



Equality Impact Assessment (EqIA)

Introduction

This EqIA is for:	Restructure of locality management arrangements		
Details are set out:	A09 Option for Change		
Officers undertaking the assessment:	Chris Warren		
Assessment approved by:	Derek Higton, Service Director, Youth, Families and Cultural Services	Date: 25/11/2015	

The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty.

Part A: Impact, consultation and proposed mitigation

1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

The proposal focuses on the reduction of management capacity within the Youth Service from 31/3/17, therefore still meeting the statutory obligation of a sufficient offer of activities as set out in the Government's Statutory Guidance for Local Authorities on Services and Activities to Improve Young People's Well-being.

This proposal will have the following effects;

OTHER ORGANISATIONS / PARTNERS; there will be two (North and West) or three (South) Youth Work leads to liaise with rather than one in each Locality.

OTHER PARTS OF THE COUNTY COUNCIL there will be two (North and West) or three (South) Youth Work leads to liaise with rather than one in each Locality.

2 Protected Characteristics: Is there a potential positive or negative impact based on:

Age	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Disability	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender reassignment	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

Pregnancy & maternity	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Race including origin, colour or nationality	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Religion	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Sexual orientation including gay, lesbian or bisexual	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
<p>The Youth Service is an open access service whose provision is available to all 10-19 year olds (or until their 25th birthday if they have a disability and are already engaged with service delivery). Without mitigation, the quality of the Youth Work provided to this group may be reduced due to the reduction in Management capacity and oversight.</p>	<p>There will be an intensive induction programme for the new Hay Band C and B Senior Practitioner posts created in the new structure.</p>	<p>The Service Manager regularly meets with local young people through Members of the UK Youth Parliament. The Group Manager attends the Nottinghamshire Young People's Board made up of young people from all the District Youth Assemblies, the Nottinghamshire Pioneers Disabled Young People's Forum and The Children in Care Council. The Service Manager also has one to one meetings with the elected Chair of the Young People's Board to discuss strategic planning for the Service.</p>

Part B: Feedback and further mitigation

4 Summary of consultation feedback and further amendments to proposal / mitigation

Completed EqlAs should be sent to equalities@nottsc.gov.uk and will be published on the Council's website.