson, Cemlyn Williams, and Gareth Williams.

Cabinet Members: Councillor Craig ab Iago – Cabinet Member for Housing, Leisure and Culture (Item 5), and Councillor Gareth Thomas – Cabinet Member for Education (Item 6 and 7).

Also in attendance: Vera Jones (Members' Manager), Sioned Williams (Members Support Officer), Dylan Davies (Parent Representative/Meirionydd Governor), David Healey (Teachers' Union), and Anest Gray Frazer (The Church in Wales).

Item 4: Sioned Williams (Head of Economy and Community Department), Robin Evans (Project Manager), and Iwan Evans (Monitoring Officer).

Item 5: Arwyn Thomas (Managing Director GwE), Alwyn Lloyd Jones (GwE Assistant Director), and Ellen Williams (Gwynedd Secondary Core Leader).

Item 5 and 6: Garem Jackson (Head of Education Department).

1. APOLOGIES

Councillors Jason Parry, Huw Wyn Jones, and Keith Jones.

2. DECLARATION OF PERSONAL INTEREST

Councillor Menna Baines declared a personal interest in relation to item 7 on the agenda, due to her role on the Cynnal Advisory Board.

3. URGENT MATTERS

None to note.

4. MINUTES OF THE PREVIOUS MEETING

The Chair signed the minutes of the previous meeting of this committee, held on 26 September 2017, as a true record.

5. PROPOSED GOVERNANCE ARRANGEMENTS FOR GWYNEDD COUNCIL'S LEISURE COMPANY

A report was presented by the Cabinet Member for Housing, Leisure and Culture and the Head of the Economy and Communities Department, which set out the proposed governance arrangements for Gwynedd Council's Leisure Company. Members were invited to provide comments/observations on the arrangements before the item goes

before the Cabinet. The Cabinet Member for Housing, Leisure and Culture thanked the Scrutiny Committee for the opportunity to discuss the arrangements.

During the discussion on the item, further information was provided to members with regards to the following matters:

- The role and the purpose of the Advisory Board.
- Responsibility for appointing the Management Board.
- The Board Members' responsibility and accountability should the company fail, and the Council's plans to deal with such an event – in particular the effect on the company's staff.
- The Managing Directors' appointment procedure, role and responsibility.

The Committee noted the following comments/observations on the company's governing arrangements for the attention of the Cabinet Member and the Cabinet:

- The Shadow Board should to play a key role in appointing the Managing Director.
- Consideration if more than five members should sit on the Management Board, as the role may require a lot of commitment.
- The importance of ensuring a healthy and open relationship with the Advisory Board from the outset. The Scrutiny Committee would like further clarity on how this will develop over the next months.
- That the development includes new opportunities, for example;
 - The opportunity to market the Leisure Centre more creatively.
 - A recommendation to introduce a 'bonus scheme' for staff members who promote the company enthusiastically should be considered.
- To ensure that clubs such as 'Dementia Go' and other successful developments continues.

The Scrutiny Committee welcomes the opportunity to scrutinise the developments further as promised.

Resolved: Support the report to go before Cabinet.

6. THE EFFECT AND CONSEQUENCE OF THE GWE PROVISION ON BEHALF OF GWYNEDD EDUCATION AUTHORITY

The Cabinet Member for Education congratulated GwE on their success in the recent Estyn report.

A report was presented by the Cabinet Member for Education and the Head of the Education department responding to a number of questions, raised by the Scrutiny Committee Members beforehand, regarding the impact and result of the service provided by GwE on behalf of the Gwynedd Education Department.

Members of the Scrutiny Committee expressed the opinion that the report was too general and set out GwE's entire work remit, rather than focusing specifically on the value for money for Gwynedd Council.

During the discussion on the item, further information was provided to the Scrutiny Committee regarding the following matters:

- An explanation on the nature of the service that is being commissioned by GwE, and it was emphasised that there are two different levels, which are;
 - a. The service that GwE provides to the six authorities
 - b. The business plan that has been tailored specifically to the needs of Gwynedd.

- Clarity on the process of designing the business plan for each county.
- Concerns that Foundation Stage result have been weak for two consecutive years.
- Concerns that a school was placed under special measured under the current arrangements between GwE and the authority.
- The role of the Improvement Support Officers in providing consistent support to ensure consistent improvements across the county.
- The relationship between GwE and the authority – is there enough challenging going on?
- Leadership in schools is a priority for the six authorities and GwE, and this was the focus of the Developing Leadership Conference which took place in the summer.
- Lack of teachers/heads of education.

In response to the observation about lack of teachers and heads of education in Gwynedd, the Head of the Education Department highlighted what is being done to resolve the issue:

- Local Area Officers – developed to encourage a joint working approach and to ensure that the administrative work is effective and efficient across schools.
- Training Consortium – regional work which is afoot to target strategic heads, area managers, future heads and deputy heads.

Resolved: to accept and thank the relevant officers for the report.

7. EDUCATION SUPPORT SERVICE SCRUTINY INVESTIGATION REPORT

A report was presented by the Councillor Alwyn Gruffydd, presenting the six recommendations from the Education Support Service Scrutiny Investigation.

Resolved: to accept and thank the relevant officers for the report.

REPORT TO THE EDUCATION AND ECONOMY SCRUTINY COMMITTEE

Date of Meeting:	23 January 2018
Cabinet Member:	Councillor Dyfrig Siencyn Council Leader
Author:	Iwan T. Jones, Corporate Director
Contact Telephone Number:	01286 679685
Title of Item:	North Wales Growth Deal Bid - Progress Report

1. INTRODUCTION

- 1.1. This report notes the progress with developing the North Wales Growth Deal Bid and identifies some matters which require consideration.
- 1.2. In September 2016, Gwynedd Council Cabinet approved a document which outlined the Vision and Priorities for North Wales Economic Growth. The document received the support of the five other local authorities, together with other stakeholders such as Further Education, Higher Education and the Private Sector.
- 1.3. The document notes the intention to develop infrastructure, skills and business growth in the region, and increase the value of the economy from £12.8 billion to £20 billion by 2035.

2. THE NORTH WALES GROWTH DEAL

- 2.1. In the Chancellor's statement in Parliament in November 2016, North Wales was invited to submit a bid for a Growth Deal Agreement. This is the vehicle used by the Government in London now to support economic investment in regions across the country. The Cardiff region and Swansea Bay region have already received approval for the Growth Deal. The Cardiff deal is worth £1.2bn and the Swansea deal worth £1.3bn over 15 years (which includes private funding).
- 2.2. Put simply, there are two elements to the Growth Deals:
 - A financial investment by the UK Government (and Welsh Government) in projects which lead to economic growth in the region;
 - Devolution of powers from Central Government to the regions in order to allow the regions to make decisions on a regional level (in fields which would facilitate economic growth).

- 2.3. The regions submitting a bid must have a legal, robust and accountable governance model to plan and execute their strategy. Regions are expected to be prepared to invest in their strategies alongside the Government(s) in terms of capital allocations, capital borrowing, use of land and assets and resources to develop projects and professional work.
- 2.4. The Growth Deal bids are developed in four phases:
- i) Invitation to bid;
 - ii) Informal liaison between Government and the respective region regarding the bid direction and work content;
 - iii) The first stage of the agreement known as "heads of terms";
 - iv) Final agreement and bid sign-off, jointly by the partner authorities and Welsh and UK Governments.
- 2.5. The North Wales bid is at the latter stages of the second phase with the intention of reaching a heads of terms agreement by May/June 2018.

3. POTENTIAL PROJECTS AND THE IMPLICATIONS FOR GWYNEDD

- 3.1. The work of identifying projects has started, and they can be grouped into three fields. A copy of the projects and the potential projects affecting Gwynedd can be found in **Appendix 1**:
- 3.2. Some of the outcomes expected from the Growth Deal include:
- Growth in GDP and production levels across the North;
 - Growth in employment and investment by the private sector, particularly the low carbon energy, advanced manufacturing and digital sectors;
 - Reduction in worklessness and economic inactivity.
- 3.3. The intention is to have a joint investment scheme between the two Governments for North Wales. It is noted that this investment will be capital funding. We are probably looking at a total investment of £240m (without including the contributions of Local Government and other partners including Higher Education and the Private Sector).
- 3.4. The projects will be required to satisfy the Government's five-case Business Plan standards.

4. NEW RESPONSIBILITIES FOR THE REGION

- 4.1. The Growth Deal is seeking the support of UK and Welsh Governments to be given the capacity and freedom to make key decisions at a regional level.
- 4.2. The region will require the additional powers, responsibilities and flexibility. The following are some examples:
- The region invites the Welsh Government to support the formation of a Regional Transport Body;
 - The region invites the UK Government to co-commission and co-design employment programmes within the region to achieve a more integrated, joined-up service. This will depend on flexibilities being allowed from both

the Welsh Government and the Department of Work and Pensions (DWP) to integrate funding programmes for the region to be most effective in taking people off benefits and into work.

- The region will need the Welsh Government to support a regional allocation from the Apprenticeship Tax Levy;
- The region seeks the support of the Welsh Government to retain a share of national non-domestic rates (business rates) to invest in economic growth.

5. Statutory Joint Committee - North Wales Growth Board

- 5.1. The regions wishing to have a "Growth Deal" must have a legal, robust and accountable governance model. This is essential in order to agree on an investment plan and receive additional powers from the UK and Welsh Government.
- 5.2. In March 2017, Gwynedd Council Cabinet (together with the other five North Wales Local Authorities) approved the intention to establish a Statutory Joint Committee which would respond to this need. Furthermore, in October 2017, the Cabinet supported the preferred governance model of establishing a Statutory Joint Committee and agreed that a further report in relation to the constitution and terms of reference and an Inter-Authority Agreement would follow later in the year.
- 5.3. In addition, during October 2017, the Cabinet agreed on securing an initial financial contribution of up to £50,000 (2017/18 expenditure) for the costs of establishing a Programme Office to support the work.
- 5.3. The Inter-Authority Agreement will be a joint agreement which sets out:
 - How the Joint-Committee will be governed;
 - The role of a host authority;
 - How financial contributions to the Joint Committee and the host authority are to be apportioned.
- 5.4. The Joint Committee has now been established, with the first meeting held in December 2017 with the Leader of each of the six Councils and representation from Higher Education, Further Education and the private sector.
- 5.5. The Leader has been authorised to act as the Gwynedd member of the Shadow Joint Committee and has also been appointed Vice-chair of the Shadow Joint Committee.
- 5.6. An outline of the suggested terms of reference, which are being developed in detail by the network of Heads of Legal Services, can be seen in **Appendix 2**.

6. TIMETABLE AND NEXT STEPS

6.1. The process of preparing the North Wales Growth Deal is challenging, and a draft timescale has been prepared. Put simply, the next steps will include:

i) **January- April 2018**

- Develop a Project Initiation Document (PID) for each project
- Submit the PID to the Shadow Statutory Joint Committee
- Challenge sessions with UK Government and Welsh Government on the PIDs
- Recruit a team to develop the projects
- Commence developing outline business cases

ii) **May - June/July 2018**

- Challenge sessions by senior politicians from UK and Welsh Governments
- Agreement of the Heads of Terms
- Commence developing a Five Case Business Plan
- Submit the Inter-Authority Agreement to the Full Council

6.2. It is hoped that the Full Business Model of each project within the Growth Deal will be approved by the end of 2018, with investment to commence in April 2019.

6.3. It is intended to hold an awareness-raising session for all members on Growth Deal matters on 15 February, with regular sessions to be held thereafter, as the deal develops further.

Appendices:

Appendix 1 North Wales Growth Deal Potential Projects.

Appendix 2 Statutory Joint Committee Terms of Reference – North Wales Growth Board.

Background Documents: None

APPENDIX 1: North Wales Growth Deal Projects

Smart North Wales

- i)** Smart Sites & Premises Development Fund Phase 1 and Phase 2
 - Develop Parc Bryncegin, Bangor
 - Develop the Aerospace Centre in Llanbedr

- ii) Smart Access to Energy Projects**
 - Low Carbon Energy Centre
 - Nuclear Energy Supply Chain
 - Trawsfynydd Development
 - Tidal Energy Schemes
 - Low Carbon Energy Training Centre

- iii) Regional Business Growth Fund**
 - Graduate placements in businesses
 - Support for exporting and marketing
 - Research and development fund for businesses
 - Regional marketing fund
 - Business accreditation programme
 - Establish a new Business Hub

3.1.2 Resilient North Wales

- i) Housing Enabler Project**

- ii) Skills and Employment**
 - Capital fund for transformational projects in the skills field

- iii) Skills and employment brokerage scheme for North Wales**

3.1.3 Connected North Wales

i) Digital Infrastructure

- A Digital Centre in Bangor
- A programme to develop the region's digital and fibre infrastructure
- Support for businesses to work digitally
- Digital training provision for the labour market

ii) Transport Infrastructure

- Investment fund in local transport
- Improving the roads and railway infrastructure
- Plans for strategic roads such as the A55, A487 and the third Menai crossing
- Establish a Regional Transport Authority

APPENDIX 2 - Outline of the Joint Committee Terms of Reference

- 1) Functions
- 2) Strategy
- 3) Prioritisation
- 4) Representation
- 5) Performance
- 6) Responsibility

Terms of Reference 1: Functions

- Economic growth strategy and planning
- Infrastructure prioritisation and planning
- Strategic land use planning and allocation
- Transport planning and commissioning
- Skills planning and commissioning strategy
- Others to be added as powers are devolved

Terms of Reference 2: Strategy

- Setting the direction of regional strategy
- Ongoing assessment of evidential regional needs and opportunity to underpin the strategy
- Setting of priorities and investment plans to deliver the strategy

Terms of Reference 3: Prioritisation

- Prioritisation of contributory schemes
- Business case development and case-making for prioritised schemes
- Investment profiling and prioritisation
- Securing investment agreements

Terms of Reference 4: Representation

- Engagement and relationship management with regional partners
- Engagement and relationship management with cross-border partners
- Advocacy and lobbying with Welsh Government and UK Government, Ministers and political groups

- Public and media relations and profile

Terms of Reference 5: Performance

- Programme management and implementation of the strategy
- Oversight of performance against key progress milestones and outcome measures
- Securing strategic, programme management and project development and management resources to implement contributory schemes

Terms of Reference 6: Responsibility

- Reporting to the six local authorities
- Reporting to regional partners on performance, investment performance and risk management
- Reporting to Welsh Government on performance and the effective use of its investment
- Reporting to UK Government on performance and the effective use of its investment

Limitations of Decision-Making and Reserved Matters

Examples of decisions, which will be reserved for individual council approvals, are: -

- Agreement of functions to be given to the Joint Committee;
- Agreement of annual budget contributions for the Joint Committee and host authorities;
- Investment and borrowing commitments and risk exposure levels; and
- Allocation of land and other assets for pooling.

Meeting	Education and Economy Scrutiny Committee
Date	23rd of January 2018
Title	Re-modelling the Youth Service
Author	Catrin Thomas, Senior Manager, Economy and Communities
Member	Councillor Craig ab Iago
Purpose	Scrutinise the case and recommendation to re-model the Youth Service.

1 Introduction

- 1.1 The report outlines the steps taken to identify a preferred option for Re-modelling the Youth Service.
- 1.2 The Scrutiny Committee's comments on the re-modelling option will be presented at the Cabinet's meeting on the 13th of March 2018.

2 Background

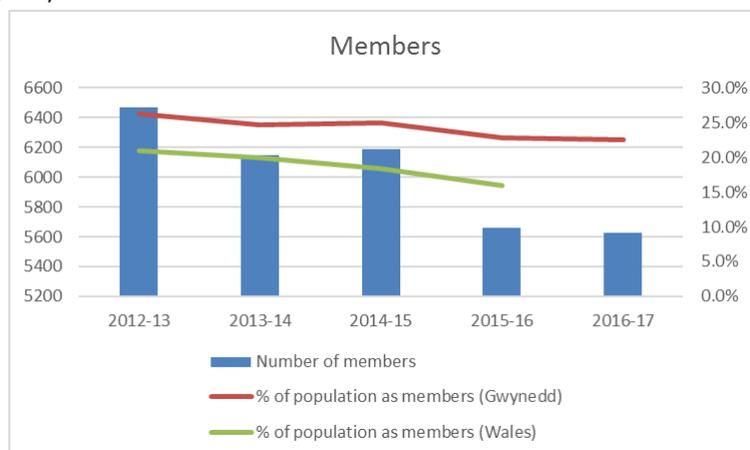
- 2.1 The provision of Youth Support Services is a statutory requirement under the Learning and Skills Act 2000. Welsh Government directs local authorities to provide, ensure provision or contribute to the provision of Youth Support Services. Welsh Government provides direction for Youth Work and Local Authority's Youth Services via the "Extending Entitlement Guidance (2002)", Wales Youth Work Strategy 2014-2018, The Youth Engagement and Framework 2015-2018, and the Youth Charter 2016.
- 2.2 Youth Support Services contribute towards supporting and sustaining young people through their adolescent years to adulthood (11-25 years old. Young People receive Youth Support Services in Gwynedd from a variety of organisations which includes the Information Service (Gwynedd-Ni), health services, youth service, education, training and careers services, housing services, and access to travel and transport services. For those young people who require more help there are specialist support services available which include children's social services, youth justice and police service, benefits services and advice services such as Barnados, Childline, NSPCC, Action for Children and others.
- 2.3 Further to these Youth Support Services, there are a number of activities, clubs, and societies for young people throughout the county that brings young people together based on their interests, to socialise with their peers independently from their parents / guardians and their families.

These include opportunities such as sports clubs, choirs, arts groups, Urdd, Chapel and Church Youth Groups, cadets, Young Farmers Clubs.

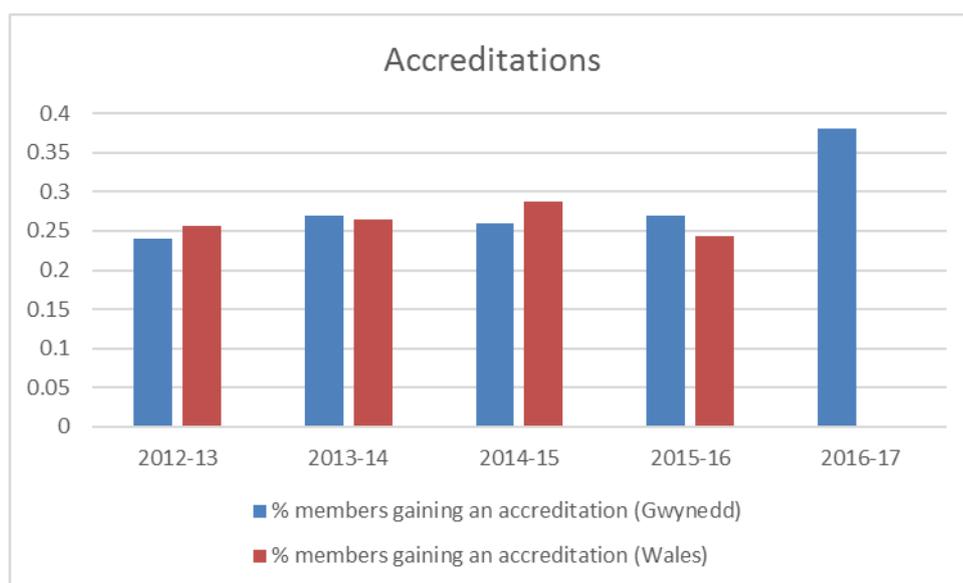
3 The current situation

3.1 Gwynedd Council's Youth Service currently (2016-17) provide:

- 39 school term youth clubs for 11-25 year olds,
- has 5625 members (via its own youth clubs and those ran by voluntary organisations through a grant)



- the youth clubs run informal learning projects and activities, with 1307 young people awarded a national accreditation, and 2740 awarded a local qualification



- a management team of 4 full times, administer, manage up to 100 youth club workers who work 3-9 hours per week,
- 5 full time youth workers (funded by grants) to provide support to small groups of young people within 9 secondary school,
- Give a grant to the Urdd (£35,600), Eryri and Meirionnydd Young Farmers (£36,590), Guides (£740) and Scouts (£740) towards their running costs.

- 3.2 When the Youth Service was reviewed in 2016-17 it had a (controlled) budget of £995,300.
- 3.3 In March 2016 the Council decided through 'Challenge Gwynedd' to cut £200,000 from the Youth Service budget in 2017-18, together with achieving an efficiency target of £70,000 by the end of March 2019.
- 3.4 The Youth Service, due to the financial pressures on the Council, has been operating efficiency savings / cuts equivalent to £ 476,545 between 2010/11 and 2017/18. The service has responded by trying to ensure as little impact as possible on Gwynedd's young people by introducing new efficiency measures to reduce costs. Finding efficiencies within the timetable and the current delivery model is proving difficult. If the proposed plan to re-model the Youth Service is approved, the service can achieve the efficiency savings and budget cuts.
- 3.5 A £ 270,000 reduction brings the Youth Service (controlled) budget to £725,300 from 2017-18 onwards.

4 Why Change?

- 4.1 A review of the Youth Service was completed during 2015-2017. See appendix 1 for a report on the review.
- 4.2 The review analysed and evaluated the current Youth Service Provision, and included an engagement process to identify needs, and gather opinions and ideas on a future direction for the Youth Service.
- 4.3 The Engagement Process included discussing with current service users, young people that do not use the service, internal and external partners, schools, and those voluntary organisations that currently receive a grant, to gather their input to the review and to identify options for the future.
- 4.4 The review demonstrated the need to change because of the challenges that the Youth Service face :

<p>Ability to respond to what is important to young people.</p>	<p>During the engagement process with young people (via Youth Club Evaluations, focus groups, questionnaires etc.) they reported that the following matters were important to them – safety, self-image, sexuality and healthy relationships, health and emotional well-being, developing skills not gained at school or at home, developing communication skills</p>
--	---

	<p>and work readiness skills. Young people also reported than socialising and having fun with friends were important to them.</p> <p>Engagement with partners and other services that support young people have stated that the Youth Service has a role and a contribution towards the preventative agenda, because Youth Workers could be in a position to engage, support and work with young people in informal settings to tackle issues.</p>
The need to respond to changes in the strategic / policy context for Youth Work.	<p>There is no change to the statutory requirement as outlined under the Learning and Skills Act 2000, however, Welsh Government direction and guidance has seen a change of emphasis for local authority youth services to support young people with learning and education. There has also been an increase on the emphasis on supporting young people, 16 years and over, who are not in education, training or work.</p>
Meeting the changes in population trends.	<p>Data shows trends and behavioural patterns among the 11-25 year old group. The trends highlight young people's needs and behaviours in areas such as health, pregnancy, substance misuse, mental well-being. Young people who participated in the engagement process confirmed the trends identified by the data.</p>
Capacity to recruit and develop the workforce	<p>Engaging with staff, assessing business plans and risk registers has identified that recruiting, developing, training and administrating a large sessional workforce is challenging. Currently the Service employs 100 youth workers who work between 3.7, 7.4 or 11.1 hours per week, in youth clubs and it is increasingly difficult to recruit new people to these types of role. This sessional staffing structure means there is little flexibility for the youth workers to respond to the needs of young people outside of the hours / nights contracted to run a youth club. Young people's feedback stated that they wish to gain access to youth workers at school, in their community and at times convenient to them such as weekends, school holidays, after school and evenings.</p>
Deliver within Budget.	<p>This review, and in particular the engagement with our stakeholders on how to respond to the above challenges, has been conducted within a challenging financial context. The Council's 'Her Gwynedd' decision in March 2016 was to cut the Youth Service budget by £200,000, in addition to the efficiency savings target of £70,000. This decision means that the Service in its present form cannot be an option for the future.</p>

4.5 Therefore, the review and the feedback from the engagement process suggests that the Youth Service for the future should concentrate on helping young people

- to learn and develop their skills
- with their personal development
- to support their health and wellbeing.

This help should ensure that young people can fully engage with their education or training, they are prepared for the world of work, and they can contribute fully to their community

5 Identifying and Evaluating the Options

5.1. A long list of options was identified. Some of these have been disregarded because on their own they would not meet the reduction in the budget, for example:

- Reduce or Stop Grant funding to the third sector
- Cut the Youth Bus
- Stop the Duke of Edinburgh Award
- Change caretaking and property management
- Reduce or remove mini bus fleet.

Other options have been disregarded because of the risks, and due to the findings of national studies into alternative youth models.

5.2 Four Options were presented to the Cabinet on the 24th of October 2017. These options were formed based on the findings of the Youth Service Review and the challenges outlined in section 4 above.

5.3 The 4 Options were :

	What is it?	How would it look?
Option 1	<p>Continue to provide school term youth clubs for 11-25 year olds and give less grant to the same voluntary organisations as present.</p> <p>(close rural youth clubs and reduce the grant given to the Urdd, Young Farmers, Guides and Scouts)</p>	<p>Continue to run 10 Youth Clubs in</p> <ol style="list-style-type: none"> 1. Maesgeirchen 2. Caernarfon 3. Bethesda 4. Dyffryn Nantlle 5. Pwllheli 6. Porthmadog 7. Blaenau Ffestiniog 8. Dolgellau 9. Tywyn 10. Bala <p>Youth Club provision will be available School Term only.</p> <p>The same will be offered to all 11-25 year olds.</p> <p>A reduction of 50% grant to the third sector.</p>

Option 2	<p>Continue to provide school term youth clubs for 11-25 year olds and no grant to voluntary organisations</p> <p>(close rural youth clubs and cut the grant to the Urdd, Young Farmers, Guides and Scouts)</p>	<p>Run 14 Youth Clubs in</p> <ol style="list-style-type: none"> 1. Maesgeirchen 2. Bangor 3. Caernarfon 4. Bethesda 5. Llanrug 6. Dyffryn Nantlle 7. Botwnnog 8. Pwllheli 9. Porthmadog 10. Blaenau Ffestiniog 11. Harlech 12. Tywyn 13. Dolgellau 14. Bala <p>Youth Club provision will be available School Term only.</p> <p>The same will be offered to all 11-25 year olds.</p> <p>No grant to third sector.</p>
Option 3	<p>Provide in a different way, by a Programme of Activities and Projects that goes from location to location throughout the county. Commission additional activities from external partners.</p>	<p>A County Wide Club, which delivers a programme of activities and projects in school and in the community for 11-19 year olds throughout the year.</p> <p>Youth Worker attached to every high school.</p> <p>Personal Support provided to 16-25 year olds who are facing barriers to education, training or work.</p> <p>Commission the third sector to deliver activities and projects on behalf of the Youth Service to meet specific needs.</p>
Option 4	<p>Provide in a different way, by a Programme of Activities and Projects that goes from location to location throughout the county. Establish a community grant for third sector organisations to provide opportunities for young people.</p>	<p>A County Wide Club, which delivers a programme of activities and projects in school and in the community for 11-19 year olds throughout the year.</p> <p>Youth Worker attached to every high school, but contact would be less than option 3.</p> <p>Personal Support provided to 16-25 year olds who are facing barriers to education, training or work.</p> <p>A Community grant of (£40k) through Cist Gwynedd open to third sector organisations to fund activities for young people.</p>

5.4 An Initial Equalities Impact Assessment was presented to the Cabinet (see appendix 2) which identified the following possible impacts:

- Every option will have a negative impact on 11-16 year olds due to the reduction of provision available.

- Option 3 and 4 will have a positive impact upon the 16-25-year-old group because it will deliver a specific service to target needs.
- Option 1 and 2 will have an impact on specific communities (28 to 32 communities) but will have a positive impact in 10 to 14 communities where a Club will be located.
- Option 3 and 4 could have a negative impact in 42 communities by moving away from running clubs (seen as less provision), but could have a positive impact in communities where the service would deliver activities and projects as part of its annual programme.
- Every option could have an impact upon groups with equality characteristics.
- Every option could have a negative impact upon Welsh Speakers due to a reduction in the opportunities for them to use Welsh in social settings.
- Option 3 and 4 would have greater impact upon disadvantaged communities.

5.5 Every Option could be a means to promote the Futures Generations Act’s objectives amongst young people in Gwynedd. The Youth Service could support young people to develop activities and projects that contribute towards these objectives. However, Option 3 and 4 are the only options that embraces the Act’s new way of working. Under option 3 and 4, the Youth Service, would be expected to co-design, integrate and jointly deliver interventions with other organisations. Under Option 3 and 4, the Youth Service would also support young people to identify answers and solutions to those matters that affect them and their communities.

5.6 The Cabinet assessed the 4 Options (see appendix 3) against the following criteria:

- Ability to meet the need of young people, and the changes affecting this age group / demography.
- Ability to deliver the local direction required of the service to the future, including meeting the statutory requirement, and changes to policy and strategic direction.
- Meets current budget and best placed for future financial context.
- Can respond to the challenges of recruiting and developing a safe workforce.
- Has the least negative impacts and some positive impacts
(In addition to the equalities impact assessment, the review identified potential spatial impact and impact upon the voluntary sector, which should be addressed.)

5.7 The table below summarises the evaluation of the options:

	Option 1	Option 2	Option 3	Option 4
Meets young people’s needs (young peoples’ opinions, trends)	Yellow	Yellow	Yellow	Yellow
Responds to the context (policy, strategic and statutory)	Red	Red	Green	Green

Meets the budget (affordability and sustainability)				
Recruit Safe Workforce (recruit, training and staffing)				
Impact Assessment (equalities, social, third sector)				

5.8 Based on the assessment, the Cabinet concluded that Option 3 was the preferred option at this point because:

- It best meets the needs of young people, and brings results to individuals.
- Best meets the context, and best placed to respond to policy and strategic direction.
- Has some negative impacts that can be mitigated, and also has some positive impacts.
- This provides the best option to respond to recruiting, training and sustaining a workforce for the future.
- Meets the current budget cuts and best placed for future financial context

5.9 The Cabinet decided to conduct a consultation on the preferred option to gather public opinion on its suggested way forward.

6 Public Consultation on the Preferred Option.

6.1 A public consultation was held on the preferred option between 10 November - 22 December 2017. See the analysis of the responses in appendix 4.

6.2 There were 3,391 responses (online / paper) with most (3,349) individuals, and a high percentage of those in the 11-15 year old age group (69.4%).

6.3 There is generally support for the themes that the Youth Service should focus on in the future namely developing skills, personal development and health and wellbeing support; with 63.3% of respondents identifying a score of 1 or 2 (great) and 10.7% scoring a score of 4 or 5 (poor).

6.4 Similarly there is general support that young people need different things as they grow up, and therefore support the Service to provide an activity programme for 11-19 year olds and one to one support for 16- 25 years old; with 62.4% identifying a score of 1 or 2 (great) and 5.9% scoring a score of 4 or 5 (poor).

6.5 People were asked to comment on the preferred option and the Research Unit analysed those comments and grouped and quantified them into themes.

6.6 A number of themes have identified that highlight different strengths and opportunities that the option can offer to young people. The comments across a number of themes express support for the option because it offers good opportunities for young people, more activities, opportunity to socialise, get advice and support, an opportunity to learn skills, keep healthy, and raise confidence. However, the most obvious singular theme is the collection of comments that state that there is nothing good about this option (21%).

6.7 The main concern that has emerged is that 14% of respondents are worried that their youth club closes / they will have nowhere to go, and this is most prominent from Y Moelwyn, Syr Hugh Owen and Tywyn areas, which coincides with some of the most popular clubs in the current Youth Service. Travelling and how they would be accessing the Youth Service activities and projects in the future worried about 7.9% of respondents. Having said that it should be noted that 38% of respondents have indicated that nothing worries them about what is being offered.

6.8 36.8% of respondents indicated that they would not face any barriers if the Youth Service moved to a Programme of Activities and Projects, and to One-One Support. The main barrier (16.7%) is travelling and access to the Service.

7 Other Considerations

7.1 Workforce Implications

7.1.1 The Youth Service workforce have been included in the process of identifying the ideas from the outset. While Reviewing the Service, 2 Workshops for Part Time Workers (84 of 100 attended) and 2 workshops for Full-time Workers and Support Workers (11 of 12 attended) were held in October 2016. The staff have also been involved in shaping the ideas by participating in the survey (January-March 2017). Since then there have been presentations and discussions with the whole workforce in February 2017 and in October 2017, to updated and to gather opinions.

7.1.2 The Youth Service has met with representatives from the relevant Unions in order to raise awareness of the review, engagement program and the latest public consultation.

7.1.3. The Cabinet's decision to re-model the Youth Service could impact on up to 100 part-time staff and 12 full-time staff. This impact has also been considered in the Equalities Impact Assessment.

7.2 Financial Implications

7.2.1 The Council has decided to cut £200,000 together with a target of £70,000 of savings on the Youth Service budget. Due to the need to schedule the changes required to meet this reduction, the Youth Service intends to realise the cut / savings over a period of time, as follows:

2017.18	2018.19	2019.20
---------	---------	---------

116,000	89,000	65,000
---------	--------	--------

7.2.2 If the Cabinet was unable to make a decision in March on the direction for the re-modelling this will affect the timetable to deliver. The Service would overspend in 2018.19.

7.3 Property Implications

7.3.1 The Council has 5 youth / community centres managed by the Youth Service These buildings are currently used by several council services. The Council is currently marketing Harlech Youth Centre for disposal. The Youth Service is in discussions with other internal departments about Penygroes, Maesgeirchen and Caernarfon Youth Centres. The Service is in discussion with the community regarding the Cefnfaes building in Bethesda, and the community has presented an Expression of Interest for transferring the building into local control.

7.3.2 The Youth Service has a number of other community buildings that have been leased to local Committees. The decision on the future direction of the Service will not impact those leases.

7.3.3 The Youth Service currently hires 36 Village Halls and 3 school halls for hosting a youth club. The Youth Service pays £25 per night for the hiring. Some clubs are held more than one night a week. Around £34,000 of the Youth Service budget is currently going to hire halls. The Preferred Option suggests moving away from running youth clubs to providing a program of activities and projects. The Youth Service would need to hire space in village halls to provide a program of activities and projects. The hire would be for a lesser period, and it can be within the halls that we currently use, and in halls that we are not currently using. Hiring places to meet would depend on the activity / project, and the availability of a meeting place locally. A budget of around £40k per annum would be earmarked for the hiring of meeting places under the preferred option. The Cabinet's decision to re-model the Youth Service can have an impact on the sustainability of some Village Halls.

7.4 Implications on the Organisations currently receiving a grant from the Youth Service.

7.4.1 Cabinet noted that the preferred Option had specific implications for those organisations currently receiving a grant from the Youth Service i.e. the Urdd, Eryri Young Farmers, and Meirionnydd Young Farmers. The Cabinet acknowledged the contribution that the Urdd and Young Farmers make to culture and the Welsh language in Gwynedd, to communities and to the lives of those young people who are members of these organisations.

7.4.2 The Preferred Option suggests that the Council should focus its resources on the 'youth support' element for the future (as defined in 2.2 above). The Preferred Option suggests that the Council should not continue to give a grant to the Urdd or Young Farmers towards employing officers to organize activities. The Preferred Option suggests that the Youth Service should commission

youth work by voluntary sector organisations (such as the Urdd, Young Farmers and others) as necessary. The Cabinet asked the Youth Service to carry out specific work with the Urdd and Young Farmers to better understand these implications, and to understand the situation of the organisations in other counties.

7.4.3 A series of meetings were held with the organisations since the decision of Challenge Gwynedd, and specifically during the latest public consultation. The Council has also given support through the Rural Development Program to the Young Farmers' Organisations to support them to look at income streams, expenditure and costs, their financial position, and governance structures.

7.4.4 Generally, the organisations see challenges in what is being suggested in the Preferred Option, but are also supportive and have a willingness to continue to work together for the benefit of young people in Gwynedd. Feedback from the organisations found that they faced risks and challenges from commissioning such as: the need for expertise and resources to administer such agreements and tendering, lack of certainty of work or income, reduction in the budget for commissioning compared to the current level of grant, competition in commissioning and therefore no guarantee of work. The organisations saw opportunities for them with their expertise to provide some types of commissioned activities and projects, as identified during the review and consultation, but also saw that many of the proposed commissioned activities / projects were outside their interests, abilities or experience.

7.4.5 The total withdrawal of grant as suggested would have an impact on employment issues in all three organisations.

7.4.6 One organisation has indicated that it would favour a cut in their grant rather than move to a commissioning system, and that cut should reflect the % of cut facing the Youth Service.

7.4.7 The Youth Service, at the Cabinet's request, have mapped the contributions of other councils to these organisations towards youth work. Information has been received from 17 councils, and it varies from providing no financial support to any of these organisations, to supporting specific projects, or support for core costs.

Financial Support for Young Farmers	5 of 17 Councils supports	average of £ 6,000
Financial support for the Urdd	9 of 17 Council supports	average of £ 9,000

8 Review the Preferred Option.

8.1 The Consultation has confirmed the effects already identified in the equality impact assessment, and no new impact has been identified.

8.2 The consultation has shown that the service could continue with the Preferred Option but with the following changes to respond to the latest feedback from the consultation: -

Matter	Response / Amendment
Travel / Distance / Access to activities and projects	<p>Ensure that the Programme of Activities and Projects moves regularly enough; go to community venues in villages and towns throughout the county; continue offering transport for some projects / activities; discuss with the Education Department and individual schools the use of the travel pass to pupils to facilitate travel; Continue to expect young people to travel to access (as is the case at the moment – Walking, escorted by family, friends).</p> <p>There will be a need to ensure the frequency of activities and projects in some communities - as identified in the Equality Impact Assessment, due to deprivation.</p>
Information / Marketing / Promotion of activities	<p>Capacity has been identified in the Staffing Structure for the Preferred Option for digital engagement and marketing Duties to include maximise the use of Tender, Facebook, and digital media</p>
Clubs Closing	<p>The Preferred Option has identified staff resource to support voluntary effort to establish local voluntary youth clubs. This assistance would need to be promoted.</p> <p>In addition the Youth Service should contact all community councils to ask if they are interested in funding the continuation of their local Youth Club. Pay for a Youth Club once a week and the Youth Service to provide staff. Cost of around £ 3,000 per year.</p> <p>Make arrangements for current Youth Club equipment and accounts to be transfer to a Voluntary Club if it is established, or to a local organisation / group with similar values.</p>
Commissioning	<p>Continue with the ability to commission work as need arises.</p> <p>Rather than allocate a % of the budget for commissioning, focusing on the identifying commissioning needs during the</p>

	<p>next 12 months, and establishing the commissioning structure. Due to the scale of change to the Urdd, Young Farmers, and the need to give them a proportionate notice of the change, offer them 30% of the current grant for 2018 19 and 12 months notice that the grant comes to end by 1st April 2020.</p>
--	--

9. Proposed Action Timetable

- 9.1 The Cabinet Member is eager to receive the comments of the Scrutiny Committee on the preferred option and the steps that have been followed to identify and shape the option.
- 9.2 A Group of four members of the Education and Economy Scrutiny Committee has met with the Youth Service to discuss the re-modeling of the service. Initial comments from these members are included in Appendix 5.
- 9.3. This report will be presented to the Cabinet with the comments of the Scrutiny Committee on the 13th of March. The Cabinet will be asked to approve the case for change and approve the amended Preferred Option for the implementation of the remodelling.
- 9.4 If this recommendation is approved in March it is intended to use 2018.19 as a transitional year to end current and existing arrangements and to establish the newly formed Service. The remodelled Youth Service will be operational from 1st April 2019 onwards.

10 Conclusions

- 10.1 One of the main conclusions of this work is that the service cannot continue as it is due to the challenges it faces.
- 10.2 There is a general objection to any change to the Youth Service. This is expressed particularly by current users of some Youth Clubs and by those who benefit from the grant that goes to the Young Farmers.
- 10.3 Every option presented and discussed by the Cabinet has its own challenges and opportunities. From the options available, the option that is now recommended offers the best way forward for Gwynedd Council in responding to the challenges of the Youth Service and young people of Gwynedd, the findings of the Equality Impact Assessment, and the requirements of the Future Generation of Future Act.

12 Appendices –

- 12.1 Appendix 1 - Youth Service Survey Report

12.2 Appendix 2- Equality Impact Assessment

12.3 Appendix 3 - Options Assessment

12.4 Appendix 4 - Public Consultation Report

12.5 Appendix 5 – Scrutiny Working Group’s Initial Comments

Gwynedd Council's Youth Service Review

Content

1. Context
2. The Current Situation
3. Why change?
 - 3.1 Change in the context
 - 3.2 Young People's Needs and Opinions
 - 3.3 Resources and Budget
4. Conclusions.

Appendices

1. Context

1.1 Through the **Learning and Skills Act 2000**, Section 123(1), Welsh Ministers have referred local authorities to provide, ensure provision of, or participate in the provision of youth support services. See Appendix 1.

1.2 The "**Extending Entitlement: supporting young people in Wales 2001**" Statutory Guideline, and the associated guidance (2001) sets a framework for ensuring rights for young people, and ensuring the youth support services' provision arrangements, and the local authority's responsibilities. See Appendix 2.

1.3 Extending entitlements places the requirement on the local authority to work in partnership in order to ensure planning, provision and coordination arrangements for the youth support services.

1.4 The **ESTYN** education authorities' inspections highlight whether the arrangements made to implement the "Extending Entitlement" are appropriate; and measure whether the provision of the Youth Support Services within the area of that education authority is planned well and of quality.

1.5 The **Youth Support Services** are a collection of services provided by the public and voluntary sector; in the majority of counties, they include learning encouragement, the inclusion of education departments, youth work by the statutory and voluntary youth services, preventative and rehabilitation services of the youth justice teams, preventative activities of the children social services, the young people's health services of the Health Boards, accommodation and housing services for young people by housing associations and charities, career advice and look for work by Careers Wales, welfare associations and the students of the colleges and universities, the Job Centre Plus services, support and advocacy services by charities such as Barnardo's, Action for Children, NSPCC.

1.6. **Youth Work** provided by statutory Youth Services through local authorities is part of the Youth Support Services pack in every county.

1.7. **Youth Work** is mainly based on a voluntary relationship between young people and youth workers. The Youth Service in Gwynedd provides qualified youth workers in order to provide youth work for young people. Access to this service is a general right that is available for every young person between 11 and 25 years old.

1.8 Youth Work respects the viewpoints and opinions of young people by asking them to contribute towards the work of planning, creating and establishing services and a provision which meets their needs and satisfies their aspirations. The provision depends on the participation of young people, considering their requirements, wishes, interests and aspirations.

1.9 Youth Workers are the first contact for many young people in their communities due to their work in youth clubs, outreach work and work out in the communities; and due to the relationship that is built with the young person and other stakeholders. Youth Work plays a key part in diverting young people from anti-social behaviour but, more importantly, it improves their skills and aspirations, encourages a more positive opinion about young people and supports social coherence. See Appendix 3.

1.10 Deriving from the Learning and Skills Act 2000, Welsh Government has released further guidelines for local authorities to give a direction to youth support services and youth work. The **Welsh Government Youth Work Strategy 2014-2018** (See Appendix 4) attempts to give recognition to youth work, noting the need to see that work continuing as strategic work, and not being treated as part of a leisure service. The Strategy notes that good youth work can improve attendance, behaviour, motivation and relationships within schools. The emphasis of the strategy provides youth work, and the youth workers, with a key role to support young people to remain in education, and to continue within education or formal training. The strategy identifies three fields the youth services should focus on, namely:

- a) Access to informal and semi-formal opportunities which widen the horizons, challenge the mind and develop skills by
 - Contributing to closing the gap in educational achievement
 - Continue to reduce the young people who are NEET (not in education, training or employment) - as a result of education or health interventions, or other support interventions).
 - Support and assist the period of growing into an adult
 - Broker on behalf of the young person to move him/her on to more expert/specific support
- b) Strengthen the strategic relationship between youth work and formal education
 - Targeted youth work, based on working in partnership to ensure positive outputs for young people in mainstream education and training
 - Introduce personal, social and health education into schools
- c) An improved and more regular coordination of what the youth services offer young people through the voluntary and statutory sector, to reduce duplication, share information and promote activities that increase capacity, to offer a high quality service which responds to the current needs of young people.

1.11 Following on from this national strategy, the **Welsh Government Engagement and Development Framework (2015-2018)** (See Appendix 5) in order to assist with implementing the strategy's priorities within the local authorities. This document states that the responsibility lies with the Local Authority to coordinate the Framework locally and put arrangements in place to identify, broker, track and provide for the young people who are in danger of leaving education, training or employment, or who have already left education, training or employment. The Framework denotes a specific role for the councils' Youth Services, noting that youth workers should be used through this service to achieve the brokerage role for young people aged 16+ in order to support them to continue or re-join education, training or employment.

1.12 Additionally, Welsh Government published the **Wales Charter for Youth Work (March 2016)** (see appendix 6) in order to attempt to implement the national strategic priorities, specifically in order to respond to the need to reconcile the 'youth service offering' for young people throughout the country. The Charter notes Welsh Government's basic expectations for what the youth work should offer young people throughout Wales. The charter notes that every young person should receive the right to gain easy access through the medium of Welsh or English to:

- Safe and warm meeting areas, which offer opportunities to develop lasting relationships, exciting leisure activities in the fields of art and sports, and new experiences that will widen their horizons.
- Opportunities to participate in outdoor adventure, and residential and international experiences.
- Opportunities to participate in the work of making decisions through informal and formal structures to engage with young people locally and nationally (e.g. young mayors, youth councils and the Parliament). Such arrangements should clearly refer to participation standards; they should be based on the principles of UNCRC; and they should attempt to attract the interest of young people in the work to steer and scrutinise the services that impact them.
- Information, guidance and support regarding issues that concern them, including employment, housing and mental welfare. The service can be used through the medium of digital media and via dependable and trained adults.
- Encouragement to learn more about their own culture and other people's cultures.
- Joined up provision by youth workers in every secondary school and college, extend the 'offer for pupils' and therefore enrich the formal curriculum and assist with personal and social development.
- Opportunities to be civil campaigners, e.g. by volunteering.
- Acknowledge and/or accredit their achievements in terms of personal and social development in schools and colleges and therefore in the community.

1.13 However, since publishing the national strategy, Welsh Government has published a **Feasibility Survey on Youth Services in Wales (June 2015)** to respond to the challenging changes that have faced the youth work and youth services sector due to the impacts of financial cuts. The survey considers options for provision models for youth work. Four models are offered for the future, namely:

- Keep to the current system with some minor changes;
- Provide a service within a regional consortia
- Withdraw the finance of youth services from the RSG and create a National Youth Service
- The Scottish Model - a strategic independent body giving guidance to services but the provision staying within individual counties.

1.14 Welsh Government is not currently planning to respond to this survey's recommendations (see appendix 7).

1.15 During 2016, Welsh Assembly Government's Children, Young People and Education Committee carried out an investigation to review Welsh Government's strategic effectiveness and policy in terms of youth work. A public consultation was held by the Committee on the following issues:

- Young people's access to youth work
- The effectiveness of Welsh Government's strategy and policy on youth work
- Finance for youth work (Local Government, Welsh Government, Europe, Third Sector)

1.16 The Committee published the findings of the investigation **What kind of youth service does Wales want?** (December 2016) (see appendix 8) which included 10 recommendations for Welsh Government. The main messages of the investigation were the challenge that faced the Government to plan to ensure regular youth services that are of quality, bilingual, accessible throughout Wales in light of the cuts and the decline which has already happened. The responsible Minister, Alun Davies, has responded by announcing in April 2017 that he will be reviewing the "Extending Entitlement"

statutory guideline during 2017-18, which would lead to reviewing and producing a new Youth Strategy for the period 2018-19 onwards.

2. The current situation

2.1 **Youth Support Services in Gwynedd** are a partnership of wide provisions which encourage, enable and assist young people aged 11-25 to effectively take advantage of education or training, take advantage of opportunities for employment and/or to play an effective and responsible part in the lives of their communities.

2.2 Young people in Gwynedd receive Youth Support Services from a wide variety of organisations. Gwynedd Council is one partner within this extended network of provision, and contributes, like other partners to this wider agenda.

2.3 As young people grow-up they can face difficult, challenging and exciting times in their lives. Every young person will respond differently to these times, and sometimes they might need some assistance, guidance or support to deal with various matters that affect them. Youth Support Services all contribute towards sustaining and supporting young people through this time from adolescence to adulthood.

2.4 Youth Support Services in Gwynedd is available to any 11-25-year-old young person and includes:
Information Service (Gwynedd-Ni)
Health Services
Youth Services
Transport and Travel Services
Education, and Training Services (including schools, student welfare, careers advice)
Housing Services

2.5 When some young people require additional support, other specialist services are available as part of the Youth Support Service network:

Children's Social Services
Police and Youth Justice
Benefits Services
Barnados, CHildline, NSPCC and many others.

2.6 Young people as they grow up, also chose to engage and socialise with their friends through their interests and hobbies, and they do so independently from their parents / guardians and their families. There is a wide range of provision in Gwynedd of activities, clubs and societies for young people to come together to enjoy themselves, including sports clubs, choirs, arts groups, Urdd, chapel youth clubs, cadets, Young Farmers.

2.7 Gwynedd Council's contribution to the youth support services' pack includes:

- a workforce that provides support for young people with formal learning (e.g. learning coaches, mentors, attendance and behaviour officers), and informal learning (e.g. youth workers, Children Services' support workers, youth justice workers) and to be part of a society (youth workers, youth justice workers etc.)
- provide activities and projects to encourage young people to learn (e.g. TRAC, Ad-TRAC), to develop skills (e.g. Llwyddo'n Lleol, Job Clubs, Criw Celf, Writing Squad, After-care Work Experience Scheme, etc.), and to develop skills and contribute towards their communities (e.g. youth work, GwirVol Scheme, Millennium Volunteers scheme, etc.)

- provide facilities and a workforce for leisure, socialising and exercising (information service, leisure centres, playing fields, libraries, village halls, youth centres, sports officers, youth workers, grants for the Urdd third sector, Young Farmers Club, Guides and Scouts).

2.8 The **Youth Work** provided by the Council's Youth Workers and Youth Service contributes towards the support, the activities and the facilities that are part of this pack.

2.9 ESTYN's latest survey report on Gwynedd Council's education services in 2013 noted that "the youth service had greatly achieved to increase the number of young people who achieve accredited units or qualifications, and in terms of promoting apprenticeships, entrepreneurship and learning paths. In general, the service is well organised, and learners are supported effectively." At that time, it was noted that "a number of established partnerships vastly contributed towards the experiences offered to children and young people, including partnerships within the Council and the Council's partnerships with the health board, social services, the Police, youth support services, and education and training providers" which was drawn together from the Children and Young People Partnership. (See Appendix 9).

2.10 The Council's Youth Service Provision

2.10.1 The **Council's Youth Service** provides youth work for any young person aged 11-25 years old in Gwynedd. The Youth Service currently provides the following:

2.10.2 Youth Clubs (2016-17 DETAILS)

The Service provides 42 youth clubs that are open between one and five nights per week for 30 weeks during the school term, with 10 clubs receiving an additional seven weeks during the summer term.

All the Clubs develop their own programme of activities, events and projects based on the wishes of the members. The content and range of the programmes vary throughout the county. The Clubs also provide a social space for young people to socialise together. The clubs are held by 142 youth workers who work on a session basis.

The Service has its own property for the locations of the following clubs:

- Penrallt Youth Centre, Caernarfon
- Maesgeirchen Youth Centre
- Cefnfaes Youth Centre, Bethesda
- Dyffryn Nantlle Youth Centre, Penygroes
- Harlech Youth Centre

The Service hires an appropriate space in other buildings for exclusive use of the Youth Club in the following locations:

- Barmouth Leisure Centre
- Blaenau Ffestiniog Community Centre
- Dolgellau Leisure Centre
- Frondeg Centre, Pwllheli

The Service hires a space in other community buildings for the 34 clubs that remain.

The Service has four mini buses (two in Arfon, one in Meirionnydd and one in Dwyfor) to transport young people to go to activities.

2.10.3 Accreditations Development Work

The Council acknowledges teaching members of the service through accreditations / qualifications. The Government measures the impact of the Youth Services by converting the contacts the Youth Services have with young people into national and/or local accreditations (see the below outcomes and impact section).

Gwynedd offers the following accreditations as part of its provision:

The Duke of Edinburgh Award / Wales Open / Leadership in Sports / Youth Achievement Award
(National accreditations)

John Muir / Children University (local accreditations)

2.10.4 Training

The Youth Service does not currently provide Youth Work training (Level 3) for the Young Workers of the County (those employed by the County or another organisation) and has not provided training since 2015-16 whilst reviewing the service.

2.10.5 Outreach (2016-17 DETAILS)

The Service has one Youth Bus that has visited 16 communities, has engaged with 230 young people aged 11-25 years old and has provided projects that have led to young people completing 76 accreditations.

2.10.6 Youth and Community Work (2016-17 DETAILS)

The Service has five Youth and Community Workers who have supported 359 young people who have been identified as individuals who are at risk of being or, who are, NEET. The workers have provided a wide range of various projects that have led to young people earning 214 accreditations.

2.10.7 The Voluntary Sector's Youth Activities (2016-17 DETAILS)

The Service has two Service Level Agreements worth £34,210 each (Urdd and Meirionnydd and Eryri Young Farmers' Club).

This SLA gives the organisations a grant towards their core costs to employ development officers to maintain the clubs / homes across the county, provide activities for young people (trips, visits, events etc.)

The Service has one Duke of Edinburgh Award Expedition Commission worth £10,000. (The Urdd is currently providing this).

2.11 Budget

2.11.1 The Service's Budget for 2016-17 was as follows:

Budget	£995,300
Main expenditure categories:	
Management	242,890
Youth Clubs	641,570
3rd Sector Grants	76,640
Accreditation and Qualifications	34,200

2.12 Staffing

2.12.1 The staffing structure of the current Youth Service includes:

- 1 FTE x Service Manager
- 2 FTE x Senior Youth Worker
- 1 FTE x Youth Officer
- 142 x Part-time Club Leaders and Deputy Leaders (19 FTE)
- 1 full-time administration post
- 2 x part-time administration posts (1 FTE)

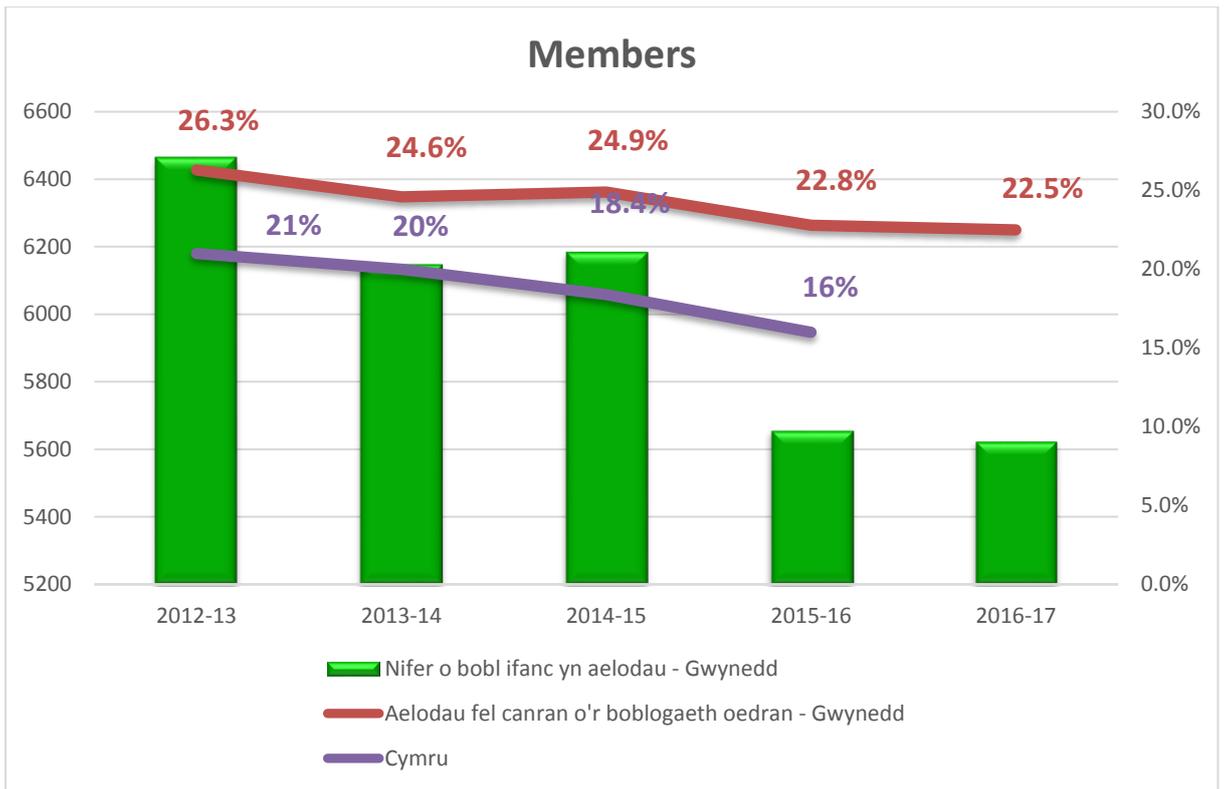
2.12.2 In addition to the above core staff, the following posts are part of the service's staffing through grants:

- 4 FTE x Youth and Community Worker (Welsh Government Grant)

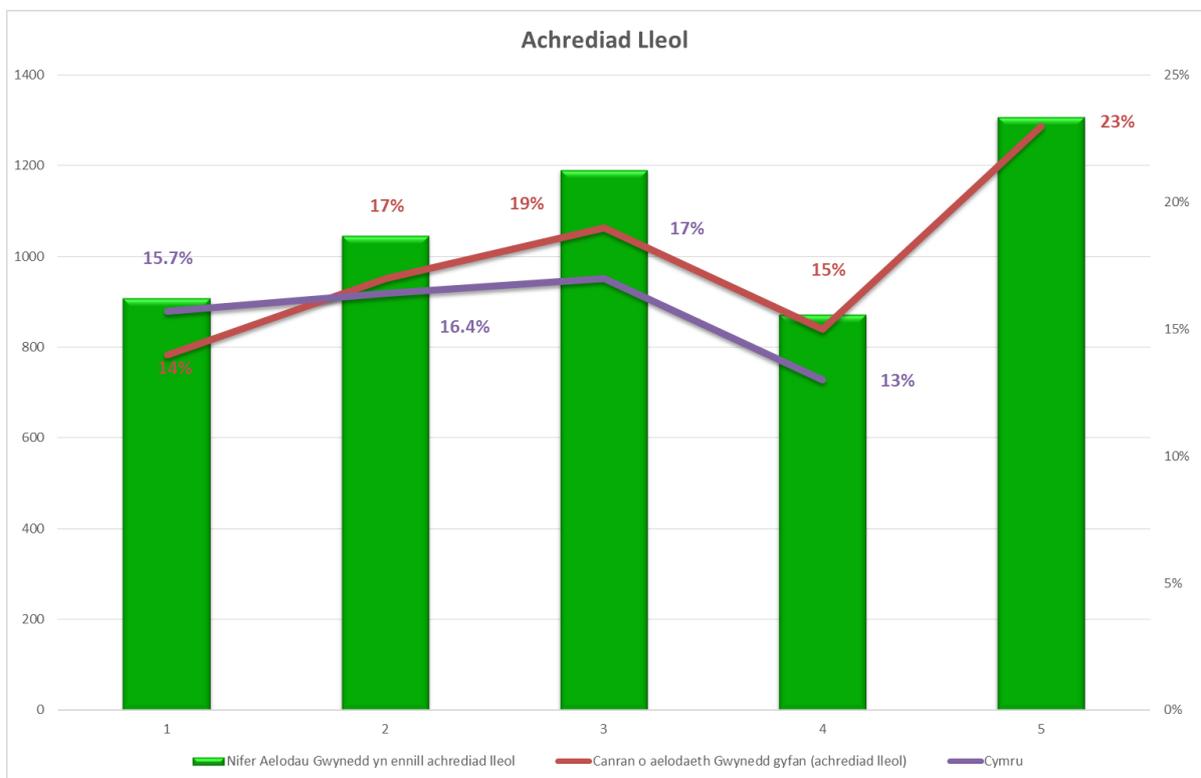
2.13 Performance

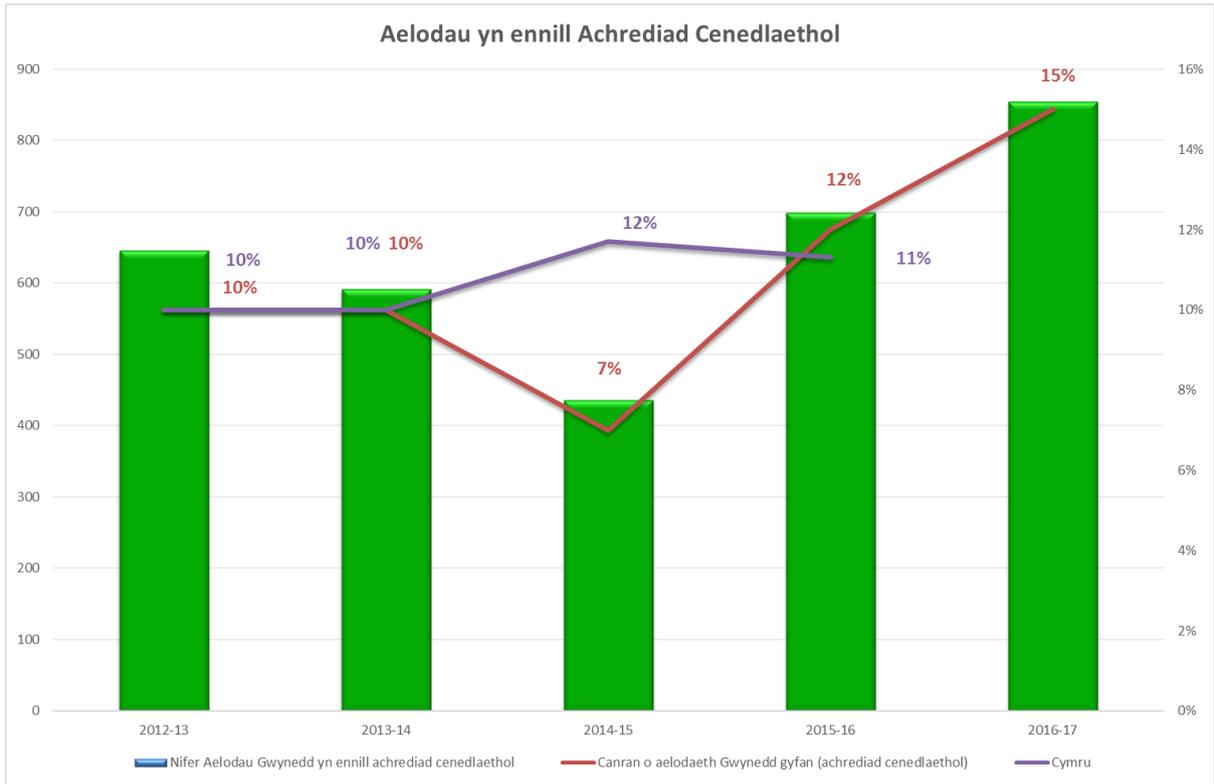
2.13.1 The performance of the Youth Service is measured annually via an audit submitted to the Welsh Government. Youth Services are measures based on the following:

2.13.2 Access to the Service. This measure measures how many young people use the service.

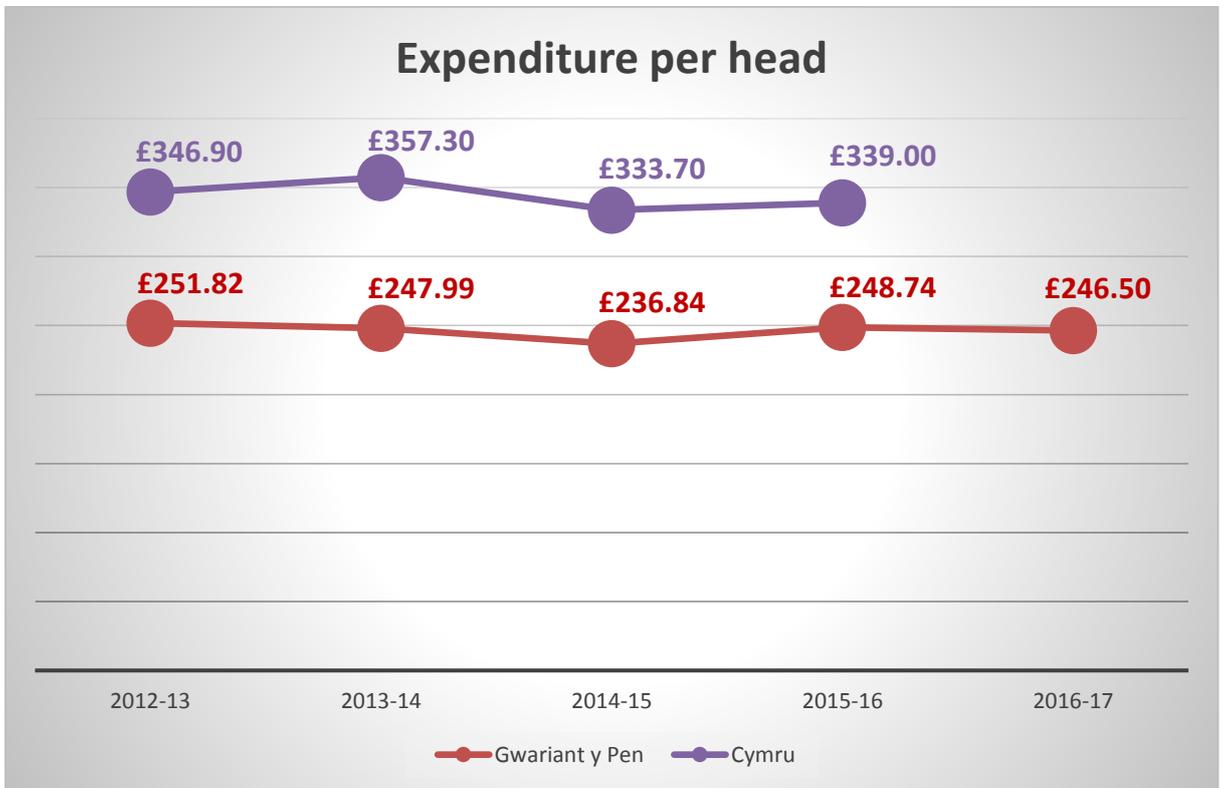


2.13.3 Effectiveness. This measure converts the contact with a young person into young people achieving accreditations, which is a way of measuring the informal learning that takes place throughout the Service.





2.13.4 Value for money. This measure shows the cost of providing the service per head of the age population.



2.13.5 Workforce Support. This measure reflects the age population's access to professional youth workers.

The rate of youth workers to young people

2012-13	1 : 1022
2013-14	1 : 1086
2014-15	1 : 1034
2015-16	1 : 1303
2016-17	1 : 1563

2.14 Appraisal

2.14.1 In addition to this performance data, the Youth Service gathers data on the impact of the intervention on young people through appraisals of specific projects.

For example: The Readiness to Work Project in Communities First Areas

User Group: - Unemployed young people aged 16-24 years old from Communities First's underprivileged areas.	
Effort <ul style="list-style-type: none"> • Ran four Readiness to Work courses • Held 40 sessions as part of the course. • Reached 30 individuals from the user group. 	Quality Measures <ul style="list-style-type: none"> • 100% of the users come from the same target group • 80% of the users note that the course has benefited them • 100% of the sessions were held as planned
Impact - Who has benefitted? (quantitative) <ul style="list-style-type: none"> • 34 had engaged with the project • 10 had entered employment • 4 were in training • 2 were volunteering • 23 had completed a relevant accreditation for the world of work 	Impact - Who has benefitted? (quality) <ul style="list-style-type: none"> • 47% of the young people had moved onto a positive outcome • 67% of the young people had developed their skills and gained an accreditation

2.14.2 The Youth Service also gathers feedback and comments from service users during annual appraisals of the service, such as:

'I was involved with the school youth work project throughout year 10 and 11. In this time I completed a level 1 B-TEC in work skills which involved doing a lot of practical stuff like working with the National Trust, creating a community garden in the school as well as doing my Bronze Duke of Edinburgh Award. I had the opportunity to try Kayaking, Canoeing, indoor climbing and Navigation skills as a part of my award. I loved these activities and it has helped me be more confident as well as developing my team work skills. The expedition part of the award was brilliant and an experience that I will never forget. The youth worker helped me in other ways by listening and helping me deal with problems. I have since Joined the youth group has made me more confident in myself and helped me get to know different people.'

MR 16

'I have been a member of Pwllheli youth club since the age of 12 it was a positive experience because there was lots of opportunities to communicate with different people and there was chances to be involved in different activities and get accreditation. I became a volunteer in the club at 16 and it gave me a good understanding what it's like to work in that sort of environment under the different circumstances and seeing how those issues got dealt with. I gained a lot of experience and it has given me the confidence to pursue a career working with people with mental health and substance misuse problems.'

EM 17

"One member had been very worried about the financial situation at home and the situation that this had created. Whilst stating the concern, a number of other things surfaced. As a result, we were able to help with college in terms of an EMA grant (which the member was unaware of) and also the counselling service. As a result, the member's confidence was boosted and he was aware of the support available to him - 'I would never have known of all these things if it weren't for the youth club.'" **Club Leader.**

"When Chloe began in the club, she was living on a diet of sugar and energy cans every time you saw her. By working with her on healthy foods, and how to cook things such as spaghetti, she started thinking about what she was eating. By now, she does not take sugar in tea, nor does she drink energy drinks and she thinks twice before buying chocolate in the shop. She can sleep much better by now." **Club Leader.**

2.14.3 As part of the Service Business Planning process the KEY issues noted below have identified from a SWOT analysis and risk register of the current service :

Strengths	Weaknesses
Services a high number of young people	Does not reach everyone - the service's attendance is limited to club locations only.
Attendance across the county	No access to meet the needs of young people - the service's areas and access to a youth worker is limited to club hours only. It is not possible for the young person to receive support outside the club.
The Service is available to all	Some vulnerable young people who need additional support do not benefit from youth work.
User satisfaction of the service is high	A lack of central capacity to manage the number of clubs and part-time staff.
The workforce is trained to specialise in some fields.	Dependency on core budget and very little external grant targeting.
The provision that is available to everyone ensures a 'net' of general provision to respond to matters relating to health and well-being / generic behaviours of young people.	
Available social activities for young people	
Safe areas for young people to meet	

	<p>Dependency on sessional workforce means inconsistencies in what is available; and the quality of what is available for young people.</p> <p>A lack of awareness amongst partners of what the Service / Youth Workers can provide.</p> <p>A lack of general understanding of the field of youth work.</p> <p>A lack of use of technology within the service to catch up with the tendencies of young people on various media.</p>
Threats	Opportunities
<p>A reduction in the budget (a reduction of £270k)</p> <p>A lack of capacity in the service to provide youth work training for the county</p> <p>Unable to respond to change in the needs of young people.</p> <p>The registration requirements of youth workers with the Learning Council.</p>	<p>Develop the brokerage role of Youth Workers (Engagement Framework)</p> <p>Package the youth service's curriculum as a contribution to education and offer it to schools (Youth Work Strategy)</p> <p>Target external grants and research opportunities via ERASMUS, RDP, ESF, Rural LOTERI</p>

3 Why change?

3.1 Change in the context

3.1.1 The Youth Service provides within the wider context of the youth support services and, as had been already noted in section 1 above, that national context is changing. A number of the factors that drive this change are also in place locally, such as the change in the needs of young people, the cuts that have impacted other partners within the field, and a threat to the resources given to youth work provision for the future.

3.1.2 As a result of announcing the Youth Work Strategy and the Engagement Framework, it can be seen that the Youth Service's work increasingly involves a group of service users who are traditionally supported by the Statutory Services (Education, Children Services and Justice Services). In addition to this, the Council's savings and cuts system has also forced these services to look at their priorities and direction for the future and, in light of a cut in budgets, there has been a slight reduction in their contribution to the Youth Support Services package.

3.1.3 A consultation day was held with internal partners (Education, Children Services, the Youth Service and the Justice Service) at Nant Gwrtheyrn on 30 April 2015 to commence discussions on options for the Youth Service's direction for the future. Following this, a Young People Engagement Strategic Group was established to continue with the contact between the main services that are involved with youth support and young people engagement across the Council departments. The discussions regarding the direction of the Youth Service has continued with these internal partners during 2015-17, and has identified that:

- The Statutory Services see a role for the Youth Service in preventing children and young people from reaching their provision.
- The Youth Service has something unique to offer clients of the statutory services which is able to be provided from the perspective of the child / young person (rather than provide what has to be done in accordance with the court orders' arrangements or a care plan, etc.)
- The Youth Service has an opportunity to provide interventions on behalf of the statutory services in order to support SOME groups of vulnerable young people.
- The Youth Service has a role to support children / young people when the statutory service's intervention comes to an end in order to support them in a transitional period (because the individual reaches an age to leave, or because they now do not reach the thresholds for receiving the service but are still vulnerable).
- The Youth Service, differently to the statutory services, has a voluntary relationship with the individual.

3.1.4 During the same period, the Youth Service has been engaging with partners in the voluntary sector to gather opinion on the direction of the service for the future. Individual meetings have been held with the Urdd and Young Farmers throughout 2016-17, and a specific workshop has been held with external Partners as part of the **Engagement Exercise** (October 2016 - March 2017). Representation from the Youth Support Group membership was invited, which used to meet under the Children and Young People Partnership in 2010-2013. See Appendix 10.

3.1.5 The Main Messages from external partners were:

- Over the past years, there has been a change in what the partners provide, and there has been a decrease and a threat to resources for the future.
- A balance is needed between open access and targeted work.
- Continue to offer to develop the skills of young people, especially skills that they do not gain through education, and also look at citizenship and the voice of young people.
- Need to use the skills and expertise of partners to get the best for young people - need to consider commissioning the third sector to do everything, or to do parts, or to focus on the social element. The sector could work together to avoid duplication.
- A variation in membership fee and a participation fee closes some young people out.
- Young people need options in provision, some do not want to be members of a youth club, the Urdd, or the Young Farmers, etc.

3.2 A change in the needs of Young People

3.2.1 The needs of the young people of Gwynedd are changing, and the Youth Service will need to respond to the young people in the county, and their needs. In order to understand this age demography, the Youth Service, with the support of the Research and Analysis Unit, have structured a profile of the young people of Gwynedd.

Young People of Gwynedd aged 11-25 years old

There is a higher rate of young people aged 11-25 years old in Gwynedd (20.2%) compared with Wales (18.7%) according to the 2014 mid-year estimates.

Arfon has the highest rate of this age group (25.5%) which is not unexpected due to the University and the high student population in the catchment area of Bangor.

Menai (80.8%) and Deiniol (63.9%) wards have the highest concentration of young people aged 11-25 years old within the county. Outside the centre of Bangor city (and the University catchment area), the highest concentration of young people aged 11-25 years old are seen in Marchog (21.3%), Peblig (20.7%), Deiniolen (19.1%), Bowydd a Rhiw and Cadnant (18.8%). At its lowest, the % is significantly lower than the county average of young people aged 11-25 years old in Aberdyfi (10.9%), Dyffryn Ardudwy (11.5%) and West Porthmadog (11.7%).

The Education, Skills and Work of Gwynedd's Young People

The performance of Gwynedd pupils reaching level 5 in Key Stage 3 and Levels 1, 2 and 3 in Key Stage 4 is good, and is better than the national average. However, the rate falls in each secondary school amongst the pupils who receive free school meals.

The destinations for year 11 pupils show that there has been an increase in the number of young people who leave secondary school and engage in education/employment/training and a reduction in the number of people who are NEET at 16 years old.

	2007	2008	2009	2010	2011	2012`	2013	2014
Gwynedd	4.4	5.7	4.2	3.6	3.6	3.0	2.4	1.7
Wales	6.9	7.1	5.7	5.4	4.4	4.2	3.7	3.1

The paths of young people aged 16-18 years old in Gwynedd are collected by Careers Wales in accordance with the definitions in Tier 5 of the Youth Engagement Framework (see section 2 above). Between May 2014 and May 2015, the paths of young people aged 16-18 years old were as follows:

Tier 1 - Unknown	Tier 2 - Unavailable / failed	Tier 3 - not in NEET	Tier 4 – in NEET but at risk	Tier 5 - in NEET
128	80	365	498	1597

The figures are generally very positive but the analysis of individuals in Tier 2 identify the main vulnerable groups of young people, namely the young people with intensive mental health, learning disabilities, and young people who leave care. The obstacles for these young people are very complex and prevent them from moving into education, training or employment.

The number of unemployed young people aged 18-24 years old who claim Job Seekers Allowance in Gwynedd (25.1%) is higher than the national average (24.8%), and especially amongst women.

3,991 young people aged 16-24 years old are economically inactive in the county, with a high % of these being inactive because they are students; however, 16% of them are inactive because of their care responsibilities, sickness and/or disability.

The Health and Well-being of Gwynedd's Young People

There is a lack of statistics for the 11-25 years old age group in order to understand the population's health and well-being population. The vast majority of health statistics are gathered for the 0-24 years old age group. However, Welsh Government's work on the behaviours of young people at school age (11-16 years old) in the catchment area of the Betsi Cadwaladr health authority in 2013-14 shows

- Boys are more likely to eat daily breakfast than girls
- Boys exercise more regularly than girls
- Boys are more likely to be fat / obese than girls
- The smoking rate amongst young people increases in Year 11 (smoking at least once a week) and the same pattern is true for e-cigarettes. Rates increase with young people from poor backgrounds and amongst girls.
- The rate of alcohol follows the same pattern as smoking, which is an increase in Year 11, but is more obvious amongst young people from more affluent backgrounds and amongst girls.
- Cannabis is the most common drug to use amongst 11-16 year olds, with the rate of taking drugs increasing by year 11.
- Young people report a decrease in the emotional support and the help available for them as they grow up (parents, teachers and friends)
- Young people who report that school work is stressful for them increase in years 10 and 11.
- Young people report that bullying decreases generally after year 9.

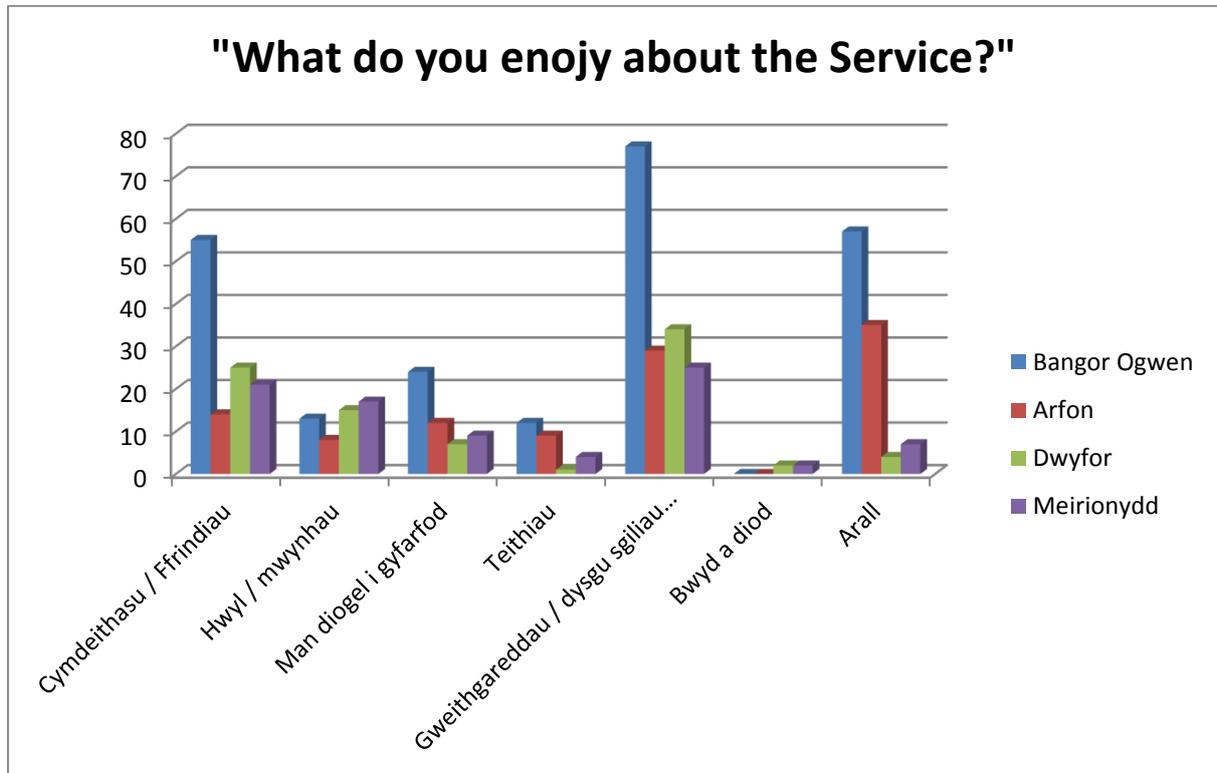
The pregnancy rate amongst the age group under 18 years old (28.3%) is higher than the national average (27%), but is similar for the age group under 16 years old (5%) and is lower for the age group under 20 years old (39%).

80 young people aged 16-24 years old in 2014-15 were taken in as homeless, compared to 120 that are 25 years old and over.

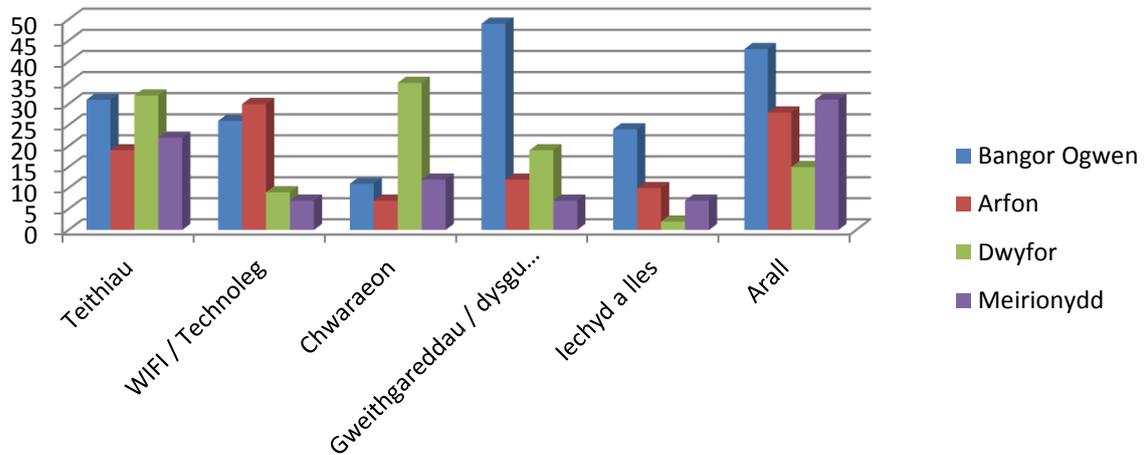
In terms of crime amongst young people, in 2014-15, the crime pattern in Gwynedd and Anglesey was very similar to the national pattern, with 48 young people 10-17 years old receiving intervention from the Youth Justice Team due to the crime of violence against persons, and 43 in light of stealing / handling. This is especially true amongst the 14-17 years old age groups, and amongst boys. Criminal damage was the most obvious crime amongst the 10-14 years old age group and amongst boys.

3.2.3 The Service has been listening to the opinion of young people regarding the service they receive by holding annual appraisals with every youth club and conducting customer satisfaction questionnaires with members of the service. The Service has also been engaging with young people who are not members of the youth service through an Engagement Exercise (October 2016 - March 2017) to gather the opinions on the future of the Youth Service.

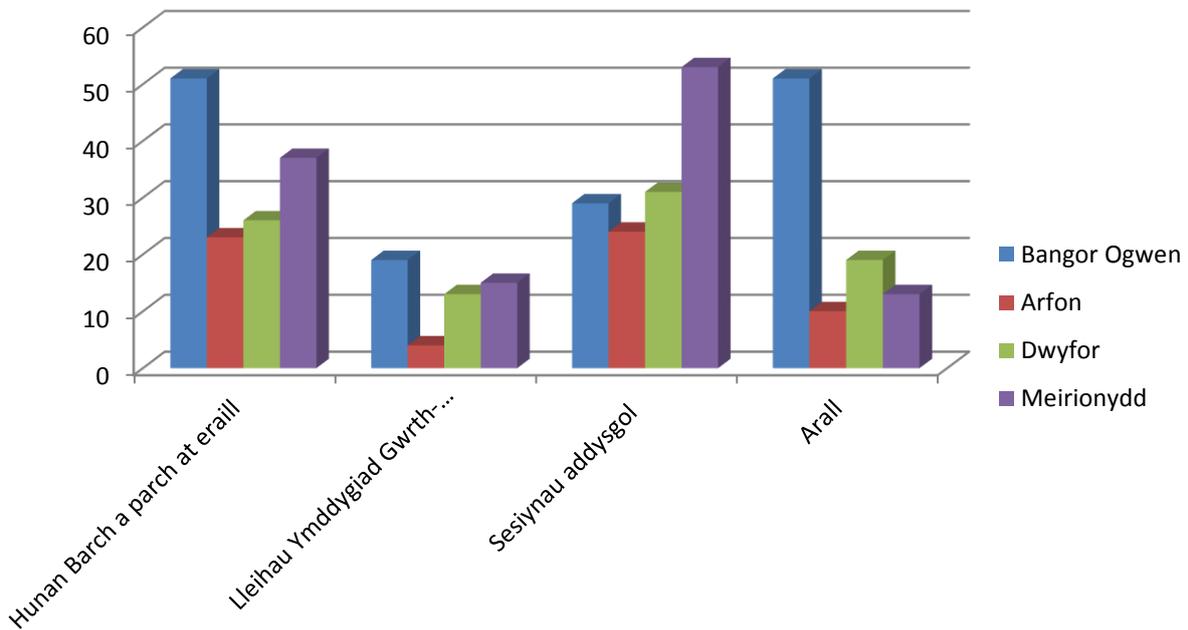
3.2.4 A summary is noted below of the feedback and the opinion gathered from members of the Youth Service on the provision. (2014-15 Appraisals)



"What opportunities would you like the Youth Service to offer?"



"What have you learned from being a member during the year?"



3.2.5 An engagement exercise was carried out (October 2016-March 2017) to identify / confirm priorities for the youth service for the future (see appendix 10). The findings of that Engagement Exercise with young people were that:

- It is important for young people to receive opportunities to socialise through the Youth Service, by ensuring a safe place for young people to come together, through project work and through various competitions and trips.
- It is important for youth workers to be available to help young people with matters that could impact them as they grow up, especially to deal with feelings, bullying and safety on the internet.
- It is important that the Youth Service helps young people develop skills that could help with their education, or to prepare them for work; and focus on developing skills that help them to learn such as communication skills, life skills, working as part of a team, lifesaving.
- Young people should have access to a youth worker in Gwynedd, mainly through the school, and by arranging meeting places for young people in specific locations within communities
- The contact with the youth worker should happen through a combination of face to face support and through using information technology
- Young people should contribute financially towards specific additional activities
- It is fair to expect a young person to travel to attend a youth activity - up to 10 miles
- The Youth Service should be available throughout the year
- A young person should receive help and support at a time that is convenient for him/her.

3.3 Change in Resources and Finance

3.3.1 Because Gwynedd Council receives less money from Welsh Government to deliver services it has responded by implementing Efficiency and Cuts Programme since 2011.

3.3.2 During the **Efficiency Savings Programme for 2011-2015** the following options were identified for the Youth Service

Option / Proposal	Description		Realised in
1	Rationalise property and buildings arrangements worth £12,525	Propose Savings approved by the Cabinet	2014/15
2	Remove historical underspend (£5,000)	Propose Savings approved by the Cabinet	2013/14
3	Rationalise caretaking and cleaning arrangements (£15,000)	Propose Savings approved by the Cabinet	2014/15

3.3.3 During the **Efficiency Savings Programme for 2011-2015** the following options were realised in the Youth Service.

Option	Description		Realised
--------	-------------	--	----------

1	Rationalise property and buildings arrangements worth £30k	Propose Savings approved by the Cabinet	2015/16
2	Rationalise post and remove the network of school youth workers worth £40k	Propose Savings approved by the Cabinet	2015/16

3.3.4 The Youth Service proposed options for cuts for consultation with the public through the **2015-2018 Her Gwynedd process**:

Option / Proposal	Description
1	Discontinue third sector grants (£70,000)
2	Discontinue the Youth Service (£819,000)
3	Close 30 youth clubs (and keep 19) (£200,000)
4	Close 42 youth clubs (and keep 7) (£300,000)
5	Discontinue all clubs and move to targeted work only, provided by units in other services. (£600,000)

3.3.5 Based on the feedback and discussions by the Gwynedd Council Cabinet and by the Full Council (3 March 2016), the decision was:

"Rather than the original proposal of closing 30 of the 42 Youth Clubs, that the scheme in question should be changed to realise the savings of £200,000 (along with the expected efficiency saving of £70,000) by redesigning the Youth Service and accepting that the grants to youth organisations will have to be considered as part of the entire review."

3.3.6 The responses received to the cuts proposals for the Youth Service and the Council's decision are noted in appendix 11.

3.3.7 Currently one of the main challenges for the service (as identified in the Risk Register and Business Plan) is the recruitment and retainment of its staffing resource. The Youth Service faces a challenge of recruiting, training, retaining and administrating a large sessional workforce. Currently there are nearly 100 members of staff who work 3, 6 or 9 hours per week for the Service delivering the youth clubs.

3.3.8 The Youth Service has seen challenges in attracting and recruiting new members of staff. Currently the Service does not have the capacity to train new members of staff, or upskill the current workforce. This situation has already led to the reduction in opening hours for some clubs, and complete closure of other clubs because the service is unable to recruit suitable, qualified staff.

3.3.9 The service's dependency on sessional workforce also means that the current staffing structure and resource does not have the capacity to target external grant, co-design and deliver interventions with other partners.

4. Conclusions

4.1 The current situation is no longer fit for purpose, and re-modelling options should be identified for the future which could respond to the identified challenges:

- Meet the needs of young people.
- Respond to the changes in policy / strategic context
- Respond to the changes in demographic and population trends.
- Respond to the challenge of recruiting and retaining a safe workforce.
- Meet the budget

4.2 The review notes that the Youth Service is a key partner, that has a valuable contribution to the wider Youth Support Services network in Gwynedd.

4.3 The Youth Service for the future should consider concentrating on supporting young people with their learning, and helping young people to develop their personal, social and educational skills within an informal context – to ensure that young people engage fully with their education or training, are ready for the world of work, and can participate fully in their communities.

4.4 The Review should be used to identify prioritise for:

Identifying options for the re-modelling.

Assess the options against a set criterion (mainly their ability to respond to the challenges identified in the review)

Complete an initial Equality Impact Assessment

Consult on the options

Use the consultation responses to amend a preferred option and update the Equality Impact Assessment.

Appendices

Appendix 1	Learning and Skills Act 2000 (section 123) http://www.legislation.gov.uk/cy/ukpga/2000/21/contents
Appendix 2	"Extending Entitlement" Statutory Guideline http://gov.wales/topics/educationandskills/skillsandtraining/youth-work/extending-entitlement-support-for-11-to-25-year-olds-in-wales/?lang=cy
Appendix 3	Youth work in Wales: Principles and Purposes http://wlga.cymru/youth-service
Appendix 4	Welsh Government Youth Work Strategy 2014-2018 http://gov.wales/docs/dcells/publications/140417-national-youth-work-strategy-cy.pdf
Appendix 5	Youth Engagement and Development Framework http://gov.wales/docs/dcells/publications/131007-ye-framework-implementation-plan-cy.pdf
Appendix 6	Wales Charter for Youth Work (March 2016) http://gov.wales/about/cabinet/cabinetstatements/previous-administration/2016/youthcharter/?skip=1&lang=cy
Appendix 7	Feasibility Survey on Youth Services in Wales (June 2015) (awaiting publication)
Appendix 8	"What kind of youth service does Wales want?" Welsh Assembly Investigation (April 2017) http://www.cynulliad.cymru/SiteCollectionDocuments/youth-work-draft-report-cy.pdf#search=gwasanaethau%20ieuenctid
Appendix 9	"An inspection report on the quality of education services" ESTYN (March 2013) https://www.estyn.llyw.cymru/sites/default/files/documents/Adroddiad%20arolygiad%20Cyngor%20Gwynedd%202013_0.pdf.pdf.pdf.pdf.pdf.pdf
Appendix 10	Engagement Exercise Report (October 2016 - March 2017). https://www.gwynedd.llyw.cymru/cy/Cyngor/Dogfennau-Cyngor/Dewud-eich-dweud/Gwasanaeth-leuenctid---Taflen-adrodd-yn-ol-Cymraeg.pdf
Appendix 11	2015-2018 Her Gwynedd Outcomes. https://www.gwynedd.llyw.cymru/cy/Cyngor/Dweud-eich-dweud/Canlyniadau-ymgyngoriadau/Her-Gwynedd.aspx

Equality Impact Assessment

I Details

I.1. The name of the policy / service in question

Re-modelling the Youth Service

I.2 What is the purpose of the policy/service that is being created or changed?

The provision of Youth Support Services is a statutory requirement under the Skills and Learning Act 2000.

Gwynedd Council's Youth Service provides youth support services to 11-25 year olds. Currently the service provides this support via its youth workers who deliver activities and projects across a network of youth clubs in the county.

Challenge Gwynedd led to the decision (March 2016) to cut £200,000 of the Youth Service's budget, in addition to an efficiency saving target of £70,000.

A review of the Youth Service within this financial context has identified options for the re-modelling of the service for the future.

Option 1	Continue to provide the same but do less (run less clubs, only 10) and provide less grants to the third sector.
Option 2	Continue to provide the same but do less, (run less youth clubs only 14) and stop giving grants to the third sector
Option 3	Deliver the service in a different way (establish a programme of activities and projects to visit communities) and commission specific activities from external partners.
Option 4	Deliver the service in a different way (establish a programme of activities and projects to visit communities) and establish a community grant for third sector organisations to provide activities for young people.

I.3 Who is responsible for this assessment?

Nia Morris - Youth Service Manager

1.4 When did you begin the assessment? Which version is this?

Initial assessment - 1 May 2016

Updated - 19.5.17

It will be further developed following the consultation and as required

Updated – 05.01.18

Further update following Scrutiny Committee and Cabinet Committee

2) Implementation

2.1 Who are the partners that will have to work with them to carry out this assessment?

Young people (current service users and young people who do not use the service)

The Youth Service's full-time and part-time staff,

Partners in other Services within the Council (e.g. Education, Children and Families Services, Youth Justice Service)

Partners in other Agencies (e.g. Welsh Government, Careers Wales, Llandrillo-Menai Group, Gysda)

Third Sector (specifically the organisations that receive grant funding from the Youth Service, namely the Urdd and the Young Farmers, the Scouts and the Guides).

Headteachers of Secondary Schools.

2.2. What steps have you taken to engage with people with equality features?

The Youth Service gathers opinions and seeks the input of young people on what they want from the Youth Service in Gwynedd, regularly and through various mediums.

Between September and October 2015, the Council consulted on the proposed cuts through "Challenge Gwynedd" and five proposals were submitted for the Youth Service to gather feedback from the public (see below link 2.3).

Annually, the Youth Service asks young people to evaluate its current provision and facilitates the input of its users, the young people themselves, to this process. Young people complete a questionnaire to gather their opinions regarding their experience of the service. The latest Evaluation was completed following the 2015-16 Clubs year, therefore the questionnaires were distributed and collected during February - March 2016, and were analysed in May - June 2016.

Between October 2016 and March 2017, the Youth Service, through the Council's Communication Unit, engaged with young people and others through face to face meetings and through questionnaires (see the below report 2.3) to identify priorities and needs for the Youth Service for the future.

2.3 What was the result of the engagement?

2.3.1 2015-2018 Gwynedd Challenge Consultation Programme

In asking for the public's opinion on cuts across the Council, children and young people received the opportunity to express their opinion on all 118 proposals submitted.

See below for the results of all proposals:

<https://www.gwynedd.llyw.cymru/cy/Cyngor/Dweud-eich-dweud/Canlyniadau-ymgyngoriadau/Her-Gwynedd.aspx>

Five proposals were submitted to change the Youth Service in this consultation.

Comments were received from 152 responders wanting to protect plans in the field of Children and Young People. The highest number of comments in the field of children and young people (51) were against cutting youth grants. Of these, 46 named the Young Farmers' Club specifically, and 8 named the Urdd.

23% wanted to protect the youth grants

46.8% wanted to protect the Youth Service and not implement the largest cut.

2.3.2. 15-16 Youth Clubs' Questionnaires Analysis

315 young people responded to the questionnaire.

96% said they were happy with the service

89% stated they knew what the service offered

When asked "What they most liked about the Club?", 232 stated socialising and making friends, and 194 stated learning skills.

84% of Young people stated that they had an input into what the Club did

97% stated that the youth workers listened to them

95% stated that they felt safe talking to the staff about personal sensitive matters

The 3 main opportunities that the young people stated that they wanted were, sports, Learning Skills and Trips.

31% stated that respect and self-respect was the main thing that they learnt, 29% stated it was better health education and sex education.

2.3.3. The Youth Service's Engagement Programme - October 2016 to March 2017.

The engagement exercise was divided into two parts:

- Part 1 - Targeted engagement (October 2016 - January 2017) which included:

51 young people aged 11-16 years old across the county

13 young people with additional learning needs (Ysgol Hafod Lon)

84 from the part-time workforce

11 from the full-time workforce

7 representatives from agencies that support young people

14 Headteachers

- Part 2 - Open engagement (January 2017 - March 2017) which included receiving responses from:

791 completed questionnaires.

The Main Messages received following the engagement programme are noted below:

<https://www.gwynedd.llyw.cymru/cy/Cyngor/Dogfennau-Cyngor/Dewud-eich-dweud/Gwasanaeth-leuenctid---Taflen-adrodd-yn-ol-Cymraeg.pdf>

Some of the comments received during the engagement exercise are noted below:

- "The Service is making an important contribution to the society and to the lives of young people"
- "I think that it is vital that Youth Services are maintained as helping the young people is a serious and positive investment for the future"
- "More things to do in the area for teenagers would be great"
- "In this rural area transport is not plentiful, if they have to travel independently, and not all parents will take and fetch. This is something to be considered. The times of trains, around the coast and how they will get home safely. To travel 10 miles may not be so simple, if they can't get home."
- "Utilise school equipment out of school hours such as technical and engineering to give youngsters a basic idea of what can be involved to show them how govt. forms can affect their future."
- "There is no mention here of language medium and the importance of young people accessing information and activities through the medium of Welsh. It must be ensured that any training is offered through the medium of Welsh in order to prepare young people for work."
- "Possibly have more sports activities."
- "Consistency is needed across the County"
- "Service should be flexible and tailored to individual needs eg the questions above – reasonable financial contribution and travel distances differ with each young persons circumstances"
- "Young Farmers' organisation must receive the money, or the countryside will be lost, and will deteriorate."
- "It is important to attend different Youth Services regularly to learn about life skills and different themes of educational purposes"
- "The Youth Service is an integral part of the community...by having this front line service"

it can prevent many issues...it provides young people a safe place to socialise and grow and often can be a sanctuary from home”

- “Any expected financial contribution should be means tested”
- “On one hand I do think that young people should contribute financially towards some activities. However, if a young person hasn’t got any money or for some reason they can’t afford to pay to go to a club I think there should be schemes set in place to help them with the costs and to get them into clubs and out of the streets picking up bad habits such as smoking and drugs”

2.4 Based on what other evidence do you operate?

2.4.1 The Legislative Context:

Learning and Skills Act 2000.

Through the Learning and Skills Act 2000, Section 123(1), Welsh Ministers have instructed local authorities to provide, ensure provision of, or participate in the provision of youth support services.

Estyn Inspections on Youth Support Services.

The Youth Services' provision is inspected as part of ESTYN inspections on the quality of local authorities' education services for children and young people.

In the last inspection of Gwynedd Council's education services in 2013, the provision from the Youth Service contributed mainly towards promoting social inclusion and the well-being of the children and young people of Gwynedd. The last inspection reported specifically that "the youth service has successfully managed to increase the number of young people who achieve accredited units or qualifications, and in terms of promoting apprenticeships, entrepreneurship and learning paths. In general, the service is well organised, and learners are supported effectively."

2.4.2. The Strategic Direction and Policy by Welsh Government

The requirements of the main strategies and policies which instructs Gwynedd Council on how / what to provide for young people is noted below.

Welsh Government Youth Work Strategy 2014-2018

The need to see the service continuing as a strategic service and not as part of a leisure service is recognised. Good youth work can improve attendance, behaviour, motivation and relationships within schools. Within the strategy, there is now an emphasis on giving a key role to youth workers to support young people to continue in engagement with education, and to continue within formal education or training. The strategy identifies three fields the service

should focus on, namely:

- a) Access to informal and semi-formal opportunities which broaden the horizons, are mentally challenging and develop skills by
- b) Strengthen the strategic relationship between youth work and formal education
- c) An improved and more regular coordination of what the youth services offer young people through the voluntary and statutory sectors, to reduce duplication, share information and promote activities that increase capacity, offer a high quality service which responds to the current needs of young people.

Welsh Government Engagement and Development Framework (2015-2018)

Again, this document identifies the key role for Youth Services to ensure that young people aged 16+ continue in education, training or employment.

Wales Charter for Youth Work (March 2016)

The Charter notes Welsh Government's fundamental expectation of youth work for young people throughout Wales. The Charter has been written from the young person's point of view, rather than from the service providers' points of view. The charter notes that every young person will have the right to gain easy access through the medium of Welsh or English to:

- Safe and warm meeting areas, which offer opportunities to develop lasting relationships, exciting leisure activities in the fields of art and sports, and new experiences that will broaden their horizons.
- Opportunities to participate in outdoor adventure, and residential and international experiences.
- Opportunities to participate in the work of making decisions through informal and formal structures to engage with young people locally and nationally (e.g. young mayors, youth councils and the Parliament). Such arrangements should clearly refer to participation standards; they should be based on the principles of the United Nations Convention on the Rights of the Child (UNCRC); and they should attempt to attract the interest of young people in the work to steer and scrutinise the services that impact them.
- Information, guidance and support regarding issues that concern them, including employment, housing and mental well-being. The service can be accessed through the medium of digital media and via dependable and trained adults.
- Encouragement to learn more about their own culture and other people's cultures.
- Joined up provision by youth workers in every secondary school and college, extend the 'offer for pupils' and therefore enrich the formal curriculum and assist with personal and social development.
- Opportunities to be civil campaigners, e.g. by volunteering.
- Acknowledge and/or accredit their achievements in terms of personal and social development in schools and colleges and therefore in the community.

2.4.3 Quantitative Evidence on the Youth Service.

The Youth Service gathers performance data to report annually to Welsh Government on its achievement. Welsh Government uses this data to assess the contribution of the youth service towards their youth strategy. Local Authorities Youth Service Performance data is published here:

<https://statswales.gov.wales/Catalogue/Education-and-Skills/Youth-Service>

Based on the latest data for 2016-17, this change will affect over 5500 young people aged 11-16 years old across Gwynedd. More girls will be affected, and the 11-13 years old age group will be affected more than the other age groups.

Boys - 11-13 years old = 1458

Girls - 11-13 years old = 1678 - total - 3136

Boys - 14-16 years old = 808

Girls - 14-16 years old = 875 - total - 1683

Boys - 17-19 years old = 212

Girls - 17-19 years old = 270 - total = 482

Boys - 20-25 years old = 166

Girls - 20-25 years old = 158 - total - 324

22.50% of the population aged 11-25 years old

2644 - boys

2981 - girls

Total Members = 5625

Ethnicity Statistics and the Language of the Youth Service (2016)

See here the ethnicity of members of the Youth Service, along with the numbers who speak Welsh. Based on this latest data, the largest impact will be on white young people, and mainly Welsh speakers.

Ethnigedd / Ethnicity	Bechgyn	Merched	Cyfanswm	Siarad Cymraeg Welsh Speaker	Bechgyn	Merched	Cyfanswm
Gwyn/Cymraeg	1203	1009	2212	Rhugl	1172	989	2161
Gwyn/Prydeinig	151	112	263	Ychydig	191	203	394
Unrhyw gefndir gwyn arall WOTH	6	4	10	Dim	20	8	28
Dim eisiau datgelu	5	6	11				
Heb ddatgelu	13	17	30				
Gwyn/Asian/Asian Prydeinig		1	1				
Bangladesiadd		1	1				
Gwyn a Du Caribiaidd	1		1				
Unrhyw grwp ethnig arall	1		1				
Gwyddelig	1		1				
Indiaidd	1		1				
Polish	1		1				

2.4.4 Provision Mapping

The Youth Service has undertaken work to map the available provision for young people in

Gwynedd during 2016-17. The following sources were used as the source of the information:

www.gwynedd-ni.org.uk

www.gwyneddgreadigol.com

www.chwaraeon.cymru

www.chwaraeonanableddcymru.com

www.urdd.cymru (Eryri phone number)

www.yfc-wales.org.uk/Cymraeg (Eryri and Meirionnydd phone number)

www.sea-cadets.org

www.partneriaeth-awyr-agored.co.uk/cy/clwb/holl/

This mapping work (not to be circulated as we have not gathered the information to be published for this reason) shows that there are approximately 230 social clubs, sports clubs and outdoor activities for the young people of the county.

In March 2016, the North Wales Ambition Board commissioned work to map the available services and provision for young people aged 16-25 years old in Gwynedd.



Copy of North
Wales Provision Marcl

2.4.5 Data on the Age Demography

The Council's Research and Analysis Unit has created a profile of the young people aged 11-25 years old in Gwynedd.

2.5 Are there any gaps in our provision that need to be gathered?

No

3) Identifying the Impact

3.1 What impact will the new policy/service or the changes in the policy or service have on people with equality characteristics?

Characteristics	What type of impact? (you should delete the irrelevant ones)	In what way? What is the evidence?
Age	Negative for some age groups but possibly positive for other age groups	<p><u>Age 11-25 years old (General).</u> Currently the Youth Service supports young people aged 11-25 years old.</p> <p>Options 1 to 4 would continue to support 11-25 year olds.</p> <p>However, all of the options would be less provision than currently. Option 1 and 2 would continue to be open to any young person aged 11-25 years old.</p> <p>Option 3 and 4 would tailor the provision so as to offer activities and projects to any 11-19 year olds, and target its provision to 16 year olds and over to those who are not in education, training or employment only.</p> <p>The membership data shows that only 5% of the members (324 out of 5626) are aged 19-25 years old. The data also confirms that this older age group are members because they use our Readiness to Work courses or are being targeted in order to move them on to Education, Training or Employment.</p> <p>-</p> <p><u>Location to gain access to the service.</u> The current 'open' provision (namely the youth clubs) are static access points in 42 communities.</p> <p>Option 1 and 2 would see a decrease in the number of clubs to 10 or 14 static access points across the county. Young people in those communities where a club would close would lose access to the service, unless they travel. These options would require young people who wish to access the service to travel to one of the 10 or 14 club locations.</p>

		<p>Option 1 and 2 would put the responsibility on the young people to reach the service.</p> <p>Option 1 and 2 would mean that access to the service could only be gained via a youth club.</p> <p>Option 3 and 4 would move away from youth clubs in static locations altogether. Option 3 and 4 would establish a roaming programme of activities and projects that would visit communities throughout the county, moving from community to community.</p> <p>Option 3 and 4 would put the responsibility on the service to reach young people.</p> <p>Option 3 and 4 would mean that young people could have access to the service via school, community and social media.</p> <p>56% of the young people who completed the questionnaire reported that they were willing to travel (10 miles), 30% had disagreed and 14% did not state an opinion.</p> <p>Option 3 and 4 could lead to some young people, especially in the most deprived areas would not have a safe space in their communities that they could turn to. Some of our current members use the clubs as a safe meeting point, a place to shelter from home situations, a safe point to meet professional workers.</p> <p>98% who completed the questionnaire agreed that it was important for young people to receive opportunities to socialise through the Youth Service and they want this by having a safe place to meet and through project work.</p> <p style="text-align: center;">-</p> <p><u>Time of access.</u> The current provision (the youth clubs) are static access points in 42 communities for 30 weeks per year (school term) in the majority of locations, and are restricted to specific nights for those weeks.</p> <p>There is no capacity in the current provision for young people to access a youth worker outside of these times, on times that suite their needs.</p> <p>Option 1 and 2 (10 or 14 youth clubs) would continue</p>
--	--	---

		<p>to be a school term provision, and restricted to specific nights.</p> <p>Option 3 and 4 would be available throughout the year, with the hours varying from late afternoon, evening, weekends and to school holidays. However, the evening provision would be reduced compared to the current provision.</p> <p>Options 3 and 4 would allow flexibility on location and times to allow young people more choice and access to the service. However, the overall provision would be less, and shorter in contact time.</p> <p>429 of the questionnaires noted that young people would want access to a youth worker via the school, and continue to take part in youth work in their communities.</p> <p><u>Youth Workers and Schools.</u> 429 of the questionnaires noted that young people would want access to a youth worker via the school.</p> <p>The current Youth and Community Workers are working in some school, due to the restrictions of their grant funding.</p> <p>Options 1 and 2 does not include continuing or developing the Youth and Community Workers in any secondary school. – unless funded externally.</p> <p>Options 3 and 4 would establish a service where youth workers would shadow between 2 or 3 secondary school in the county. Every secondary school would have contact with the youth service.</p> <p><u>16-25 Year Olds.</u> Currently few young people aged 16 and over engage with the service (mainly because they do not wish to attend a youth club with younger kids).</p> <p>Options 1 and 2 would continue to provide youth clubs as its only provision for 16 year olds and over.</p> <p>Options 3 and 4 would change the provision offered to 16 year olds and over, but would be restricted to target those who are not in education, training or employment.</p> <p>Those up to 19 years old would continue to be able to take part in the programme of activities and project</p>
--	--	---

	Positive to those who will be targeted	<p>should they wish to. Statistics already show that there are no users in the 19-25 years old age group who wish to use the open provision (clubs, activities).</p> <p>Options 3 and 4 would provide a key worker for every young person aged 16-25 years old who has been identified through Careers Wales' tracking systems (Tiers 1 and 2), no matter where they live.</p>
Race (including nationality)	No identified impact from the evidence	<p>We anticipate that any of the options would have similar impact upon race.</p> <p>The majority of the service users are white.</p> <p>Option 3 and 4 however, would have greater flexibility to engage and reach communities and groups of young people, which could include young people from other ethnic backgrounds.</p>
The Welsh language	<p>Possible negative impact as a result of a reduction in the service offered through the medium of Welsh across the County.</p> <p>It could have a positive impact on those who gain access to the service for the first time by seeing youth activities and projects being provided through the medium of Welsh.</p>	<p>The Service's method of provisions and all activities are currently offered through the medium of Welsh or bilingually. It gives young people an opportunity to participate in activities and mix in the language of their choice. The Youth Service promotes the Welsh language continually by means of education, skills and providing opportunities to socialise, and holding Language Awareness sessions.</p> <p>All the options suggested would continue to provide access to Welsh medium activities and projects for young people.</p> <p>All options mean a reduction in the number of opportunities available to young people to use the Welsh Language socially.</p> <p>All options have an impact upon 2 third sector organisations (Urdd / Young Farmers) who contribute towards creating opportunities for young people to use the Welsh Language in social settings. Some young Welsh Speakers could see a reduction in the number of Welsh medium socialising opportunities available to them if these organisations could not continue to provide a club / aelwyd.</p>
Disability	No identified impact under 16 years old but could be	The current method of provision runs the Derwen Youth Clubs (Disabled Children's Integrated Team) in order to work with disabled young people.

	positive in the 16+ age range if young people will be targeted	<p>Option 1 and 2 which would see the provision reduce to 10 or 14 youth clubs would be open to any young person aged 11-25 years old with a disability to integrate into mainstream provision (dependent upon their ability to travel etc).</p> <p>Option 3 and 4 would ensure that the 2 special needs school in the county would have a direct contact with a Youth Worker to deliver projects for young people with disabilities.</p> <p>Option 3 and 4 would encourage disabled young people to take part in activities and projects, socialise with their counterparts, within their communities, as the programme would move around the county.</p> <p>Option 3 and 4 would be a flexible programme that moved around the county and could tackle issues such as social isolation amongst young people which can lead to anxiety and emotional wellbeing.</p> <p>Option 3 and 4 would target provision to 16 year olds and over who are not in education, training or work. Disabled young people are more likely to face barriers to work and training and therefore these options would provide assistance to those individuals.</p>
Gender	No identified impact from the evidence	<p>The number of boys and girls involved with the Service is relatively balanced (see Service figures in 2.4.3 above).</p> <p>We do not envisage that any of the options would have a greater or lesser impact upon boys or girls specifically.</p>
Sexual orientation	No information to suggest possible impact	<p>There is currently no evidence in terms of the sexual orientation of current users - the data is not gathered for the 11-16 years old age group.</p> <p>We cannot anticipate whether more or fewer young people, due to their sexual orientation, will choose to be involved with the service based on the options suggested.</p>
Religion or belief (or a lack of belief)	No identified impact from the evidence	We do not envisage a differential impact to young people of any specific religion based on the options suggested.
Gender reassignment	No information to suggest possible impact	There is currently no evidence in terms of the current users who wish to / have reassigned their gender - the data is not gathered for the 11-16 years old age group.

		We cannot anticipate whether more or fewer young people who reassign their gender, will choose to be involved with the service base on any of the options suggested.
Pregnancy and maternity	No identified impact from the evidence	The Service does not collect data on the pregnancy levels of its users. We cannot anticipate whether more or fewer pregnant females / females on maternity will choose to be involved with the service based on any of the options suggested.
Marriage and civil partnership	None	We cannot anticipate the impact of implementing any of the options upon marriage / civil partnership amongst this age group.

3.2 Does the policy or service answer these General Duties?

General Duties of the Equality Act	(the irrelevant ones should be deleted)	In what way? What is the evidence?
Abolishing illegal discrimination, harassment and victimisation	Some situations could assist in abolishing discrimination	The support of youth workers could be of great help to some young people with equality characteristics who are going through a difficult time. Option 1 and 2 would allow youth workers to work with young people to deal with discrimination – uyt would be dependent upon those young people attending one of the 10 or 14 youth clubs, and where they're located. Option 3 and 4 would allow youth workers to work with young people to deal with discrimination and could target activities and projects to specific school / communities and need / issues are identified.
Promoting equal opportunities	Yes / no - again, it depends on the situation	As above, it depends whether the young person receives fewer services or receives a new service compared to their current situation.
Encouraging good relationships	Yes / no - again, it depends on the situation	As above, it depends whether the young person receives fewer services or receives a new service compared to their current situation.

3.3 What impact will the new policy/service or the changes in the policy or service have on other issues that are not related to the equality characteristics of people? Give details.

Characteristics	What type of impact? (you should delete the irrelevant ones)	In what way? What is the evidence?
Spatial	Negative in some communities but positive in others.	<p>Negative impact in 32 communities in Option 1 – less provision.</p> <p>Negative impact in 28 communities in Option 2 – less provision.</p> <p>Negative impact in 42 communities that currently have a youth club in Option 3 and 4 – less provision. But positive impact in other communities which will gain access to the service for the first time.</p>
Poverty and Deprivation	Negative for some young people.	<p><u>Financial Deprivation.</u> The open provision in the current method of provision is a free service.</p> <p>The Service arranges occasional activities and trips and a fee is charged for attending these activities as a contribution towards the cost.</p> <p>All options will continue to be a free service.</p> <p>67% of the engagement questionnaire responders noted that young people should contribute financially towards some specific activities, and 18% disagreed, 15% had no opinion.</p> <p><u>Social and Economic Deprivation.</u> The current provision has a presence of a club in each of the deprived communities (in accordance with the Welsh Government definition). This means that a Youth Club is available in Maesgeirche and Caernarfon.</p> <p>In addition to this, the Service receives additional grants to target these areas e.g. SBLASH grant for summer activities in Maesgeirchen and Caernarfon; Communities First grant for Youth and Community Workers in Maesgeirchen and Caernarfon.</p> <p>However, the work of profiling the young people of</p>

		<p>Gwynedd (see 2.4.5 above) and the overall findings of the review have recognised that young people can face obstacles, face challenges as they grow up, and can disengage from education, training or employment, no matter where they live. There is a higher concentration of vulnerable young people with needs in the most urban areas such as Maesgeirchen and Caernarfon, but these issues / challenges are not unique to these areas.</p> <p>Option 1 and 2 would continue to see a Youth Club in Maesgeirchen and Caernarfon.</p> <p>Option 3 and 4 would mean that the Youth Service does not have a constant presence in Maesgeirchen or Caernarfon, but rather a targeted activity / project delivered occasionally.</p> <p>The Provision Mapping work (see 2.4.4 above) identifies a lack of free social clubs for young people in these deprived areas - membership fees for other clubs could prevent young people from taking advantage of the other opportunities that are available locally.</p>
--	--	--

4) Analysing the results

4.1 Is the policy therefore likely to have a significant, positive impact on any of the equality characteristics or the General Duties and what is the reason for this?

The initial assessment has identified:

Every option would continue to see a Youth Service provided in the county to 11-25 year olds.

Every option will have a negative impact on 11-16 year olds due to the reduction of provision available.

Option 3 and 4 will have a positive impact upon the 16-25 year old group because it will deliver a specific service to target needs.

Option 1 and 2 will have an impact on specific communities (28 to 32 communities) but will have a positive impact in 10 to 14 communities where a Club will be located.

Option 3 and 4 could have a negative impact in 42 communities by moving away from running clubs – seen as less provision. But could have a positive impact in communities where the service would deliver activities and projects as part of its annual programme.

Every option could have an impact upon groups with equality characteristics.

Every option could have a negative impact upon Welsh Speakers due to a reduction in the opportunities for them to use Welsh in social settings.

Option 3 and 4 would have greater impact upon disadvantaged communities.

We cannot proceed to the next stages of the assessment until a consultation is held to ensure that we have identified all possible impacts correctly, and to identify ways of mitigating any impacts identified.

4.3 What should be changed?

Choose one of the following:

Continue with the policy / service as it is robust	
Adapt the policy to remove any barriers	
Suspend and abolish the policy as the detrimental impacts are too large	
Continue with the policy as any detrimental impact can be justified	

4.4 What steps will you take to reduce or mitigate any negative impacts?

4.5 If you do not take further action to remove or reduce negative impacts, explain why here.

5) Monitoring

5.1 What steps will you take to monitor the impact and effectiveness of the policy or service (action plan)?

Options Appraisal– Re-modelling the Youth Service.

Option 1	Continue to provide the same, but less of it (close some youth clubs and reduce the grant given to the third sector)
Option 2	Continue to provide the same, but less of it (close more youth clubs) and no grant given to the third sector.
Option 3	Provide in a different way, by a Programme of Activities and Projects that goes from location to location throughout the county, and commission additional activities from external partners.
Option 4	Provide in a different way, by a Programme of Activities and Projects that goes from location to location throughout the county, and establish a community grant for third sector organisations to provide opportunities for young people.

Option 1	Does it meet young people's needs? (young peoples, opinions, trends)
	Partly
	The Service, due to the budget, will provide less.
	Continue to provide (less) safe places for Young people to gather to meet each other, in a smaller number of Communities.
	Continue to provide opportunities for Young people to socialise but in a smaller number of Communities.
	Continue to provide opportunities for Young people to develop new skills through the clubs, but in a smaller number of Communities.
	Continue to provide support to Young people with health and well-being through the clubs, but in a smaller number of Communities.
	Youth Workers will only be available through the youth club / term time / and within specific Communities.
	No flexibility to respond to matters that arise outside the place / time of the youth clubs.
	Continue to be dependant on sessional workers without felxibility to work outside the specific ours and location.
Responds to the context (policy, strategic and statutory)	
No	
This option will not build relationships with secondary school or third sector organisations.	
Any Partnership working with other agencies that provide youth support Services will be wholly grant dependant, when available.	
This option does not have the capacity to undertake the Key Worker role for Young people over 16.	
Meets the budget (affordability and sustainability)	
Partly	
<u>Affordable – Yes</u>	
<u>Sustainable – No</u>	
Any further budget reductions would lead to further reduction in the number of youth clubs and a fuather cut to the grant available to third sector organisations.	
Recruit / Retain a Safe Workforce (recruit, training and staffing)	
No	
This option would continue to require the Recruitment, training and Development of sessional staff to work 3, 6 or 9 hours per week. The Service cannot support this type of structure currently.	
This option does not have the capacity to train Welsh medium youth workers – currently we are unable to train youth workers, and no external provider can deliver through the medium of Welsh.	
Main Impacts (equalities, social, third sector)	

Negative in the main

Equalities

Negative impact on the age Group (11-25 years old) in general due to a reduction in provision.

Negative impact on some groups of young people because this option will offer the same to everyone. No capacity to undertake group work with Young people who face specific challenges.

Social

Spatial Impact – some communities will see a reduction in provision, some communities will continue to have no provision, and some (10) will see a continuation of the current situation.

This option does not have the capacity to respond to anti social behaviour within Communities outside of the 10 where a club would be located.

3rd Sector.

Less grants to the third sector. This reduction could have a different impact on the various organisations dependant on their resources / capacity to respond.

Other organisations in Gwynedd provide activities to Young people that currently do not receive funding from the Youth Service.

There is no capacity within this model to provide Financial support, or any other form of assistance to third sector organisation on matters such as working with Young people, youth work training, safeguarding, targeting grants etc.

Option 2	Does it meet young people's needs? (young peoples, opinions, trends)
	Partly
	The Service, due to the budget, will provide less.
	Continue to provide (less) safe places for Young people to gather to meet each other, in a smaller number of Communities.
	Continue to provide opportunities for Young people to socialise but in a smaller number of Communities.
	Continue to provide opportunities for Young people to develop new skills through the clubs, but in a smaller number of Communities.
	Continue to provide support to Young people with health and well-being through the clubs, but in a smaller number of Communities.
	Youth Workers will only be available through the youth club / term time / and within specific Communities.
	No flexibility to respond to matters that arise outside the place / time of the youth clubs.
	Continue to be dependant on sessional workers without flexibility to work outside the club hours and location.
No funding for third sector organisations could lead to less opportunities for Young people within some Communities.	
Responds to the context (policy, strategic and statutory)	
No	
This option will not build relationships with secondary schools.	
Any Partnership working with other agencies that provide youth support Services will be wholly grant dependant, when available.	
This option does not have the capacity to undertake the Key Worker role for Young people over 16.	
Meets the budget (affordability and sustainability)	
Partly	
Affordable – Yes	
Sustainable – No	
Any further budget reductions would lead to further reduction in the number of youth clubs.	
Recruit / Retain a Safe Workforce (recruit, training and staffing)	
No	
This option would continue to require the Recruitment, training and Development of sessional staff to work 3, 6 or 9 hours per week. The Service cannot support this type of structure currently.	
This option does not have the capacity to train Welsh medium youth workers – currently we are unable to train youth workers, and no external provider can deliver through the medium of Welsh	

	<p>Main Impacts (equalities, social, third sector)</p> <p>Negative in the main</p> <p><u>Equalities</u> Negative impact on the age Group (11-25 years old) in general due to a reduction in provision.</p> <p>Negative impact on some groups of young people because this option will offer the same to everyone. No capacity to undertake group work with Young people who face specific challenges.</p> <p><u>Social</u> Spatial Impact – some communities will see a reduction in provision, some communities will continue to have no provision, and some (14) will see a continuation of the current situation.</p> <p>This option does not have the capacity to respond to anti social behaviour within Communities outside of the 14 where a club would be located.</p> <p><u>3rd Sector.</u> No grants for the third sector.</p> <p>This could have a different impact on the various organisations dependant on their resources / capacity to respond, capacity to increase their income, reduce costs and draw in funding from elsewhere.</p> <p>Other organisations in Gwynedd provide activities to Young people that currently do not receive funding from the Youth Service.</p> <p>There is no capacity within this model to provide Financial support, or any other form of assistance to third sector organisations on matters such as working with Young people, youth work training, safeguarding, targeting grants etc.</p>
--	--

Option 3	Does it meet young people's needs? (young peoples, opinions, trends)
	Partly
	The Service, due to the budget, will provide less.
	This option does not provide a safe place for Young people to congregate.
	Continue to provide opportunities for Young people to socialise by bringing them together to take part in projects and activities.
	Continue to provide opportunities for Young people to develop new skills through projects and activities.
	Continue to provide support to Young people with health and well-being through projects and activities.
	Young People will be able to Access Youth Workers through their school and in the Community.
	Young people will be able to Access Youth Workers throughout the year.
	Flexibility to deliver activities and projectsa that respond to needs, and issues that arise.
This option can adjust what it provides to different age groups, 11-19 year olds and 16-25 year olds.	
Responds to the context (policy, strategic and statutory)	
Yes	
This option would have contact and build relationships with every secondary school.	
This option would see the Youth Service contributing to partnership working with other youth support Services.	
This option would require the Youth Service to collaborate, co-design and co-deliver interventions with partners to avoid duplication, maximise and make the best use of resources to meet the needs identified.	
This option would allow the Yuth Service to allocate a Key Worker for thoes youngpeople aged 16 and over.	
This option would continue to safeguard open-access provision through the roaming programme of activities and projects for 11-19 year old.	
This option meets the Youth Support Service requirment for local authorities.	
Meets the budget (affordability and sustainability)	
Yes	
<u>Affordable – Yes</u>	
<u>Sustainable – Yes</u>	
THis option has the capacity to work accross boundaries with other counties, which could lead at efficiencies.	
This option would allow for maximising the current grants available from Welsh Government and ESF for youth work, the next 3 years.	

This option would allow the Service to target and increase new income streams.

**Recruit / Retain a Safe Workforce
(recruit, training and staffing)**

Yes.

Less dependant on sessional workers, and can provide more full-time jobs.

This option has the capacity to train and develop the workforce.

This workforce development means that this option would ensure that staff would have the skills and competencies to undertake Youth work.

**Main Impacts
(equalities, social, third sector)**

Positive in the main with some negatives.

Equalities.

Negative impact on the age Group (11-25 years old) in general due to a reduction in provision.

Positive Impact for those 16-25 year old because the Service would be changing what it provides to meet this age groups needs.

Possible positive impact on some groups of Young people with protected characteristics because this option allows for specific projects and activities to be delivered that could meet their needs e.g. projects on sexuality, sexual orientation, global citizenship etc.

Positive Impact on Young People with additional needs and disabilities because this option would have a Youth Worker in contact with all schools.

Social.

Spatial Impact – those Communities who lose a youth club could perceive this change as a loss of provision rather than replacement. However, these Communities and others will have contact with the youth Service through the programme of activities and projects that could visit. The Service under this option would move locations and therefore make contact with a number of Communities.

This option can offer flexibility to undertake outreach work, deliver projects and allocate youth worker time to co-ordinate interventions to tackle anti-social behaviour amongst Young people as it arises.

3rd Sector

No grant for the 4 organisations currently receiving financial support.

No grant to any third sector organisations – but opportunities to any 3rd sector group via commissioning of specific activities.

This could have a different impact on the various organisations dependant on their resources / capacity to respond, capacity to increase their income, reduce costs and draw in funding from elsewhere.

Removing the grant could lead to less social opportunities by 2 organisations for their members, in some Communities i.e. less Young Farmers Clubs and less Aelwydydd in the county.

Other organisations in Gwynedd provide activities to Young people that currently do not receive funding from the Youth Service. Moving to a commissioning model would ensure fairness across the third sector, and all those that contribute to the youth support agenda.

There would be capacity within this option to commission 3rd sector organisations to deliver activities / projects - using these organisations' expertise and contacts with Young people.

There is capacity within this model to provide support to third sector organisations on matters such as working with young people, youth work training, safeguarding, targeting grants etc.

There is capacity in this option for youth workers to provide training, activities and project in Partnership with Young people's clubs / societies

Option 4	Does it meet young people's needs? (young peoples, opinions, trends)
	Partly
	The Service, due to the budget, will provide less.
	This option does not provide a safe place for Young people to congregate.
	The Service would continue to provide grants to the 3rd sector to deliver social clubs within Communities.
	Continue to provide opportunities for Young people to socialise by bringing them together to take part in projects and activities.
	Continue to provide opportunities for Young people to develop new skills through projects and activities.
	Continue to provide support to Young people with health and well-being through projects and activities.
	Young People will be able to Access Youth Workers through their school and in the Community.
	Young people will be able to Access Youth Workers throughout the year.
Flexibility to deliver activities and projects that respond to needs, and issues that arise.	
This option can adjust what it provides to different age groups, 11-19 year olds and 16-25 year olds.	
Responds to the context (policy, strategic and statutory)	
Yes	
This option would have contact and build relationships with every secondary school.	
This option would see the Youth Service contributing to partnership working with other youth support Services.	
This option would require the Youth Service to collaborate, co-design and co-deliver interventions with partners to avoid duplication, maximise and make the best use of resources to meet the needs identified.	
This option would allow the Youth Service to allocate a Key Worker for those young people aged 16 and over.	
This option would continue to safeguard open-access provision through the roaming programme of activities and projects for 11-19 year olds.	
Meets the budget (affordability and sustainability)	
Yes	
Affordable – Yes	
Sustainable – Yes	
This option has the capacity to work across boundaries with other counties, which could lead to efficiencies.	

This option would allow for maximising the current grants available from Welsh Government and ESF for youth work, the next 3 years.

This option would allow the Service to target and increase new income streams

Recruit / Retain a Safe Workforce (recruit, training and staffing)

Yes.

Less dependant on sessional workers, and can provide more full-time jobs.

This option has the capacity to train and develop the workforce.

This workforce development means that this option would ensure that staff would have the skills and competencies to undertake Youth work.

Main Impacts (equalities, social, third sector)

Partly Positive and negative.

Equalities.

Negative impact on the age Group (11-25 years old) in general due to a reduction in provision.

Positive Impact for those 16-25 year old because the Service would be changing what it provides to meet this age groups needs.

Possible positive impact on some groups of Young people with protected characteristics because this option allows for specific projects and activities to be delivered that could meet their needs e.g. projects on sexuality, sexual orientation, global citizenship etc.

Positive Impact on Young People with additional needs and disabilities because this option would have a Youth Worker in contact with all schools.

Social.

Spatial Impact – those Communities who lose a youth club could perceive this change as a loss of provision rather than replacement. However, these Communities and others will have contact with the youth Service through the programme of activities and projects that could visit. The Service under this option would move locations and therefore make contact with a number of Communities.

This option can offer flexibility to undertake outreach work, deliver projects and allocate youth worker time to co-ordinate interventions to tackle anti-social behaviour amongst Young people as it arises.

3rd Sector

Less funding available as grants to the 3rd sector – the current 4 organisations that receive funding could continue to benefit, but there would be no guarantee as other voluntary organisations would be able to compete for a grant.

Reducing the grant could have a different impact on the 4 organisations that currently receive funding dependant on their resources / capacity to respond, capacity to increase their income, reduce costs and draw in funding from elsewhere.

Removing the grant could lead to less social opportunities by 2 organisations for their members, in some Communities i.e. less Young Farmers Clubs and less Aelwydydd in the county.

Other organisations in Gwynedd provide activities to Young people that currently do not receive funding from the Youth Service. Establishing a small Community grant would allow any third sector organisations to apply for funds.

There would be capacity within this option to commission 3rd sector organisations to deliver activities / projects - using these organisations' expertise and contacts with Young people.

There is some capacity within this model to provide support to third sector organisations on matters such as working with young people, youth work training, safeguarding, targeting grants etc.

Gwynedd Youth Service

Results of the December 2017 Questionnaire

Submission Date: 2018-01-10

Authors: Tîm Ymchwil a Dadansoddeg

Contents

	Page
Introduction	3
Methodology	4
Responses to the Questionnaire	5

1. Introduction

This report presents the results from the consultation that the Youth Service ran from the 13th of November to the 22nd of December 2017. The consultation presented a preferred option for re-modelling the Youth Service, in accordance with the Cabinet decision in October 2017.

2. Methodology

A questionnaire was used as an information gathering tool for the consultation. The questionnaire was available to answer online from the 13th of November to the 22nd of December 2017, with paper copies also available from Gwynedd libraries and one-stop shops. It included a video to watch and then a series of questions to answer about the proposed changes to the Youth Service.

The consultation was promoted through the 'Have your say' page on the Gwynedd Council website, and also through the Council's social media, Facebook and Twitter. It was also being promoted and a campaign has been made for responses through a number of different clubs in the county such as the Council Youth Clubs, Young Farmers Clubs etc.

The success of these campaigns is reflected in the high number of responses to the consultation. It should be noted that there were a number of similar comments and quantitative solutions to each other within the same areas; we have fully included all of these responses in the analysis.

Responses were received by post and through online questionnaires.

3. Responses to the Questionnaire

This section of the report will analyse responses to the questionnaires. 3,391 valid responses was received.

3.01 Are you completing this survey as an individual or on behalf of an organisation or business?

Most respondents have responded as an individual, with a small percentage answering on behalf of an organisation or business.

	No	%
On behalf of an organisation (e.g. Police, NSPCC, Community Council)	34	1.0
As an individual	3,349	98.8
No response	8	0.2
	3,391	100.0

Some of the organisations or businesses included schools, colleges, sports clubs, community councils, carers, the Urdd, Young Farmers, and different services within Gwynedd Council.

3.02 How old are you?

Most respondents came from the 11 to 15 year old age group (69.4%, N = 2,354), with a small percentage of respondents being a young person under 11 years old (1.8%, N = 61).

	No	%
I'm a young person under the age of 11	61	1.8
I'm a young person 11-15 years old	2,354	69.4
I'm a 16-24 year old	475	14.0
I'm over 24	465	13.7
No response	36	1.1
	3,391	100.0

The table below shows in which secondary school catchment area the respondents lived.

Secondary School Catchment Area	No	%
Friars / Tryfan	513	15.1
Dyffryn Ogwen	356	10.5
Syr Hugh Owen	352	10.4
Dyffryn Nantlle	245	7.2
Brynrefail	193	5.7
Y Moelwyn	178	5.2

Ardudwy	110	3.2
Glan y Môr	87	2.6
Y Berwyn	87	2.6
Eifionydd	65	1.9
Botwnnog / Glan y Môr	60	1.8
Bro Idris	48	1.4
Uwchradd Tywyn	47	1.4
Botwnnog	45	1.3
Friars / Tryfan / Dyffryn Ogwen	14	0.4
Felinheli	9	0.3
No identifiable area	982	29.0
Total	3,391	100.0

3.03 Are you a parent or carer?

11.2% (N=379) of the respondents are a parent or carer.

	No	%
Yes	379	11.2
No	2,915	86.0
No response	97	2.9
	3,391	100.0

3.03 Gwynedd's young people have said that the Youth Service should concentrate on the following:

- Skills Development
- Personal Development
- Support Health and Wellbeing

What is your opinion?

From the table below, almost a third (30.2%, N = 1,023) of respondents felt this was great, with a score of 1, one third (33.1%, N = 1,122) giving a score of 2, and a quarter (25.3%, N = 857) giving a score of 3. Very few respondents have given a score of 4 and 5 (10.7% with each other).

	No	%
1 - great	1,023	30.2
2	1,122	33.1
3	857	25.3
4	214	6.3
5 - poor	149	4.4

No response	26	0.8
	3,391	100.0

It can be seen from the table below that there are a few differences of opinion between the age groups. A higher percentage of those over the age of 24 gives a score of 1, with a higher percentage of 11 to 15 year olds may not be able to determine and giving a score of 3, and a higher percentage of those under 11 giving a score of 5, which is poor.

	I'm a young person under the age of 11		I'm a young person 11-15 years old		I'm a 16-24 year old		I'm over 24		No response	
	No	%	No	%	No	%	No	%	No	%
1 - great	15	25.0	626	26.8	146	30.9	217	47.4	19	54.3
2	21	35.0	788	33.7	187	39.5	117	25.5	9	25.7
3	7	11.7	681	29.1	101	21.4	66	14.4	2	5.7
4	5	8.3	138	5.9	29	6.1	38	8.3	4	11.4
5 - poor	12	20.0	106	4.5	10	2.1	20	4.4	1	2.9
Total	60	100.0	2,339	100.0	473	100.0	458	100.0	35	100.0

3.04 Young people have told us that they need different things as they grow up. They would like,

- A program of fun activities when aged between 11-19
- One to one support when between 16-25

What is your opinion?

There are quite similar results to this question with the previous question. Almost a third of respondents give a score of 1 (31.8%, N = 1,078), almost a third giving a score of 2 (30.6%, N = 1,036), and a quarter of respondents rated a score of 3 (25.5%, N = 864). Very few respondents have given a score of 4 and 5 (11.3% with each other).

	No	%
1 - great	1,078	31.8
2	1,036	30.6
3	864	25.5
4	214	6.3
5 - poor	170	5.0
No response	29	0.9
	3,391	100.0

A similar pattern to the previous question is seen in the differences of opinion between different ages. More children under the age of 11 give a score 5 that is poor, a higher % of those over the age of 24 give a score of 1 that is great, and a higher percentage of children between the ages of 11 and 15 give a score of 3.

	I'm a young person under the age of 11		I'm a young person 11-15 years old		I'm a 16-24 year old		I'm over 24		No response	
	No	%	No	%	No	%	No	%	No	%
1 - great	21	35.6	704	30.0	149	31.6	187	41.3	17	48.6
2	18	30.5	718	30.6	166	35.2	125	27.6	9	25.7
3	3	5.1	668	28.5	106	22.5	82	18.1	5	14.3
4	4	6.8	136	5.8	34	7.2	37	8.2	3	8.6
5 - poor	13	22.0	118	5.0	16	3.4	22	4.9	1	2.9
Total	59	100.0	2344	100.0	471	100.0	453	100.0	35	100.0

3.05 The video at the beginning of this survey explains how the Youth Service could work in the future. Note anything that is good about this.

The following table shows the themes that arose in response to the above question. See that almost one in five responses have given a general negative response, e.g. 'Nothing'. Nearly one in 10 had indicated that it gave young people more activities / good opportunities, and almost one in 10 responds positively overall, e.g. 'Good'.

Theme	No	%
General negative response e.e no, nothing	833	21.0
No response	465	11.7
Good opportunities for young people / more activities	348	8.8
Overall positive response e.g. good	333	8.4
Skills Development / Learning / Accreditation	293	7.4
Socialising	271	6.8
Support / Help / Advice	231	5.8
Opportunity for more people	170	4.3
Fun	138	3.5
A clear package	103	2.6
Free membership	95	2.4
Something for the children to do (out of the house / out of trouble etc.)	75	1.9
Traveling clubs	69	1.7
Keeping clubs open	57	1.4
Opportunity to stay healthy / fitness / sports	55	1.4

Raising confidence	52	1.3
Working with other organizations	49	1.2
Other / Unclear response / Not Applicable	46	1.2
Good they ask young people's views	45	1.1
Do not need to travel far away	42	1.1
Working with schools	32	0.8
Saving money to the Council	24	0.6
Helping people get a job	16	0.4
cooking club	13	0.3
Helping children with health problems	13	0.3
Collaboration between clubs	11	0.3
More money for the service	11	0.3
Keeping communities together	10	0.3
Money going to community	10	0.3
Duke of Edinburgh Need	10	0.3
Safe	9	0.2
art group	8	0.2
Against the closure of centers	8	0.2
Young people value the service	6	0.2
Need more detail	4	0.1
More trips	4	0.1
Activities in Welsh	1	0.0
Risk that some young people will miss out	1	0.0
	3,961	100.0

We have looked at the differences in responses between the different school catchment areas. There are some differences in themes that arise within specific areas. A higher percentage of children in the Botwnnog / Glan y Môr and Eifionydd school catchment area identifies a general positive response, e.g. good. A higher percentage of people in Arduwy, Botwnnog and Glan y Môr catchment areas indicate opportunities for more people. The general negative response theme e.g. nothing, was quite high in every catchment area, but slightly less in the Glan y Môr, Eifionydd, Nantlle Valley, Bro Idris and Botwnnog areas. A higher percentage of respondents in the Y Berwyn school catchment area had identified the theme of socialising. A higher percentage of respondents in Friars, Tryfan, Dyffryn Ogwen and Brynrefail catchment areas had identified the theme of support / help / advice.

Differences between different age groups can also be seen within the themes that arose in the question. In general, a percentage of people who had responded negatively e.g. 'nothing', was high across all age groups, but slightly less in the group over the age of 24. A higher percentage of respondents under 11 had indicated socialising as something good. A higher percentage of the 16-24 age group had identified support / assistance / advice. A higher percentage of respondents aged under 11 had indicated fun.

3.06 The video at the beginning of this survey explains how the Youth Service could work in the future. Note anything that worries you about this.

The table below shows the themes that arose from the above question. Over a third of the responses indicate that nothing worries them about the change. Of the matters that do cause concern, those that rank the highest is that their youth club is closing / nowhere to go / lack money, having to travel far / no local provision and that it is too similar to a school / need fun activities / do not enjoy the activities.

Theme	No	%
Nothing / no worrisse	1,386	38.0
My youth club closes / nowhere to go / lack of money	510	14.0
No response	395	10.8
Travelling distance (especially in the dark) / no local provision - fewer children attending	287	7.9
Too similar to school / Need more fun activities / do not enjoy activities	217	6.0
Fewer support for clubs / organisations e.g. Young Farmers and the Urdd - less support and experiences for individuals	155	4.3
Club schedule / not regular enough	87	2.4
More children on the street / Increase in crime / anti-social behavior if clubs close	80	2.2
Cost of the new service	52	1.4
Clubs being too large in the future - too many children / too wide range of age	48	1.3
Not sure what is being offered / how this proposal was reached to start	43	1.2
Worried about bullying / clashes	41	1.1
Losing friends because the local club closes	41	1.1
Rural villages and communities are ignored	39	1.1
Lack of support for older children / outside of a school who are in work or training	38	1.0
These changes are not going to work	38	1.0
Losing relationship with individual youth workers / no consistency	36	1.0
Meeting neu children / people	34	0.9
If it was maintained as a school	32	0.9
Getting information about the club in the future	19	0.5
No provision for different groups of children e.g. disabled children, learning needs	17	0.5
No one-to-one service offered to all ages	14	0.4
Decline in the Welsh language	8	0.2
Other	7	0.2
No services for children under 11	6	0.2
Need to stop funding external groups	6	0.2
Location is not safe / clean and tidy	5	0.1
Loss of valuable buildings to the community if the club closes	4	0.1
Total Comments	3,645	100.0

Differences between school catchment areas and the emerging themes can be seen. A fairly high percentage across the different areas indicated that nothing worried them. A higher percentage of respondents in Glan y Môr and Bro Idris areas indicated less support for clubs / organisations. A higher percentage of respondents in the catchment areas of Y Moelwyn, Syr Hugh Owen, and Tywyn stated that their youth club was closing / nowhere to go / lack of money worried them.

Differences can also be seen in different age groups. A much smaller percentage of respondents over the age of 24 had indicated that they had no worries. A much higher percentage of children under the age of 11 had indicated that their youth club was closing / nowhere to go / lack of money worried them.

3.07 What would stop you from taking part?

The table below shows the themes that arose from the answers to the above question. See that just over a third of respondents have indicated that there would be no barrier preventing them from taking part. But the biggest obstacle identified was distance to venue / travelling there.

Theme	No	%
No barrier	1,344	36.8
Distance / venue / travelling there	609	16.7
Not answered / not applicable	513	14.0
Too busy - other interests	230	6.3
Activity / course not appealing / lack of interest / Changes sound very boring and no fun	192	5.3
Cost of traveling / activities	118	3.2
None of my friends go	85	2.3
Too many children / strangers	78	2.1
Cuts mean youth club / Young Farmers Club will not exist	77	2.1
Schoolwork	67	1.8
Time / day / frequency of club	63	1.7
Lack of confidence / anxiety	42	1.1
Age – I'm too old	41	1.1
Children / young people misbehaving / bullying there	32	0.9
Held at school	30	0.8
Do not agree with split age groups / one to one activities	29	0.8
Lack of structure / information / no regular meetings	20	0.5
Not enough information about the effect of the changes yet to determine	16	0.4
Illness	13	0.4
Not aware of the club	11	0.3
Lack of youth workers / no contact with the same youth worker	11	0.3
Discrimination in Club - provision not inclusive e.g. Young people with disabilities, due to their sexuality, language barriers	9	0.2
Weather	8	0.2
Not allowed by my parents	7	0.2
In trouble with the police	3	0.1

Language - too much use of English	3	0.1
Age - too young	2	0.1
	3,653	100.0

By looking at the differences in the themes within catchment areas, the 'no barrier' theme is seen to be high across all catchments, especially Friars, Tryfan and Dyffryn Ogwen. 'Distance / venue / travelling there' was higher in the catchment areas of Y Moelwyn, Tywyn, Ardudwy, Botwnnog, Dyffryn Nantlle and Brynrefail. A higher percentage of people in the Friars / Tryfan / Dyffryn Ogwen catchment area indicate that they are too busy - other interests. A higher percentage of people in the Glan y Môr school catchment area indicated that the cuts would mean that a youth club / young farmers club would not exist.

Differences can also be seen in different age groups. A smaller percentage of people over the age of 24 indicated that there was 'no barrier'. A higher percentage of the ages under the age of 11 and 11 to 15 had indicated that 'distance / venue / travelling there' would prevent them from taking part.

3.08 Do you have any further comments about the future of the Youth Service?

A more thorough analysis will be available in the coming weeks.

Appendix 5 - Initial comments from the Youth Service Scrutiny Group.

A group of four members from the Education and Economy Scrutiny Committee have met with Catrin Thomas, Community Learning and Economy Senior Manager, on two occasions to understand the current situation regarding youth service provision. Information was presented on the following:

- The context and the development behind the need to change youth service provision.
- Clarity around the financial situation, as a previous decision has meant the service must meet a saving target of £270,000.
- The options that were considered by the Cabinet and the decision to consult on the favoured option, which is option 3.

In addition, there was an opportunity to discuss the draft results of the consultation.

The members of the group wish to thank Catrin Thomas for her time and work up to now.

It should be acknowledged that members hold differing opinions, and that concluding on what is best for young people in Gwynedd varies among members. The situation is also very complex, as the service needs to meet a saving target of £270,000. As a result, any proposed solution will mean that the service provision cannot stay the same; even though some members wish for that to happen. Furthermore, it was recognised that some young people in Gwynedd will benefit, and some will lose the service in the way they currently receive it.

It should also be noted that the group were not unanimous in their opinion regarding a way forward for the service, with some members factoring in local considerations. It is also true to state that there is no simple solution for this situation, as the initial comments from the consultation showing that some were positive about the change, but others had negative responses to the proposal in option 3.

However, the following comments were noted by the Scrutiny Group for the consideration of the Education and Economy Scrutiny Committee:

- There is recognition that a number of exemplary responses were received from the consultation, in particular among young people between the ages of 11-15, which should be praised. The group was of the opinion that the number of responses reflects the level of interest and the importance of the service for the young people of the county.
- There was an agreement with the suggested direction regarding to what the Youth Service should focus on, which is developing skills, personal development, and health and wellbeing support. It was also agreed that different services should be offered to young people aged 11-19 (a programme of fun activities) and those over 16 (one to one support).
- The members of the group wish to note that the Urdd's and the Young Farmers' contribution to the culture and the Welsh language in the county has already been recognised by the Cabinet. As the favoured option recommends not giving a grant from the Youth Service budget to these organisation, the group wish to challenge

how Gwynedd Council will support these organisation to deliver social opportunities in the Welsh language?

- There is concern that the decision to cut the budget was done before hand, without any information on a specific plan and its impact on Gwynedd residents.
- The members of the group was of the opinion that if the Cabinet decides to move forward with the preferred option, it should revised to meet some of the feedback from the consultation and the group's concern that the Youth Service is moving away from providing a safe space for young people to socialise in, that is the traditional club. The Youth Service should consider presenting a proposal to every town and community council asking if they wish to contribute towards continuing to run a Youth Club in their area, and to consider keeping some of the budget to support volunteers to set up voluntary youth clubs.

Agenda Item 7

Committee	Education and Economy Scrutiny Committee
Report Title	Assessment of current post-16 education provision in Gwynedd
Date of meeting	23 January 2018
Report by	Garem Jackson, Head of Education
Designated Cabinet Member	Cllr Gareth Thomas

1. INTRODUCTION

Gwynedd Education Department wish to appoint a contractor to conduct an assessment of post-16 education in Gwynedd. Assessment findings may form the basis of further discussion on the county's future post-16 provision pathway.

2. BACKGROUND

Historically in Gwynedd, all of the 14 secondary schools had a sixth form that provided A Level courses for the young people of Gwynedd. The core subjects were offered at every school and the broader provision was reliant on every individual establishment's specializations and time-table. There was very little inter-school travel involved.

In the 1990s, a significant change occurred in the manner in which post-16 education was provided in Dwyfor and Meirionnydd specifically. Sixth forms were abolished in these areas (except for Ysgol y Berwyn) and a tertiary college was established to which the pupils transferred at the end of their statutory education at 16 years of age. No changes were made to the post-16 provision in Arfon in the same period.

The current post-16 provision in Gwynedd is provided at six secondary schools in Arfon, namely Ysgol Brynrefail, Ysgol Dyffryn Nantlle, Ysgol Dyffryn Ogwen, Ysgol Friars, Ysgol Syr Hugh Owen and Ysgol Tryfan, and at two further education colleges, Coleg Menai (Bangor) and Coleg Meirion Dwyfor (Pwllheli and Dolgellau) that forms part of Llandrillo Menai Group. There is also a sixth form at Ysgol y Berwyn, Y Bala.

In addition, Arfon secondary schools in partnership with Gwynedd LEA, Isle of Anglesey Secondary schools and Isle of Anglesey LEA and Llandrillo Menai Group form a Consortium (Gwynedd and Ynys Môn post-16 Education Consortium) that sets the area's post-16 curriculum through a partnership arrangement. This, amongst other aspects, enables the schools to address *Learning and Skills Act (Wales) 2009* that notes that every post-16 establishment must provide a choice of 30 courses for learners of which five should be vocational courses.

3. STUDY AIM

Gwynedd Education Department wish to commission a report that analyses the county's entire current post-16 provision. This involves scrutinizing the county's entire current provision, drawing comparisons between the merits of the currently implemented different provisions.

The aims of the study are to specifically examine:

- current governance arrangements
- available options for young people in Gwynedd
- available courses including general, vocational education and apprenticeships, and any gaps in current provision
- the quality of current provision in Gwynedd
- and identify excellence and any shortcomings of the current provision
- the available post-16 provision for ALN learners
- the language medium of courses and central administration by providers
- young people's experiences in the post-16 sector in Gwynedd
- value for money and viability of provision going forward

4. STUDY BRIEF

Appended is a draft version brief to commission a contractor to assess the current post-16 education provision in Gwynedd. The draft version of the brief details the specific tasks that the contractor is requested to undertake, as well as work time-table and outputs.

Comments or questions are invited from Education and Economy Scrutiny Committee members on the submitted draft version of the brief.

REQUEST FOR A QUOTATION

ASSESSMENT OF THE CURRENT POST-16 EDUCATION PROVISION IN GWYNEDD

01. Introduction and summary

- 01.1 Gwynedd Education Department wish to appoint a suitably qualified individual or establishment to complete a commission to undertake an inclusive cross county assessment of post-16 education provision in Gwynedd. The assessment's findings may form the basis for further discussion on future post-16 provision in the county.

02. Background

- 02.1 Historically in Gwynedd, each of its 14 secondary schools had a sixth form that provided A Level courses for young people in Gwynedd. The core subjects were offered by every school and the broader choice was dependent on the individual establishment's specialisations and time-tabling. There was little need for inter-school travel.
- 02.2 In the 1990s, post-16 education underwent significant change in Dwyfor and Meirionnydd. Secondary school 6th forms were abolished in these areas (apart from Ysgol y Berwyn) and a tertiary college was established to which pupils transferred at 16 years at the end of their statutory education. There was no change to post-16 provision in Arfon during the same period.
- 02.3 The current delivery of post-16 education in Gwynedd is provided at six secondary schools in Arfon namely, Ysgol Brynrefail, Ysgol Dyffryn Nantlle, Ysgol Dyffryn Ogwen, Ysgol Friars, Ysgol Syr Hugh Owen and Ysgol Tryfan; and at two further education colleges namely Coleg Menai (Bangor) and Coleg Meirion Dwyfor (Pwllheli and Dolgellau) which form part of Llandrillo Menai Group. Ysgol y Berwyn, Y Bala also has a sixth form.
- 02.4 In addition, Arfon secondary schools are also in partnership with Gwynedd LA, Isle of Anglesey secondary schools and LA and Llandrillo Menai Group as a Consortium (Gwynedd and Isle of Anglesey Post-16 Education Consortium) which sets the area's post-16 curriculum through a partnership arrangement. Amongst other aspects, this enables the schools to address the *Learning and Skills (Wales) Measure 2009* which notes that every post-16 establishment has to offer 30 choice of courses to learners of which five are vocational.

03. Assessment objective

- 03.1 Gwynedd Education Department wishes to commission a report which analyses the county's current post-16 provision in its entirety. This will require a scrutiny of current provision within the county, examining operational elements of the different provision.

- 03.2 The aims of the study are to specifically examine:
- current governance arrangements
 - available options for young people in Gwynedd
 - available courses including general, vocational education and apprenticeships, and any gaps in current provision
 - the quality of current provision in Gwynedd
 - and identify excellence and any shortcomings of current provision
 - the available post-16 provision for ALN learners
 - the language medium of courses and central administration by providers
 - young people's experiences in the post-16 sector in Gwynedd
 - value for money and viability of provision going forward

There will also be a requirement to create a comprehensive communication plan to enable effective engagement with all key stakeholders.

04. Tasks to complete

04.1 TASK 1 – *Assess and appraise current provision*

A desktop task to scrutinise post-16 provision:

- Identify and appraise current infrastructure in the area
- Map the available provision for post-16 learners including ALN learners
- An analysis of various providers' results over a three year cycle
- Investigate existing excellence and shortcomings across the entire provision
- Identify the most popular and least popular courses
- Identify any gaps in current provision
- Map the language medium of courses and continuation between KS4 and post-16
- Identify the best provision from the perspective of value for money and future viability

04.2 TASK 2 – *Investigate the opinion and requirements of key stakeholders within the post-16 sector*

In consultation with key stakeholders:

- Hold focus groups with current and previous post-16 learners of the various providers and obtain their views on the available provision, specifically focusing on their experience as service users
- Identify any obstacles and constraints in current provision
- Obtain the views and experiences of headteachers, governing bodies and education officers regarding the post-16 sector

04.3 TASK 3 – *Recommendations and Comments*

On the basis of the evidence received, there will be a requirement for the tenderer to develop recommendations and/or comment on the areas requiring attention.

04.4 TASK 4 – *Investigate the opinion and requirements of Post-16 Key Stakeholders*

As part of the commission, collate and analyse all the information into one comprehensive bilingual study, including an executive summary.

05 Key outputs and reporting methods

05.1 The successful tenderer will need to satisfy the objective for the brief, complete all the identified tasks to the satisfaction of the client group and prepare the following:

1. Project plan as agreed with the client group
2. Summarise and present all the gathered data through this commission in a clear and easily understood manner
3. Final draft report, for discussion with the client group
4. A bilingual final report, including an executive summary
5. An electronic copy of the final report in MSWord
6. Present the findings to key stakeholders which could include officers, elected members and headteachers.

05.2 It is expected that the final product will present a detailed and comprehensive picture and analysis of the whole range of post-16 provision in the county, which could form the basis for any further discussions for this area in Gwynedd.

05.3 The final product should also be based on robust, reliable and impartial evidence.

05.4 Any recommendations should include any comments on areas that need attention based on the evidence gathered.

05.5 When completing the above, the successful tenderer should allow for adequate formal meetings with the client group.

06 Timetables and budget

06.1 An outline of the work schedule.

Select a contractor	w/c 12 March, 2018
Agree on the project plan	w/c 19 March 2018
Draft reports	to be confirmed
Final Reports	w/c to be confirmed

07 Submitting quotations

07.1 The quotations submitted should demonstrate an apparent appreciation of the work planned as outlined in this brief. The individuals or organisations providing the quotations should include:

- The total cost including all expenses, translation and printing costs of completing the work as outlined in the brief, excluding VAT.
- details of the study team, including their background and specific contribution to the study in terms of time input and rates
- examples of relevant experience
- an outline of how the study will be managed as regards programme and methodology
- a confirmation that the terms and conditions noted below will be accepted and adhered to

07.2 Tenderers may submit their quotations in a hard or electronic copy:

- *Hard copies:*

Individuals or organisations who wish to submit a hard copy of their quotation should provide 3 copies of their proposal. Proposals must be presented in a plain envelope that does not divulge the identity of the tenderer. The envelope should be clearly marked as follows, 'Confidential – Response to a quote request: ASSESSMENT OF THE PRESENT POST-16 EDUCATION PROVISION IN GWYNEDD' and send to:

Garem Jackson
Gwynedd Head of Education
Gwynedd Council
Council Offices
CAERNARFON
LL55 1SH

- *Electronic copy:*

Individuals or organisations who wish to submit their quotation using electronic methods should provide their submissions in MS Word format. The following should be noted in the e-mail subject field 'Confidential – Response to a quote request: 'ASSESSMENT OF THE PRESENT POST-16 EDUCATION PROVISION IN GWYNEDD'', and sent to:

garemjackson@gwynedd.llyw.cymru

07.3 **The quotations must be received by no later than 12 noon on 26 February 2018.** This is a final deadline and cannot be extended; submissions received after this date will not be considered.

07.4 Gwynedd Council will not reimburse any costs associated with submitting a response to this request for a quotation.

08 Selection and appointment

- 08.1 The quotations submitted should clearly show the activities and costs offered and the justification for them. Quality will be assessed on the basis of written presentations that show expertise, a robust implementation method and value for money. The clients are committed to ensuring value for money and are not obliged to accept the lowest quotation or any quotation submitted. The quality: ration cost 70:30 will be adopted for appointment in accordance with the guidance issued.
- 08.2 Quotations will be scored on the basis of:
- 08.2.1 Relevant previous experience (Score 20)
 - 08.2.2 Understanding of the brief and the educational field (20)
 - 08.2.3 The plan and implementation method (20)
 - 08.2.4 Details of the study team, including their background (10)
 - 08.2.5 Value for money (30)
- 08.3 The individuals or organisations which are shortlisted will be invited to give a short presentation on their implementation method for the study. It is expected that the initial meeting with the successful tenderer will be held during the week commencing X March 2018 at a time and location to be arranged.
- 08.4 The appointment will be confirmed through an exchange of correspondence.
- 08.5 The fees will be paid per phase on the following basis:
- 25% of the fee agreed upon following appointment when confirming the project scheme agreed upon
 - 50% of the fee agreed upon following completion of a satisfactory draft version of the study.
 - The remaining 25% will be paid following completion and the submission of a final version of the study subject to the client being satisfied that all services requested have been completed satisfactorily.

09 Terms and conditions

09.1 *Copyright:*

The client group will retain copyright for all materials related to the study and will retain the right to reproduce the study, partially or in its entirety, following publication. The client group will retain the right to form independent conclusions from the study or the gathered or produced materials. The client group will acknowledge the adviser if the material is published.

The consultant is expected to present to the client any questionnaires or survey used in response to the brief.

09.2 *Indemnity:*

One of the conditions of the appointment is that the consultants indemnify the client against any claims stemming from the commission, be that through negligence or otherwise. It should be confirmed that the individual or organisation appointed have a professional indemnity of up to at least £1 million or that a

recognised insurer should provide evidence that you would be accepted for such an insurance if required.

09.3 *Conflict of interest :*

In order to safeguard potential issues relating to commercial sensitivity, applicants must disclose any relevant interests or commissions that could have an impact on the undertaking of the proposed study.

09.4 *Changes to the study team:*

Only the named staff in the quotation submitted can work on the study without receipt of prior written approval from the client. Failure to comply with this requirement will mean that the contract is deemed null and void.

09.5 *Terminating an appointment:*

The client retains the right to terminate the appointment at any time after payment of all fees and costs incurred up to the termination date

09.6 *Compliance with Gwynedd Council policies:*

The individual or organisation appointed will be requested to act in accordance with the relevant policies of Gwynedd Council when undertaking this brief, including specifically (copies are available upon request):

- Gwynedd Council Language Policy
- Gwynedd Council Equality Policy
- Gwynedd Council Health, Safety and Well-being Policy

Applicants are also reminded that Gwynedd Council is bound by the provisions of the Freedom of Information Act 2000 and the Data Protection Act 1998.

10 Further information

10.1 If you have any enquiries pertaining to the general contents of this brief, you should forward them to:

Garem Jackson
Head of Education for Gwynedd
Gwynedd Council
Council Offices
CAERNARFON
LL55 1SH
Tel: 01286 6792089
E-mail: garemjackson@gwynedd.llyw.cymru

Agenda Item 8

COMMITTEE	Education and Economy Scrutiny Committee
DATE	January 23 rd 2018
TITLE	Possible scrutiny investigation into 'the effect of new school build developments on the quality of education'
PURPOSE	Establish the principle of undertaking a scrutiny investigation into the matter and identify members.
AUTHOR	Councillor Beth Lawton, Chair.
RELEVANT OFFICER	Vera Jones, Democratic Services Manager.

1. The committee is aware that the work of the Scrutiny Working Group on the Youth Service has come to an end as the report is presented to the Scrutiny Committee today.
2. In accordance with the customary arrangements, the Committee must now identify an area for the next possible scrutiny investigation.
3. A number of members have raised questions about whether we are clear if developments over the past few years at the county's schools have had a positive effect on the pupils' education – whether they be developments of new school buildings, and / or new schools. The questions focus on the effect of the new provision on the quality of the education and the experiences of pupils; enquiring if the financial investment has led to an increase in quality, and if there are any best practice or lessons to be learned as the development programme continues.
4. Before commencing further work and developing a full brief for the investigation, the Committee is asked to adopt the principles of carrying out an investigation into this area.
5. The Committee is also asked to identify up to 5 members to participate in the work.
6. The full brief, the timetable and identifying recourse to support the investigation will be develop over the coming weeks.
7. Recommendation - The committee is asked to:
 - a. Adopt the principle of carrying out a possible investigation into 'the effect of new school build developments on the quality of education'
 - b. Identify 5 members to participate in the investigation

THE EFFECT OF NEW SCHOOL BUILD DEVELOPMENTS ON THE QUALITY OF EDUCATION INVESTIGATION

DRAFT BRIEF – January 23 2018

(Version 1)

A	<p><u>What is the matter that is being considered as a scrutiny item?</u></p> <p>A number of members have raised questions about whether we are clear if developments over the past few years at the county's schools have had a positive effect on the pupils' education – whether they be developments of new school buildings, and / or new schools. The questions focus on the effect of the new provision on the quality of the education and the experiences of pupils; enquiring if the financial investment has led to an increase in quality, and if there are any best practice or lessons to be learned as the development programme continues.</p> <p>Gwynedd has seen significant investment in developing school buildings in Gwynedd recently. Recent developments include:</p> <ul style="list-style-type: none">▪ Ysgol yr Hendre, Caernarfon. Opened in April 2012 following investment of £9,326m. The school offers primary education for up to 450 pupils.▪ Ysgol Craig y Deryn – an area school for primary school pupils and serves the Bryn-crug, Llanegryn, Llwyngwril, and Abergynolwyn areas. The school was opened in September 2013 following investment of £5.4m. <p>(There has also been considerable upgrading work in Ysgol Penbryn, Tywyn, to accept pupils from Aberdyfi, and in Ysgol Dyffyn Dulas (Corris) and Ysgol Pennal; these schools have been federalised).</p> <ul style="list-style-type: none">▪ Investment to improvements and changes in Ysgol O M Edwards, Llanuwchllyn in 2013.▪ Ysgol Bro Llifon – a school for primary school pupils which serves the Groeslon, Carmel and Fron areas. The school was opened in October 2015 following investment of £4,850m.• Ysgol Hafod Lon, Penrhyndeudraeth – the school was opened in October 2016 with an investment worth £13m (it was joint financed by Gwynedd Council and the Welsh Government). It provides specialised provision for up to a 100 pupils with additional learning needs. It should be noted that the provision also includes a short break residential unit.• £4.3m has been invested to establish a new school for 3-16, Ysgol Bro Idris, in Dolgellau on 6 sites. The school was opened in September 2017. <p>The programme has continued with further development afoot in the Bala and Bangor areas.</p> <p>Following all the developments having been undertaken to date, it is now timely to look at the effect (if any) of the new school buildings in Gwynedd, whilst taking the opportunity to identify good practice and lessons learned/modification for future developments.</p> <p>An investigation in this area would look at the effect of the new school buildings on the following:</p>
---	---

**THE EFFECT OF NEW SCHOOL BUILD DEVELOPMENTS ON THE QUALITY OF
EDUCATION INVESTIGATION**

DRAFT BRIEF – January 23 2018

(Version 1)

	<ul style="list-style-type: none"> ▪ Quality of education ▪ Educational results ▪ Student experience in the new buildings ▪ Value for Money
B	<p><u>The Investigation's Objectives</u></p> <p>The main question to address is:</p> <p>'What is the effect of new school build developments on the quality of education for students?'</p> <p>It is intended that this will be done by asking the following questions:</p> <ul style="list-style-type: none"> - <i>To be developed in the full brief. This will be done if the investigation's principles are supported by the Education and Economy's Scrutiny Committee on the 23/01/2018.</i>
C	<p><u>Background</u></p> <p>Details on the current situation in Gwynedd – <i>to be established as part of the full brief.</i></p>
CH	<p><u>Good Practise and Lessons Learned</u></p> <p><i>To be established as part of the full brief.</i></p>
D	<p><u>Collecting Evidence</u></p> <p>To be established as part of the full brief.</p>
DD	<p><u>Analysis</u></p> <p>To be established as part of the full brief.</p>
E	<p><u>Drawing up the Report</u></p> <p>To be established as part of the full brief.</p>
F	<p><u>Implementation Plan</u></p> <p>To be established as part of the full brief.</p>
FF	<p><u>Tracking Improvement</u></p> <p>To be established as part of the full brief.</p>
G	<p><u>Timetable</u></p>

**THE EFFECT OF NEW SCHOOL BUILD DEVELOPMENTS ON THE QUALITY OF
EDUCATION INVESTIGATION**

DRAFT BRIEF – January 23 2018

(Version 1)

	To be established as part of the full brief.		
	Beth	Lead	Date
1			
2			
3			
4			
5			
6			

Scrutiny Committee Forward Work Programme 2017-18

Update: November 2017

Education and Economy Scrutiny Committee	
Investigations	<ul style="list-style-type: none"> ▪ Education Support Services
Working Groups	<ul style="list-style-type: none"> ▪ Re-modelling Youth Services
26 September 2017	<ul style="list-style-type: none"> ▪ Leisure Service – Establishing a company controlled by the Council ▪ Summer Educational Results 2017 ▪ Welsh Language Strategy in Secondary Schools
13 December 2017	<ul style="list-style-type: none"> ▪ GwE Report ▪ Education Support Services Report ▪ Leisure Service's Governing Arrangements
23 January 2018	<ul style="list-style-type: none"> ▪ North Wales Economic Growth ▪ Youth Services
17 April 2018	<ul style="list-style-type: none"> ▪ Education Service's Yearly Report ▪ Foundation Stage Report