

INTEGRATED YOUTH SUPPORT SERVICE

To: Cabinet

Date: 7th September 2010

From: Charlotte Black, Service Director: Children's Enhanced and Preventative Services

Electoral division(s): All

Forward Plan ref: n/a **Key decision:** No

Purpose: To inform Cabinet about the review and redesign of Connexions and Youth Work into a single Integrated Youth Support Service being undertaken as part of the Integrated Planning Process

Recommendation: Cabinet is asked to:

- i) Note the progress made to date.
- ii) Agree to proceed to the Formal Consultation stage.

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1. BACKGROUND

- 1.1 Through the Integrated Planning Process, Cabinet has agreed that the Youth Work and Connexions services need to save a total of £1 million (£750,000 by March 2011 and £250,000 by March 2012). This is approximately one third of the budget currently allocated for Youth Work and Connexions. The significance of the saving means that a reduction in staff and service provision to young people is unavoidable. In order to achieve these savings it is necessary to review and restructure Connexions and Youth Work functions into a single Integrated Youth Support Service (IYSS).

2.0 PROPOSALS FOR THE FUTURE DELIVERY OF CONNEXIONS AND YOUTH WORK

- 2.1 Following the direction of travel of Children's Services as a whole, it is proposed that Connexions and Youth Work services will become more targeted to those young people considered to be most in need, and in communities where need is highest.
- 2.2 A more targeted service will mean that some provision will have to be reduced or stopped. Services identified at risk of being stopped or reduced include:
- Open access youth clubs unless they are the only reasonable place where targeted support can be accessed easily, but opportunities for external funding should be pursued.
 - Positive activities not targeted on vulnerable groups
 - Open access holiday provision
 - 1:1 guidance for all young people will cease, this would be available for targeted young people only.
- 2.3 These proposals formed the basis for an Informal Consultation Paper distributed to all stakeholders and formed part of a larger Informal Consultation period run with stakeholders between March 2010 and 23rd July 2010. The two key issues to be considered as part of this process were:
- *The proposed Core Specification for IYSS*, which seeks to define and set out the core IYSS business outcomes, the core offer for young people and target groups with whom the service will work.
 - *Possible models of delivery for IYSS*, which sets out possibilities for how the Council will deliver the services set out in the Core Specification and the potential for Partners to provide some services. The different models are included in the consultation paper to ensure that a range of possible options have been considered, and to help generate new ideas prior to the County Council making decisions about where to make savings.
- 2.4 Most respondents acknowledged the need to provide a more targeted service in order to manage effectively the reduction in resources

3. STAKEHOLDERS

- 3.1 A series of stakeholder events were held with staff and partners (including schools, voluntary and community sector, Town / District / Parish councils, Police and Health) during the informal consultation. The events were intended to facilitate discussion about the proposals set out in the informal consultation paper and to consider future ways of delivering support services to young people.
- 3.2 In a climate of reduced resources across all partner agencies it is crucial that there is collective exploration of opportunities to make the best use of resources across partner organisations. A particular focus of the consultation process was around the most effective ways of building community capacity to help meet gaps in service provision arising from the delivering the required savings.
- 3.3 The stakeholder events provided a good opportunity for discussion on the proposals with the feedback received being largely supportive of the direction of travel proposed. Valuable ideas and proposals were put forward as to how the reduction in services could be mitigated and these will be used as the basis for the next stage in the process (see Section 4 below).
- 3.4 The views of young people have also been sought as part of the consultation process and although it is clear they value both the Connexions and Youth Work provision, they are open to receiving similar services by other providers
- 3.5 In addition to the stakeholder events, discussions with Members have occurred through the Children and Young People's Service Policy Development Group and through bespoke Member briefings.

4. NEXT STEPS

- 4.1 All feedback has been considered and a Formal Consultation document is being developed which will set out the proposed offer to the children and young people in Cambridgeshire, model of delivery and proposed staff structures.
- 4.2 In consideration of the feedback received on the possible models of delivery outlined within the consultation paper, it has been agreed to proceed on the basis that the locality team will continue to provide core services. However, the Locality and/or Area Manager will also act as commissioners of specific areas of work according to local need and available resource
- 4.3 **Cabinet is asked to authorise the process to move to the Formal Consultation stage.**
- 4.4 During the Formal Consultation period Locality Managers will be meeting with local stakeholders to go through the impact the proposed staff structures are likely to have on the delivery of services within the locality.

5. SIGNIFICANT IMPLICATIONS

The following bullet points set out details of significant implications identified by officers

5.1 Resources and Performance

5.1.1 Finance

These proposals support the Integrated Planning Process developments and will contribute to savings within Children and Young People's Service. In a service where a significant proportion of the budget is spent on salaries, the reductions to the Youth Work and Connexions budget will lead to a reduction in the number of staff, and inevitable redundancies. In consideration of the feedback received from staff, it has been agreed to realise all of the required savings by March 2011 in order to reduce the impact / disruption of this change process.

5.1.2 Property and Facilities Management

In light of the potential reduction in staff levels, consideration is being given to the disposal of property assets currently being used in accordance with current County Council policy

5.1.3 Human Resources

At this stage it is anticipated that in order to achieve the required savings approximately 35 full time equivalent posts will need to be removed from the current structure.

5.1.4 Performance

This will result in a reduced service offer for children and young people. The impact is difficult to analyse but it is anticipated that pressure on other services may increase as a result.

A reduction of services provided will inevitably lead to a reduction in service delivery and potentially service performance in relation to the current key performance indicators for Youth Work and Connexions. Those performance indicators which could be affected include; those young people Not in Education, Employment or Training as well as levels of participation in positive activities. However, it should be noted that there is uncertainty around the current National Indicator Set.

5.2 Statutory Requirements and Partnership Working

The current statutory duties relating to the Connexions and Youth Work service are set out below. We anticipate that the coalition government will, at some point, issue a statement about the all age career service which could alter these. However, until any formal announcements are made we are proceeding on the basis of the current legislation.

Statutory duties relating to Connexions

- 5.2.1 Local authorities have had statutory responsibilities for securing Information, Advice and Guidance (IAG) services since April 2008. Under section 68(1) of the Education and Skills Act 2008 the local authority must make available such services, as it considers appropriate, to encourage, enable or assist the effective participation of young people and relevant adults in education or training. Guidance states that provision should be a balance of universal IAG services, as well as targeted services for those who need them, with particular attention to young people who are Not in Education, Employment or Training (NEET) or who are at risk of becoming so.
- 5.2.2 Whilst the IYSS would continue to focus on those young people who are NEET or at risk of becoming so, it would not provide the same in depth service for all young people and some young people will no longer receive a service via a Personal Advisor. The IYSS project has looked at different ways of discharging the responsibility for IAG, including online access. Schools also have responsibility for delivering IAG to young people. Part of this project will look at the County Council functions which support schools to fulfill their role around IAG.
- 5.2.3 The Apprenticeship, Skills and Children Act 2009 extends the responsibility of the local authority to carry out a S139a assessment for young people with Learning Disabilities beyond those with Statements to include School Action and Schools Action+. As a consequence, the County Council will not at this stage reduce the compliment of Additional Needs Personal Advisers.

Statutory duties relating to youth work

- 5.2.4 The legislation that supports Youth Work is described in the Statutory Guidance on Section 507B of the Education Act 1996. The primary duty is to provide, so far as reasonably practicable, 'sufficient' educational and recreational leisure time activities to contribute to young people's personal and social development and overall well being. The duty applies to the 13-19 age ranging, extending to 24 for young people with learning difficulties.
- 5.2.5 The current proposals for IYSS mean that there will be a reduction in the provision of some positive activities, for example, youth clubs in areas of relatively low need. The consultation with partners will aim to develop an increased understanding about the types of youth support services that partners are currently providing or contributing to in each of the areas, and whether there is potential to work differently to maximise resources and ensure that provision for young people is as coherent as possible.
- 5.2.6 The Life Long Learning Service Development Group on 28th April 2003 agreed the Youth Work services should be made available to 11-19 year olds with 80% of resources allocated to the 13-19 range

Partnership Working

- 5.2.7 A significant increase in partnership and voluntary sector working will be required in order to minimise the impact of the reduction in services provided by the Local Authority.

5.3 Climate Change

There are no significant implications for any of the headings within this category

5.4 Access and Inclusion

From 01 April 2011 the Local Authority will be unable to continue to provide a service to all children and young people. In planning new services care will be given to the diverse needs within our communities

5.5 Engagement and Consultation

The engagement and consultation process is the subject of this paper and will continue throughout the restructure process. The table below sets out the key future dates:

Future Dates	Meeting
16 th September 2010	Children and Young People's Service Policy Development Group (CYPS PDG)
17 th September 2010	Member Seminar
1 st November 2010	Strategic Management Team / Cabinet
4 th November 2010	CYPS PDG
16 th November 2010	Cabinet

Source Documents	Location
Informal Consultation Paper Informal Consultation Response Young People's Consultation Report	Room B109, Castle Court, Cambridge