

Guidance

Please read the [Equality and Consultation Analysis Guidance Note](#) for help in completing this form. For further information and support to complete this form, please contact – **equalities**: Jaspal Mann (Jaspal.Mann@coventry.gov.uk 024 7683 3112) or Wendy Ohandjanian (Wendy.Ohandjanian@coventry.gov.uk 024 7683 2939) in the Chief Executive's Policy Team; or for **consultation**: Helen Shankster (Helen.Shankster@coventry.gov.uk 024 7683 4371) in the Insight Team.

About the project

Project or review	Connecting Communities (Phase 1) - Youth Commissioning Budget - Proposal 8
Service	IYSS Youth Service (Management by)
Directorate	People

About the person completing this form

Name	Peter Longden
Role	Neighbourhood Services Manager
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Telephone	02476831414
Date section 1a completed	13/11/2015

1. Provide brief details of the aims of the project / review

The proposed programme entails a redesign of Council services so they are delivered in partnership with local communities and neighbourhoods where there is most need. Council services included within the scope of this programme are libraries, youth centres and services, children's centres, play centres, community centres, public conveniences and adult education.

This Equality and Consultation Analysis looks specifically at **proposal 8** within the Connecting Communities programme which is to withdraw the Youth Service Commissioning Budget of £139,000 from 2016/17 onwards and work with the community and voluntary sector to explore the best way that youth services for young people should be delivered across Coventry.

This budget is time-limited, groups know that it is time-limited and the funding is not automatically repeated to groups. This ECA can only give a broad indication of impact. For 2015/16, £50,725 has been allocated to 8 groups (Coventry Community American Football Club, Ice Skating and Ice Hockey Community Club, Moat House Basketball, Boxing, Racquet Sports, Skateboarding Project, Stoke Aldermoor Football Project and Belgrade Theatre Project) and £5,700 has been allocated to a Community Interest Company feasibility study. It is estimated that a total of 140 young people will benefit from this.

If the remaining £82,575 were to be allocated on the same ratio of funding per young person, 383 young people would benefit. This figure of 383 young people is the estimated impact figure used for this ECA.

Impact on service users

2. What are the possible impacts of this project / review on the following groups?



Assess the impact of this project / review on people with the following [protected characteristics](#); and agreed local priority groups. Please summarise local service level data as evidence of any impact and also consider other local and national data or evidence. Under 'Mitigating Actions' outline briefly what actions you plan to put in place to lessen any negative impact on protected groups. Delete any of the characteristics below which do not apply.

Protected characteristic	Commentary / Analysis	Impacts / Mitigating actions
Age	<p>All participants in positive engagement activities are between 10 and 21 and it is anticipated that there will be a high proportion between 13 and 17.</p>	<p>Positive impacts: State your reasons for positive impact, if any. Negative impacts: Reducing resources for positive engagement activities will mean less open access youth work with this age group. Mitigations: A key first step of mitigating impact across protected characteristics is the feasibility study to set up a Community Interest Company that would include many of the groups funded. This could enable them to be more self-sufficient in the future. The Youth Service has strong partnerships with external providers of positive engagement activities who will be asked what they can contribute to mitigate the effect of the reduction.</p>
Disability	<p>No data is available to illustrate the proportion of young people accessing positive engagement activities, but GOV.UK (January 2014) assess that 6% of children are disabled. Using this as a guide 23 young people involved would be disabled.</p>	<p>Positive impacts: State your reasons for positive impact, if any. Negative impacts: Fewer opportunities in localities accessed by disabled young people Mitigations: A key first step of mitigating impact across protected characteristics is the feasibility study to set up a Community Interest Company that would include many of the groups funded. This could enable them to be more self-sufficient in the future work with partners such as Short Breaks and Coventry Blaze to identify what they can do to mitigate against the reduction</p>
Gender	<p>Based on data from 2014/15, between 20% and 50% of participants are female depending on the activity. For example, the American Football youth community club is run by the coach of a local girls team increasing the number of females to roughly half.</p>	<p>Positive impacts: State your reasons for positive impact, if any. Negative impacts: Reducing budget for positive engagement activities will reduce opportunities available Mitigations: A key first step of mitigating impact across protected characteristics is the feasibility study to set up a Community Interest Company that would include many of the groups funded. This could enable them to be more self-sufficient in the future. Work with partners, in particular those providing youth community sports clubs, to make the clubs sustainable and how female participants can be encouraged to take part.</p>
Gender Reassignment	<p>No information is available for this characteristic</p>	<p>Positive impacts: State your reasons for positive impact, if any. Negative impacts: State your reasons / evidence for negative impact. Mitigations: Set out the mitigation for negative impacts.</p>

Protected characteristic	Commentary / Analysis	Impacts / Mitigating actions
Marriage/Civil Partnership	No information is available for this characteristic	<p>Positive impacts: State your reasons for positive impact, if any.</p> <p>Negative impacts: State your reasons / evidence for negative impact.</p> <p>Mitigations: Set out the mitigation for negative impacts.</p>
Pregnancy/Maternity	No information is available for this characteristic	<p>Positive impacts: State your reasons for positive impact, if any.</p> <p>Negative impacts: Some external providers are C-Card trained and a reduction in budget would mean a reduction in opportunities for C-Card in some key areas of the city.</p> <p>Mitigations: A key first step of mitigating impact across protected characteristics is the feasibility study to set up a Community Interest Company that would include many of the groups funded. This could enable them to be more self-sufficient in the future. The Youth Service has strong partnerships with external providers of positive engagement activities who will be asked what they can contribute to mitigate the effect of the reduction.</p>
Race	Activities are focused on Foleshill, Longford, Wyken, Holbrooks, Stoke Aldermoor, Stoke Heath, Wood End, city centre and the young African-Caribbean community were all areas and themes benefitting from the positive engagement activities project.	<p>Positive impacts: .</p> <p>Negative impacts: Reducing resources for positive engagement activities will adversely affect all groups but more significantly Asian/Asian British and Black/African/Caribbean/Black British - Foleshill, St. Michael's, Holbrooks and Stoke Heath.</p> <p>Mitigations: A key first step of mitigating impact across protected characteristics is the feasibility study to set up a Community Interest Company that would include many of the groups funded. This could enable them to be more self-sufficient in the future. Work within St. Michael's ward can continue as more of the reduced budget will be available for targeted youth support with more vulnerable young people. Detached youth workers could be deployed to support young people identified as at risk within the Early Help process. The Youth Service has strong partnerships with external providers of positive engagement activities who will be asked what they can contribute to mitigate the effect of the reduction.</p>
Religion/Belief	No information is available for this characteristic	<p>Positive impacts: State your reasons for positive impact, if any.</p> <p>Negative impacts: State your reasons / evidence for negative impact.</p> <p>Mitigations: Set out the mitigation for negative impacts.</p>

Protected characteristic	Commentary / Analysis	Impacts / Mitigating actions
Sexual Orientation	No information is available for this characteristic	<p>Positive impacts: State your reasons for positive impact, if any.</p> <p>Negative impacts: State your reasons / evidence for negative impact.</p> <p>Mitigations: Set out the mitigation for negative impacts.</p>
Looked After Children	No information is available for this characteristic	<p>Positive impacts: State your reasons for positive impact, if any.</p> <p>Negative impacts: State your reasons / evidence for negative impact.</p> <p>Mitigations: Set out the mitigation for negative impacts.</p>
Carers	No information is available for this characteristic	<p>Positive impacts: State your reasons for positive impact, if any.</p> <p>Negative impacts: State your reasons / evidence for negative impact.</p> <p>Mitigations: Set out the mitigation for negative impacts.</p>
Deprivation (e.g. income, educational attainment, worklessness)	All wards benefitting from the positive engagement activities project have significant levels of deprivation.	<p>Positive impacts: State your reasons for positive impact, if any.</p> <p>Negative impacts: Reducing resources for positive engagement activities will adversely affect support to young people needing assistance to overcome the effects of social deprivation.</p> <p>Mitigations: A key first step of mitigating impact across protected characteristics is the feasibility study to set up a Community Interest Company that would include many of the groups funded. This could enable them to be more self-sufficient in the future. Detached youth workers could be deployed to support young people identified as at risk within the Early Help process. The Youth Service has strong partnerships with external providers of positive engagement activities who will be asked what they can contribute to mitigate the effect of the reduction.</p>

Additional information

Detached Youth Workers are mentioned as part of mitigation. Coventry City Council employs two detached youth workers in the Youth Service as part of its Vulnerable Young People’s Service (VYPS), a part of the Youth Service specialising in interventions to prevent the risk of child sexual exploitation (CSE) and other vulnerabilities such as substance misuse and involvement in gangs (which make them more vulnerable to CSE) and provide interventions to support young people who are present a range of vulnerabilities.

The detached youth workers in this team have two main roles: the first is to gather intelligence from their deployment around the city of the risk to young people of CSE – this is particularly where the Youth Service doesn’t have youth centres and includes areas such as Edgwick Park where the prevalence of the risk of CSE has increased in recent months.

The second part of their role is to make direct interventions with young people particularly raising personnel safety awareness, awareness of CSE, building resilience and protective behaviours – this is carried out through conversations with young people where they congregate, planned group work activities that can take place anywhere where young people are, or while engaging young people in other activities such as sport or creative arts and media through which young people can express their opinions and concerns in a safe environment. Where there are serious concerns about a young person, they will be referred to other staff in the VYPS for more specialist support and interventions. The detached team also work closely with advice and information workers based with CAB and will also make referrals to Compass and other organisations and will play a ‘hand-holding’ role when young people make initial visits to other organisations.

3. Have you considered social value requirements as part of this project/review?

Please note that this question only applies if you are intending to outsource / commission the service / project under review. Please refer to the Council’s [Social Value Policy](#) for further information.

Impact on the workforce

4. How many staff belong to the protected characteristics?

	Contact the HR Change Management Team (Marion O’Brien, Marion.O'Brien@coventry.gov.uk 024 7683 2454) for management information on the workforce affected by this project/review.
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No information is available for this as the project involved delivery by external organisations.

5. What are the likely impacts of this project / review on different groups of staff?

No information is available for this as the project involved delivery by external organisations.

6. Do you plan to undertake formal consultation as part of this project?

Yes No

If no, why not?

7. Has a report to elected members been prepared in relation to this work?

Yes No

Web link to the report: http://modern.gov.coventry.gov.uk/...)"/>.

Next steps

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Guidance

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About the project

Project or review	Connecting Communities (Phase 1) - Review of Public Conveniences - Proposal 9
Service	Property Services
Directorate	Place

About the person completing this form

Name	Vanessa Millar
Role	Project Support Officer
Email	Vanessa.Millar@coventry.gov.uk
Telephone	02476 831502
Date section 1a completed	13/11/2015

1. Provide brief details of the aims of the project / review

The proposed programme entails a redesign of Council services so they are delivered in partnership with local communities and neighbourhoods where there is most need. Council services included within the scope of this programme are libraries, youth centres and services, children’s centres, play centres, community centres, public conveniences and adult education.

This Equality and Consultation Analysis looks specifically at **proposal 9** within the Connecting Communities programme which will consider the possible impacts of decommissioning public conveniences in suburban locations across the city.

The proposal is to close six public conveniences located outside of the city centre. The two city centre public conveniences would remain open.

In the context of significant financial pressures, it is not a priority for the Council to provide, nor pay for, public conveniences. The Council could save approximately £50,000 by ceasing the provision of public conveniences in suburban locations.

Impact on service users

2. What are the possible impacts of this project / review on the following groups?

	Assess the impact of this project / review on people with the following protected characteristics ; and agreed local priority groups. Please summarise local service level data as evidence of any impact and also consider other local and national data or evidence. Under ‘Mitigating Actions’ outline briefly what actions you plan to put in place to lessen any negative impact on protected groups. Delete any of the characteristics below which do not apply.
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Protected characteristic

Commentary / Analysis

Impacts / Mitigating actions

Protected characteristic

Commentary / Analysis

Impacts / Mitigating actions

Age

In general, this proposal would affect all children, adults and older people using the public conveniences.

We do not hold any data on service users and associated protected characteristics.

However, is generally perceived that public toilets are more likely to be used by older people, disabled people (and their carers), pregnant women and those with young children.

Help the Aged’s ‘Nowhere to Go’, a study undertaken in 2006 outlining toilet provision in the UK, specifically referenced older people’s views on public toilet provision in their local area and respondents agreed that the lack of public toilets stopped them going out as often as they would like and meant some people felt isolated and felt that they couldn’t leave the house. This may also be true in the case of people with disabilities.

Generally speaking, many children also need immediate and frequent access to a toilet, in addition to pregnant women who may need access to a toilet more often as would parents with babies who may need to change nappies.

However, as mentioned above, there is no specific data to suggest that any of these groups are using public toilets in the six suburban locations outlined above.

Positive impacts: Over the course of the past 12 months there have been allegations and complaints of drugs use and sex workers at three of the suburban locations. If the decision was taken to close all public conveniences in suburban locations then reports of antisocial behaviour may be reduced. People, especially older people, link public toilets with antisocial behaviour, according to the Joseph Rowntree Foundation, which cites examples of drug-taking in public toilets. There is a perception that unattended public toilets are seen as threatening places, which puts people off using them, which can, in turn, invite more antisocial behaviour.

Negative impacts: The closure of the public conveniences in suburban locations may affect the willingness of certain groups to access public spaces and their ability to socialise and access essential services. Older people, disabled people, pregnant women and those with young children all need easy access to toilet facilities. The lack of public toilets may stop some people from going out as much as they would like and mean that some people may feel isolated and unable to leave the house. This, in turn, would affect their well-being.

Mitigations: There are a number of potential mitigations. 1) Seek local business/community sponsorship to keep toilet provision open and clean, 2) There is already an increased number of publicly accessible toilets in public buildings and quasi-public buildings (pubs, restaurants, churches etc.), 3) Collect/publish a directory of accessible toilets (however, this

Protected characteristic	Commentary / Analysis	Impacts / Mitigating actions
Disability	<p>See 'Age' section above.</p> <p>According to data obtained in 2011 (Census), 56,247 people or 17.7% of the population in Coventry had a limiting long-term health problem or disability.</p> <p>The lack of suitable provision can stop people from going out as often as they would like and may mean that some people feel isolated and feel that they couldn't leave the house.</p> <p>For instance, people with mobility problems may find it more difficult to make ad hoc use of other toilets and choose to stay at home instead. This may prevent them from taking part in everyday activities that others may take for granted.</p>	<p>mitigation would require some savings held back and someone commissioned to undertake the work), 4) Signage at each of the six suburban locations to direct people to nearest public toilet.</p> <p>.....</p> <p>Positive impacts: See 'Age' section above.</p> <p>Negative impacts: See 'Age' section above.</p> <p>Mitigations: See 'Age' section above.</p>
Gender	<p>See 'Age' section above.</p> <p>In 2013, there were estimated to be 329,800 people living in Coventry. Overall, more residents are male (50.03% or 165,000) than are female (49.97% or 164,800).</p> <p>However, females may be more disadvantaged – see 'Pregnancy/Maternity' section below.</p>	<p>Positive impacts: See 'Age' section above.</p> <p>Negative impacts: See 'Age' section above. Women, with or without young babies and children, may be reluctant to use facilities in pubs, therefore limiting the range of alternative provision that they could access in place of public toilets.</p> <p>Mitigations: See 'Age' section above.</p>
Gender Reassignment	<p>This review is not considered likely to have an adverse impact on this group.</p>	<p>Positive impacts: State your reasons for positive impact, if any.</p> <p>Negative impacts: State your reasons / evidence for negative impact.</p> <p>Mitigations: Set out the mitigation for negative impacts.</p>

Protected characteristic	Commentary / Analysis	Impacts / Mitigating actions
Marriage/Civil Partnership	This review is not considered likely to have an adverse impact on this group.	<p>Positive impacts: State your reasons for positive impact, if any.</p> <p>Negative impacts: State your reasons / evidence for negative impact.</p> <p>Mitigations: Set out the mitigation for negative impacts.</p>
Pregnancy/Maternity	<p>See 'Age' section above.</p> <p>Pregnant women are more likely to need the toilet more frequently and may be disadvantaged if there were a lack of facilities.</p>	<p>Positive impacts: See 'Age' section above.</p> <p>Negative impacts: See 'Age' section above.</p> <p>Mitigations: See 'Age' section above.</p>
Race	This review is not considered likely to have an adverse impact on this group.	<p>Positive impacts: State your reasons for positive impact, if any.</p> <p>Negative impacts: State your reasons / evidence for negative impact.</p> <p>Mitigations: Set out the mitigation for negative impacts.</p>
Religion/Belief	This review is not considered likely to have an adverse impact on this group.	<p>Positive impacts: State your reasons for positive impact, if any.</p> <p>Negative impacts: State your reasons / evidence for negative impact.</p> <p>Mitigations: Set out the mitigation for negative impacts.</p>
Sexual Orientation	This review is not considered likely to have an adverse impact on this group.	<p>Positive impacts: State your reasons for positive impact, if any.</p> <p>Negative impacts: State your reasons / evidence for negative impact.</p> <p>Mitigations: Set out the mitigation for negative impacts.</p>
Looked After Children	This review is not considered likely to have an adverse impact on this group.	<p>Positive impacts: State your reasons for positive impact, if any.</p> <p>Negative impacts: State your reasons / evidence for negative impact.</p> <p>Mitigations: Set out the mitigation for negative impacts.</p>
Carers	<p>See 'Age' section above.</p> <p>See 'Disability' section above.</p> <p>Carers who look after older people, people with disabilities and young people may be disadvantaged.</p>	<p>Positive impacts: See 'Age' section above.</p> <p>Negative impacts: See 'Age' section above.</p> <p>Mitigations: See 'Age' section above.</p>
Deprivation (e.g. income, educational attainment, worklessness)	See 'Age' section above.	<p>Positive impacts: See 'Age' section above.</p> <p>Negative impacts: See 'Age' section above.</p> <p>Mitigations: See 'Age' section above.</p>

3. Have you considered social value requirements as part of this project/review?

N/A. Not intending to outsource/commission the service/project under review.

Impact on the workforce

4. How many staff belong to the protected characteristics?

	Contact the HR Change Management Team (Marion O'Brien, Marion.O'Brien@coventry.gov.uk 024 7683 2454) for management information on the workforce affected by this project/review.
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There is 1 FTE employed in this service area. The 1 FTE is male. Staff grade and hours worked are shown below:

Grade	G3
Hours	37

5. What are the likely impacts of this project / review on different groups of staff?

The impact would be that the 1 FTE post outlined above would be deleted. As a result, the staff member would be subjected to the normal Council management of change process outlined in its Security of Employment Agreement.

6. Do you plan to undertake formal consultation as part of this project?

Yes No

7. Has a report to elected members been prepared in relation to this work?

Yes No

Web link to the report: http://moderngov.coventry.gov.uk/...)"/>.

Next steps

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