

Equalities Impact Assessment for the Be There! Do It Programme. Recreational Activities for Young People Aged 11 – 19 Years

Service	Community Services	Section: Corporate Performance and Community Services	Person responsible for the assessment			
Name of the Programme to be assessed		Be There! Do It! Youth Programme	Date of Assessment	19/07/2007	Is this a new or existing programme	Existing
1. Briefly describe the aims, objectives and purpose of the policy			<ul style="list-style-type: none"> • To work collaboratively with local community organisations and key statutory groups including Hertfordshire County Council, Connexions and Hertfordshire Constabulary. • To co-ordinate and promote a diverse range of diversionary activities that meet the needs of local young people across the borough. • To reduce youth nuisance incidents across the borough • To directly support the Council achieve a range of its Local Area Agreement targets in relation to health, volunteering and community safety 			
2. Are there any associated objectives of the policy, please explain			<p>To ensure that the programme is linked to other initiatives, policies and strategies in Community Services across the Council and other partnership arrangements including</p> <ul style="list-style-type: none"> • Cultural and Leisure Strategy • Crime and Disorder Reduction Strategy • Hertfordshire Children and Young People's Plan • Community Strategy • Corporate Plan • Play Strategy • Sports Development Strategy 			
3. Who is intended to benefit from the policy and in what way			<ul style="list-style-type: none"> • Young people across the borough aged between 11 and 19 are offered a range of high quality and affordable activities • Local residents and Hertfordshire Constabulary – Reduction in youth annoyance • Connexions • Hertfordshire County Council – Support the five Every Child Outcomes • Hertsmere Leisure – Increase user numbers 			

4. What outcomes are wanted from this policy?	<ul style="list-style-type: none"> • Reduction in levels of youth annoyance • Wide range of fun and affordable activities that meet the need of local young people • Increased satisfaction amongst residents towards Hertsmere Borough Council 		
5. What factors/forces could contribute/detract from the outcomes?	<p>Positives:</p> <ul style="list-style-type: none"> • Partnership working – Children’s trust Partnership • Improved publicity, communication and IT to increase awareness of the programmes • Communication to and education of members of the public, stakeholders and tenants • Training and increased awareness amongst partners • Commitment of stakeholders <p>Negatives:</p> <ul style="list-style-type: none"> • Change to Government initiatives • Negative Press coverage of young people • Lack of funding/resources • Local Area Agreement – Complex funding arrangements 		
6. Who are the main stakeholders in relation to the programme?	Hertsmere Borough Council, Hertfordshire County Council, Hertfordshire Constabulary, Connexions, Hertsmere Youth Network, Hertsmere Children’s Trust Partnership, Local schools, Hertsmere Leisure	7. Who implements the policy and who is responsible for the policy?	The Council, Members and Officers. Hertsmere Youth Network ultimate responsibility is with the Head of Corporate Support and Community Services
	Y/N	Concern	Evidence to Support Yes/No Assessment
8. Are there concerns that the policy could have a differential impact on people due to their age	N	The programme has been specifically developed to cater for the needs of young people within the age group 11–19 years.	<ul style="list-style-type: none"> • The programme has been broken down into three specific age bands in order to meet the differing and complex needs of young people: Be There! Do It! 11 –13 yrs, Get me out of Here! 13 – 16yrs and I:Meet 16-19yrs. • Activities reflect the differing needs of the different age bands. • The age of all participants is monitored to ensure the Council is catering for all age bands. • Communications, information leaflets, etc will be circulated through key agencies including schools, connexions and youth clubs

<p>9. Are there concerns that the policy could have a differential impact due to disability</p>	<p>Y</p>	<p>There could be concerns that people with disabilities could be disadvantaged in accessing communications and participating in the BT!DI! Programme.</p> <p>Disability groups may have more profound difficulties in accessing appropriate transport to venues .</p>	<ul style="list-style-type: none"> • Provision is made to ensure that activities are run in fully accessible venues wherever possible • Hertfordshire County Council to support transport arrangements for young people with disabilities. • Communications and advertising can be made available in different formats such as large print and audiocassettes. • Proactively work with local disability groups including Mencap, local special Needs Schools and Hertfordshire County Council to promote activities
	<p>Y</p>	<p>There could be concerns that applicants with disabilities may be unable to participate in activities</p>	<ul style="list-style-type: none"> • The council will continue to monitor allocations to people with disabilities • Through partnership forums (e.g. Children's Trust Partnership) the Council will evaluate activities and change accordingly. • Hertsmeire Borough Council operates a Hert Card programme scheme which offers reduced charges to a variety of community groups including young people. • The Council will endeavour to run activities in venues that are accessible and comply with the Disability Discrimination Act.
	<p>Y</p>	<p>BTDI may not give adequate opportunity to young people from disadvantaged backgrounds</p>	<ul style="list-style-type: none"> • The Council offers a comprehensive referral system in partnership with a wide range of community organisations including Hertfordshire County Council, Connexions the Hertfordshire Constabulary. • Hertsmeire Borough Council operates a Hert Card programme scheme which offers reduced charges to a variety of community groups including young people.
<p>10. Are there concerns that the policy could have a differential impact due to gender reassignment</p>	<p>N</p>	<p>There is no evidence to support concerns about differential impact due to gender reassignment</p>	<ul style="list-style-type: none"> • All participants are given equal rights in accessing activities and places are offered on a strictly first come first served basis. • The Council has policies and procedures in place to deal with harassment. Any participant found guilty of harassment would be expelled from the programme

11. Are there concerns that the policy could have a differential impact on people due to their marital status (but only in respect of eliminating unlawful discrimination)	N		<ul style="list-style-type: none"> • Not applicable.
12. Are there concerns that the policy could have a differential impact on people due to pregnancy or maternity	N		<ul style="list-style-type: none"> • The teenage pregnancy rate for Hertsmere is significantly better than the English averageⁱ
13. Are there concerns that the policy could have a differential impact on racial groups?	Y	There could be concerns that BME, and disability groups may be disadvantaged in terms of accessing information about the various programmes.	<ul style="list-style-type: none"> • The BTDI scheme is developed with the support of a wide range of community groups and is publicised in local schools • We recognise that Be There! Do It! (BTDI) could disadvantage different racial groups. However evidence from current schemes with good practices does not support these concerns. We will be using the same good practices and will be putting procedures and safeguards in places to ensure support and assistance are available and information and communications are accessible. • The Council will continue to monitor the ethnicity of participants/applicants and be proactive in attracting underrepresented groups. • Communications and information material, including the BT!DI Programme in hard and electronic format , will be made available in different languages and formats on request. • Communications and newsletters will be available in local schools, community centres, libraries and other public buildings
	Y	There could be concerns regarding BME groups accessing activities where there are difficulties with communicating in English Language	<ul style="list-style-type: none"> • The booking process will be kept as simple as possible.

	Y	There could be concerns some racial /religious groups may not participate in the BTDI scheme if delivered in areas away from their places of worship, community groups, and social networks.	<ul style="list-style-type: none"> • The programme is delivered across the whole borough in a wide variety of facilities and venues. • The council would monitor the ethnic mix within different areas. Council monitoring of bookings would enable identification of any imbalance
14. Are there concerns that the programme could have a differential impact on people due to their religion or belief?	Y	There could be concerns that different religious groups could be disadvantaged due to the timings of when activities are run.	<ul style="list-style-type: none"> • The Council will be mindful in its planning process to avoid clashing with key religious festivals wherever possible.
15. Are there concerns that the policy could have a differential impact on people due to their sex	Y	There may be a differential outcome in terms of participation between boys and girls	<ul style="list-style-type: none"> • Monitoring information on gender will be collected internally. • Activities that are available to young people are identified through extensive consultation involving both boys and girls. This is reflected in the diverse range of activities that are made available.
16. Are there concerns that the policy could have a differential impact on people due to sexual orientation	N	There is no evidence to support concerns about differential impact due to sexual orientation	<ul style="list-style-type: none"> • All participants are given equal rights in accessing activities and places are offered on a strictly first come first served basis. • The Council has policies and procedures in place to deal with harassment. Any participant found guilty of harassment would be expelled from the programme
17. Are there concerns that the policy could have a differential impact on people due to them having dependants/caring responsibilities?	N		<ul style="list-style-type: none"> • Not applicable
18. Are there concerns that the policy could have a differential impact on people due to their offending past?	N		<ul style="list-style-type: none"> • Not applicable.

19. Could the differential impact identified in 8-18 amount to there being the potential for adverse impact in this policy	No		The possible differential impact noted in the sections above does not amount to an adverse impact on any equality group. The contingency plan/action specified in each relevant section will enable the council to be pro-active in dealing with the concerns thereby ensuring there is no adverse impact on any of the equality groups. For example, we will continue to provide information in different languages and format on request; ensure activities are run at venues that are fully accessible; ensure activities are run on different days and that they do not clash with religious events; ensure activities reflect the needs of boys and girls; etc.		
20. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason	N/A				
21. Should the policy proceed to a partial impact assessment?	No		22. If Yes, is there enough evidence to proceed to a full EqIA?	N/A	
			23. Date on which Partial or Full impact assessment to be completed by	N/A	

Signed (Completing officer):

Signed (Lead Officer) _____

¹ Health Profile 2011 – Hertsmere (copy available)