

**ECONOMIC AND COMMUNITY REGENERATION
CABINET BOARD**

REPORT OF THE HEAD OF PARTICPATION – C. MILLIS

14 JANUARY 2015

SECTION A – MATTER FOR DECISION

WARD(S) AFFECTED: ALL

**REVIEW OF YOUTH CLUB PROVISION – RESULTS OF
CONSULTATION AND RECOMMENDATIONS**

Purpose of Report

To consider responses received following the consultation on proposals to review youth club provision and to approve changes to the current allocation of youth clubs to enable continuity of the service within the context of current budget limitations.

Background

The Council requires the Youth Service to make savings of £100k to its core budget during 2015/16. This is in addition to £42k already identified as part of the Forward Financial Plan. As part of the measures to enable the Youth Service to meet this requirement it is necessary to change the way it provides community based youth clubs. During the month of November 2014 the service undertook a consultation exercise on the future of youth club provision.

The purpose of the consultation was to enable the Council to assess the potential future operation of all youth club provision. The consultation was designed to collect information and opinion on how best to maintain or improve provision for young people whilst also realising the increased efficiency and cost savings needed. Proposals to secure cost savings included:

- Reducing the annual number of weeks open from 30 to 28 weeks;
- Reducing staffing levels where clubs that are carrying vacancies but are able to adequately maintain provision with a smaller team;

- Reducing the number of nights open in clubs that open more than one night per week;
- Identifying alternative models of delivery including other sources of funding.

The option of closure was also a consideration.

Methodology

Questionnaires were prepared for both Adults and Young People using Survey Monkey. The questionnaires were placed on a variety of internet and social media sites including NPTCBC, NPT Youth Service, NPT Youth Service Facebook and Twitter. The link to the survey was also sent to members of the Think Family Partnership Board, the Youth Provider's Network and all youth service staff. The survey was available from the end of October to 23:45pm on the 29th of November.

Consultation events were held within the community at youth club venues during the hours that the youth club is held. Staff consulted with young people attending youth club through an interactive tool known as Quizdom. The tool was used to respond to the same questions as on the survey. The service also took mobile provision to each venue to enable members of the public to speak to youth service staff and to complete the survey on paper or on line.

Consultation Responses

173 young people responded to questionnaire on Survey Monkey; 109 members of the community responded using the adult questionnaire on Survey Monkey. A further 114 young people responded to the survey in their youth club using Quizdom. A summary of responses to the main proposals outlined above can be found below. Please see Appendix A for a full breakdown of responses to all questions.

1. Reduction in number of weeks open

It was proposed that the number of weeks youth clubs are open could be reduced from 30 weeks to 29, 28, 27 or 26 weeks. Very few responses indicated a preference to reduce the number of weeks open. Nearly all respondents thought that the 30 weeks should be maintained.

2. Reduction in staffing levels

When asked whether youth clubs could run with less staff 80 respondents said YES, 206 said NO and 7 adults responded 'don't know'. 14 declined to respond to the question. Young peoples' responses at an individual club level indicated that Bryn, Bryncoch and Glyncorrwg could operate with less staff.

3. Reduction in the number of nights open in clubs that open more than one night per week

When asked whether they would still attend club if it was only open one evening per week 88% of young people said they would still attend. Only 12% said they would not attend.

Overall the greatest preference was a Friday at 23% followed by Tuesday at 19%. Currently only 2 clubs open on a Friday i.e. Bryn and Cymmer, however 6 are open on a Tuesday night. When asked to give a reason for the choice of night many adults indicated that it should be up to the young people to choose. Young people were much clearer about the rationale i.e. end of the week, no school the next day, nothing better to do on that evening etc.

At an individual club level, the preferences of young people are:

Club	Current nights	Preferred night
Blaengwynfi	Monday & Wednesday	Wednesday
Bryn	Friday	Friday
Bryncoch	Thursday	Thursday
Cimla	Monday	Monday
Croeserw	Monday	Thursday or Monday
Crynant	Tuesday & Friday	Friday or Tuesday
Cwmllynfell	Tuesday & Wednesday	Tuesday & (any other)
Cymmer	Monday, Tuesday, Wednesday & Friday	Friday
Glyncorrwg	Monday & Wednesday	Wednesday
Glynneath	Thursday	Thursday or Wednesday
Hengwrt	Tuesday & Thursday	Tuesday

Sandfields	Monday to Thursday	Monday, Wednesday and Friday
Seven Sisters	Tuesday & Thursday	Thursday
Taibach	Monday, Tuesday & Thursday	Monday & Tuesday
Ystalyfera	Closed at present but used to open on Tuesday	Tuesday

4. Alternative models of delivery

Respondents to the adult survey were asked whether they would be interested in providing youth activities in their area. 59% said NO; 27.5% declined to respond to the question and 13.5% responded YES. They were also asked whether they would consider volunteering to support youth activities. 57% said NO; 27.5% declined to respond and 15.5% said YES.

15 of the adults that responded YES provided contact details and these will be followed up as necessary. Some of the offers of help included volunteering at club, providing additional staff to support clubs, sourcing other venues to help reduce staffing levels and venue costs and potential reductions in rent if that helped maintain provision.

5. Closure of clubs

Young people were asked to provide an indication of where they would go and what they would do if the youth club closed. Most young people said that they would have nothing to do and nowhere to go so they would stay at home. Very few young people would seek alternative provision. The 16% that responded 'other' indicated that the main options open to them would be to 'go on the streets with friends', 'go to the park/astro turf/skate park with friends', 'go to friends houses', 'get into trouble'.

Young people were asked to indicate whether they would travel to another area to attend a youth club. Only 67 ((23.4%) young people said YES; 199 (69.3%) said NO and 21 (7.3%) declined to answer the question. Those that answered NO cited 'lack of transport' as the main reason for not accessing another club. This was closely followed by the 'costs involved'. Those that indicated other reasons for saying NO were often still linked to transport because young people commented that 'parents working evenings so can't get a lift' 'mother can't drive'. Other comments related to the proximity of

the club i.e. it is within 'walking distance' and a number of young people responded that it would take 'too much effort' to attend somewhere else.

Crime and Disorder

Additionally, the Police and Crime Commissioner has raised the risk of a reduction in youth service provision impacting negatively on youth offending rates.

Proposals

The following proposals are made in light of the responses received and are designed to maintain as much provision as possible, with the minimum impact, whilst also realising significant savings.

General proposal applicable to all clubs:

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

Proposals affecting individual youth clubs:

Blaengwynfi:

Reduce from 2 nights per week to 1 night per week i.e. Wednesday in line with the preferred night identified as part of the consultation process. Retain current staffing levels including 1 vacancy that may arise due to voluntary redundancy. This will realise a saving of £2774.25 on staffing and £480 on rent. Total saving: **£3,254.25**. The reduction in hours will be subject to management of change processes and opportunities for redeployment will be offered to staff to make up the loss.

Bryn:

The youth club operates in a venue subject to closure as part of Community Development's plans for community centres. The club currently has one vacancy which will be removed from the structure. Other staff will be retained as it is planned to use the Rolling Zone mobile unit to provide an alternative source of provision for young people on a Friday evening. This will realise a saving of £807 on staffing and £1,086.75 on rent. Total saving: **£1,893.75**

Bryncoch:

No change is proposed. 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 will be offered as a redeployment opportunity for staff in other clubs that may be subject to reduced hours or redundancy.

Cimla:

The club currently has an allocation of 5 staff but has been working well with 4. The vacancy for a Deputy Worker in Charge will be removed from the structure providing an overall saving of **£723**.

Croeserw:

The club currently has an allocation of 5 staff but has been working well with 4. The vacancy for a Deputy Worker in Charge will be removed from the structure providing an overall saving of **£807**. The Worker in Charge and an Activity Worker have applied for voluntary redundancy. Both posts will be offered as bumped redundancies and offered as redeployment opportunities for staff in other clubs that may be subject to reduced hours or redundancy. No other changes are proposed. The club will continue to open 1 night per week. The option of Thursday will be explored as this was the preferred night instead of Monday.

Crynant:

The club is currently carrying a number of vacancies. It is proposed to reduce the staffing complement from 8 to 6 staff providing an overall saving of **£3,582**. This includes the removal of a Deputy Worker in Charge post and an Activity Worker role. No other changes are proposed. The club will remain open 2 nights per week on a Tuesday and Friday.

Cwmllynfell:

The club currently has an allocation of 6 staff but is able to operate with 5. Therefore a Deputy Worker in Charge post and an Activity Worker role will be removed from the structure securing an overall saving of **£1,791**. No other changes are proposed. The club will remain open 2 nights per week on a Tuesday and Wednesday.

Cymmer:

Reduce from 4 nights to 2 nights per week. One of the nights will be the preferred night of Friday. The other night will be decided in consultation with staff, young people and will take into consideration when other provision is available in the Afan Valley. The club is currently allocated 7 staff however this is unnecessary as the best attended night only achieves an average of 16 young people. It is therefore proposed to reduce staffing levels to 5 securing a saving of **£11,674.80**. All of the posts affected are either held by staff that have opted for voluntary redundancy or are currently vacant and therefore present no management of change issues. We currently receive the venue free but this is subject to change from April 2015.

Glyncorrgw:

The youth club operates in a venue subject to closure as part of Community Development's plans for community centres. It is currently open two nights per week but it is proposed that this is reduced to 1 night only and that an alternative venue is sought. The club currently has two staff that have opted for voluntary redundancy. Both posts will be removed from the structure. Other staff will be retained to ensure continuity of provision for young people whilst another venue is found. The Rolling Zone mobile unit will be used in the interim on the preferred night of Wednesday. The reduction in hours will be subject to management of change processes and opportunities for redeployment will be offered to staff to make up the loss. This will realise savings of £4,023 on staffing and £5256.15 on rent. Total savings amount to **£9,279.15**.

Glynneath:

The club is currently carrying 2 vacancies and has 1 member of staff considering voluntary redundancy. It is proposed to reduce the staffing complement from 7 to 5. This includes the removal of 2 Activity Worker roles. One is vacant and the other is subject to voluntary redundancy. This leaves a vacancy that can be offered to others wanting redeployment. No other changes are proposed. The club will remain open 1 night per week on a Thursday. There are no management of change issues arising from this proposal. The changes will secure a saving of **1,335**.

Hengwrt:

The youth club operates in a venue subject to closure as part of the council's plans for leisure centres. Nearly all of the staff have opted for voluntary redundancy and therefore it is proposed to close the club. One member of staff will be subject to management of change processes and will be offered redeployment. Detached work will be undertaken within the area to try to engage young people in alternative provision. The closure of the club will realise a saving of £6,159.30 on staffing and £3,096 on rent. Total saving: **£9,255.30**.

Sandfields:

Reduce staffing levels from 8 to 7 and nights from 4 to 3 achieving a saving of £9,194.25 on staffing and £778.65 on rent. This provides a total saving of **£9,972.90**. This proposal will result in minimum management of change processes as nearly all of the posts affected are currently vacant or have already been subject to change as club staff themselves have reduced the provision from 5 nights to 4. Consideration will be given to reopening on a Friday night as this is the preference of young people.

Seven Sisters:

Reduce the provision from 2 nights per week to 1 night i.e. Thursday which is the preferred night. Reduce staffing levels from 6 to 5 by removing a vacant post from the structure. This proposal is 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. This proposal will secure savings of £4,599.75 on staffing and £990 on rent. Total savings: **£5,589.75.**

Taibach:

Reduce the provision from 3 nights to 2 nights per week. Remove two posts from the structure as the post holders have opted for voluntary redundancy. No other changes are proposed. Management of change processes will apply as opening nights will need to be discussed. This proposal will elicit savings of £2,605.50 on staffing and £1,752.07 on rent. Total savings: **£4,357.57.**

Ystalyfera:

This club is currently closed but there is an intention to reopen the provision if an alternative venue can be secured. It is proposed to reduce staffing levels from 6 staff to 4 and to maintain a rent of £600. The proposal will secure an overall saving of **£1,068.**

The implementation of the above proposals will realise a total saving of **£64,583.47.**

Crime and Disorder Impact

The Council is obliged to consider the impact on crime and disorder when considering such changes. The Police and Crime Commissioner has raised the risk that a reduction in youth provision could impact negatively on youth offending. In finalising these proposals, this has been considered and consequently the proposal is to rationalise existing provision so that the risk can be mitigated. The proposal also seeks to ensure those young people who are most disadvantaged can continue to access youth provision, albeit on a revised basis. Should the proposals be accepted then the impact of the change will be closely monitored and reported back to Members during the civic year 2015/16.

Recommendation:

Having had regard to the potential crime and disorder impact highlighted by the Police and Crime Commissioner and the equality impact assessment screening exercise, it is recommended that, having considered the responses to the main proposals within the consultation on youth club provision, approval is given to the changes proposed to individual youth clubs.

Reason for Recommendation:

This will enable the Youth Service to meet the challenges arising from the budget deficit and maintain as much youth club provision as current financial constraints will allow.

Equality Impact Assessment

In order to assist the Council in discharging its Public Sector Equality Duty under the Equality Act 2010, an Equality Impact Assessment Screening Exercise has been carried out for every youth club. From the screening assessments, it is evident that there will be a negative impact on young people from the proposals. Age is a protected characteristic under the Equality Act 2010.

Appendices:

Appendix A: Results of the Consultation on the Future of Youth Club Provision – November 2014

List of Background Papers

None

Officer Contact

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COMPLIANCE STATEMENT

REVIEW OF YOUTH CLUB PROVISION – RESULTS OF CONSULTATION AND RECOMMENDATIONS

(a) **Implementation of Decision**

The decision is proposed for implementation after the three day call in period

(b) **Sustainability Appraisal**

Community Plan impacts

Economic Prosperity	-	positive
Education & Lifelong Learning	-	positive
Better Health & Well Being	-	positive
Environment & Transport	-	positive
Crime & Disorder	-	positive

Other Impacts

Welsh Language	-	positive
Sustainable Development	-	positive
Equalities	-	positive
Social Inclusion	-	positive

(c) **Consultation**

Select one from the choices below or add the appropriate sentence on the consultation process that your items been subject to:

This item has been subject to external consultation