

Careers Service; 14 19 Participation and Skills; and and Services to Address Youth Violence





Reference number	⊟A000372	
Date Submitted	20/02/2024	
Subject of the FIA		





Which directorate(s) are	["Children and Families"]
responsible for this EIA?	
Division	Children and Families
Service area	Children and Families
Budget Saving	Yes

What is the responsible officer's email address?





Data source details

Birmingham City Observatory data and insight, including

Census 2021 data

School census 2022/3

Public Health Fingertips

JSNA, 2022

Oracle

Characteristics of young people who are long-term NET (February 2018, Department for Education)

Disabled people in employment (ONS, 2023)

Ministry of Justice (Transforming Youth Custody consultation 2013)

(2022)

Royal College of Paediatrics and Child Health, Health Behaviours (summary of evidence, 2023)

Youth Justice Statistics, (Youth Justice Board, 2021-2022)

Youth Statistics Update- Orime and Violence (Youth Endowment Fund, 2022)

Ministry of Justice (Transforming Youth Custody consultation 2013)

Royal College Qq221.12 227.48 301.72 527.38 reW\*nBT/F1 12



Please describe the impact to the age characteristic

The service areas within the scope of redesign primarily work with young people aged 10-25. The Youth service additionally works with young adults, supporting them at key transition points to adulthood and may support an older cohort of young people than the Careers and 14-19 P&Sservice. For children with SEND, all service areas provide support up-to age of 25 as a minimum.

Future proposals for a service redesign would lead to a reduction of the resources for 10-25 year olds. If that transpired, then there would be negative impacts on that age group, what we do not know at this stage is which specific areas would be affected and what specific impact that would have. Birmingham is a predominantly young city. More than half the population (52(oun Jbt) a pr 10) under 35.



How will you mitigate against any negative impact to the age characteristic?

It is not possible to mitigate the impact of these savings for all young people in Birmingham. The service redesign will seek to prioritise support for the most vulnerable young people, those that the council has a statutory duty to support. The proposed service redesign will focus on ensuring this support is prioritised. As part of the review, options such as community asset transfers to credible voluntary sector partners, joining up and consolidation of our local Youth Offer, retention of some service areas through charging/levy could be considered.

Where a gap in service whilst redesign is being considered is not acceptable, for example, to address serious youth violence, interim arrangements (with associated one off funding) will be designed.

This element of the  $\Box$ A will be revisited and revised when the redesign is completed. Following the service redesign this information will be collected.







NEET cohort they target 4,369 have support for SEND and 1459 have EHCP.

How will you mitigate against any negative impact to the disability characteristic?

The service redesign will look to prioritise the needs of the most vulnerable young people, including those with a





Please describe the impact to the sex characteristic

The majority of young people impacted by these changes are male (52%), with 48% being female. Future proposals for a service redesign would lead to a reduction of the resources for young people who are male. If that transpired, then there would be negative impacts, what we do not know at this stage is which specific areas would be affected and what specific impact that would have.

Young males are more likely to commit and be victims of serious youth violence. They are more likely to in receipt of youth offending services (Birmi Youth Offending services, 2022). Black young men are also most likely to be disproportionately affected- nationally while there were 19% fewer arrests of young people aged 10-17, 85% of those arrested were boys, 30% of them identified as Black, despite accounting for only 18% of the population. Likewise 91% of stop and searches were carried out on boys/young men. (Statistics Update: The Latest data on Crime and Violence Affecting Young People, Youth

While the rate of first-time entrants to the Oriminal Justice System is decreasing in Birmingham (145 children in 2022), it is difficult to say whether this decrease is significant without further longitudinal study. Nationally the rate is increasing (JSNA, 2022)

Children and young people at risk of offending often have unmet needs. Offending behaviours mask underlying vulnerabilities such as adverse childhood experiences (ACE), early childhood trauma, neglect, school exclusions, poor mental health or growing up in poverty (JSNA, 2022)

Asian and other women from global majority communities have significantly lower employment rates than white women. (Oty Observatory, 2023)

None of the services affected fully capture the full range of protected characteristics information for young people who use these services. The youth service and careers service do capture information about gender. There is a fairly even split between males (47%) and females (53%) in the careers service. Of the young people the youth service supports, 70% are male. Nationally, there is a gap in data and research on offending behaviour of young girls and women-traditionally the focus0sg3(Ily[0 G)] Ta5Tmipl(c)] TJE



Endowment Fund, 2022)



Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?

What legal marital or

No

What legal marital or registered civil partnership





Please describe the impact to the pregnancy and maternity characteristic Future proposals for a service redesign would lead to a reduction of the resources for a small number of teenage parents or pregnant teenagers. If that transpired, then there would be negative impacts, what we do not know at this stage is which specific areas would be affected and what specific impact that would have.

The 14 to 19 service currently supports 34 young people and the careers service 192 young parents or young women who are pregnant. Young women who have children or are pregnant in their teens are likely to be associated with poorer outcomes than their peers, they are less likely to achieve in education, more likely to be socially isolated and have poorer mental health. (ROPOH, 2023) Babies born to teenage mothers are likely to have a lower birthweight. There is significant geographical variation in rates of teenage conception, and the declines seen across the under-18 conception rate is not equal when broken down across socioeconomic group. (RCPCH, 2023) In Birmingham there is a higher rate of teenage pregnancy than the national average and babies in Birmingham are likely to have a significantly lower birth weight than the national average (Fingertips, 2016/17-2020/21). A more targeted service will need to understand and prioritise their needs, to offer the correct support to help mitigate these disadvantages.

None of the services affected currently capture the full range of protected characteristics information for young people who use these services. As such it is not possible to identify accurately how many young people using these services are pregnant or have children

How will you mitigate against any negative impact to the pregnancy and maternity characteristic?

The service redesign will look at targeting these young people, preventing teenage pregnancy and supporting the needs young parents will need to be prioritised as the service develops and funding allows. Targeting interventions for young women in living in high risk or deprived areas will be important. Working with partners to ensure young parents are well supported by the range of services that could be helpful will be important.

This element of the  $\Box$ A will be revisited and revised when the redesign is completed. Following the service redesign this information will be collected.





Does this proposal impact people due to their race as per the Equality Act 2010?	Yes
What ethnic groups would	["White British","Other
be impacted by this	White", "Bangladeshi", "Chinese", "Indian", "Pakistani", "Other
proposal?	Asian", "African", "Caribbean", "Black British", "Other
	Black","Arab","Latin American","Irish","Gypsy or Irish
	Traveller","Roma","Central and Eastern Europe","Western
	and Southern Europe"]





How will you mitigate against any negative impact to the ethnicity and race characteristic?

identifying as white British with 25% identifying as Pakistani and 11% as Back British, Black African or Black Caribbean.

The superdiverse nature of Birmingham, meant that young people drawn from global majority groups are likely to be impacted. It is not possible to mitigate the overall impact on the whole Birmingham population however there is evidence to suggest young people drawn from global majority groups are more likely to be vulnerable and have needs that require more acute support. The service redesign will need to consider carefully how a more

statutory responsibility to help young people avoid unemployment and to support their engagement in education, the redesigned service will specifically need to consider this. A better understanding about which groups are more likely to be NEET (by reducing the number of young people supported where ethnicity is not recorded) will be required going forwards, this analysis will form part of the service redesign.

This element of the  $\Box$ A will be revisited and revised when the redesign is completed. Following the service redesign this information will be collected.

Does this proposal	Yes
impact people's	
religion or beliefs as	
per the Equality Act	
2010?	
What religions could	["No
be impacted by this	religion","Christian","Buddhist","Hindu","Jewish","Muslim","Skh"]
proposal?	





Please describe the	These changes will not on the ability to express or pursue religious	
impact to the religion	beliefs. Future proposals for a service redesign would lead to a	
or beliefs	reduction of the resources for some young people. If that	
characteristic	transpired, then there may be negative impacts for some groups,	
	what we do not know at this stage is which specific areas would	
	be affected and what specific impact that would have.	
	be affected and what specific impact that would have.	
	According to census data 2021 43% of young people report their	
	religion as Muslim in Birmingham, 23% as Christian and 27% as	
	having no religion. There is very little information locally or	
	nationally about whether identifying with a particular religion	
	increases vulnerability which the redesigned service would seek to	
	address.	
How will you mitigate	This element of the BA will be revisited and revised when the	
against any negative	redesign is completed. There will be opportunities to positively	
impact to the religion	impact this characteristic through the involvement of faith groups	
or beliefs	in developing community responses. The service redesign will	
characteristic?	need to ensure that the service reflects the religious beliefs of the	
	young people it will be supporting.	
	11 0	

Does this proposal impact	Yes
people's sexual orientation as	
per the Equality Act 2010?	
What sexual orientations may	["Straight or heterosexual","Gay or
be impacted by this	lesbian","Bisexual","Pansexual","Asexual","Queer","All
proposal?	other sexual orientations"]
Please describe the impact to	Future proposals for a service redesign would lead to a
the sexual orientation	reduction of the resources for young people. If that
characteristic	transpired, then there would be negative impacts, what we
	do not know at this stage is which specific areas would be
	affected and what specific impact that would have.
	The census categories reported do not exactly match the protected characteristics groups that form part of the EIA. This information is not reported for young people aged 15 and under. According to the census 2021, 83% young
	people aged 16 to 24 report as straight or heterosexual, 5%
	report as Lesbian, Gay, Bisexual, or Other (LGB+).
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How will you mitigate against
any negative impact to the
sexual orientation
characteristic?

However although proportions and numbers look small from census data, it is possible that young people may seek support or have additional vulnerabilities that the redesigned service will seek to address. The redesign will need to be cognisant of the small numbers and to tailor support.

This element of the  $\Box$ A will be revisited and revised when the redesign is completed. Following the service redesign this information will be collected.

## How will you ensure any adverse impact and mitigation measures are monitored?

Mitigation of data gaps A service review is planned, and a supplier will be appointed to undertake a comprehensive review of the three services- further consultations with children, families and staff are planned which should help measure the impact on particular groups and provide further insight.

The information from this  $\Box$ A will inform the redesign alongside more detailed examination of particular issues and prioritisation of the most vulnerable young people. This  $\Box$ A will be revised and refined as part of the redesign process. The new service will more robustly collect data across the protected characteristics.

## Please enter the email address for the officer responsible for monitoring impact and mitigation

Helen Price

