

# **Equality Impact Assessment (EIA)**

Darley Barn Outdoor Centre

## 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: **Darley Barn Outdoor Centre**

Assessment team leader name: **David Finn – Head of Youth Services**

Date of assessment:

Department responsible: **C & YP**

Service Area: **Youth Service**

Other members of assessment team:

<b>Name</b>	<b>Position</b>	<b>Area of expertise</b>	<b>Comments</b>
Sue Kent	Youth Team Leader	Understanding the needs of young people	
David Heppleston	Darley Barn Manager	Facilities and Outdoor Education Programme	
Ben Seal	Outdoor Education Instructor	Works on the Frontline	


Question	Response/ findings
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<p>What are the main aims and objectives or purpose of the policy, practice, service or function that you are assessing?</p>	<p>The Council has recently built a new Outdoor Education Centre in Darley Park, adjacent to Darley Abbey.</p> <p>The main purpose of the facility is to provide a wide range of accessible environmental and adventurous activities for children and young people in the city.</p> <p>In addition, the centre will provide curriculum activities linked to the Midland Canoe Club, and industrial archaeology linked to the Derwent Valley World Heritage Site.</p> <p>The centre is also required to provide programmed hire for local community groups.</p> <p><b>The Disability Discrimination Act 1995 and the Race Relations Amendment Act 2000</b></p> <p>The new Disability Discrimination Act 2005, which includes the public duty to promote disability equality is soon to be followed by the positive duty to promote gender equality.</p> <p>The Youth Service has a very good track record of meeting the social and personal educational needs of young people, with special educational needs and those from BME communities.</p> <p>The Service has developed a project to support gay, lesbian and bi-sexual young people, and provides a wide range of girls only activity, to promote the active involvement of girls and young women.</p>
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<p>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</p>	<p>The Darley Barn facility is managed by the Youth Service’s Outdoor Education Team on behalf of the Children and Young People’s Department (C&amp;YPD).</p> <p>The centre has an established Steering Committee consisting of representatives from C&amp;YPD, Environmental Services, Sport and Leisure, Parks Department, Midland Canoe Club, local community groups and the voluntary sector. The project is already linked to schools through the Head Teachers Liaison Meetings.</p>
<p><b>Question</b></p>	<p><b>Response/ findings</b></p>
<p>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>	<p>The key target group for the centre are children and young people aged 7 to 19 who live or are educated within the city.</p> <p>The project will also be establishing links with Derbyshire Youth Service, and various Derbyshire Schools.</p>

<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>The centre has been established to ensure that increased numbers of children and young people experience the many positive benefits of adventurous and environmental activities. Children, young people and their schools have told us that they want accessible and affordable adventurous and environmental activity programmes, provided within the boundary of the city.</p> <p>The benefits for our customers will include:</p> <ul style="list-style-type: none"> <li>• a wide range of new curriculum opportunities are provided</li> <li>• a better understanding of how to use parks and public open spaces positively</li> <li>• cost will not be a barrier to participation</li> <li>• disabled groups will be able to enjoy a similar range of experience as able-bodied groups</li> <li>• children will be able to take up adventurous activity at an earlier age</li> <li>• the centre will actively promote the Be Active strategy</li> <li>• the opportunity to engage in adventurous activity in other parts of the county</li> <li>• access to regular club activity, e.g. Midland Canoe Club</li> </ul> <p>Generally we want to see increased levels of take up in adventurous activity by children aged 8 to 11, teenage girls, those young people from minority communities, and young people with special educational needs. There are a range of other organisations involved in the delivery, including Midland Canoe Club, Groundwork Derbyshire, Environmental Services, Parks, the Youth Opportunity Fund Pane, and FODOS – Friends of Darley Open Spaces.</p>
<p><b>Question</b></p>	<p><b>Response/ findings</b></p>

<p>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.</p> <p>What did they tell you?</p>	<p>Derby City Youth Service was inspected in January 2005, and was judged to be a Good Youth Service, giving good value for money.</p> <p>The inspection also highlighted that the Service has a particular strength in providing for the needs of minority and vulnerable groups. It commended the Service on its Equality Plan, and for the numbers of staff employed within the Service from minority groups.</p> <p>The Youth Service is responsible for the City Council's Adventurous Activity Licence. We are inspected on an annual basis and for the last three years we have been complimented for the quality of our risk assessment procedures and standards of delivery.</p> <p>Linked together the inspections highlight the Service's ability to access under-represented groups within our city, and enable them to participate in safe and positive environments.</p> <p>Key Performance Indicators</p>
<p><b>Identifying potential equality issues and factors</b></p>	
<p><b>Question</b></p>	<p><b>Response/ findings</b></p>

<p>What do you already know about the equality impact or need? For example, from research, feedback, consultation or any performance monitoring</p>	<p>From studying previous years participation figures in both Outdoor Education and the Duke of Edinburgh's Award Scheme that participation in outdoor education is predominantly undertaken by boys, however higher numbers of girls participate in the Duke of Edinburgh's Award Scheme.</p> <p>There is low representation of BME groups in the Duke of Edinburgh's Award Scheme but good participation of Asian and Afro Caribbean boys and girls in outdoor education and residential opportunities.</p> <p>The levels of participation in the D of E Scheme by disabled young people is good, due to effective partnership working with the Royal School for the Deaf.</p> <p>There are very low levels of participation across the equality spectrum from children aged 8 to 11. This is predominantly due to a lack of capacity within the Council to provide for the target group.</p>
<p><b>Question</b></p>	<p><b>Response/ findings</b></p>

<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>	<p>A study of the Youth Service membership and usage figures highlight higher than the city average take up of Youth Service provision across all the equality groups. This is due to effective targeting and priority setting. This same targeted approach will be utilised to develop the Darley Barn Programme.</p> <p>Examples include:</p> <p>The Derby Asian Girls Group participate in at least one, and sometimes two, outdoor activity residential each year, supported by Asian Youth Workers. The groups gender, cultural and religious needs are taken into consideration, and good contact is made with parents.</p> <p>The Service has a wide range of special needs clubs who all participate in a range of low level adventurous activity and residential. Courses are tailored to the ability of the group, and there are high ratios of staff to young people. Venues with good disabled facilities are always used</p> <p>Darley Barn is equipped with very good disabled access, and toilet facilities. In addition there is a lift and loop system in place.</p> <p>The Barns initial programme includes taster courses for primary and secondary schools. 8 schools have been identified, of which two are inner city schools, and one is a Special School. This is to ensure we understand and address the needs of these particular groups.</p> <p>The Outdoor Education Team has already run Year 6 Outdoor Education programmes for schools in the former Education Action Zone. This proved to be a very successful programme, with very positive evaluations from participating schools, some of whom have continued to pay for the provision since the EAZ finished.</p> <p>To promote increased participation of 8 to 11 year olds the Youth Service has successfully bid to the Derby City Partnership Play Strategy to fund a mobile climbing facility, to work with this specific age range. The aim is to take the provision to children and then bring them to Darley</p>
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	<p>Barn for a wider programme experience.</p> <p>There are some parts of Derby for example, Woodlands Estate in Chellaston that have no building based youth provision. We intend to take the climbing wall on to this and other estates, to enable children and young people to participate in adventurous activity.</p>
<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?</p>	<p>The key change in demographic trends is the influx of new communities from Eastern Europe. We need, as a Service, to consider this group of young people, and enable them to access provision linked to Darley Barn, and also involve them in multi-team activity events to help them interact with other groups of young people.</p>
<p><b>Question</b></p>	<p><b>Response/ findings</b></p>

<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>Existing policies and practices promote active participation by customers/users of the Service. The quality and location of premises is often a draw back, and the fact that the Darley Barn facility is an attractive and modern facility, in a beautiful setting will help overcome barriers to people crossing building thresholds.</p> <p>One of the most efficient equality impact measures developed by the Service has been the employment of highly skilled and committed staff from minority groups. This practice will be continued within the staff structure of the Darley Barn Team.</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>	<p>All teams undertake area profiles which include census breakdown by age, gender and ethnicity etc.</p> <p>The Service has an annual membership system which it publishes annually highlighting equality reports by usage.</p> <p>All sessions delivered by the Service are evaluated utilising a well established quality assurance system. All these records are kept at key administration bases across the city.</p> <p>There is an annual customer satisfaction questionnaire undertaken, and a report published which is circulated across the Children and Young People Partnership.</p> <p>Information can be secured through the Youth Service’s main administrative office in Middleton House.</p>
<p><b>Question</b></p>	<p><b>Response/ findings</b></p>

<p>Does any equality or diversity objectives already exist? If so, what are they and what is current performance like against them?</p>	<p>The Service has specific objectives to meet the needs of the following key groups:</p> <ul style="list-style-type: none"> <li>• Pakistani Young People</li> <li>• Teenage Parents</li> <li>• Young People with Special Needs</li> <li>• Gay, Lesbian and Bisexual Young People</li> <li>• Afro-Caribbean Young People</li> </ul> <p>The Darley Barn facility will, in partnership with these groups and others, set specific performance objectives and ensure they access the programme</p>
<p>Is the service having a positive or negative effect on particular people in the community, or particular groups or communities?</p>	<p>The Outdoor Education Team has developed very positive links with many marginalised groups within the city, many of whom have been highlighted already.</p> <p>Work with young people in Pupil Referral Units, Deaf Young People, Gay and Lesbian Young People, and young people from minority groups is particularly noteworthy.</p> <p>We need to ensure that these and similar groups are able to effectively utilise the Darley Barn</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

<b>Data or information</b>	<b>When and how was it collected?</b>	<b>Where is it from?</b>	<b>What does it tell you? You need to consider all six equality strands where you can</b>	<b>Gaps in information</b>
Customer feedback and complaints				
Consultation and community involvement				
Performance information including Best Value	Recorded and accredited outcomes collected quarterly through the paper return	All Service Project	Information broken down by age, gender, ethnicity and disability	We don't request information on sexuality and religion

Take up and usage data	Annual membership audit Sessional attendance figures Collected monthly using the Service's standard quality assurance systems	All Service projects	Information broken down by age, gender, ethnicity and disability	We don't request information on sexuality and religion
Comparative information or data where no local information	Annually through Best Value reporting on Performance Eye  Duke of Edinburgh's Award and audit system	Statistical neighbours	Provides comparisons re: gender, age, ethnicity and disability	Little or no data on sexuality and religion
Census, national or regional statistics	10 yearly	National Government	Comprehensive breakdown across the six equality strands	Information does not reflect the new minority ethnic community groups and does not give an accurate picture of the number of disabled groups
Access audits or assessments such as DDA assessments	Annually	Access Office	That return significantly improved our building link with the DDA requirements Darley Barn fully compliant with DDA including loop system	Need to replace outdated stair lifts with shaft lifts in two centres

Workforce profile	Annually from Personnel	Personnel Data Base	Service performing very well in the recruitment from minority ethnic groups	Does not provide information on Gas, Lesbian, Bi-sexual and religious status
Where service delivered under procurement arrangements – workforce profile for deliverers	Not appropriate			
Monitoring and scrutiny outcomes	Monitoring Best Value Co-ordination on a quarterly basis	All projects	Highlights take up related to age, gender, ethnicity, disability and post code	Sexuality and religion is not scoped.

## 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?
To ensure Darley Barn Outdoor Centre is accessible and accessed by all minority groups across the city	Develop an effective Business Plan to ensure the Centre is financially viable and is able to meet the needs of minority groups	Set specific participation targeted against the six equality strands To ensure we consult with these groups to develop appropriate programmes	Groups within the six equality strands and those from key priority neighbourhoods that already have low levels of participation	Some physically disabled groups including blind and partially sighted


## Objectives - process, impact or outcome based

Please give your proposed objectives/ targets in this table

<b>Objective/Target:</b>	Set specific participation targets linked to age, gender, ethnicity and disability for Darley Barn
Specific	Yes – targeting of specific groups is improved
Measurable	Yes – can be recorded and measured quarterly
Achievable	Yes – we can revise the programme to achieve the targets
Relevant	A key indicator that the centre is accessible to all groups
Timed	October 2007 – August 2008

<b>Objective/Target:</b>	<b>Develop a programme of activity with CHOICES GAY, LESBIAN AND BISEXUAL GROUP</b>
Specific	Yes
Measurable	Yes – satisfaction level can be assessed
Achievable	Yes – link it to CHOICES ANNUAL PROJECT PLAN
Relevant	Meeting a gap in provision linked to quality strands
Timed	Jan 2007 to August 2008

<b>Objective/Target:</b>	Undertake Environmental Education in Taster Programmes with 8 City schools
Specific	Yes – evaluating the effectiveness of the programme from 8 perspectives
Measurable	Yes – evaluation undertaken by all eight schools
Achievable	Yes – money confirmed and school already signed up
Relevant	Core development to make Darley Barn accessible to a wide range of groups
Timed	September 2007 – December 2007

## 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
		2005/6	2006/7	2007/8 March 08		
Successfully implement Sport/ England Community Coach interviews	Develop a programme of ongoing activity for young people aged 13 – 19 years			300 young people	Ben Seal	Quarterly
Complete schools Environmental Taster Courses	Run eight individual taster courses for eight schools			200 participants	Gill Forrester	Quarterly
Run programme for Choices Group	Develop extensive environmental programme over 4 sessions from January to July			2 sessions completed	Sue Kent	Quarterly
Produce Darley Barn brochure	Produce a range of target courses linked to the Barn			500 brochures circulated	David Heppleston	Annually

Finalise Business Plan for 2008/09	Develop Business Plan and associated programmes for 2008/09			Programme linked and completed by February 2008	David Heppleston	Annually
Produce Equality Plan for Darley Barn	Produce Equality Plan with set targets for 2007 – 09			Equality Plan informed by February 2008	David Finn	Annually