



Financial Year	2016/17
Proposal no.	CS101
Directorate	Children's Services
Service Name	Early Help and Schools
Area of Service	Youth Service

Savings Programme Pre-consultation Report			
Subject:	<i>Proposal to Reconfigure Youth Provision</i>		
Report of:	<i>Gail Hopper</i>	Author:	<i>Jayne Taylor</i>
Cabinet Member:	<i>Cllr Donna Martin</i>	Author Telephone:	<i>01706 925112</i>
Type of Consultation	<i>Service Delivery with Workforce Implications</i>	Author Email:	<i>jayne.taylor@rochdale.gov.uk</i>

1 Recommendations

1.1 Members are asked to consider the proposal to reduce the Youth Service as follows:

- Reduce the mobile service from two buses to one.
- The closure of the youth bases at the Strand and Gower Street.

1.2 Members are asked to note that depending on the outcome of the service delivery consultation the proposals outlined within this report will have personnel implications for the council's workforce which would be a reduction in the number of staff employed within the team that currently deliver the service.

1.3 The total savings from the proposal would be £198k.

Reason for recommendation

1.4 The Youth Service currently operates from a variety of buildings. Some of these buildings going forward would require a significant amount of maintenance to ensure they continue to comply with health and safety requirements. We are therefore proposing to close the Youth Base at Gower Street. Due to the regeneration programme on Kirkholt, the premises on The Strand are due to close and therefore this will also realize savings. In both cases young people will have the option to access alternative provision as outlined in paragraphs 2.3 and 2.4 of this report.

1.5 The Youth Service currently has two reconditioned mobile buses both of which are nineteen years old. It is anticipated that the cost of ongoing maintenance will increase year on year as more frequent repairs become necessary to keep both buses road worthy. [REDACTED] should any member of staff be sick or on annual leave, we are unable to provide cover and therefore the buses are not used. Therefore we are proposing to cease using one of the buses. Young people will be directed to alternative provision within their local area and staff will be deployed to undertake detached sessions. Review of the impact of this would inform how future savings are achieved in subsequent years. The bus that is no longer required will be sold if possible.

1.6 With a reduction in buildings and buses we are proposing to restructure the responsibilities of lead workers across the Borough
[REDACTED]

2 Background

2.1 Youth provision is undertaken in a range of settings across the Borough which includes Youth Centres, Community Centres, mobile buses, Link 4 Life Sport Centres, libraries, outreach and detached sessions. The proposal is to consider the closure of one Youth Centre, the shop on The Strand and the disposal of one of the youth buses. The rationale is as follows:

2.2 **Gower Street Youth Base** - is a porta cabin with two small rooms to operate from. This is an old building that now requires additional work to bring it up to the standard of other buildings. It is anticipated that the cost of ongoing maintenance will increase year on year as more frequent repairs become necessary to keep the building to the required health and safety standards. The last condition survey for this building quotes £6k of recommended work.

2.3 Open access provision from this building was reduced in previous rounds of efficiency savings when Youth Service staffing was reduced. The building currently is only used one evening per week by the Youth Service and has no external users. Young people from this area of Rochdale can also access provision at Wardleworth Community Centre, Kashmiri Youth Project (KYP) and Central Leisure. The cost of providing one night a week is £9k.

2.4 **The Strand Shop** - due to the regeneration programme on Kirkholt, the building used by the Youth Service on the Strand is due to close late 2015. Negotiations are in place with Rochdale Borough Housing to make sure a youth service for young people will be able to operate from the new Community Centre when it opens. As an interim between the closure of The Strand Shop and the opening of the Community Centre young people will be directed to alternative provision including the remaining mobile bus and staff will be deployed to undertake detached sessions.

2.5 **Mobile Buses** - The Youth Service currently has two reconditioned mobile buses both of which are nineteen years old. It is expected that the cost of ongoing maintenance will increase year on year as more frequent repairs become necessary to keep both buses road worthy. On top of this is an annual fee which includes secure parking, motor insurance, tyre maintenance, safety inspections, road tax and VOSA MOT testing cost £6k per year per bus.

2.6 **Mobile Bus Staff** -

[REDACTED] We have explored recruiting agency staff to cover, but this is not cost effective in terms of payment for the relief driver and we would also have to have an additional member of staff on the bus as agency drivers do not have the relevant youth work qualification.

2.7 The proposal is to retain the following Youth Centres as detailed below.

2.8 **Moss Street YC** – Having secured external Youth Capital Funding (YCF), Moss Street Youth Centre was refurbished to a high standard five years ago. The building is also an office base for 16 staff from the Early Help Service. As well as running evening and holiday provision for young people, it is frequently hired by external agencies as a venue for training, thus generating income for RBC.

2.9 **Springvale YC** – Youth Capital Funding was also secured to refurbish Springvale Youth Centre 6 years ago. This building is an office base for 8 staff from the Early Help Service and is utilised four evenings per week and Saturday afternoons for activities for young people. It is also hired out to external agencies to generate income for Rochdale Borough Council.

2.10 **Matthew Moss YC** – This building is used virtually every evening and week end for activities with young people and also as an after school club for students from Matthew Moss School. It is an office base for 4 Youth Service staff and is the base for the Rochdale Youth Council, the Youth Cabinet, the Children’s Council and for specific work with “cared for” children and young carers. The Duke of Edinburgh Award (DoE) sessions operate from this building and all DoE equipment is stored here. It is in reasonable condition and discussions have taken place with the school next door about whether they may refurbish the building in return for more flexible daytime use.

2.11 **Milnrow YC** - Following a fire, a major refurbishment of this building took place in 2010. It is currently used during term time by Hollingworth Academy, generating an income of up to £6k per year. It operates on average three evenings per week for young people and is well used. It is the only dedicated resource for young people in the Pennines.

2.12 **Youth Service Staffing** – The current staffing structure comprises one Senior Youth Officer, four Township teams and a Central team. Each team consists of a lead youth worker who leads on specific curriculum areas, a number of professionally qualified youth workers supported by part time sessional staff and 15 volunteers.

2.13 By merging teams, it is envisaged that there will be more flexibility to enable the lead worker to deploy staff and resources more effectively to meet the ever changing needs of young people across the borough.

2.14 Whilst we will redirect young people who access these services to alternative provision, the reduction in funding will result in a reduction of service delivery.

3 Financial Implications

The saving proposal is 29.4% of the total budget for the area of service affected.

3.1 Table 1 provides details of the Proposal to Reduce Youth Provision

	Savings 2016/17 £k		Savings 2017/18 £k		Total savings £k	
	On-going	One off	On-going	One off	On-going	One off
Employees	184				184	
Other Costs	14		3		17	
Income lost						
Net savings	198				201	
Additional income generated						
Total savings	198				201	
Implementation costs						
Total savings less implementation costs	198		3		201	

Financial and potential staffing impact on another internal service

3.2 There may be implications to two other services as a result of this proposal.

3.3



3.4 Environmental Management are responsible for providing secure parking, inspections and testing of the mobile buses. We have allocated £3k in Table 1 to cover storage for the beginning of the next financial year to cover the cost of storage until the disposal of the bus has been completed.

4 Asset implications

4.1 The proposal if agreed would result in the closure of one Youth Centre and the disposal of one mobile bus.

4.2 The service will remain responsible for all the costs associated with the property until it can be sold or re-used. It is unlikely that there will be an operational requirement for the property.

4.3 The Gower Street Centre is located in a former Housing Market Renewal Area and lies adjacent to one of the key regeneration sites in the area. It is likely that the sites will be merged. A capital receipt is unlikely for this site alone.

4.4 If the mobile bus is not sold to realize a capital receipt there will be a revenue cost to maintain the vehicle.

5 Voluntary Sector impact

5.1 The Borough has 120 voluntary sector organisations that provide activities for young people. There may be a small increase in the uptake of voluntary sector provision as a result of this proposal, however due to the size of these buildings, Gower Street and The Strand, we are currently restricted to having only 15 young

people per session, so that impact would be minimal. Both the groups already use other youth service provision and may continue to do so.

6 Consultation

6.1 The key stakeholders for this proposal have been identified as:

- Young people who use the service, due to the small number of young people being affected making the impact on other services minimal.
- The Youth Council, a council of young people who represent the views of young people from across the borough.
- Staff and Trade Unions.

6.2 Young people in the Strand have already been consulted and know that the facility will go due to the regeneration programme on Kirkholt. The young people who use Gower Street will be invited to a meeting where we will explain the proposal, make them aware of other facilities and give the young people the opportunity to share their views and opinions. We will make sure they are given full opportunity to suggest alternatives to the proposal that we will consider as part of the post-consultation report. As part of this we will also provide a young people friendly report to make sure information is accessible and easy to understand.

6.3 The Youth Council will be consulted with at a separate meeting where we will explain the proposal, make them aware of other facilities and give the young people the opportunity to share their views and opinions. We will make sure they are given full opportunity to suggest alternatives to the proposal that we will consider as part of the post-consultation report. As part of this we will also provide a young people friendly report to make sure information is accessible and easy to understand.

6.4 Letters will be sent out to all young people who use the service and to the Youth Council to ensure targeted consultation.

6.5 The proposal will go out to public consultation for the minimum of 45 days. The public will be able to view and provide feedback online through the Council website, and in person where hard copies are available in Council buildings.

6.6 As part of a targeted consultation plan those affected by the changes will be invited to provide feedback, these groups include;

- Key stake holders
- Elected members
- Community members
- Community Groups
- Protected groups
- Service Users
- Anyone affected by the proposal

6.7 There will be a requirement to undertake consultation with Trade Unions and staff in accordance with statutory requirements and as required within the agreed efficiencies consultation time frame.

7 Alternatives considered

The following alternatives considered as part of this proposal are set out below:

7.1 Keep the Youth Centre and the mobile bus and fund the repairs and maintenance needed. The only way this could be achieved is to further reduce youth work posts which in turn would mean a further reduction in face to face sessions with young people.

7.2 Members could decide not to take the proposal forward and identify alternative options.

8 Risk Assessment Implications

The following risks arise from the issues raised in this report as set out below:

8.1 There is a risk that there could be an increase in youths causing annoyance with the closure of the Centre and disposal of one bus. However, staff will still have contact with young people through detached and outreach youth work. They will also signpost young people to alternative established youth provision available across the Borough.

9 Legal Implications

9.1 Any potential redundancies as a result of any wholesale cessation/closure of service provision/restructure will be impacted upon by the need for collective redundancy/individual redundancy consultation.

9.2 If what is being proposed as part of these savings is a wholesale restructure/reorganisation within the relevant service(s) which will involve the deletion of posts or deletion of posts and potential creation/merger/addition of new job roles/functions, then these will count as redundancies (including any VER numbers.) If the total of proposed redundancies across the Council exceeds 100, then collective consultation periods will be triggered and in a case of potential redundancies exceeding 100, the minimum period is 45 days. If the numbers are between 20-99, then minimum collective consultation periods are reduced to 30 days.

9.3 It is essential that all staff within posts that are considered for deletion are given the correct opportunities to apply for any suitable alternative employment opportunities as part of any reorganisation/restructure. Depending upon whether the alternative employment is suitable or not will affect whether redundancy payments are triggered but it will not affect the fact that this is still a redundancy.

10 Personnel Implications

10.1 Depending on the outcome of the service delivery consultation the proposals outlined within this report will have personnel implications for the council's workforce which would be a reduction in the number of staff employed within the team that currently deliver the service.

10.2 Formal consultation will be undertaken in accordance with council's Personnel Policy Framework.

11 Equalities Impacts

Workforce Equality Impacts Assessment

The following workforce equality issues arise from the issues raised in this report as set out below:

11.1 This proposal will have staffing implications and will be included in a full equalities impact assessment to be undertaken on the employees within the at risk group of staff. The analysis will be reported separately to Members when the at risk cohort of staff are identified.

Equality/Community Impact Assessments

11.2 There are equality/community issues arising from this report. More details can be found in the Equality Impact Assessment in Appendix 2.

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EQUALITY IMPACT ASSESSMENT FOR SAVINGS PROPOSALS

Proposal to Reconfigure Youth Provision

1. Please state the name of the officers leading the EIA
Jayne Taylor
2. Who has been involved in undertaking this assessment?
At this stage the proposal is confidential therefore to date no stakeholder groups have been involved. Future involvement will include staff, elected members and young people.
3. What is the scope of this assessment?
Closure of Gower Street Youth Base and the Strand shop Disposal of one mobile bus Reduction in the number of face to face sessions available to young people
4 a). What does the function currently do? b). Describe the needs which this service meets?
a) We operate as an open access service for young aged 11 to 19, increasing to 25 for young people with additional needs and disabilities. The young people using the Gower Street and Strand services have been made fully aware of all our other services and will be supported to access these. b) The youth service provides and supports a range of social and educational opportunities for young people. Encourages young people to learn throughout their lives, to make positive choices and to achieve their potential as individuals, members of their community and members of society. c) This is achieved through a diverse and changing curriculum of activities responding to the needs of each particular group planned over a 12 week period. All sessions are

planned in consultation with the young people to make sure their needs are being met and that they continue to engage with the service.

- d) Currently we prioritise where the bus is located from requests form within the youth service staff team and form partner agencies such as community safety and police. This service will continue with one Bus and staff will respond to requests via detached sessions with young people.

5. What proposed changes do you wish to make?

Closure of Gower Street Youth Base and the Strand shop
Disposal of one mobile bus
Reduction in the number of face to face sessions available to young people

6. Who are the key stakeholders who may be affected by the proposed changes?

The Strand – due to the size of the building and the restrictions on health and safety because of this, the maximum number of young people using the building at any one time is 15. We have already started transitioning the young people by helping them access provision in other facilities and providing detached sessions. Once the community centre on the site is complete it will accommodate more young people in a more suitable environment.

Gower Street – due to the size of the building and the restrictions on health and safety because of this, the maximum number of young people using the building at any one time is 20. We have already started transitioning the young people by helping them access provision in Central Leisure and making them aware of other providers in the local area. The mobile bus – the mobile bus caters to young people across the whole of the borough.

7. What impact will this proposal have on all the protected groups?

Race Equality

None of the provision at the Strand, Gower Street or the Bus is aimed at young people from a specific ethnic group. All young people currently accessing the current services will be able to access alternative youth provision in the surrounding area and across the Borough.

Disabled People

Young people with disabilities will be able to access alternative provision across the Borough. All of the services are open to young people with a disability and support will be made available for them to access the services they need in other facilities. Additionally at the request of the young people with disabilities forum, the youth service provides specific session for young people with disabilities and additional needs that remains existing.

Where young people may have to travel further to access alternative services, they will continue to use the existing means of travel. Staff will work with young people who are independent travellers to ensure they are confident of any possible new routes and will liaise with parents and carers.

Carers

Young carers will not be affected as we are still running specific sessions for young carers at Matthew Moss Centre.

Gender

There are some sessions aimed at single gender work. This will continue with the revised services.

Age

No adverse impacts are anticipated. We operate as an open access service for young aged 11 to 19, increasing to 25 for young people with additional needs and disabilities. The young people using the Gower Street and Strand services have been made fully aware of all our other services and will be supported to access these.

Where young people may have to travel further to access alternative services we will work with them and their families to direct them to the most appropriate venue.

Armed Forces and Ex-Armed Forces Personnel

N/A

Religion or Belief

We do not provide any sessions aimed at a specific religion or belief. The services provided are open to all.

Sexual Orientation

Where we have LGBT young people using the service we provide specific support where necessary.

Gender Reassignment

N/A

Pregnant Women or Those on Maternity Leave or Those who have given Birth in the Previous 26 weeks

N/A Specific support is made available where applicable for any young people who are pregnant.

Marriage or Civil Partnership

N/A

8. Conclusions and Recommendations

What are the main conclusions and recommendations from this analysis?

As a result of the closure of the youth centres at Gower Street and the Strand and the disposal of one bus, we anticipate little impact on the young people using the service as alternative services are in place and we have worked with young people to ensure they have access to appropriate alternative provision.

We have sign posted the young people who access the current service to local services to reduce the impact on transport issues and will continue services via the remaining bus and with staff undertaking detached sessions.

Whilst there may initially be a slight increase in youths causing annoyance, this will be reduced by the use of detached workers as well as signposting young people to alternative established youth provision available across the Borough.

9. In the box below please provide details of who you will consult with on the proposals, when you consult, and the methods which you will use to consult. In the box below

The Consultation and Inclusion Methodology Used

The key stake holders for this proposal have been identified as:

- Young people who use the service, due to the small number of young people being affected making the impact on other services minimal.
- The Youth Council, a council of young people who represent the views of young people from across the borough.
- Staff and Trade Unions.

Young people in the Strand have already been consulted and know that the facility will go due to the regeneration programme on Kirkholt. The young people who use Gower Street will be invited to a meeting where we will explain the proposal, make them aware of other facilities and give the young people the opportunity to share their views and opinions. We will make sure they are given full opportunity to suggest alternatives to the proposal that we will consider as part of the post-consultation report. As part of this we will also provide a young people friendly report to make sure information is accessible and easy to understand.

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Letters will be sent out to all young people who use the service and to the Youth Council to ensure targeted consultation.

The proposal will go out to public consultation for the minimum of 45 days. The public will be able to view and provide feedback online through the Council website, and in person where hard copies are available in Council buildings.

As part of a targeted consultation plan those affected by the changes will be invited to provide feedback, these groups include;

- Key stake holders
- Elected members
- Community members
- Community Groups
- Protected groups
- Service Users
- Anyone affected by the proposal

10. Produce an action plan detailing the mitigation measures that you propose to put in place to address any adverse impacts.

Mitigation Measure	Action	Responsible Officer	Implementation Date	Review Date	Evaluation Measure

<p>To address any increase in youths causing annoyance with the closure of buildings and the disposal of mobile buses through the use of detached work and providing access to alternative youth provision</p>	<p>To deploy detached work as required</p> <p>To signpost young people to alternative established youth provision available in the local area and across the Borough.</p>	<p>Jayne Taylor</p>	<p>March 2016</p>	<p>July 2016</p>	<p>Number of young people engaging with detached workers.</p> <p>Number of young people attending alternative provision.</p> <p>Number of complaints received from Community Safety, Police, Councillors and local residents of youths causing annoyance (YCA)</p>