

Changes to Current Youth Clubs:

There has been no change to the number of weeks Youth Clubs operate during the year. They will continue to be provided 30 weeks annually.

Any reduction in the contracted hours of staff was managed within the management of change processes and opportunities for redeployment were offered and processed to make up any losses to staff terms and conditions.

How the proposals affected individual youth clubs:

Blaengwynfi:

Reduced from 2 nights per week to 1 night per week i.e. Blaengwynfi is now open on a Wednesday in line with the preferred night identified as part of the consultation process. Current staffing levels were retained with 1 vacancy that has arisen due to a resignation due to voluntary redundancy being declined. This vacancy still exists due to a freeze on recruitment.

Bryn:

The youth club is currently closed due to staff shortages as the worker in charge has recently resigned. We are currently looking to fill the 3 vacancies that exist within the club.

Bryncoch:

No change to Bryncoch. The club operates 1 evening per week, has minimum staffing levels and is open on the preferred evening i.e. Thursday. There is currently a vacancy for a Worker in Charge which was not taken up as a redeployment opportunity for staff in other clubs that were subject to reduced hours or redundancy. This post had been advertised via Prior Consideration, advertised internally and externally. We are currently waiting to interview applicants for this post.

Cimla:

The clubs allocation was reduced from 5 to 4 with the vacancy for a Deputy Worker in Charge being removed from the structure. Cimla remains open 1 night a week on a Monday night which was the preferred option for this club.

Croeserw:

The clubs allocation was reduced from 5 staff to 4 with the vacancy for a Deputy Worker in Charge being removed from the structure. Two applications for voluntary redundancy were declined as both posts were offered as bumped redundancies and offered as redeployment opportunities for staff in other clubs that were subject to reduced hours or redundancy. There is currently 1 Activity Worker vacancy in Croeserw that has been advertised via Prior Consideration and is currently advertised internally. The club continues to open on a Monday night and 1 night per week. The option of Thursday was explored as this was the preferred night instead of Monday but clashed with other centre users.

Crynant:

The clubs allocation was reduced from 8 to 6 staff this included the removal of a Deputy Worker in Charge post and an Activity Worker role. The Worker in Charge vacancy for Crynant was taken up as a redeployment opportunity. The club will remain open 2 nights per week on a Tuesday and Friday.

Cwmlllynfell:

The clubs allocation was reduced from 6 staff to 5 with the Deputy Worker in Charge post being removed from a Wednesday night and an Activity Worker role removed from the Tuesday night. The club remains open 2 nights per week on a Tuesday and Wednesday.

Cymmer:

Cymmer Youth Club has been reduced from 4 nights to 2 nights per week. One of the nights is the preferred night of Friday and the other night was decided in consultation with staff, young people and took into consideration when other provision is available in the Afan Valley. The clubs allocation was reduced from 7 staff to 5 with the Deputy Worker in Charge post being granted voluntary redundancy and removed from the structure and a vacant Activity Worker being removed.

Cymmer Comprehensive School is now charging rent to the Youth Service.

Glyncorrgw:

The youth club has now been relocated due to the closure of Glyncorrgw Community Centre. The club now operates in a privately run venue and the Youth & Community Worker has secured funding for one year's rent from the Fire Service. The number of nights per week the club is open has been reduced from two nights to one. The club is currently open on a Tuesday based on the availability of the venue. One staff was approved VR with the Deputy Leader role being removed from the restructure and another VR request was declined with redeployment opportunities being offered and accepted in most cases. The reduction in hours was subject to management of change processes and opportunities for redeployment were offered to staff to make up the loss.

Glynneath:

The club has reduced its staffing allocation from 7 to 5 with one application for VR being declined. There are currently 2 vacancies that have been advertised via Prior Consideration, internally and externally and we are awaiting interviews to fill these vacancies. No other changes have been made the club remains open 1 night per week on a Thursday.

Hengwrt:

Hengwrt Youth Club was closed to help realise the savings needed. The venue that the club operated in was subject to closure as part of the council's plans for leisure centres and all of the staff opted for and were granted voluntary redundancy. One casual member of staff was declined VR and was offered redeployment.

Sandfields:

Staffing levels have been reduced from 8 to 7 and nights from 4 to 3. There was minimum management of change, all of the staff affected opted for redeployment to another night in this youth club. There are currently 2 vacancies that have been advertised via Prior Consideration and are currently advertised internally. The Youth Club is due to be relocated to the New Aberavon Leisure and Fitness Centre in January 2016.

Seven Sisters:

Seven Sisters Youth Club reduced its provision from 2 nights per week to 1 night with the Thursday night remaining, which is the preferred night. Staffing levels were reduced from 6 to 5 by removing a vacant post from the structure. All the changes were subject to minimum management of change processes as club staff have already chosen to reduce the provision due to poor attendance by young people on a Tuesday night.

Taibach:

Taibach Youth Club reduced its provision from 3 nights to 2 nights per week. The post of Deputy Leader was removed from the structure and the post holder granted VR, the application for VR from the Worker in Charge was declined. No other changes were made and all vacancies were taking up as part of the redeployment process.

Ystalyfera:

This club has recently relocated to Ysgol Gyfun Ystalyfera. Staffing levels for the provision have been reduced from 6 staff to 4 and an allocation of rent has remained.