

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Service Area	Youth Service	Head of Service	Stuart Mackintosh	Strategic Director	Ian Budd	Portfolio Holder	Rachel Powell
Policy / Change Objective / Budget Saving	Youth Service savings target – including YFC and URDD – 2019/20						
Outline Summary							
<p>As part of a two-year savings plan, the Youth Service is required to make savings of £165,089 in 2019/20</p> <p>This impact assessment will look at the impact for 2019/20 - £165,089</p> <ul style="list-style-type: none"> A Reduction in grant payments to both the Urdd and the 3 YFC federations. YFC – each federation will receive £10,000 for 2019-2020 Urdd will receive a grant payment of £10,000 to cover the whole of Powys. Total grant given - £40,000 Savings offered from the Youth Service core budget will be £92,000. The remaining £73k savings will be made by reduction to the core budget, but directly off-set by grant support from Welsh Government (including £57k in new grants set against the Emotional Health & Wellbeing agenda). There will be no change to the open access youth worker provision for 2019-20 however the high dependency on grant payments will make the service extremely vulnerable if there is a reduction in grant funding made available from 2020 onwards. 							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
V2	Helen Quarrell	Principal Youth Officer	18/12/2018

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement

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Council Priority	How does the policy / change objective impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
<p>Services delivered for less</p>	<p>The previous delivery model could not be sustained with reduced funding.</p> <p>However, the Youth Service provision contributes greatly to the early intervention and prevention agenda, which seeks to support issues arising before they become critical, reduces criminal behaviour and lower the requirement for more expensive, intense intervention, from e.g. Social Services, Youth Justice, Mental Health Services and the Police.</p> <p>Open-access provision also has a strategic role to play by offering a mechanism to identify potentially vulnerable young people and working with young people who are post-statutory education age in the community.</p> <p>Youth provision supports young people's personal development and teaches them to make informed choices and understand consequences. It supports them to have better Life Chances and to be actively engaged in the community</p> <p>It has been shown that the cost of late intervention falls most heavily on Local Authorities.</p>	<p>Very Poor</p>	<p>A. Conversation will take place with YFC/URDD - how they continue to deliver services with reduced grant aid from PCC</p> <p>C. Reducing the Open Access weekly provision from two nights to one night a week</p>	<p>Poor</p>	<ul style="list-style-type: none"> • National Youth Work Strategy 2014-2018 • Welsh Government Youth Work Charter • Youth engagement and progression framework • EIF - The Cost of Late Intervention

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Council Priority	How does the policy / change objective impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Supporting people in the community	<p>Removal of the grant aid for YFC and the URDD will mean reduced opportunities and may lead to isolation, lack of opportunities in the language of choice.</p> <p>Limited holiday provision – limited funding and youth work hours to provide diversionary holiday activities for young people.</p>	Poor	<p>Both YFC and URDD will continue to provide welsh language and rural youth work, through the fund raising, national funding. The removal of the PCC grant will not mean they cease to exist but it will limit opportunities to support young people in Powys.</p> <p>Use existing funding from Police and Crime commissioner to fund a limited programme of activities across Powys during the holiday time.</p>	Poor	
Developing the economy	<p>The reduced funding available will lead to reduction in the range of informal/non-formal learning activities and opportunities for young people. Likely reduction in the opportunities to engage with a youth worker for mentoring, support and guidance, particularly in informal settings.</p> <p>The opportunities for gaining alternative accreditation through informal / non-formal learning will be reducing, meaning young people may have fewer qualifications, leading to more difficulties in accessing further education and employment.</p>	Poor	<p>We will look to further develop the accreditation of the work delivered by the targeted Youth Service in and outside schools.</p> <p>However, there is very limited financial and time resource available to accredit open access work.</p>	Poor	<ul style="list-style-type: none"> • Capability mapping exercise delivered by PAVO; • ARAD Research Appraisal of Options

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Learning	<p>Reduction in opportunities in Welsh Language by the URDD. Reduction in opportunities for the rural community from the YFC provision.</p> <p>The reduced funding available will lead to reduction in the range of informal/non-formal learning activities and opportunities for young people.</p>	Poor	<p>Discussion to be held with URDD and YFC to consider options for young people in Powys with reduced direct funding from PCC.</p> <p>The move towards a targeted provision in schools will increase access that some young people have to a youth worker and consequently support learner outcomes for more young people.</p> <p>We will look to develop the relationships with the high schools to maximise the opportunities available and work with them on implementing Curriculum for Life.</p>	Poor	<ul style="list-style-type: none"> Youth Work in Schools in Wales Summary Report Principal Youth Officers' Group Discussion Paper National Youth Agency Commission into the role of youth work in formal education Youth Work in Wales: Principles & Purposes Powys Youth Service Curriculum Strategy

3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement

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<p>A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>Reduction of YFC/URDD funding will lead to reduction in opportunities for young people in rural locations and through the language of their choice, welsh language.</p> <p>Potential for reduction in accredited opportunities. Less support available for the re-engagement of vulnerable young people.</p> <p>A limited early intervention /prevention services will lead to an increased burden on late intervention services such as social services, youth justice, the police and the health board.</p> <p>This additional cost will lead to less public money available for other spending priorities.</p>	<p>Very Poor</p>	<p>Explore the URDD and YFC existing support to ensure young people of Powys are not at a disadvantage.</p> <p>Explore supporting third party delivery to accredit work, where there is an appetite to do so (although there is an expectation that this will be at a vastly reduced level compared to current levels). A limited level of youth worker support will be retained, in schools Support will be directed at those identified as most in need of support, however there will continue to be gaps e.g. non-school attenders and those older than school age.</p>	<p>Poor</p>	<ul style="list-style-type: none"> • Structure Chart • Performance Reports
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<p>A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>Reduction of YFC/URDD funding will lead to reduction in opportunities for young people in rural locations and through the language of their choice, welsh language.</p> <p>Fewer opportunities to deliver informal / non-formal learning around the environment, ecology and ecosystems.</p> <p>More travel required to access a reduced level of youth provision.</p>	<p>Poor</p>	<p>A reduced offer to young people in rural Powys and through the language of their choice, Welsh language, discussion to be held around existing offer.</p> <p>We will discuss this with schools when developing an appropriate range of informal / non-formal learning opportunities.</p> <p>The retention of five Youth Hubs in the high areas of population will ensure that quality open access youth work is available to young people in those towns.</p> <p>We will consider travel when designing school-based provision such as after-school clubs.</p>	<p>Neutral</p>	
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<p>A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>Reduction of YFC/URDD funding will lead to reduction in opportunities for young people in rural locations and through the language of their choice, welsh language.</p> <p>A reduction in contact time with youth workers. Fewer young people (and their families) in need being identified at an early stage for support, signposting and referral to other services.</p> <p>This limited early intervention / prevention work will have a negative financial impact on late intervention services such as Youth Justice, Social Services and the Health Board.</p> <p>Reduction in the range of activities provided for young people (citizenship, sports, arts, health) which supports physical and mental wellbeing.</p> <p>A reduction in the opportunities for socialising outside school with peers, and learning important social and life skills which contribute to healthy body and minds.</p> <p>Potential for some young people to feel excluded from having access to a ‘safe’ space outside the family setting and becoming socially excluded.</p>	<p>Very Poor</p>	<p>Reduction in opportunities for Young Farmers to meet or Young people to converse in Welsh could lead to isolation, review existing provision to ensure this does not happen.</p> <p>We will discuss health and well-being when developing an appropriate range of informal / non-formal learning opportunities with schools.</p> <p>The retention of five Youth Hubs in the high areas of population will ensure that quality open access youth work is available to young people in those towns.</p> <p>However, there will be significant gaps in provision, especially for those of post-statutory education age.</p>	<p>Poor</p>	<ul style="list-style-type: none"> • Youth Work Alliance Wales Programme for Government
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<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>Fewer activities may result in young people 'hanging around', leading to fear of crime/anti-social behaviour or young people themselves feeling/being unsafe. Reduced range of citizenship and community activities, including those where the Youth Service works with partners such as Road Safety, the Police, the Fire Service and the Health Board.</p> <p>Reduced opportunity to challenge inappropriate behaviour, language and views which can lead to social isolation.</p>	<p>Very Poor</p>	<p>The reduction in funding will result in limited capacity and resources to respond to community needs.</p> <p>However partnerships and joint working arrangements may bring added value.</p>	<p>Very Poor</p>	<p>PYOG - Role of Youth Work in preventing offending behaviour</p>
<p>A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	<p>Reduction in delivery of curriculum activities concerned with citizenship, information and advocacy.</p>	<p>Poor</p>	<p>YFC and URDD – discussion to be held with both services to establish existing provision and opportunities for young people across Powys. Discussion to be held with schools when developing an appropriate range of informal / non-formal learning opportunities.</p> <p>The retention of five Youth Hubs in the high areas of population will ensure that quality open access youth work is available to young people in Powys.</p>	<p>Poor</p>	
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>					

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<i>Opportunities for persons to use the Welsh language</i>	Reduction of URDD grant to provide Welsh Language Youth Work across the county. Limited existing Welsh Speakers in the Youth Work Team	Very Poor	Offer the Welsh Language PCC courses to all the Youth Team. We will discuss this with schools when developing an appropriate range of informal / non-formal learning opportunities.	Very Poor	
<i>Treating the Welsh language no less favourable than the English language</i>	There will be a reduction in overall level of youth service provision but the intention is to continue to engage with young people in the language of their choice	Very Poor	Explore supporting third party organisations that deliver projects and activities through the medium of Welsh (e.g. Urdd) with reduced grant aid payments offered.	Very Poor	
<i>Opportunities to promote the Welsh language</i>	An overall reduction in youth provision, meaning fewer opportunities to promote the Welsh language.	Very Poor	Explore supporting third party organisations that deliver projects and activities promoting Welsh language and culture with no funding attached. We will discuss this with schools when developing an appropriate range of informal / non-formal learning opportunities.	Very Poor	
<i>Welsh Language impact on staff</i>	Capacity will be an issue, with many of the youth workers working part-time hours. Staff may consider attending in their own time and this would be an option to enable them to learn the language.	Poor	Encourage staff to take up the 'learning welsh' opportunities provided by PCC.	Neutral	
<i>People are encouraged to do sport, art and recreation.</i>	An overall reduction in youth provision, meaning fewer opportunities to participate in sport, art and recreation.	Poor	We will discuss this with schools and the third sector when developing an appropriate range of informal / non-formal learning opportunities.	Poor	
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).					

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<p><i>Age</i></p>	<p>Services for 11 – 25 year olds with focus on 13 – 19. Reduced contact time with youth workers resulting in fewer young people (and their families) in need being identified for signposting and referral to other support services. There will be a reduction in the range of positive activities provided, (citizenship, sports, arts, health) which supports YP physical and mental wellbeing. Access to other young people, having a safe space outside the family setting and being socially included will be impacted upon.</p>	<p>Very Poor</p>	<p>YFC and URDD – discussion to be held with both services to establish existing provision and opportunities for young people across Powys. We will work with schools to develop an appropriate range of informal / non-formal learning opportunities. The retention of five Youth Hubs in the high areas of population will ensure that quality open access youth work is available to some young people in Powys.</p>	<p>Poor</p>	
<p><i>Disability</i></p>	<p>Reduced funding will impact on our ability to engage with young people who are not in mainstream school.</p>	<p>Poor</p>	<p>There is limited capacity for work in special schools and this is a clear gap that needs to be addressed.</p>	<p>Poor</p>	
<p><i>Gender reassignment</i></p>	<p>Reduced funding will impact on our ability to engage with young people who are not in mainstream school.</p>	<p>Poor</p>	<p>Each Youth Hub has had training around LGBT and gender reassignment issues and will be able to offer support to young people when issues arise. We will work to ensure that targeted support is available to recognise young people’s needs.</p>	<p>Neutral</p>	
<p><i>Marriage or civil partnership</i></p>	<p>No impact</p>	<p>Neutral</p>		<p>Neutral</p>	

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<p><i>Race</i></p>	<p>Racism will continue to be challenged through the schools and open access provision.</p> <p>However, reduced funding will impact on our ability to engage with young people who are not in mainstream school.</p>	<p>Poor</p>	<p>We will work with schools to develop an appropriate range of informal / non-formal learning opportunities.</p> <p>Appropriate training for youth workers will be available.</p> <p>We will work to ensure that targeted support is available to recognise young people's needs.</p>	<p>Neutral</p>	
<p><i>Religion or belief</i></p>	<p>Intolerance will continue to be challenged through the schools and open access provision.</p> <p>However, reduced funding will impact on our ability to engage with young people who are not in mainstream school.</p>	<p>Poor</p>	<p>We will work with schools to develop an appropriate range of informal / non-formal learning opportunities.</p> <p>Appropriate training for youth workers will be available.</p> <p>We will work to ensure that targeted support is available to recognise young people's needs.</p>	<p>Neutral</p>	
<p><i>Sex</i></p>	<p>The 'C' card scheme will be maintained and relationship issues will still remain a focus for the curriculum promoting healthy sexuality.</p> <p>However, reduced funding will impact on our ability to engage with young people who are not in mainstream school.</p>	<p>Poor</p>	<p>We will work with schools to develop an appropriate range of informal / non-formal learning opportunities.</p> <p>Appropriate training for youth workers will be available. Working with other LEA/Youth Services and Agored Cymru to develop new training course.</p> <p>We will work to ensure that targeted support is available to recognise young people's needs.</p>	<p>Neutral</p>	

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<p><i>Sexual Orientation</i></p>	<p>Intolerance will continue to be challenged through the schools and open access provision.</p> <p>However, reduced funding will impact on our ability to engage with young people who are not in mainstream school.</p>	<p>Poor</p>	<p>We will work with schools to develop an appropriate range of informal / non-formal learning opportunities.</p> <p>Appropriate training for youth workers will be available.</p> <p>We will work to ensure that targeted support is available to recognise young people's needs.</p>	<p>Neutral</p>	
<p><i>Pregnancy and Maternity</i></p>	<p>Reduced funding will impact on our ability to engage with young people who are not in mainstream school.</p> <p>We are no longer supporting Young Parent's groups.</p>	<p>Poor</p>	<p>We will work to ensure that targeted support is available to recognise young people's needs.</p>	<p>Poor</p>	

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4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle (5 ways of working)					
<p>Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</p>	<p>There will still be a need for youth provision to support YP in most need and provide a range of informal, non-formal learning and recreational activities.</p> <p>The current structures and delivery models are not sustainable given the level of savings required.</p> <p>The reduced funding available will lead to reduction in the range of informal/non-formal learning activities and opportunities for young people.</p> <p>Likely reduction in the opportunities to engage with a youth worker for mentoring, support and guidance, particularly in informal settings.</p> <p>The opportunities for gaining alternative accreditation through informal / non-formal learning will be reducing, meaning young people may have fewer qualifications, leading to more difficulties in accessing further education and employment.</p>	<p>Poor</p>	<p>YFC and URDD – discussion to be held with both services to establish existing provision and opportunities for young people across Powys.</p> <p>To explore the potential of carrying out some long term, generational, decadal planning, review census data, etc.</p> <p>The long term goal is to seek out new opportunities and work closely with community groups and third sector to deliver youth-based activities and projects across the county.</p> <p>The role of supporting those most in need of Youth worker support will be strengthened, through staff based in High Schools and targeted provision.</p>	<p>Poor</p>	

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Principle	How does the policy / change objective impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below	Source of Outline Evidence to support judgement
<p>Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i></p>	<p>Following on from the completion of the research work undertaken by Arad and PAVO it is clear that collaboration is required to deliver universal youth services to all young people in Powys.</p> <p>However, there will be a reduced range of activities where the Youth Service directly works with partners such as Road Safety, the Police, the Fire Service and the Health Board.</p>	<p>Poor</p>	<p>We will discuss joined-up approaches to delivering youth services with a range of organisations and partners.</p>	<p>Neutral</p>	
<p>Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them.</i></p>	<p>Intention to continue to actively engage with stakeholders, partners and service users and to maximise technology to do so.</p>	<p>Neutral</p>	<p>Ensure that all existing and new partners are actively involved in consultation, participation and planning.</p> <p>We will conduct annual surveys with young people and parents to inform any service development and commissioning.</p>	<p>Good</p>	<p>Draft Powys Children and Young People's Participation Strategy 2015-2018</p>

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<p>Prevention: Understanding the root causes of issues to prevent them from occurring.</p>	<p>Reduced contact time with professional youth workers resulting in fewer young people (and their families) able to access the range of support available.</p> <p>Reduced funding for YFC and Urdd will have a negative impact of the community.</p> <p>This can include – Access to other Young People, having a safe space outside the family setting, being socially included.</p> <p>Reduction in the range of positive activities which supports young people’s physical and mental wellbeing (citizenship, sports, arts, health).</p> <p>Signposting and referral to other support services.</p> <p>Without this support, situations will develop which require a higher, more costly level of intervention, such as targeted support or Social Services.</p>	<p>Very Poor</p>	<p>YFC and URDD – discussion to be held with both services to establish existing provision and opportunities for young people across Powys.</p> <p>We will discuss joined-up approaches to delivering youth services with a range of organisations and partners.</p> <p>A reduced level of youth worker support will be retained but presence in schools to be maintained during term-time only.</p> <p>We will work with schools to develop an appropriate range of informal / non-formal learning opportunities.</p> <p>The retention of five Youth Hubs in the high areas of population will ensure that quality open access youth work is available to some young people in Powys.</p>	<p>Poor</p>	
<p>Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</p>	<p>We will continue to actively participate in meetings involving the range of public and third sector bodies in Powys.</p>	<p>Neutral</p>	<p>We will review the Youth Service approach to integration and joint-working.</p>	<p>Neutral</p>	

Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
<p>Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.</p>	<p>As in earlier sections, it is predicted that a reduction in the range of support and opportunities for young people may have a negative impact on health, education and well-being outcomes.</p>	<p>Poor</p>	<p>YFC and URDD – discussion to be held with both services to establish existing provision and opportunities for young people across Powys.</p> <p>We will discuss joined-up approaches to delivering youth services with a range of organisations and partners.</p> <p>A reduced level of youth worker support will be retained in schools during term time.</p> <p>We will work with schools to develop an appropriate range of informal / non-formal learning opportunities.</p> <p>The retention of five Youth Hubs in the high areas of population will ensure that quality open access youth work is available to some young people in Powys.</p> <p>We will also develop the partnerships and targeted work supporting young people who are NEET (Not in Education, Employment and Training).</p>	<p>Poor</p>	

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Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	The limited open access provision, could lead to fewer opportunities for young people to develop trusting relationships with youth workers, potentially resulting in fewer disclosures of abuse and neglect. Alternatives may be less successful in highlighting such issues.	Very Poor	YFC and URDD – discussion to be held with both services to establish existing provision and safeguarding procedures for young people across Powys. Guidance and training, plus signposting to School-based youth worker provision will form part of any new way of working and commissioning.	Very Poor	
Corporate Parenting: Enabling our looked after children to fulfil their potential.	The reduced funding available will lead to reduction in the range of informal/non-formal learning activities and opportunities for these young people. Likely reduction in the opportunities to engage with a youth worker for mentoring, support and guidance, particularly in informal settings.	Poor	A reduced level of youth worker support will be retained but presence in schools to be strengthened. We will work with schools to develop an appropriate range of informal / non-formal learning opportunities. The retention of five Youth Hubs in the high areas of population will ensure that quality open access youth work is available to some young people in Powys.	Neutral	
Impact on PCC Workforce	Making staff redundant.	Very Poor	Follow management of change process.	Very Poor	

5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
High	Medium	Medium

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6. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks			
i)	Failure to meet statutory function of delivering a 'high quality Youth Service' and to meet national priorities including the Wellbeing of Future Generations Act, the Youth Engagement & Progression Framework, Tackling Poverty agenda and Youth Work in Wales strategy.		
ii)	Failure to meet local priorities including contributing to the Estyn inspection framework 'Local Authority Education Service for Children and Young People' and the Corporate Improvement Plan.		
iii)	Disadvantaged young people no longer voluntarily engage with the service due to the delivery changes - young people who do not easily conform to society's expectations of rules and regulations, or are at risk from harm, and where developing a relationship with a qualified youth worker in casual/relaxed settings can be significant		
iv)	Limited capacity in third sector to deliver replacement services		
v)	Lack of identified budget to commission third sector to deliver services		
vi)	Capacity to manage Youth Service efficiently compromised due to reduction in Management Team		
vii)	Reduction in services as a consequence of reduced funding from Welsh Government and Revenue Support Grant		
viii)	The reduced level of the Early Intervention/Prevention service provided by the Youth Service leading to increased costs for other services including Social Services and Education.		
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
	✓		
Mitigating Actions			Residual Risk (after mitigation)
i)	Work with schools and other partners on alternative delivery models.		Medium
ii)	Work with other departments on ensuring impact of cuts are fully understood		Medium
iii)	Ensure targeted youth support is available to support the most vulnerable young people		High
iv)	Restart discussion with third sector regarding delivery		High
v)	Ensure that roles are clearly defined		High
vi)	Consider alternative delivery models		High
vii)	Seek further in-year savings		Medium
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area? PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			

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- The work of the universal and targeted youth services supports the Children & Young People’s Partnership early intervention and prevention agenda. Potential impacts include an increase in offending behaviour and a greater requirement for access to expensive Social Services support (including Childrens’ Area Teams and Youth Justice Service).
- A reduction in extent of youth worker provision that delivers informal/non-formal learning has the potential to impact on educational outcomes for some young people – therefore there will be an impact on schools and other educational establishments, and the Schools Service.
- The reduction of the grant aid on Welsh Language speaking young people and those young people in the rural locations of Powys accessing the clubs provided by YFC will have a negative impact.
- The heavy dependence on Welsh Assembly grant funding in 2019/20 leaves the service in a very vulnerable position, changes/reduction in this funding will have a negative impact on the young people who access the open access/universal service throughout Powys.

7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
<p>Young people will be offered the opportunities through the YFC and URDD clubs but the full impact of the reduction in funding completely is unknown at this time.</p> <p>Young people will continue to have access to qualified youth workers who can provide advice, guidance and mentoring, however there will be reduced opportunities to access this support. A reduction in early intervention / prevention support will lead to an increased burden on more expensive late intervention services such as Youth Justice, Social Services, special education provision, the Police and the Health Board.</p> <p>The service budget reduction will also result in fewer opportunities for young people to engage in a range of informal and non-formal learning opportunities outside schools. This will particularly impact on those smaller towns where youth clubs have closed.</p> <p>The Service will seek out all and any appropriate and effective means to deliver good quality opportunities for young people, and ensure that targeted work for those most at risk or disengaged from society remains. A grant bid is being pursued to strengthen this approach but there are threats to some of the funding sources used to support this.</p>	

8. Is there additional evidence to support the Impact Assessment (IA)?

What additional evidence and data has informed the development of your proposal?

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Via the Youth Service Project Board and Leisure and Recreation Quarterly Performance Reviews
Please state when this Impact Assessment will be reviewed.

10. Sign Off

Position	Name	Signature	Date
Service Manager:	Helen Quarrell		
Head of Service:	Stuart Mackintosh		
Strategic Director:	Ian Budd		
Portfolio Holder:	Rachel Powell		

FORM ENDS