

Equality Impact Assessment (EIA)

Boys and Young Men's Service Review

Equality impact, needs and requirements assessment form

Please use this form to record your findings, proposed actions, equality objectives and targets. Use the guidance notes to help you do the assessment or contact the Equality Standard Project Manager if you need some advice

About the policy, practice, service or function you are assessing

Name of policy, practice, service or function: Boys and Young Men's Service Review

Assessment team leader name: Norman Smith

Department responsible: Children and Young People's

Service Area: Youth Service

Other members of assessment team:

Name	Position	Area of expertise	Comments
Hazel Simpson	Programme Manager	Chair of the Equality Impact Assessment Group	
Ellie Fletcher	Participation Officer	Participation – Children and Young People	
Norman Smith	Deputy Head of Youth Service	Services for Young People 13-19	
Sheila McFarlane	Commissioner for Teenage Pregnancy	Strategic Lead for teenage pregnancy	

Stephanie Cook	Acting Assistant Director – Specialist Services	Derby City Primary Care Trust managing sexual health services and teenage pregnancy lead for Primary Care Trust	
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Question	Response/ findings
What are the main aims and objectives or purpose of the policy, practice, service or function that you are assessing?	To deliver an integrated model of relationship and sex education by education services and sexual outreach services through health services for boys and young men aged 12-25 years and support for young fathers
Who implements, carries out or delivers the policy, practice, service or function? Please state where this is more than one person, team, department, or body – and include any outside organisations who deliver under procurement arrangements	Derby City Council Youth Service Boys and Young Men's Team partly commissioned by Derby City Primary Care Trust and Children and Young People's department
Who is affected by the policy, practice, service or function, or by how it is delivered? Such as, who are the external and internal customers, groups, or communities?	<p>Boys and young men, young fathers and mothers, young girls, parents, carers, practitioners, for example teachers, youth workers, school nurses, Connexions, College, Young Men's Christian Association, Youth Offending Service, Young Addaction</p> <p>Universal service to boys and young men in secondary schools and colleges. Targeted service within hot spot areas for teenage pregnancy for example Derwent, Sinfin, Alvaston and city centre, Kingsmead School (Pupil Referral Unit)</p>

Question	Response/ findings
<p>What outcomes do we want to achieve, why and for whom? For example, what do you want to be providing, how well, what changes or improvements, and what should the benefits be for customers, groups or communities?</p>	<p>Enabling choice – part of the Teenage Pregnancy Strategy</p> <ol style="list-style-type: none"> 1. Boys and young men feel confident in discussing relationship and sexual health issues and in making positive choices about their sexual health that feel right for them 2. Young people will have the skills to say ‘no’ to any pressure they come under to have sex 3. All young people know where to get help and advice about local sexual health services 4. Boys and young men have access to high quality sexual health advice, support and receive condoms and can easily access Chlamydia screening 5. Contribute towards reducing under 18 conception rates, reduction in sexually transmitted infection and Chlamydia rates 6. Young fathers have access to appropriate support in order to become more confident parents <p>Benefits: Reduction in under 18s conception rates, sexually transmitted infections and Chlamydia rates</p>

Question	Response/ findings
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What existing or previous inspections of the policy, practice, service or function are there? For example, Best Value Inspections, policy reviews, research into the effects of a policy or practice.

What did they tell you?

- **Youth Service Office for Standards in Education Inspection January 2005**
Highlighted the development of targeted services for vulnerable young people (graded good)
- **Joint Area Review October 2007**
Highlighted good practice but identified a gap in analysis or evidence of impact
- **Children and Young People Commission's Review of Reducing Teenage Conceptions in Derby July 2008.** Recommendations to support an integrated model of relationship and sex education at all key stages and the development of school based sexual health services
- **Department for Children, Schools and Families / Teenage Pregnancy Unit Teenage pregnancy next steps. Guidance for Local Authorities and Primary Care Trusts on effective delivery of local strategies 2006 Services that need to be in place to maximise impact are:**
 - Strong delivery of relationship and sex education / personal, social and health education
 - Provision of young people focussed contraception and sexual health services
 - Targeted work with at risk groups of young people especially looked after children
 - Workforce development on relationship and sex education
 - Well resourced youth service
 - Focus on boys and young men is as important as for

	young women
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Identifying potential equality issues and factors	
Question	Response/ findings
What do you already know about the equality impact or need? For example, from research, feedback, consultation or any performance monitoring	<p>Low take up of sexual health services from boys and young men was identified in 2000. Analysis of Contraception and Sexual Health service at The SPACE. Average of 9.3% male attendance in 2007/08.</p> <p>Specialist provision for Lesbian Gay Bisexual and Transgender young people established in 2000 identified need by youth workers, other practitioners and young people.</p>
Is there any evidence of higher or lower take up under the policy or practice, or of the service or function for any particular groups? For example, who uses the service, who doesn't and why not?	<p>Recent analysis of SPACEMAN registrations shows that white and dual heritage young people are accessing the service in line with the percentage of the total population. Uptake of Spaceman by black young people is higher than the population (7.6%:1.5% [Ratio of Spaceman to total population]). However asian young people are under-represented (3.9%:12% [Ratio of Spaceman to total population]))</p> <p>Gaps are monitoring of disability and sexuality which will be addressed in the future.</p>
Have there been any important demographic changes or trends locally? For example is the population changing, and if so, how and what might that mean for the service or function?	Emerging communities and migrant workers and lack of information available to offer in different languages. Need for more targeted work in different communities including literature. Need evidence from education and Primary Care Trust on registration in order to target correctly.

Question	Response/ findings
<p>Is there an indication that any of the policies or practices involved with the service or function creates particular problems or difficulties for any groups of customers or communities?</p>	<p>Geographical access issues with limited provision in certain areas. Services are targeted in areas with most need which limits access in some areas.</p> <p>Information available in different languages.</p> <p>Deaf young people and signers. Some young people don't want signers that they know to be involved in consultations about sexual health.</p>
<p>What information or data exists? For example, statistics, customer feedback, complaints, research, monitoring – who keeps it and can you get hold of it?</p>	<ul style="list-style-type: none"> • Local registration information about boys and young men – Youth Service • Positive evaluations by young people of Personal, Social and Health Education sessions in schools and colleges – Youth Service • Government teenage pregnancy and sexually transmitted infection data – Teenage Pregnancy Commissioner • Number of boys and young men accessing Contraception and Sexual Health service at The Space – PCT • Survey of non-service users – Teenage Pregnancy Commissioner

<p>Does any equality or diversity objectives already exist? If so, what are they and what is current performance like against them?</p>	<p>Yes, the objective of the service is to positively target boys and young men. The service was developed in response to identified need.</p> <p>Aspects of the Derby City Council policies and equality action plan are incorporated into the Youth Service business plan.</p>
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Question	Response/ findings
<p>Is the service having a positive or negative effect on particular people in the community, or particular groups or communities?</p>	<p>Yes, it is having a positive effect in changing the attitudes of boys and young men and contributing to the reduction in teenage pregnancy and sexually transmitted infections.</p> <p>Evidence is available for the reduction of teenage pregnancy and the uptake of Chlamydia screening as an indication of engagement.</p> <p>Awareness of the service – targeted boys and young men are more aware of services for example Spaceman.</p> <p>Initial negative effect on young girls which led to development of separate provision for girls for example Angels, Time 4 Girls.</p>

Collecting the information and data about how the policy, practice, service or function, impacts on communities

Please record your information and data in this table and think about:

what information or data you will need, using both quantitative and qualitative data

making sure that where possible there is information that allows all perspectives to be considered

identifying any gaps in the information/ data and what it can tell you

Data or information	When and how was it collected?	Where is it from?	What does it tell you? You need to consider all 6 equality strands where you can	Gaps in information
Customer feedback and complaints	On-going, evaluations of Personal Social and Health Education and SPACEMAN sessions	Boys and young men	That boys and young men are more aware of sexual health services and have a greater knowledge of relationship and sex education	
Consultation and community involvement	Survey of non-users of service June/July 2008	Boys and young men	23% did not need the service 17% got help elsewhere 5% could not access the service 27% did not know about the service	More information needed about why boys and young men cannot access the service
Performance information including Best Value	On-going, attendance monitoring information	Boys and Young Men team and Contraception and Sexual Health service	SPACEMAN attendance demonstrates that local boys and young men are accessing the service. City-wide data highlights under-use from key localities	
Take up and usage data	See previous section			

Comparative information or data where no local information	Registration data Ongoing	Boys and Young Men Team Contraception and Sexual Health service	Comparison on ethnicity and age with population data from census Good uptake from surrounding communities for local SPACEMAN sessions Confirmation of successful promotion of services through schools – Personal, Social and Health Education	
Census, national or regional statistics	See above			
Access audits or assessments such as Disability Discrimination Act assessments	All buildings used are Disability Discrimination Act compliant		Need to review additional communication support for deaf young people	
Workforce profile	Information from application forms	Personnel	Male workers – positive role models to deliver Boys and Young Men service	
Where service delivered under procurement arrangements	Not applicable			

Monitoring and scrutiny outcomes	February 2008	Derby Children and Young People Scrutiny Commission review of reducing teenage pregnancy	Successful early intervention for boys and young men in secondary schools	
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Analysing the information and data and setting equality objectives and targets

Please give your detailed findings in this table

Service or function	Policy or practice	Findings	Which groups are affected and how	Whose needs are not being met and how?
Take up of SPACEMAN sessions and Contraception and Sexual Health service	Practice	Under-representation in numbers of Asian young people accessing services	Asian young people	Not known
	Practice	Not enough information about disabilities for boys and young men	Not known	Young people with learning difficulties and disabilities are under-using existing services
	Practice	Low take up of services in 16-19 age group Limited evidence	16-19 year olds	Question about reasons for low up-take in key target group
	Practice	Older group accessing Contraception and Sexual Health service of The SPACE	15-20 year olds more likely to be in relationships	Possible service gap for young adults 20+

Objectives - process, impact or outcome based

Please give your proposed objectives/ targets in this table

Objective/Target:	Agree commissioned service for BYM across partnership
Specific	Complete review and commissioning business case
Measurable	Report agreed
Achievable	Yes
Relevant	Yes
Timed	End of September 2008

Objective/Target:	Identify needs of boys and young men under-using the service eg Asian young men and people with learning difficulties and disabilities
Specific	Consult boys and young men through existing services and focus group
Measurable	Further information needs to be collected
Achievable	Yes
Relevant	Yes
Timed	March 2009

Objective/Target:	Review equality monitoring data collected
Specific	Consultation with partners and young people
Measurable	Partnership meeting to agree common approach
Achievable	Probably
Relevant	Yes
Timed	March 2009

Monitoring and reviewing - incorporating into performance management

Please summarise your objectives and targets in this table with your proposed monitoring and reporting arrangements

Objective	Planned action	Target performance			Responsible lead officer	Reporting cycle, for example, quarterly
		2008/9	2009/10	2010/11		
Complete review and agree commissioned service	Report to Teenage Pregnancy Board	√			Sheila McFarlane	
Identify needs of boys and young men under-using the service eg Asian young men and people with learning difficulties and disabilities	Survey and consultation with young people	√			Norman Smith	
Review equality monitoring data collected	Children and Young People Partnership discussion	√			Teenage Pregnancy Board	