

Report of the Strategic Director of Children's Services to the meeting of Bradford South Area Committee to be held on Thursday, 26 June 2014.

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Subject:

Youth Service Report

Summary statement:

This report details the transfer of the Youth Service from the Department of Children's Services to the Department of Environment and Sport from 1 July 2014.

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Portfolio: Children's Services

Overview & Scrutiny Area: Children and Young people

1. SUMMARY

This report sets out the transfer of the Youth Service from the Department of Children's Services to the Department of Environment and Sport from 1 July 2014.

2. BACKGROUND

2.1 Following the agreement of the 2014/15 Council Budget and trade union consultation undertaken between February and May 2014 the Youth Service has been redesigned against the following principles:

- Maintain capacity in front line youth work whilst acknowledging there will be a reduction of youth workers
- Identify savings from management and back office costs
- Reduce the number of dedicated youth centres to reduce costs
- Delivery of the youth service from within the Neighbourhoods and Customer Service
- Maintain both Information Shops, one in Bradford and one in Keighley
- Maintain a minimum of one youth work base in each of the five constituency areas – and allowing further capacity to be developed through the local Area Committee through informed use of activities and Youth Opportunities Funding (YOF)
- Devolve activity funding to Area Committees to stimulate the voluntary sector to respond more flexibly to local need
- Offer capacity building for young people through volunteering opportunities, Duke of Edinburgh work and ensuring that the voice and influence of young people remains embedded in the work.

2.3 The Youth Service was initially partially devolved to Area Committees in April 2013 following reports to Area Committees in November 2012. The relocation of the Service into Neighbourhood and Customer Services will strengthen and enhance these arrangements.

3. OTHER CONSIDERATIONS

3.1 During consultation for the budget setting in February 2014 the Council heard from a significant number of young people and their parents expressing concerns about the proposed reductions to the Youth Service. The Council took account of those views of local people and ensured that £1.75 million was returned to the original proposal of £800k for the whole service.

3.2 The proposed service model is designed to meet the financial requirements in 2014/15 and 2015/16 going forward to secure:

- open access provision
- clear and agreed targeted work with young people aged 13-19

- informal learning opportunities that support improving educational attainment and the continued reduction of the number of young people not in education, Employment and Training (NEET)
- maintaining support to vulnerable young people through the 'early help' offer and support for young people on the edge of care.
- the development of a clear strategy for youth, based on the breadth of provision open to young people in the youth sectors and wider leisure, cultural and arts based opportunities as well as working relationships with the VCS
- securing the co production of services with young people through a focused approach to increasing volunteering that builds capacity to deliver youth services
- responsibility for the Youth Service front line staff moved from the Children's Services Directorate to the Department of Environment and Sport to become part of the Neighbourhoods and Customer Service delivery.

Staffing

- 3.3 Following the conclusion of the consultation process with Trade Unions it has been agreed that staff will be transferred from the Children's Services Directorate to the Environment and Sport Directorate and be based within Neighbourhood and Customer Services from 6 July 2014. Assimilation interviews are scheduled to take place in the first three weeks of June to enable the 6 July transfer date to be met.
- 3.4 Each Area will have a staffing compliment of: one Advanced Practitioner managing all the Youth Work staff, delivering some youth work and coordinating delivery; one full time staff member graded at JNC 20 – 23 delivering youth work and ensuring effective support is in place for vulnerable and NEET young people; five full time staff graded at JNC 16-19 delivering the bulk of the face to face professional work and 144 hours of part time staffing.
- 3.5 An assessment of the longer term and flexible deployment of the staffing resources would need to be agreed through the Area Committees. Appendix A contains the staffing structure of the new service.

Budgets

- 3.6 The Youth Service budget is £2.4 million per annum. The majority of the resources are for full and part time staff in each area. There is £35,000 in each area to enable the Area Committees to allocate funding. This has previously been used to fund school holiday activities and also where a proportion is set aside for young people to continue to identify, agree and allocate funds alongside Area Committee members (Youth Opportunities Fund).
- 3.7 There are no resources set aside for the delivery of youth work via a specific District wide team. However, the two information shops remain

and they will be managed by the Advanced Practitioners in Keighley (Keighley Town Hall staff) and Bradford West (Culture Fusion staff). There will be a dedicated post to ensure a comprehensive approach to volunteering is in place across the District and this post will be managed through the Advanced Practitioner in Bradford South. A dedicated District wide Duke of Edinburgh role has been retained to ensure young people are offered positive accredited experiences and this person will be managed by Bradford East's Advanced Practitioner.

- 3.8 The information about each of the area budgets is contained in Appendix B.

Commissioning Role and Review

- 3.9 A proportion of the Youth Service budget is being retained within Children's Services to meet the decision of the Executive to create a Commissioner Post and to undertake a review of Youth Services available to young people from the breadth of providers. The Commissioner role will have significant involvement and a clear relationship with the delivery of Youth Work within the new structures and whilst nominally being a part of Children's Services will be supporting and assessing area based delivery in neighbourhoods.

Buildings Review

- 3.10 The use of Council and non Council buildings to support the delivery of youth work will be the subject of a formal Buildings Review to be undertaken between July and September 2014. Area Committees and Area Coordinators are stakeholders in the outcome of this project in order to determine a preferred approach within their Constituency.
- 3.11 Elements of the preparatory work for the review have started in terms of understanding the number of young people who use sites and the condition of the Council owned sites themselves.
- 3.12 Once the review is established the Keighley Area Coordinator will ensure that the views and opinions of the five areas are reflected and considered as part of the proposed decision making process. There is a wealth of local knowledge that can make a positive contribution to this project and ensure a direct input in to the design of solutions of what is a 'devolved service'.

Current Performance

- 3.13 The grid below demonstrates the current membership figure for the 13 – 19 age groups. The figures excludes young people below or above this age group worked with and does not include young people who access the Information Shops or South provision on an anonymous and confidential basis. South Team has achieved the highest reach

figures within the district. The end column indicates percentage of 13 – 19 year olds reached, the service target is 25%.

Wards	13-19 youth population in the each ward	Number of young people worked with by the Youth Service	% of young people worked with by the Youth Service
South: Great Horton	1751	490	28%
South: Queensbury	1147	340	30%
South: Royds	1531	534	35%
South: Tong	1667	573	34%
South: Wibsey	1247	398	32%
South: Wyke	875	340	39%

- 3.14 The South Youth Work Team has supported 561 young people with disabilities and additional needs into youth work provision and accessing mainstream Ward based programmes.
- 3.15 The South Youth Service Team has supported 346 young people to achieve Accredited Outcomes (formally captured by a nationally recognised form of certification) ranging from; Duke of Edinburgh Award, Community Sports Leadership, First Aid, Food and Hygiene and ASDN Awards. The South Youth Work Team achieved the highest accreditation figures of the youth work teams in the last year.
- 3.16 The South Youth Worker Team has worked with an average weekly Caseload of 68 vulnerable Tier 1 NEET young people spread across the team with all young people being worked with receiving a formal assessment or action plan.
- 3.17 The South Team offer the highest level of open access youth provision across the district. Most areas have 5 nights of evening sessions, the lowest being 4 sessions available. This is achieved due to extra resources in place for the Positive Futures Project (via the Regional Police and Crime Commissioner) which allows resources for the staffing in the Tong Ward. No other area Team receives comparable funding to utilise in this manner.
- 3.18 The team has been supporting young people to take on volunteering and active roles within South provision. Currently, there are in excess of 60 young people with the area who are engaging on a weekly basis in provision to this level.
- 3.19 The South Team has pro-actively responded to new and emerging needs with South Area communities and in particular developing new provision to address the needs of Eastern European young people. In

excess of 200 Eastern European young people are being worked with on a weekly basis. The Team responded very sensitively yet assertively to a number of Child Sexual Exploitation concerns presented to the team. This has resulted in the South Team, along with the Keighley Team, to develop a "Safe in Bradford" package of support and prevention that has created an opportunity for every secondary school in the district to receive a special Drama performance, a DVD (created by South young people drawing upon real experiences), USB Wrist band with information and guidance links, posters and consequence cards. Tong still benefits from a focussed attempt to deal with crime and anti-social behaviour via the Positive Futures funding. Wibsey has developed a "BUMPS" project aimed at young people who have been identified as vulnerable to teen pregnancy.

Current Planning

- 3.20 The Youth Service currently plans on a quarterly basis which allows for young people, communities, partners services and elected members to feed into the process to capture emerging needs and issues.
- 3.21 The service also captures the voice of young people where they identify what they see as priorities for their area and feed this into the annual planning and assessment of each area.
- 3.22 A determination would need to be made by Area Committees as to how the planning for the service should be continued.

Future Challenges

- 3.23 The full benefits of integration of the Youth Service will take time to realise, particularly if there has been significant changes following the interview process in June. Where possible staff will be allocated to their current places of work to ensure continuity for young people, the staff themselves, local communities, partners services and elected members.

4. FINANCIAL & RESOURCE APPRAISAL

4.1 Financial

As part of the Budget decisions taken by the Council for the financial years 2014/15 and 2015/16 the Youth Service budget will be £2,430,684 per annum. A breakdown of the 5 Area budgets and central costs are contained in Appendix Two.

- 4.2 Reporting on the budget for the Youth Service this financial year (2014/15) needs to take account of a number of factors regarding the reductions. Firstly the consultation on the changes to the service only concluded in May, the interviews for staff will be completed by 20 June and full building spend was factored into the budget until a report

has been agreed via consultation with members, young people and other agencies or services. This has meant that the budget for the first financial quarter (April to June 2014) has had to be sustained as if it was the same budget as last year. Secondly all staff unsuccessful in securing posts must be paid until their redundancy period comes to an end and this varies for each member of staff depending on their length of service. This will impact on the budget. Thirdly there are still District functions identified for the service that cover Finance staff, pensions and the Commissioner role.

- 4.3 The budget devolved to Area Committees and managed by Neighbourhood and Customer Services and is 75% of the remaining budget for the year 2014/15 and has taken into account those factors described above. There is a full budget of 2.6 million less central costs for the year 2015/16. This will allow the Council to meet its budget savings over the two year cycle of the budget (2014 to 2016) set in February 2014.
- 4.4 It should be noted that there is a variance of £21,594 between the two final budget figures in Appendix Two. This relates to building costs associated with Keighley Information Shop as well as potential spend before the conclusion of the buildings review.

4.5 Staffing

The Area Co-ordinator will now take responsibility for directing the staffing and resources of the Youth Service in line with the wishes of the Area Committee, local communities and young people.

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

A Transition Plan for the transfer has been devised and produced with managers across both directorates affected. There are identified risks arising from the transfer which to date have been effectively managed or mitigated.

6. LEGAL APPRAISAL

The Council has a responsibility to coordinate and offer support for the Health and Well Being of Young People set down in Statutory Guidance issued in 2012. The duty is to secure equality of access for all young people to the positive, preventative and early help they need to improve their well-being. This includes youth work and other services and activities that:

- Connect young people with communities so they contribute to society including through volunteering and ensure they have a voice in decisions affecting them
- Offer young people opportunities in safe environments so they develop a sense of belonging, socialise safely with their peers, enjoy

social mixing, experience time with older people and develop relationships with adults they trust

- Support the personal and social development of young people to build capabilities needed for learning, work and the transition to adulthood
- Improve young people's physical and mental health and emotional well-being;
- Help those at risk of dropping out of learning or not achieving their full potential to engage and attain in education or training; and
- Raise young people's aspirations, build resilience and informs their decisions – particularly to address risky behaviours

7. OTHER IMPLICATIONS

7.1 EQUALITY & DIVERSITY

Equal Rights legislation has been considered as part of the detailed proposals for the devolution of services. The Youth Service as part of the Council's commitment to the District has a responsibility to ensure that the service is accessible to all young people and that participation in the service reflects this approach.

7.2 SUSTAINABILITY IMPLICATIONS

The Youth Service delivery enables local initiatives to be supported, encouraging groups and individuals to undertake activities that improve the social, economic and environmental well being of their communities.

7.3 GREENHOUSE GAS EMISSIONS IMPACTS

Greenhouse gas emissions and wider environmental impacts will be a consideration of the Buildings Review.

7.4 COMMUNITY SAFETY IMPLICATIONS

A number of youth projects are either directly or indirectly concerned with improving community safety within local communities. The increased involvement of young people in local decision making has the potential to improve community safety. The Youth Service plays a key role in ensuring that young people's voices are heard. The strengthened approach to the devolution of the Youth Service as will allow for:

- an increased sense of local democracy for both young people and communities
- young people to be more active in democratic, decision-making processes alongside their political representatives
- the voice and influence of young people to remain central, meaningful and paramount in identifying and addressing needs and issues in their communities

- the requirements of the localism/devolution agenda to be met effectively and efficiently

7.5 HUMAN RIGHTS ACT

There are no direct Human Rights implications arising from the recommendations below.

7.6 TRADE UNION

There are no implications for Trade Unions as the consultation process for full time staffing has been concluded. The Trade Unions would need to be made aware of the reconfiguration of part time staffing contracts.

7.7 WARD IMPLICATIONS

Youth Service projects and activities support young people and communities within all the wards in the area.

7.8 AREA COMMITTEE ACTION PLAN IMPLICATIONS (for reports to Area Committees only)

Youth Service projects and activities support priorities within the Bradford South Area Committee Action Plan 2014 -17.

8. NOT FOR PUBLICATION DOCUMENTS

None.

9. OPTIONS

- 9.1 That Bradford South Area Committee adopts the recommendations outlined in this report.
- 9.2 That Bradford South Area Committee adopts the recommendations outlined in this report, with amendments.
- 9.3 That Bradford South Area Committee decides not to accept the recommendations outlined in this report

10. RECOMMENDATIONS

- 10.1 That the transfer of Youth Service staff and projects are noted and welcomed.
- 10.2 That the Bradford South Area Co-ordinator's Office supports the Area Committee in ensuring the Youth Service staff Team are effectively supported into their new roles.

- 10.3 That Bradford South Area Committee determines whether the deployment of current Youth Service budgets meets local need.
- 10.4 That Bradford South Area Committee monitors and shapes partnership services and support for young people in the area in line with the Local Youth Offer.
- 10.5 That Bradford South Area Committee receives reports on the progress of the Youth Service on a six monthly basis.

11. APPENDICES

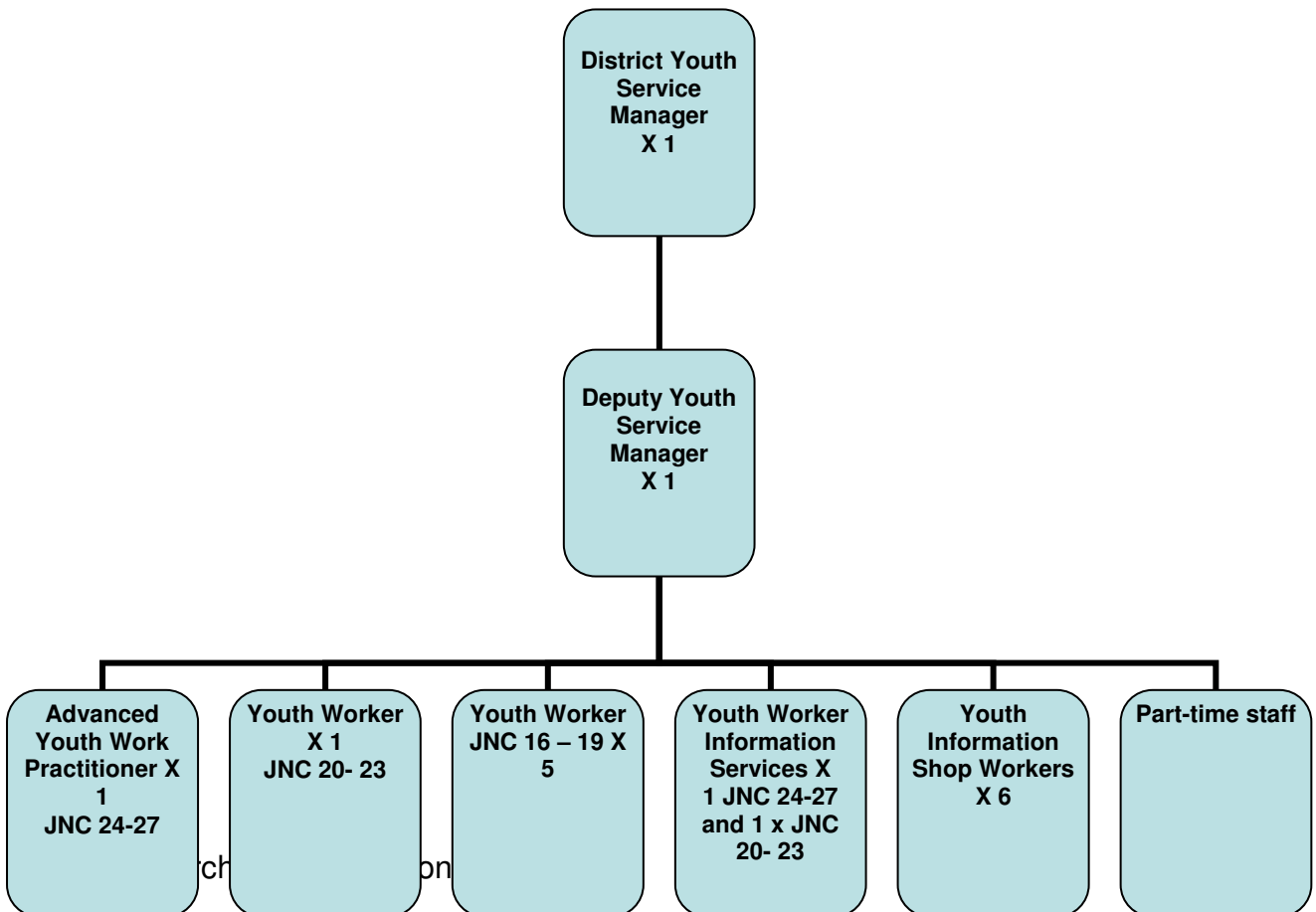
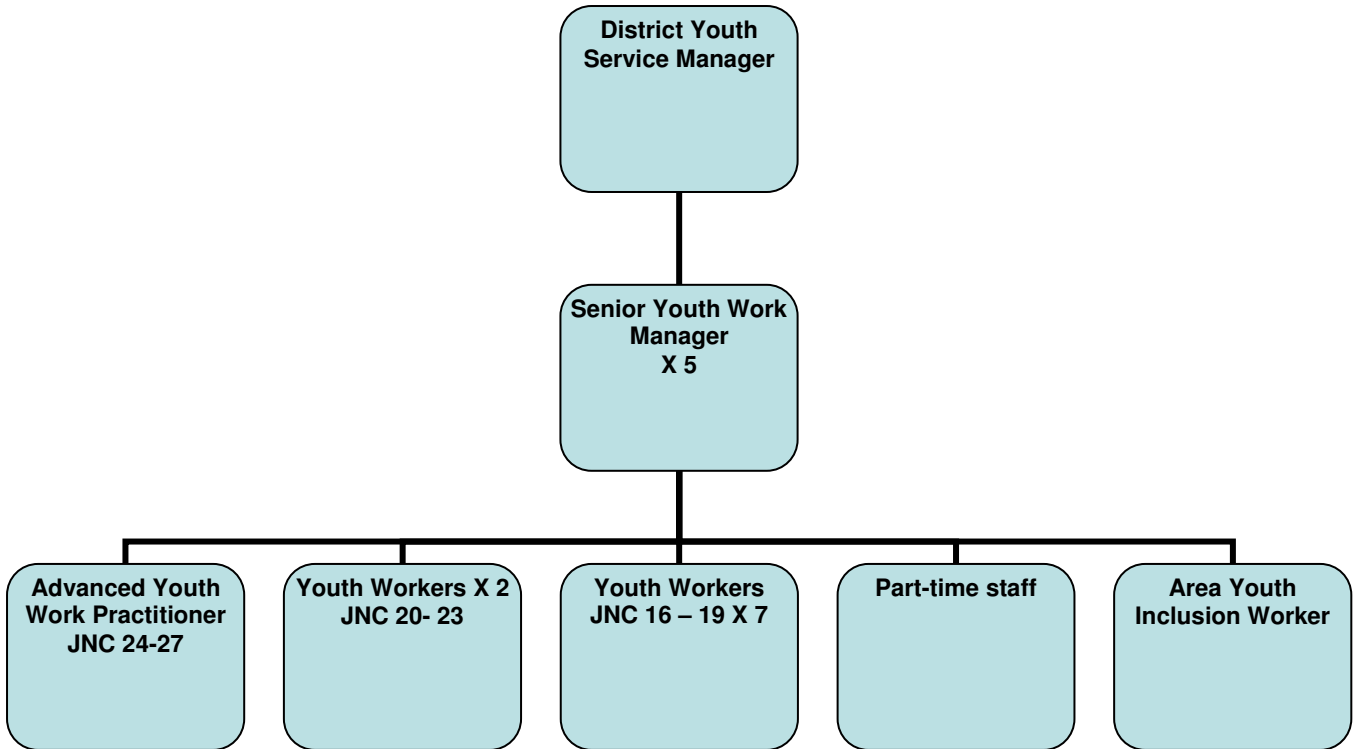
- APPENDIX 1 Youth Service Staffing Structure July 2014 to March 2016
- APPENDIX 2 Breakdown of Youth Service Budgets.

12. BACKGROUND DOCUMENTS

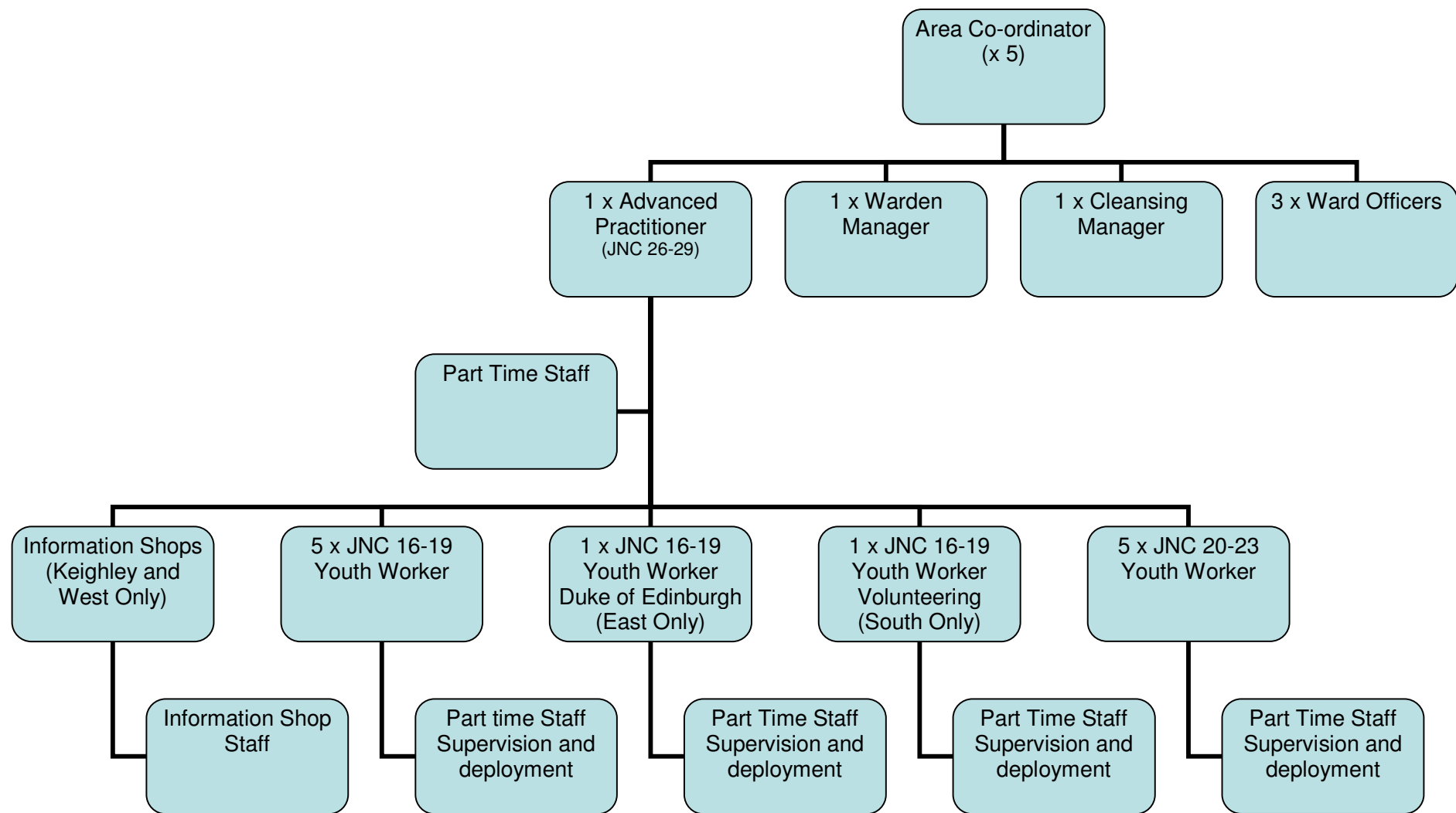
None.

APPENDIX 1

Youth Service Structures Existing Youth Service structure



Youth Service Structure within Neighbourhood and Customer Services July 2014



Appendix 2: Youth Service Budget 2014/15

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Full time staffing		Full Year costs	East	South	West	Shipley	Keighley	Total
1 x Commissioner	PO6	£52,216						
5 x Advanced Practitioners	JNC 26-29	£220,478	£44,096	£44,096	£44,096	£44,096	£44,096	£220,478
5 X Youth Workers	JNC 20-23	£187,710	£37,542	£37,542	£37,542	£37,542	£37,542	£187,710
2 X Youth Workers	JNC 20-23	£75,084	£0	£0	£37,542	£0	£37,542	£75,084
28 X Youth Workers	JNC 16-19	£938,352	£201,075	£201,075	£201,075	£167,563	£167,563	£938,352
2.92 x IAG	APTC Band 6	£69,097			£47,327		£21,770	£69,097
Part time staffing								
32 x 24hrs per week	JNC 10	£485,845	£106,262	£106,262	£91,082	£91,082	£91,082	£485,769
Buildings								
Constituency Building		£166,218	£23,000	£27,000	£52,000	£29,000	£1,600	£132,600
Rent in each Constituency		£50,000	£10,000	£10,000	£10,000	£10,000	£10,000	£50,000
Finance and Administration								
Finance posts 1.5fte		£53,000						
Mile claims,DBS etc (£10K per area)		£50,000	£10,000	£10,000	£10,000	£10,000	£10,000	£50,000
Resources / Detached bus		£25,000	£5,000	£5,000	£5,000	£5,000	£5,000	£25,000
Activities (PAYP & Short Breaks)								
YOF / Activity Funding /PAYP for the 5 Areas		£175,000	£35,000	£35,000	£35,000	£35,000	£35,000	£175,000
Total		£2,548,000						
1 Commissioner, Finance posts, Pensions		-£117,216						
Areas budget available		£2,430,684	£471,975	£475,975	£570,663	£429,282	£461,194	£2,409,090

