

Options Appraisal– Re-modelling the Youth Service.

Option 1	Continue to provide the same, but less of it (close some youth clubs and reduce the grant given to the third sector)
Option 2	Continue to provide the same, but less of it (close more youth clubs) and no grant given to the third sector.
Option 3	Provide in a different way, by a Programme of Activities and Projects that goes from location to location throughout the county, and commission additional activities from external partners.
Option 4	Provide in a different way, by a Programme of Activities and Projects that goes from location to location throughout the county, and establish a community grant for third sector organisations to provide opportunities for young people.

Option 1	Does it meet young people's needs? (young peoples, opinions, trends)
	Partly
	The Service, due to the budget, will provide less.
	Continue to provide (less) safe places for Young people to gather to meet each other, in a smaller number of Communities.
	Continue to provide opportunities for Young people to socialise but in a smaller number of Communities.
	Continue to provide opportunities for Young people to develop new skills through the clubs, but in a smaller number of Communities.
	Continue to provide support to Young people with health and well-being through the clubs, but in a smaller number of Communities.
	Youth Workers will only be available through the youth club / term time / and within specific Communities.
	No flexibility to respond to matters that arise outside the place / time of the youth clubs.
	Continue to be dependant on sessional workers without felxibility to work outisde the specific ours and location.
Responds to the context (policy, strategic and statutory)	
No	
This option will not build relationships with secondary school or third sector organisations.	
Any Partnership working with other agencies that provide youth support Services will be wholly grant dependant, when available.	
This option does not have the capacity to undertake the Key Worker role for Young people over 16.	
Meets the budget (affordability and sustainability)	
Partly	
<u>Affordable – Yes</u>	
<u>Sustainable – No</u>	
Any further budget reductions would lead to further reduction in the number of youth clubs and a fuather cut to the grant available to third sector organisations.	
Recruit / Retain a Safe Workforce (recruit, training and staffing)	
No	
This option would continue to require the Recruitment, training and Development of sessional staff to work 3, 6 or 9 hours per week. The Service cannot support this type of structure currently.	
This option does not have the capacity to train Welsh medium youth workers – currently we are unable to train youth workers, and no external provider can deliver through the medium of Welsh.	
Main Impacts (equalities, social, third sector)	

Negative in the main

Equalities

Negative impact on the age Group (11-25 years old) in general due to a reduction in provision.

Negative impact on some groups of young people because this option will offer the same to everyone. No capacity to undertake group work with Young people who face specific challenges.

Social

Spatial Impact – some communities will see a reduction in provision, some communities will continue to have no provision, and some (10) will see a continuation of the current situation.

This option does not have the capacity to respond to anti social behaviour within Communities outside of the 10 where a club would be located.

3rd Sector.

Less grants to the third sector. This reduction could have a different impact on the various organisations dependant on their resources / capacity to respond.

Other organisations in Gwynedd provide activities to Young people that currently do not receive funding from the Youth Service.

There is no capacity within this model to provide Financial support, or any other form of assistance to third sector organisation on matters such as working with Young people, youth work training, safeguarding, targeting grants etc.

Option 2	Does it meet young people's needs? (young peoples, opinions, trends)
	Partly
	The Service, due to the budget, will provide less.
	Continue to provide (less) safe places for Young people to gather to meet each other, in a smaller number of Communities.
	Continue to provide opportunities for Young people to socialise but in a smaller number of Communities.
	Continue to provide opportunities for Young people to develop new skills through the clubs, but in a smaller number of Communities.
	Continue to provide support to Young people with health and well-being through the clubs, but in a smaller number of Communities.
	Youth Workers will only be available through the youth club / term time / and within specific Communities.
	No flexibility to respond to matters that arise outside the place / time of the youth clubs.
	Continue to be dependant on sessional workers without flexibility to work outside the club hours and location.
No funding for third sector organisations could lead to less opportunities for Young people within some Communities.	
Responds to the context (policy, strategic and statutory)	
No	
This option will not build relationships with secondary schools.	
Any Partnership working with other agencies that provide youth support Services will be wholly grant dependant, when available.	
This option does not have the capacity to undertake the Key Worker role for Young people over 16.	
Meets the budget (affordability and sustainability)	
Partly	
Affordable – Yes	
Sustainable – No	
Any further budget reductions would lead to further reduction in the number of youth clubs.	
Recruit / Retain a Safe Workforce (recruit, training and staffing)	
No	
This option would continue to require the Recruitment, training and Development of sessional staff to work 3, 6 or 9 hours per week. The Service cannot support this type of structure currently.	
This option does not have the capacity to train Welsh medium youth workers – currently we are unable to train youth workers, and no external provider can deliver through the medium of Welsh	

Main Impacts
(equalities, social, third sector)

Negative in the main

Equalities

Negative impact on the age Group (11-25 years old) in general due to a reduction in provision.

Negative impact on some groups of young people because this option will offer the same to everyone.
No capacity to undertake group work with Young people who face specific challenges.

Social

Spatial Impact – some communities will see a reduction in provision, some communities will continue to have no provision, and some (14) will see a continuation of the current situation.

This option does not have the capacity to respond to anti social behaviour within Communities outside of the 14 where a club would be located.

3rd Sector.

No grants for the third sector.

This could have a different impact on the various organisations dependant on their resources / capacity to respond, capacity to increase their income, reduce costs and draw in funding from elsewhere.

Other organisations in Gwynedd provide activities to Young people that currently do not receive funding from the Youth Service.

There is no capacity within this model to provide Financial support, or any other form of assistance to third sector organisations on matters such as working with Young people, youth work training, safeguarding, targeting grants etc.

Option 3	Does it meet young people's needs? (young peoples, opinions, trends)
	Partly
	The Service, due to the budget, will provide less.
	This option does not provide a safe place for Young people to congregate.
	Continue to provide opportunities for Young people to socialise by bringing them together to take part in projects and activities.
	Continue to provide opportunities for Young people to develop new skills through projects and activities.
	Continue to provide support to Young people with health and well-being through projects and activities.
	Young People will be able to Access Youth Workers through their school and in the Community.
	Young people will be able to Access Youth Workers throughout the year.
	Flexibility to deliver activities and projectsa that respond to needs, and issues that arise.
This option can adjust what it provides to different age groups, 11-19 year olds and 16-25 year olds.	
Responds to the context (policy, strategic and statutory)	
Yes	
This option would have contact and build relationships with every secondary school.	
This option would see the Youth Service contributing to partnership working with other youth support Services.	
This option would require the Youth Service to collaborate, co-design and co-deliver interventions with partners to avoid duplication, maximise and make the best use of resources to meet the needs identified.	
This option would allow the Yuth Service to allocate a Key Worker for thoes youngpeople aged 16 and over.	
This option would continue to safeguard open-access provision through the roaming programme of activities and projects for 11-19 year old s.	
This option meets the Youth Support Service requirment for local authorities.	
Meets the budget (affordability and sustainability)	
Yes	
<u>Affordable – Yes</u>	
<u>Sustainable – Yes</u>	
THis option has the capacity to work accross boundaries with other counties, which could lead at efficiencies.	
This option would allow for maximising the current grants available from Welsh Government and ESF for youth work, the next 3 years.	

This option would allow the Service to target and increase new income streams.

Recruit / Retain a Safe Workforce
(recruit, training and staffing)

Yes.

Less dependant on sessional workers, and can provide more full-time jobs.

This option has the capacity to train and develop the workforce.

This workforce development means that this option would ensure that staff would have the skills and competencies to undertake Youth work.

Main Impacts
(equalities, social, third sector)

Positive in the main with some negatives.

Equalities.

Negative impact on the age Group (11-25 years old) in general due to a reduction in provision.

Positive Impact for those 16-25 year old because the Service would be changing what it provides to meet this age groups needs.

Possible positive impact on some groups of Young people with protected characteristics because this option allows for specific projects and activities to be delivered that could meet their needs e.g. projects on sexuality, sexual orientation, global citizenship etc.

Positive Impact on Young People with additional needs and disabilities because this option would have a Youth Worker in contact with all schools.

Social.

Spatial Impact – those Communities who lose a youth club could perceive this change as a loss of provision rather than replacement. However, these Communities and others will have contact with the youth Service through the programme of activities and projects that could visit. The Service under this option would move locations and therefore make contact with a number of Communities.

This option can offer flexibility to undertake outreach work, deliver projects and allocate youth worker time to co-ordinate interventions to tackle anti-social behaviour amongst Young people as it arises.

3rd Sector

No grant for the 4 organisations currently receiving financial support.

No grant to any third sector organisations – but opportunities to any 3rd sector group via commissioning of specific activities.

This could have a different impact on the various organisations dependant on their resources / capacity to respond, capacity to increase their income, reduce costs and draw in funding from elsewhere.

Removing the grant could lead to less social opportunities by 2 organisations for their members, in some Communities i.e. less Young Farmers Clubs and less Aelwydydd in the county.

Other organisations in Gwynedd provide activities to Young people that currently do not receive funding from the Youth Service. Moving to a commissioning model would ensure fairness across the third sector, and all those that contribute to the youth support agenda.

There would be capacity within this option to commission 3rd sector organisations to deliver activities / projects - using these organisations' expertise and contacts with Young people.

There is capacity within this model to provide support to third sector organisations on matters such as working with young people, youth work training, safeguarding, targeting grants etc.

There is capacity in this option for youth workers to provide training, activities and project in Partnership with Young people's clubs / societies

Option 4	Does it meet young people's needs? (young peoples, opinions, trends)
	Partly
	The Service, due to the budget, will provide less.
	This option does not provide a safe place for Young people to congregate.
	The Service would continue to provide grants to the 3rd sector to deliver social clubs within Communities.
	Continue to provide opportunities for Young people to socialise by bringing them together to take part in projects and activities.
	Continue to provide opportunities for Young people to develop new skills through projects and activities.
	Continue to provide support to Young people with health and well-being through projects and activities.
	Young People will be able to Access Youth Workers through their school and in the Community.
	Young people will be able to Access Youth Workers throughout the year.
Flexibility to deliver activities and projectsa that respond to needs, and issues that arise.	
This option can adjust what it provides to different age groups, 11-19 year olds and 16-25 year olds.	
Responds to the context (policy, strategic and statutory)	
Yes	
This option would have contact and build relationships with every secondary school.	
This option would see the Youth Service contributing to partnership working with other youth support Services.	
This option would require the Youth Service to collaborate, co-design and co-deliver interventions with partners to avoid duplication, maximise and make the best use of resources to meet the needs identified.	
This option would allow the Yuth Service to allocate a Key Worker for thoes youngpeople aged 16 and over.	
This option would continue to safeguard open-access provision through the roaming programme of activities and projects for 11-19 year old olds.	
Meets the budget (affordability and sustainability)	
Yes	
Affordable – Yes	
Sustainable – Yes	
This option has the capacity to work accross boundaries with other counties, which could lead at efficiencies.	
This option would allow for maximising the current grants available from Welsh Government and ESF	

for youth work, the next 3 years.

This option would allow the Service to target and increase new income streams

Recruit / Retain a Safe Workforce (recruit, training and staffing)

Yes.

Less dependant on sessional workers, and can provide more full-time jobs.

This option has the capacity to train and develop the workforce.

This workforce development means that this option would ensure that staff would have the skills and competencies to undertake Youth work.

Main Impacts (equalities, social, third sector)

Partly Positive and negative.

Equalities.

Negative impact on the age Group (11-25 years old) in general due to a reduction in provision.

Positive Impact for those 16-25 year old because the Service would be changing what it provides to meet this age groups needs.

Possible positive impact on some groups of Young people with protected characteristics because this option allows for specific projects and activities to be delivered that could meet their needs e.g. projects on sexuality, sexual orientation, global citizenship etc.

Positive Impact on Young People with additional needs and disabilities because this option would have a Youth Worker in contact with all schools.

Social.

Spatial Impact – those Communities who lose a youth club could perceive this change as a loss of provision rather than replacement. However, these Communities and others will have contact with the youth Service through the programme of activities and projects that could visit. The Service under this option would move locations and therefore make contact with a number of Communities.

This option can offer flexibility to undertake outreach work, deliver projects and allocate youth worker time to co-ordinate interventions to tackle anti-social behaviour amongst Young people as it arises.

3rd Sector


Less funding available as grants to the 3rd sector – the current 4 organisations that receive funding could continue to benefit, but there would be no guarantee as other voluntary organisations would be able to compete for a grant.

Reducing the grant could have a different impact on the 4 organisations that currently receive funding dependant on their resources / capacity to respond, capacity to increase their income, reduce costs and draw in funding from elsewhere.

Removing the grant could lead to less social opportunities by 2 organisations for their members, in some Communities i.e. less Young Farmers Clubs and less Aelwydydd in the county.

Other organisations in Gwynedd provide activities to Young people that currently do not receive funding from the Youth Service. Establishing a small Community grant would allow any third sector organisations to apply for funds.

There would be capacity within this option to commission 3rd sector organisations to deliver activities / projects - using these organisations' expertise and contacts with Young people.



There is some capacity within this model to provide support to third sector organisations on matters such as working with young people, youth work training, safeguarding, targeting grants etc.