

Equalities Comprehensive Impact Assessment v3 - Head of service review

Reference: ECIA565453054

Submitted: 08 December 2023 09:55 AM

Executive summary

Title of policy / decision: Transforming Youth Service – Colchester Youth Centre refurbishment projects

Policy / decision type: Executive Director Decision (EDD)

Overview of policy / decision: Investing in improved accommodation for three youth centres in Colchester. This project will refurbish the Colchester Townhouse, Highwoods and Stanway Youth Centres, developing the Townhouse into a flagship youth centre in the heart of the town centre and a space fit for young people in the area for a long time to come. The refurbishments will provide a comprehensive range of improvements and extensions to current provision to ensure that Colchester's young people have access to high quality facilities and professional support.

Lack of any significant investment over many years has led to a situation where the existing facilities no longer fully meet the needs of service users and consequently are not used to their full capacity.

What outcome(s) are you hoping to achieve?: The investment will support vulnerable children in Essex to fulfil their potential. The refurbished accommodation will provide young people with greater opportunity to access a variety of services and opportunities. Current and future young people attending the facilities will benefit from upgraded accommodation that caters for their needs and enables the youth centre to continue significantly improved employment, education and training opportunities and life chances for young people in Colchester, including those from deprived communities.

The outcome from the refurbishment works at the youth centres will significantly improve employment, education and training opportunities and life chances for young people in Colchester, including those from deprived communities, the benefits will be:

- Increased opportunities for young people to access skilled youth professionals
- Increased skills levels for young people within Colchester and surrounding areas.
- Increased access and opportunities for young people to support their wellbeing.
- Prospect for greater engagement and social mixing of young people within Colchester and surrounding communities
- Increased variety of services and opportunities available to young people
- Increased footfall to the Townhouse (and therefore town centre).
- Improved physical health and wellbeing (e.g., due to bouldering facility and sports hall facilities)

Executive Director responsible for policy / decision: Tom Walker (Economy, Investment and Public Health)

Cabinet Member responsible for policy / decision: Cllr Tom Cunningham (Highways, Infrastructure and Sustainable Transport)

Is this a new policy / decision or a change to an existing one?: New policy / decision

How will the impact of the policy / decision be monitored and evaluated?: With support for the CBC programme management office and project management resourcing, ECC Youth Service will monitor and evaluate the work carried out inside the refurbished youth facilities and record the engagements undertaken by

the service and partner organisations who are users of the facilities using GROOP and IYSS data management systems. The Youth Service team will compile quarterly reports and feedback on the project as part of the ongoing project management and then subsequently business as usual process.

Will this policy / decision impact on:

Service users: Yes

Employees: No

Wider community or groups of people: Yes

What strategic priorities will this policy / decision support?: Strong, Inclusive and Sustainable Economy, High Quality Environment, Health, Independence and Wellbeing for All Ages, A good place for Children and Families to Grow

Which strategic priorities does this support? - Economy?: Levelling up the economy

Which strategic priorities does this support? - Environment: Transport and built environment

Which strategic priorities does this support? - Health: Carers

Which strategic priorities does this support? - Families: Education outcomes, Outcomes for vulnerable children

What geographical areas of Essex will the policy / decision affect?: Colchester

Digital accessibility

Is the new or revised policy linked to a digital service (website, system or application)?: No

Equalities - Groups with protected characteristics

Age

Nature of impact: Positive

Extent of impact: Low

Disability - learning disability

Nature of impact: None

Disability - mental health issues

Nature of impact: None

Disability - physical impairment

Nature of impact: None

Disability - sensory impairment

Nature of impact: None

Sex

Nature of impact: None

Gender reassignment

Nature of impact: None

Marriage / civil partnership

Nature of impact: None

Pregnancy / maternity

Nature of impact: None

Race

Nature of impact: None

Religion / belief

Nature of impact: None

Sexual orientation

Nature of impact: None

Rationale for assessment, including data used to assess the impact: A fundamental driver of this project is the aspiration to create greater opportunities for all and particularly support those who experience more disadvantaged circumstances through targeted interventions. As such, it is not anticipated that the implementation of this project will have a disproportionately adverse impact on any people with a particular characteristic. The project will instead champion the offering of services and provision of facilities that can be accessed and enjoyed by all children and young people from the local areas served by the youth centres.

What actions have already been taken to mitigate any negative impacts?:

How could you strengthen any positive impact(s)?:

Levelling up - Priority areas & cohorts

Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)

Nature of impact: Too early for impact to be known

Children on Free School Meals

Nature of impact: None

Working families

Nature of impact: None

Young adults (16-25 who have not been in education, training or employment for around 6-12 months)

Nature of impact: Positive

Extent of impact: Low

Residents of Harlow

Nature of impact: None

Residents of Jaywick and Clacton

Nature of impact: None

Residents of Harwich

Nature of impact: None

Residents of Basildon (Town) housing estates

Nature of impact: None

Residents of Canvey Island

Nature of impact: None

Residents of Colchester (Town) - Housing Estates

Nature of impact: Too early for impact to be known

Residents of Rural North of the Braintree District

Nature of impact: None

Rationale for assessment, including data used to assess the impact: The outcomes will include significantly improved employment, education and training opportunities and life chances for young people in Colchester, including those from deprived communities, by raising their confidence and aspirations through improved access to state-of-the-art facilities that facilitate targeted service delivery.

Growth of economic opportunity in Colchester could also help address wider deprivation across North Essex. However, the borough needs to minimise its over-reliance on jobs in the predominant four sectors that have been vulnerable to the effects of COVID-19 (i.e., retail, tourism, hospitality, and healthcare). Productivity and earnings remain low (GVA/hour is 87.7% of the East of England's) due to prevalence of low-productivity sectors, part-time work and out-commuting of skilled workers. Local transport challenges, including between the most deprived areas and emerging employment centres, have also been detrimental to the development and retention of young people in local employment. Colchester borough is one of the fastest growing areas in terms of population in the UK with an expected increase of 15.6% across all ages by 2043 (from 2018

The target beneficiaries for this project are young people aged 13-19, and up to age 25 for those with Special Educational Needs and Disabilities (SEND). Additionally, the Youth Service recognises that the children of today are the young people of tomorrow and that as the pace of change continues to accelerate, particularly for this generation, we will ensure that the facilities and services provided also cater for children when they reach secondary school age.

With support for the CBC programme management office and project management resourcing, ECC Youth Service will monitor and evaluate the work carried out inside the refurbished youth facilities and record the engagements undertaken by the service and partner organisations who are users of the facilities using GROOP and IYSS data management systems. The Youth Service team will compile quarterly reports and feedback on the project as part of the ongoing project management and then subsequently business as usual process.

What actions have already been taken to mitigate any negative impacts?:

How could you strengthen any positive impact(s)?:

Equalities - Inclusion health groups and other priority groups

Refugees / asylum seekers

Nature of impact: None

Homeless / rough sleepers

Nature of impact: None

People who experience drug and alcohol dependence

Nature of impact: None

Offenders / ex-offenders

Nature of impact: None

Victims of modern slavery

Nature of impact: None

Carers

Nature of impact: None

Looked after children / care leavers

Nature of impact: None

The armed forces community (serving personnel and their families, veterans, reservists and cadets)

Nature of impact: None

People who are unemployed / economically inactive

Nature of impact: None

People on low income

Nature of impact: None

Sex workers

Nature of impact: None

Ethnic minorities

Nature of impact: None

Gypsy, Roma, and Traveller communities

Nature of impact: None

People with multiple complex needs or multi-morbidities

Nature of impact: None

Rationale for assessment, including data used to assess the impact: The service delivers to all young

people and is not relevant to any specific group.

What actions have already been taken to mitigate any negative impacts?:

Equalities - Geographical Groups

People living in areas of high deprivation

Nature of impact: Too early for impact to be known

People living in rural or isolated areas

Nature of impact: None

People living in coastal areas

Nature of impact: None

People living in urban areas

Nature of impact: Too early for impact to be known

Rationale for assessment, including data used to assess the impact: The outcomes will include significantly improved employment, education and training opportunities and life chances for young people in Colchester, including those from deprived communities, by raising their confidence and aspirations through improved access to state-of-the-art facilities that facilitate targeted service delivery.

Growth of economic opportunity in Colchester could also help address wider deprivation across North Essex.

What actions have already been taken to mitigate any negative impacts?:

Families

Family formation (e.g. to become or live as a couple, the ability to live with or apart from children)

Nature of impact: None

Families going through key transitions e.g. becoming parents, getting married, fostering or adopting, bereavement, redundancy, new caring responsibilities, onset of a long-term health condition

Nature of impact: None

Family members' ability to play a full role in family life, including with respect to parenting and other caring responsibilities

Nature of impact: None

Families before, during and after couple separation

Nature of impact: None

Families most at risk of deterioration of relationship quality and breakdown

Nature of impact: None

Rationale for assessment, including data used to assess the impact: The building is used by a service that

provides for young people rather than the family group.

What actions have already been taken to mitigate any negative impacts?:

Crime & Disorder

Crime and disorder

Nature of impact: Positive

Extent of impact: Low

The misuse of drugs, alcohol and other substances

Nature of impact: Positive

Extent of impact: Low

Re-offending

Nature of impact: Positive

Extent of impact: Low

Serious violence

Nature of impact: Positive

Extent of impact: Low

Rationale for assessment, including data used to assess the impact:

The outcomes will include significantly improved employment, education and training opportunities and life chances for young people in Colchester, including those from deprived communities, by raising their confidence and aspirations through improved access to state-of-the-art facilities that facilitate targeted service delivery. Castle Ward, where the Townhouse is located, experiences higher crime rates than elsewhere in the Borough, strengthening the rationale for providing meaningful activities for young people in the heart of the Town Centre – to help boost confidence, social interactions and mental health.

(If negative impact assessed) What actions will be undertaken to mitigate negative impacts, including timescales:

What actions have already been taken to mitigate any negative impacts?:

How could you strengthen any positive impact(s)?:

Climate

Does your decision / policy involve development or re-development of buildings or infrastructure?: No

Does your decision / policy take place in, or make use of, existing buildings or infrastructure?: Yes

The use of existing buildings will always have a climate impact because it requires energy consumption. Please outline how you will mitigate against this impact: Where appropriate LED lights will be used and be on PIR sensors

Does your decision / policy involve elements connected to transport, travel or vehicles? This includes travel needs / requirements of both service users and staff (including staff you're planning to recruit): No

Are you undertaking a procurement exercise?: Yes

Please confirm for purchase over £100k that you have a carbon reduction plan as part of your procurement: N/A

Please list which climate TOMS (Themes, outcomes & measures) you have included in your procurement and the weighting these have been given: This procurement has been a direct award.

Does your decision / policy involve the purchase of goods or materials?: No

Will any waste be generated by this decision? This includes waste from construction, waste generated by service users / staff, and waste generated by replacing existing products / materials with new: Yes

Most of our activities will generate waste so it is important that this waste is managed properly. Generally, the more waste produced the greater the greenhouse gas impact. What approaches are in place to maximise reuse, recycling and composting of any waste generated by this decision? Please specify how you are:

Measuring the amount of waste being generated and setting targets to reduce, for example setting reuse requirements: Waste will recycled where possible and will be the contractors responsibility under the contract. Onsite and off site recycling and removal by the contractor.

Requiring recycling - such as setting targets for waste recycled, or providing facilities to recycle: Waste will recycled where possible and will be the contractors responsibility under the contract. Onsite and off site recycling and removal by the contractor.

Operating the service in a digital way to reduce use of material resources: This is a building refurbishment so not digital.

Sharing goods and services with others to reduce resource use: Waste will recycled where possible and will be the contractors responsibility under the contract. Onsite and off site recycling and removal by the contractor.

Donating or selling materials and products that are no longer required to keep them in use elsewhere: Waste will recycled where possible and will be the contractors responsibility under the contract. Onsite and off site recycling and removal by the contractor.

Avoiding over-packaged or difficult to recycle goods: Waste will recycled where possible and will be the contractors responsibility under the contract. Onsite and off site recycling and removal by the contractor.

Avoid single-use items, in particular single use plastic: Waste will recycled where possible and will be the contractors responsibility under the contract. Onsite and off site recycling and removal by the contractor.

Recycling and composting waste where applicable: Waste will recycled where possible and will be the contractors responsibility under the contract. Onsite and off site recycling and removal by the contractor.

Where will waste be treated and disposed of? This includes general rubbish and recycling: Waste will recycled where possible and will be the contractors responsibility under the contract. Onsite and off site recycling and removal by the contractor.

Nature of impact

Built Environment / Energy: None

Sustainable Transport / Travel: None

Waste: None

Rationale for assessment, including data used to assess the impact: This is an already existing service. Due to the tight budget constraints for this refurbishment project there are no upgrades being made to the existing buildings sustainability or improvement to the buildings energy efficiency.

What actions have already been taken to mitigate any negative impacts?:

Action plan to address and monitor adverse impacts

Does your ECIA indicate that the policy or decision would have a medium or high adverse impact on one or more of the groups / areas identified?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date ECIA completed: 28/11/2023

Name of person completing the ECIA: Emily Elliston

Email address of person completing the ECIA: emily.elliston@essex.gov.uk

Your function: Corporate Services

Your service area: Transformation, Delivery, and Support

Your team: Project Management

Are you submitting this ECIA on behalf of another function, service area or team?: Yes

Function: Children, Families and Education

Service area:

Team:

Email address of Head of Service: clare.kershaw@essex.gov.uk