

# Report of the Strategic Director, Place to the meeting of Bradford South Area Committee to be held on 13<sup>th</sup> July 2017

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## **Subject:**

Youth Service – Service Changes and Budget 2017-18

## **Summary statement:**

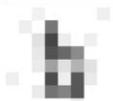
This report gives an update on changes to the Youth Service made in response to budget savings and staff re-structure and gives details of the budget for the Youth Service in 2017/18.

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**Portfolio:**  
**Neighbourhoods and Community Safety**

**Overview & Scrutiny Area:**  
**Children's Services**



## 1. SUMMARY

- 1.1 This report gives an update on changes to the Youth Service made in response to budget savings and staff re-structure and gives details of the budget for the Youth Service in 2017/18.

## 2. BACKGROUND

- 2.1 The Bradford Council Youth Service is part of the wider Bradford District Youth Offer that aims to ensure the provision of a range of activities and services that take place in safe spaces, where young people can develop a sense of belonging, socialise with their peers and develop relationships with adults they can trust. It recognises that with the right supportive relationships, strong ambitions and good opportunities all young people can realise their potential and be positive and active members of society. A separate report on the District-wide Youth Offer and the detailed work of the Youth Service in each Area in relation to the Youth Offer is being presented to each Area Cmte in September 2017.
- 2.2 Following Bradford Council's budget decisions approved on 25 February 2016 the Youth Service has had to make savings of £750,000 over the two years 2016-18. In order to ensure that these savings could be realised, the Youth Service undertook a number of budget saving measures which included discontinuing the support offered to Tier 1 NEET (Not in Education Employment or Training) young people which was transferred back to Children's Services (£200,000) and included in their new commission for the whole of the NEET service.
- 2.3 The measures have also involved the closure of the two Information Shops for Young People in the District (at Culture Fusion and Keighley Town Hall). Two Information officers were transferred to Customer Services and are now based at Britannia House and Keighley Town Hall and a Young People's Information and Advice 'App' has been developed. Youth Workers in the Area teams will be given training on the use of the App and they will continue to support young people in being able to access appropriate Information, Advice and Guidance in the most relevant and helpful way for each young person.
- 2.4 Following consultation with Trade Unions and staff senior Youth Worker (scale 20-23) numbers have been reduced from 6.5 to 2.5. Those senior workers who were not successful in securing a permanent post have been retained on a 12-month fixed term contract due to the extra funding secured from the Buddy contract (see para 2.9 below).
- 2.5 The Service anticipated having to make redundant full-time professionally qualified youth worker staff (scale 16-19) as part of the budget savings but due to voluntary redundancies and the successful award of a commission from the Bradford and Airedale Clinical Commissioning Groups (CCGs) we have been able to complete the restructure with no compulsory redundancies to Youth Workers on scale 16-19.



- 2.6 In line with the Executive and Full Council budget decisions staff have been allocated to each Area team according to youth population size rather than an equal number for each Area. This has resulted in the following allocation of professionally qualified staff across the District:

	<i>Population Age 13-19yrs</i>	<i>Full-time equivalent staff allocation 2016-17</i>	<i>Full-time equivalent staff allocation 2017-18</i>
Bradford West	12,039	7	7.5
Bradford East	11,332	7	7.5
Bradford South	8,396	7	6.5+0.5*
Keighley	7,439	7	6.5
Shipley	6,051	7	5
<i>Total</i>	45,257	35	34+0.5

\*additional 0.5 from Positive Futures funding

- 2.7 Numbers of part-time staff have largely been protected at 2016 levels which enables the service to continue to offer a minimum of 18 open access sessions per Area per week. The table below outlines staffing allocations in Bradford South.

**Bradford South Youth Service Staff allocations 2017-18**

<b>Ward</b>	<b>Tong &amp; Wyke</b>	<b>Wibsey &amp; Royds</b>	<b>Great Horton &amp; Queensbury</b>
Youth Service Ward Leads:	Full time staff Chris McMahon – (37hrs) Kamrun Haq – (37 hrs)  (Total 74hrs)	Full time staff Zwelani Mayo (37hrs) Steve Harrison (18.5hrs) Tracey Gill (18.5hrs)  (Total = 74hrs)	Full time staff Mark Kellett (37hrs) Emma Jones (37hrs)  (Total = 74hrs)
Part time Youth Support staff	Part time x 12hrs Part time x 12hrs Part time x 6hrs Part time x 6hrs Part time x 9hrs  (Total = 45hrs)	Part time x 3hrs Part time x 9hrs Part time x 9hrs Part time x 6hrs Part time x 9hrs Part time x 9hrs  (Total = 45hrs)	Part time x 9hrs Part time x 3hrs Part time x 3hrs Part time x 18hrs Part time x 6hrs Part time x 6hrs  (Total = 45hrs)
<b>Total hours</b>	<b>119hrs</b>	<b>119hrs</b>	<b>119hrs</b>

- 2.8 The Service has developed a new Vision statement and set of Key Performance Indicators (KPIs) which it will be working to from April 2017. This new statement and



indicators better reflect the current work and priorities of the Youth Service and are aligned to the five Key Elements of the Youth Offer. They are:

### Vision Statement

The Youth Service works with partners to ensure that young people grow up healthy, happy, informed and aspiring; proud of who they are, where they come from, and actively involved in their community.

### KPIs

<i>Youth Offer Element 1 – Information, Advice and Guidance</i> Increase the numbers of young people accessing IAG through digital media.
<i>Youth Offer Element 2 – Voice and influence</i> Increase the numbers of young people participating in Youth Voice opportunities at all levels.
<i>Youth Offer Element 3 – Open access</i> Deliver a diverse youth offer through working in partnership with the VCS and local communities.
<i>Youth Offer Element 4 - Targeted provision</i> Increase the number of specific interventions to address the needs of vulnerable young people.
<i>Youth Offer Element 5 - Active citizens and young people's contribution to community life</i> Increase the number of young people having a positive impact on their community.
Support young people's learning potential to help raise aspiration.

Youth Service progress and performance reports to Area Committees from April 2018 will report under each of these new KPI headings.

## 2.9 Buddy support as part of Youth In Mind pilot

As part of a wider health service initiative called Youth In Mind, the CCGs are now commissioning the Youth Service (via Creative Support) to deliver 'Buddy support' to support young people who have been assessed by the Child and Adolescent Mental Health Service (CAMHS) to have mental health issues. Since the start of April, Youth Workers have received on average 5 referrals, at any one point in time. Youth In Mind is part of the CCGs strategy to broaden support for young people with mental health issues within non medical/ specialist services. MYMUP online system is part of this offer, as well as WRAP (Wellness Recovery Action Plan) lead by Barnardos and a volunteering programme lead by Yorkshire Mentoring Service.

Youth Workers act as Buddies to the young people their role is to befriend them, support them using the Signs of Safety approach and navigate them to the various support opportunities available to them.

A joint Youth Service and CAMHS away day was held in April with staff and young people which introduced and explained the Buddy support to all Youth Workers. This was received very positively. Training is being provided to Youth Workers related to mental health, the use of the MYMUP online resource tool and the processes associated with the provision of this new service.



The following table is the allocation of young people referred to the Youth Service by CAMHS up to 20<sup>th</sup> June 2017:

Area	Allocation
Bradford East	22
Bradford South	27
Bradford West	18
Keighley	25
Shipley	17

#### 2.10 Other work targeted at young people with specific needs CSE

The Youth Service continues to provide direct support to young people at risk of Child Sexual Exploitation. Over 60 young people identified as at risk by the CSE hub have been referred for one to one support. This support is provided by youth workers who support the young person to understand more about what makes them vulnerable. Over a number of sessions young people are able to build trust and learn different ways to stay safe and how they can build respectful and appropriate relationships with their peers. Young people have reported that as a result of the support they have received they feel safer, have a better support network and feel more connected to their local community. The Youth Service has also supported the development of a digital resource called 'Innocence or Ignorance' that helps young people to discuss issues relevant to CSE and grooming. The resource will be used throughout youth clubs and schools in Bradford to raise awareness and promote discussion.

#### 2.11 Early Help

The Youth Services has worked with the Early Help Teams throughout Bradford to support vulnerable young people. Through both the Gateway and Panel process Youth Workers have been able to offer support to over 20 young people for a wide range of issues including family breakdown, domestic violence, anger management, isolation, drug and alcohol and non attendance at school. As a result young people are supported at an early stage to address some of the root causes of issues affecting them. This has helped to prevent young people from becoming a child in need or a child at risk of harm and entering social care. The Youth Service has supported the Early Help teams to develop community based support for Families to help sustain change and support parents to overcome issues that affect the whole family.

#### 2.12 Changing Places

Bradford Council has received funding from the central government Controlling



Migration Fund to work with people from hard to reach and isolated communities with a focus on new migrant groups. There will also be a focus on the refugee community from Syria and other African countries. £50,000 of this funding has been allocated to the Youth Service to deliver a comprehensive Youth Cohesion Programme enabling young people from these communities to become positive active citizens and role models for their communities.

### 2.13 Duke of Edinburgh (DofE) Award

DofE is no longer being delivered by the Youth Service as a District wide provision. It may still be offered in some Areas, as part of their particular Area Offer. Schools have significantly increased their DofE offer this year, many of the schools previously supported by the Council's DofE worker continue to ensure a good spread of DofE across the Bradford District. This suggests that the past Youth Service investment in DofE has left a long term legacy for the District.

### 2.14 Positive Futures

In addition to the District funding outlined above, Bradford South Youth Service also receives funding from the West Yorkshire Crime Commissioner to support engagement work with young people with the aim of reducing crime.

## 3. **OTHER CONSIDERATIONS**

3.1 A proportion of the Youth Service budget is held centrally to fund the Commissioner (Youth Provision) post and to co-ordinate the Youth Offer across the District. The Commissioner has significant involvement and a clear relationship with the delivery of Youth Work within the Area structures and, provides a key strategic link between Neighbourhoods and Children's Services. She also has a role in supporting and assisting Area-based delivery in neighbourhoods.

3.2 The Commissioner has also led on a number of District-wide initiatives and activities including the transfer of Youth Service buildings to community groups, the Youth Offer Working Group and some key 'Youth Voice' events, e.g. consultation on the Council's Budget, consultation for the Children's Trust Board, participation of young people in Overview & Scrutiny Committees, work on mental health services for young people and the development of the new Information and Advice 'App'. She also organises young people's participation in 'Takeover Day' and other initiatives supported by the office of the Children's Commissioner for England.

## 4. **FINANCIAL & RESOURCE APPRAISAL**

4.1 As part of the Budget decisions taken by the Council for the financial years 2016-18 the Youth Service budget needed to find savings of £750,000 over the two years (see para. 2.2 – 2.12 above for details of how these savings have been implemented). This included a figure of £200,000 which was transferred to Children's Services to be included in their new commission for the whole of the NEET service. A breakdown of the 5 Area budgets and central costs for 2017-18



are contained in Appendix A.

## **5. RISK MANAGEMENT AND GOVERNANCE ISSUES**

The implementation of the budget savings for the Youth Service is subject to the internal risk management plan of the Council and progress is reported to the Place Departmental Management Team on a monthly basis.

## **6. LEGAL APPRAISAL**

## **7. OTHER IMPLICATIONS**

### **7.1 EQUALITY & DIVERSITY**

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 was 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**

The specific budget proposals for 2017-18 included staff reductions which have been subject to consultation with the Trade Unions.



## **7.7 WARD IMPLICATIONS**

Youth Service projects and activities support young people and communities within all the Wards in the Area.

## **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 changes made to the Youth Service as detailed in this report and the budget for the Service for 2017-18 be noted.

## **11. APPENDICES**

11.1 Appendix A: Youth Service Budget 2017/18

## **12. BACKGROUND DOCUMENTS**

12.1 Recommendations from the Executive – Budget 2016/2017 and 2017/2018, Document “Q”, Budget Meeting of Council, 25<sup>th</sup> February 2016



## Appendix A

### Youth Service Budget 2017-18

	East	South	West	Shipley	Keighley	Total Youth Service budget	Total sections
<b>Full time staffing</b>							
1 x Commissioner						£56,418	
Finance posts (0.4)						£11,000	
DoE transition						£8,000	
<b>District wide posts</b>							<b>£75,418</b>
<b>Area Staffing budgets</b>							
5 x Advanced Practitioners	£47,974	£47,974	£47,974	£47,974	£47,974	<b>£239,870</b>	
28 X Youth Workers 16-19 & 20-23	£261,000	£221,000	£261,000	£161,000	£221,000	<b>£1,125,000</b>	
Total FTE staffing	<b>£308,974</b>	<b>£268,974</b>	<b>£308,974</b>	<b>£208,974</b>	<b>£268,974</b>		<b>£1,364,870</b>
Staff numbers	7.5	6.5	7.5	5	6.5		
<b>Part time staffing</b>							
Part time/ casual/ extra hours	£110,000	£89,000	£110,000	£89,000	£89,000	<b>£487,000</b>	<b>£487,000</b>
Number of hours	144	108	144	108	108		
<b>Buildings</b>						<b>£190,000</b>	<b>£190,000</b>
<b>Administration</b>							
Expenses,DBS etc	£5,000	£5,000	£5,000	£5,000	£5,000	<b>£25,000</b>	<b>£25,000</b>
<b>Activities</b>							
YOF/Activity Funding/PAYP for the 5 Areas	£6,000	£6,000	£6,000	£6,000	£6,000	<b>£30,000</b>	
Communities Of Interest activities						<b>£6,000.00</b>	
Buddy costs £60 per young person						<b>£33,600.00</b>	
							<b>£69,600.00</b>
<b>Total</b>							<b>£2,211,888</b>
<b>AVAILABLE BUDGET</b>							
Budget available from Bradford Council							£1,920,000
Changing Places							£50,000
Buddy Service							£245,000
<b>Total budget available</b>							<b>£2,215,000</b>

