

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.

Gwynedd Council Cabinet have considered 4 options, identified a preferred option, and held a public consultation to gather views on this option.

This assessment is of the recommended option being proposed to the Cabinet in March 2018 as the way forward for the Youth Service.

The proposed model (Option 3)

Deliver the service in a different way, which is deliver a programme of activities and projects by moving from community to community, and commission specific activities from external partners.

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

Updated – 05.01.18

Updated – 16.2.18 (following the public consultation and the Scrutiny Committee in January 2018)

It will be reviewed further following any decision, and as required.

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, Gisda)

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.

Between October 2016 and October 2017 we have been holding a dialogue with service staff to collect their input.

Between November and December 2017 the Youth Service, through the Council's Communications Unit, conducted a Public Consultation on the preferred option of Cabinet on that point.

The Service has submitted a report to the Scrutiny Committee for scrutiny members' input to the remodelling in January.

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>

2.3.4 Gwynedd Youth Service Public Consultation, November - December 2017

- 3,391 responses were received
- 74.6% between 11 and 16 years old
- 49.2% female, 38.9% male
- 56.7% Welsh as a first language
- 78% do not consider themselves disabled
- 3.5% consider themselves disabled
- 64% announcing support for the new option being offered
- 98.8% answered as individuals

The Full Analysis of the consultation as presented to the Scrutiny Committee is set out below

<https://democratiaeth.cyngor.gwynedd.gov.uk/ielistdocuments.aspx?cid=392&mid=2105&ver=4&>

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				

Youth Service Workforce Data (2016-17)

	Female	Male
Full Time	8	2
Part Time	77	22
TOTAL	85	24
Administrative	3	
Total	88	24

- This option could impact more on women
- We have worked closely with the Human Resources Advisor through the process
- We have discussed with the Unions on two occasions

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>This option would continue to support 11-25 year olds.</p> <p>However, this option would lead to less provision than currently.</p> <p>This Option 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>This Option would move away from youth clubs in static locations altogether. This Option would establish a roaming programme of activities and projects that would visit communities throughout the county, moving from community to community.</p> <p>This Option would put the responsibility on the service to reach young people.</p> <p>This Option would mean that young people could have</p>

		<p>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>This Option could lead to some young people, especially in the most deprived areas not having 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>Through the public consultation (November - December 2017) 62% stated that the Youth Service should provide young people with different things as they grow up: a program of fun activities for 11 - 18 year olds and one to one support 16 - 25 years old.</p> <p>Throughout the consultation 64% stated support for the new option being offered</p> <p>Through the consultation differences can be seen within different age groups. A smaller percentage of people over the age of 24 indicated that there was no barrier to them to participate. A higher percentage of the ages under 11 and 11 - 15 years old had indicated that distances from a club, touring / travel setting would prevent them from taking part.</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>This Option would be available throughout the year, with the hours varying from late afternoon, evening,</p>
--	--	--

	<p>Positive to those who will be targeted</p>	<p>weekends and to school holidays. However, the evening provision would be reduced compared to the current provision.</p> <p>This Options 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 <u>some schools</u>, due to the restrictions of their grant funding.</p> <p>This Options 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>This Options 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 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>This Options 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>
<p>Race (including nationality)</p>	<p>No identified impact from the evidence</p>	<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>82.8% of the consultation respondents are white.</p> <p>This option 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>This option would continue to provide access to Welsh medium activities and projects for young people.</p> <p>This option means less clubs for young people to use the Welsh Language socially.</p> <p>The option will impact on 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> <p>0.2% of the consultation responses stated that the re-modelling would have a negative impact on the Welsh language.</p>
Disability	<p>No identified impact under 16 years old but could be positive in the 16+ age range if young people will be targeted</p>	<p>The current method of provision runs the Derwen Youth Clubs (Disabled Children's Integrated Team) in order to work with disabled young people.</p> <p>This Option 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>This Option 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>This Option's flexible programme, that moved around the county, could tackle issues such as social isolation amongst young people which can lead to anxiety and emotional wellbeing.</p> <p>This Option 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 this option 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> <p>We anticipate that any change to the Service could have a negative impact on a female workforce, as there are currently more women than men working in the Service. Any reduction in the service would have the same effect.</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	<p>We do not envisage a differential impact to young people of any specific religion based on the options suggested.</p>
Gender reassignment	No information to suggest possible impact	<p>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.</p> <p>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.</p>
Pregnancy and maternity	No identified impact from the evidence	<p>The Service does not collect data on the pregnancy levels of its users.</p> <p>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.</p>

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. This Option 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.	Negative impact in 42 communities that currently have a youth club because the general reduction in the service will impact more prominently in these areas. There could be a positive impact in other communities which will gain access to the service for the first time.
Poverty and	Negative for	<u>Financial Deprivation.</u>

<p>Deprivation</p>	<p>some young people.</p>	<p>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>This option 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 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>This Option 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:

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

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

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

This Option could have a negative impact upon the female workforce.

This Option could have a negative impact in 42 communities by moving away from running clubs, but could have a positive impact in other communities where the service would be delivering activities and projects for the first time. Access and travelling remains a concern for young people especially if they are facing losing a local Youth Club.

The option could have a negative impact on some Young Welsh Speakers because there will be fewer clubs available for them to use Welsh socially; but a positive impact on some Welsh speakers who will take part in activities and engage with the Service for the first time

This Option would have greater impact upon disadvantaged communities.

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?

Matter	Response
Travel, Distance / Access to the activities and projects	Ensure that the Programme of Activities and Projects moves regularly enough; go to community venues in villages and towns throughout the county; and continue to offer transport for some projects / activities.
Deprivation	There will be a need to ensure frequency of activities and projects in some communities - as identified in the Equality Impact Assessment, due to the deprivation and population density of the age group in the area.
Welsh Speakers	<p>The Youth Service will continue to be a Service provided through the medium of Welsh in accordance with the Council's language policy.</p> <p>Language promotion, nationality and citizenship projects will continue to be part of the Service's activities.</p> <p>We cannot quantify the impact of stopping the grant to the Urdd and Young Farmers on the number of opportunities, nor the number of Welsh speakers at present.</p>
Workforce	Any change to the Service will have a greater impact on women than men in the workforce. The staffing structure will continue to offer full and part-time opportunities for the workforce. The number of opportunities offered will be significantly less, but the appointment procedure for the new structure will ensure that there are equal opportunities to apply.
Spatial impact of closing youth clubs	<p>The Proposed Option has identified a staff resource to support a voluntary effort to establish local voluntary youth clubs. This would need to be promoted.</p> <p>Establish arrangements for existing Youth Club equipment and accounts and transfer them to a Voluntary Club if it is established, or to a local organisation / group with similar values.</p> <p>Open a discussion with the Community Councils to identify an interest in contributing to the hosting of local Youth Clubs, and / or supporting voluntary arrangements to host Youth Clubs.</p> <p>Local Youth Club arrangements through community councils and / or through a voluntary group would add to the Council's Youth Service, but the Council's ability to deliver the youth service would not depend on them.</p>

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)?

Monitoring the impact of the re-modelling on users and the workforce will be part of the annual monitoring of the Service.

We will continue to collect, analyse and report on members and workforce data to the Welsh Government through the Annual Audit.

We will use that audit to identify the impact on the demographic and other equality issues. We will be able to plan a response to any matters arising from the audit's conclusions.