

Gwynedd Council's Youth Service Review

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1. Context

1.1 Through the **Learning and Skills Act 2000**, Section 123(1), Welsh Ministers have referred local authorities to provide, ensure provision of, or participate in the provision of youth support services. See Appendix 1.

1.2 The "**Extending Entitlement: supporting young people in Wales 2001**" Statutory Guideline, and the associated guidance (2001) sets a framework for ensuring rights for young people, and ensuring the youth support services' provision arrangements, and the local authority's responsibilities. See Appendix 2.

1.3 Extending entitlements places the requirement on the local authority to work in partnership in order to ensure planning, provision and coordination arrangements for the youth support services.

1.4 The **ESTYN** education authorities' inspections highlight whether the arrangements made to implement the "Extending Entitlement" are appropriate; and measure whether the provision of the Youth Support Services within the area of that education authority is planned well and of quality.

1.5 The **Youth Support Services** are a collection of services provided by the public and voluntary sector; in the majority of counties, they include learning encouragement, the inclusion of education departments, youth work by the statutory and voluntary youth services, preventative and rehabilitation services of the youth justice teams, preventative activities of the children social services, the young people's health services of the Health Boards, accommodation and housing services for young people by housing associations and charities, career advice and look for work by Careers Wales, welfare associations and the students of the colleges and universities, the Job Centre Plus services, support and advocacy services by charities such as Barnardo's, Action for Children, NSPCC.

1.6. **Youth Work** provided by statutory Youth Services through local authorities is part of the Youth Support Services pack in every county.

1.7. **Youth Work** is mainly based on a voluntary relationship between young people and youth workers. The Youth Service in Gwynedd provides qualified youth workers in order to provide youth work for young people. Access to this service is a general right that is available for every young person between 11 and 25 years old.

1.8 Youth Work respects the viewpoints and opinions of young people by asking them to contribute towards the work of planning, creating and establishing services and a provision which meets their needs and satisfies their aspirations. The provision depends on the participation of young people, considering their requirements, wishes, interests and aspirations.

1.9 Youth Workers are the first contact for many young people in their communities due to their work in youth clubs, outreach work and work out in the communities; and due to the relationship that is built with the young person and other stakeholders. Youth Work plays a key part in diverting young people from anti-social behaviour but, more importantly, it improves their skills and aspirations, encourages a more positive opinion about young people and supports social coherence. See Appendix 3.

1.10 Deriving from the Learning and Skills Act 2000, Welsh Government has released further guidelines for local authorities to give a direction to youth support services and youth work. The **Welsh Government Youth Work Strategy 2014-2018** (See Appendix 4) attempts to give recognition to youth work, noting the need to see that work continuing as strategic work, and not being treated as part of a leisure service. The Strategy notes that good youth work can improve attendance, behaviour, motivation and relationships within schools. The emphasis of the strategy provides youth work, and the youth workers, with a key role to support young people to remain in education, and to continue within education or formal training. The strategy identifies three fields the youth services should focus on, namely:

- a) Access to informal and semi-formal opportunities which widen the horizons, challenge the mind and develop skills by
 - Contributing to closing the gap in educational achievement
 - Continue to reduce the young people who are NEET (not in education, training or employment) - as a result of education or health interventions, or other support interventions).
 - Support and assist the period of growing into an adult
 - Broker on behalf of the young person to move him/her on to more expert/specific support
- b) Strengthen the strategic relationship between youth work and formal education
 - Targeted youth work, based on working in partnership to ensure positive outputs for young people in mainstream education and training
 - Introduce personal, social and health education into schools
- c) An improved and more regular coordination of what the youth services offer young people through the voluntary and statutory sector, to reduce duplication, share information and promote activities that increase capacity, to offer a high quality service which responds to the current needs of young people.

1.11 Following on from this national strategy, the **Welsh Government Engagement and Development Framework (2015-2018)** (See Appendix 5) in order to assist with implementing the strategy's priorities within the local authorities. This document states that the responsibility lies with the Local Authority to coordinate the Framework locally and put arrangements in place to identify, broker, track and provide for the young people who are in danger of leaving education, training or employment, or who have already left education, training or employment. The Framework denotes a specific role for the councils' Youth Services, noting that youth workers should be used through this service to achieve the brokerage role for young people aged 16+ in order to support them to continue or re-join education, training or employment.

1.12 Additionally, Welsh Government published the **Wales Charter for Youth Work (March 2016)** (see appendix 6) in order to attempt to implement the national strategic priorities, specifically in order to respond to the need to reconcile the 'youth service offering' for young people throughout the country. The Charter notes Welsh Government's basic expectations for what the youth work should offer young people throughout Wales. The charter notes that every young person should receive the right to gain easy access through the medium of Welsh or English to:

- Safe and warm meeting areas, which offer opportunities to develop lasting relationships, exciting leisure activities in the fields of art and sports, and new experiences that will widen their horizons.
- Opportunities to participate in outdoor adventure, and residential and international experiences.
- Opportunities to participate in the work of making decisions through informal and formal structures to engage with young people locally and nationally (e.g. young mayors, youth councils and the Parliament). Such arrangements should clearly refer to participation standards; they should be based on the principles of UNCRC; and they should attempt to attract the interest of young people in the work to steer and scrutinise the services that impact them.
- Information, guidance and support regarding issues that concern them, including employment, housing and mental welfare. The service can be used through the medium of digital media and via dependable and trained adults.
- Encouragement to learn more about their own culture and other people's cultures.
- Joined up provision by youth workers in every secondary school and college, extend the 'offer for pupils' and therefore enrich the formal curriculum and assist with personal and social development.
- Opportunities to be civil campaigners, e.g. by volunteering.
- Acknowledge and/or accredit their achievements in terms of personal and social development in schools and colleges and therefore in the community.

1.13 However, since publishing the national strategy, Welsh Government has published a **Feasibility Survey on Youth Services in Wales (June 2015)** to respond to the challenging changes that have faced the youth work and youth services sector due to the impacts of financial cuts. The survey considers options for provision models for youth work. Four models are offered for the future, namely:

- Keep to the current system with some minor changes;
- Provide a service within a regional consortia
- Withdraw the finance of youth services from the RSG and create a National Youth Service
- The Scottish Model - a strategic independent body giving guidance to services but the provision staying within individual counties.

1.14 Welsh Government is not currently planning to respond to this survey's recommendations (see appendix 7).

1.15 During 2016, Welsh Assembly Government's Children, Young People and Education Committee carried out an investigation to review Welsh Government's strategic effectiveness and policy in terms of youth work. A public consultation was held by the Committee on the following issues:

- Young people's access to youth work
- The effectiveness of Welsh Government's strategy and policy on youth work
- Finance for youth work (Local Government, Welsh Government, Europe, Third Sector)

1.16 The Committee published the findings of the investigation **What kind of youth service does Wales want?** (December 2016) (see appendix 8) which included 10 recommendations for Welsh Government. The main messages of the investigation were the challenge that faced the Government to plan to ensure regular youth services that are of quality, bilingual, accessible throughout Wales in light of the cuts and the decline which has already happened. The responsible Minister, Alun Davies, has responded by announcing in April 2017 that he will be reviewing the "Extending Entitlement"

statutory guideline during 2017-18, which would lead to reviewing and producing a new Youth Strategy for the period 2018-19 onwards.

2. The current situation

2.1 **Youth Support Services in Gwynedd** are a partnership of wide provisions which encourage, enable and assist young people aged 11-25 to effectively take advantage of education or training, take advantage of opportunities for employment and/or to play an effective and responsible part in the lives of their communities.

2.2 Young people in Gwynedd receive Youth Support Services from a wide variety of organisations. Gwynedd Council is one partner within this extended network of provision, and contributes, like other partners to this wider agenda.

2.3 As young people grow-up they can face difficult, challenging and exciting times in their lives. Every young person will respond differently to these times, and sometimes they might need some assistance, guidance or support to deal with various matters that affect them. Youth Support Services all contribute towards sustaining and supporting young people through this time from adolescence to adulthood.

2.4 Youth Support Services in Gwynedd is available to any 11-25-year-old young person and includes:
Information Service (Gwynedd-Ni)
Health Services
Youth Services
Transport and Travel Services
Education, and Training Services (including schools, student welfare, careers advice)
Housing Services

2.5 When some young people require additional support, other specialist services are available as part of the Youth Support Service network:
Children's Social Services
Police and Youth Justice
Benefits Services
Barnados, CHildline, NSPCC and many others.

2.6 Young people as they grow up, also chose to engage and socialise with their friends through their interests and hobbies, and they do so independently from their parents / guardians and their families. There is a wide range of provision in Gwynedd of activities, clubs and societies for young people to come together to enjoy themselves, including sports clubs, choirs, arts groups, Urdd, chapel youth clubs, cadets, Young Farmers.

2.7 Gwynedd Council's contribution to the youth support services' pack includes:

- a workforce that provides support for young people with formal learning (e.g. learning coaches, mentors, attendance and behaviour officers), and informal learning (e.g. youth workers, Children Services' support workers, youth justice workers) and to be part of a society (youth workers, youth justice workers etc.)
- provide activities and projects to encourage young people to learn (e.g. TRAC, Ad-TRAC), to develop skills (e.g. Llwyddo'n Lleol, Job Clubs, Criw Celf, Writing Squad, After-care Work Experience Scheme, etc.), and to develop skills and contribute towards their communities (e.g. youth work, GwirVol Scheme, Millennium Volunteers scheme, etc.)

- provide facilities and a workforce for leisure, socialising and exercising (information service, leisure centres, playing fields, libraries, village halls, youth centres, sports officers, youth workers, grants for the Urdd third sector, Young Farmers Club, Guides and Scouts).

2.8 The **Youth Work** provided by the Council's Youth Workers and Youth Service contributes towards the support, the activities and the facilities that are part of this pack.

2.9 ESTYN's latest survey report on Gwynedd Council's education services in 2013 noted that "the youth service had greatly achieved to increase the number of young people who achieve accredited units or qualifications, and in terms of promoting apprenticeships, entrepreneurship and learning paths. In general, the service is well organised, and learners are supported effectively." At that time, it was noted that "a number of established partnerships vastly contributed towards the experiences offered to children and young people, including partnerships within the Council and the Council's partnerships with the health board, social services, the Police, youth support services, and education and training providers" which was drawn together from the Children and Young People Partnership. (See Appendix 9).

2.10 The Council's Youth Service Provision

2.10.1 The **Council's Youth Service** provides youth work for any young person aged 11-25 years old in Gwynedd. The Youth Service currently provides the following:

2.10.2 Youth Clubs (2016-17 DETAILS)

The Service provides 42 youth clubs that are open between one and five nights per week for 30 weeks during the school term, with 10 clubs receiving an additional seven weeks during the summer term.

All the Clubs develop their own programme of activities, events and projects based on the wishes of the members. The content and range of the programmes vary throughout the county. The Clubs also provide a social space for young people to socialise together. The clubs are held by 142 youth workers who work on a session basis.

The Service has its own property for the locations of the following clubs:

- Penrallt Youth Centre, Caernarfon
- Maesgeirchen Youth Centre
- Cefnfaes Youth Centre, Bethesda
- Dyffryn Nantlle Youth Centre, Penygroes
- Harlech Youth Centre

The Service hires an appropriate space in other buildings for exclusive use of the Youth Club in the following locations:

- Barmouth Leisure Centre
- Blaenau Ffestiniog Community Centre
- Dolgellau Leisure Centre
- Frondeg Centre, Pwllheli

The Service hires a space in other community buildings for the 34 clubs that remain.

The Service has four mini buses (two in Arfon, one in Meirionnydd and one in Dwyfor) to transport young people to go to activities.

2.10.3 Accreditations Development Work

The Council acknowledges teaching members of the service through accreditations / qualifications. The Government measures the impact of the Youth Services by converting the contacts the Youth Services have with young people into national and/or local accreditations (see the below outcomes and impact section).

Gwynedd offers the following accreditations as part of its provision:

The Duke of Edinburgh Award / Wales Open / Leadership in Sports / Youth Achievement Award
(National accreditations)

John Muir / Children University (local accreditations)

2.10.4 Training

The Youth Service does not currently provide Youth Work training (Level 3) for the Young Workers of the County (those employed by the County or another organisation) and has not provided training since 2015-16 whilst reviewing the service.

2.10.5 Outreach (2016-17 DETAILS)

The Service has one Youth Bus that has visited 16 communities, has engaged with 230 young people aged 11-25 years old and has provided projects that have led to young people completing 76 accreditations.

2.10.6 Youth and Community Work (2016-17 DETAILS)

The Service has five Youth and Community Workers who have supported 359 young people who have been identified as individuals who are at risk of being or, who are, NEET. The workers have provided a wide range of various projects that have led to young people earning 214 accreditations.

2.10.7 The Voluntary Sector's Youth Activities (2016-17 DETAILS)

The Service has two Service Level Agreements worth £34,210 each (Urdd and Meirionnydd and Eryri Young Farmers' Club).

This SLA gives the organisations a grant towards their core costs to employ development officers to maintain the clubs / homes across the county, provide activities for young people (trips, visits, events etc.)

The Service has one Duke of Edinburgh Award Expedition Commission worth £10,000. (The Urdd is currently providing this).

2.11 Budget

2.11.1 The Service's Budget for 2016-17 was as follows:

Budget	£995,300
Main expenditure categories:	
Management	242,890
Youth Clubs	641,570
3rd Sector Grants	76,640
Accreditation and Qualifications	34,200

2.12 Staffing

2.12.1 The staffing structure of the current Youth Service includes:

- 1 FTE x Service Manager
- 2 FTE x Senior Youth Worker
- 1 FTE x Youth Officer
- 142 x Part-time Club Leaders and Deputy Leaders (19 FTE)
- 1 full-time administration post
- 2 x part-time administration posts (1 FTE)

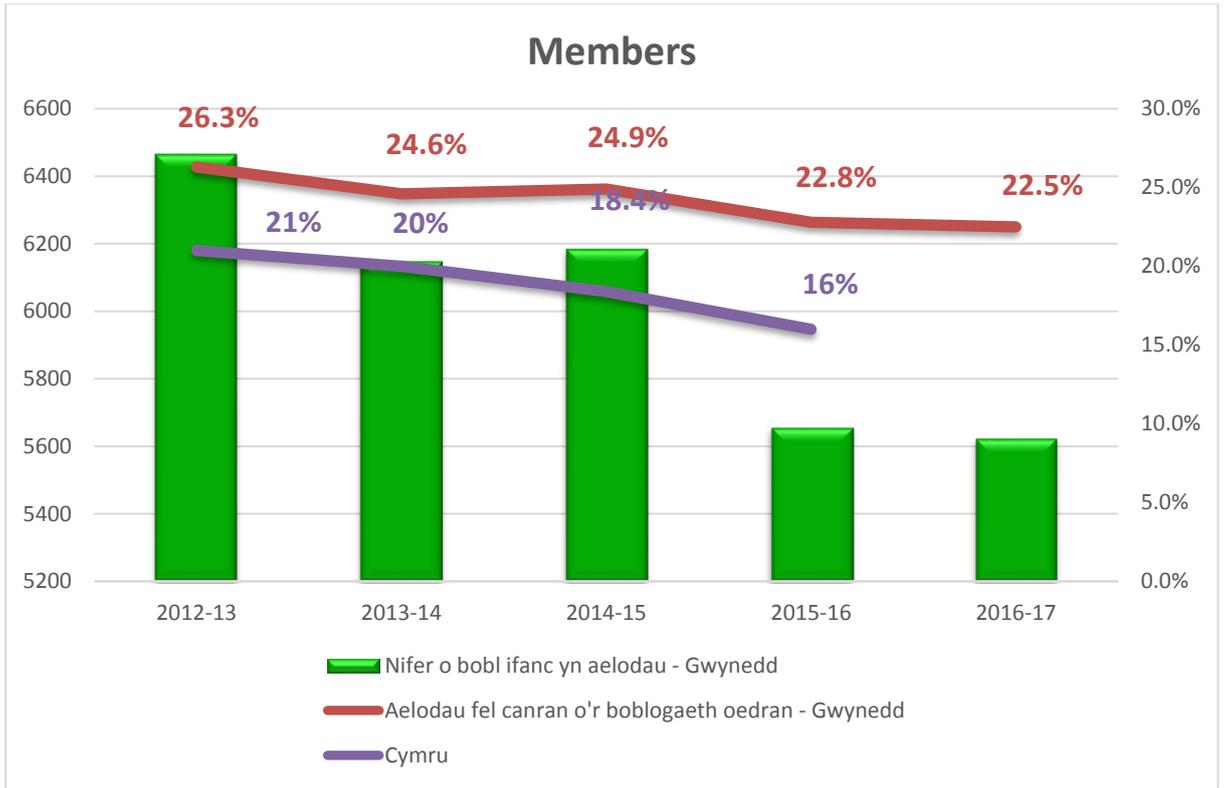
2.12.2 In addition to the above core staff, the following posts are part of the service's staffing through grants:

- 4 FTE x Youth and Community Worker (Welsh Government Grant)

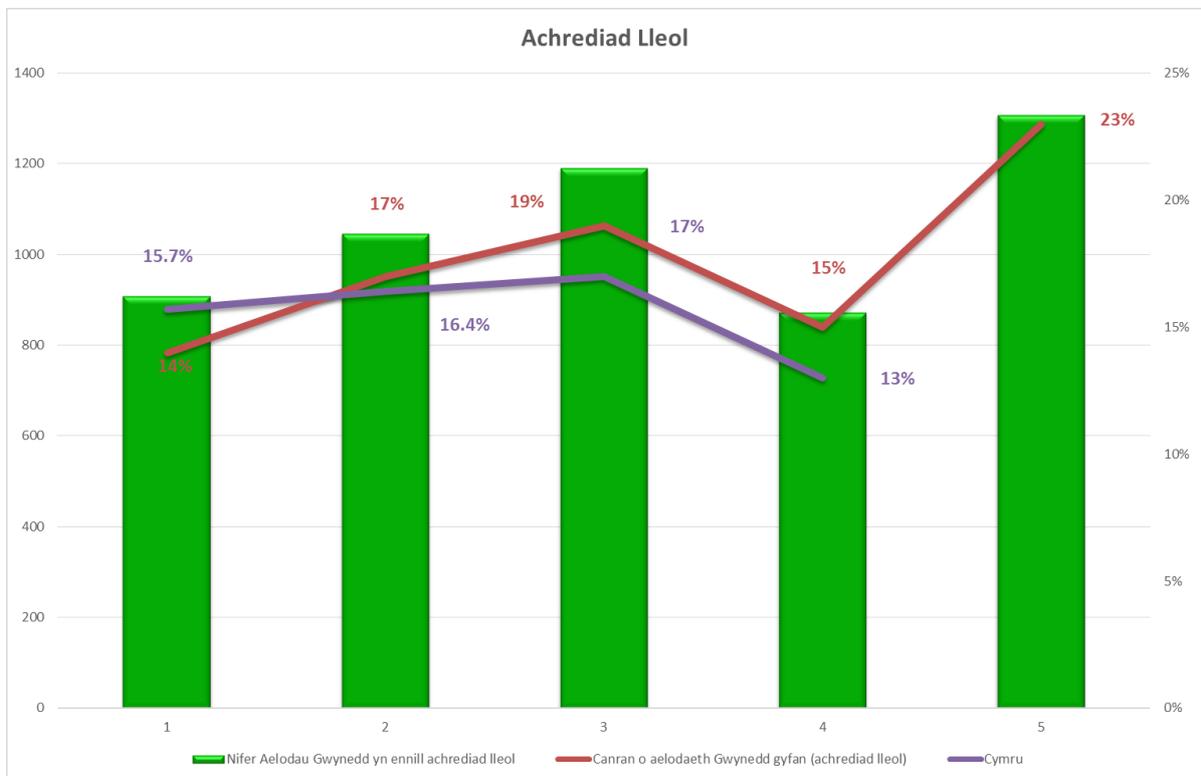
2.13 Performance

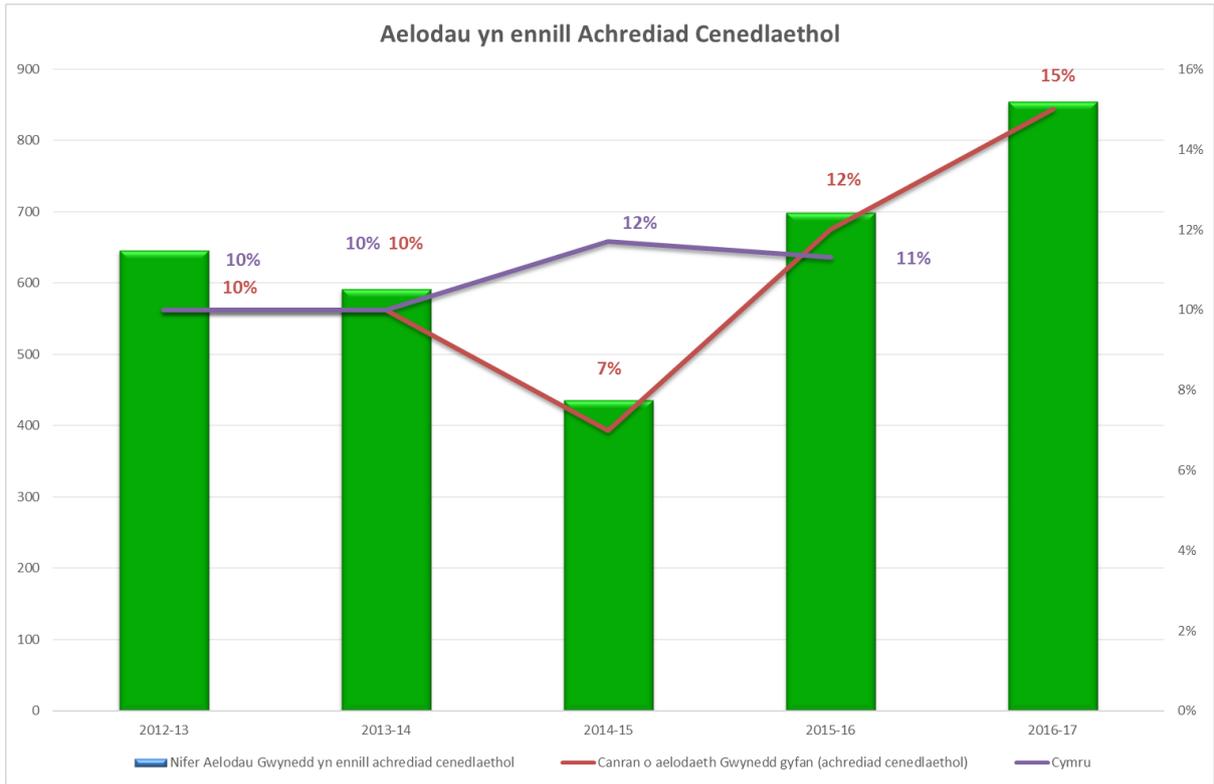
2.13.1 The performance of the Youth Service is measured annually via an audit submitted to the Welsh Government. Youth Services are measures based on the following:

2.13.2 Access to the Service. This measure measures how many young people use the service.

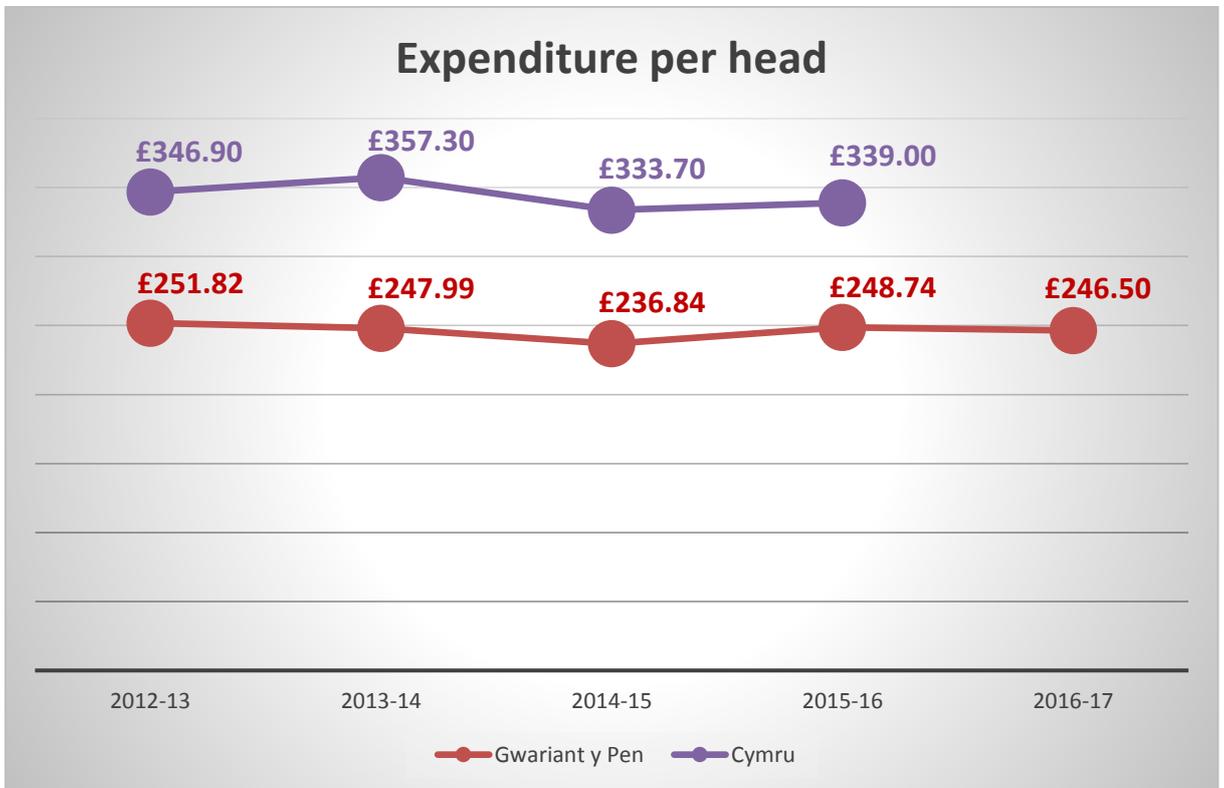


2.13.3 Effectiveness. This measure converts the contact with a young person into young people achieving accreditations, which is a way of measuring the informal learning that takes place throughout the Service.





2.13.4 Value for money. This measure shows the cost of providing the service per head of the age population.



2.13.5 Workforce Support. This measure reflects the age population's access to professional youth workers.

The rate of youth workers to young people

2012-13	1 : 1022
2013-14	1 : 1086
2014-15	1 : 1034
2015-16	1 : 1303
2016-17	1 : 1563

2.14 Appraisal

2.14.1 In addition to this performance data, the Youth Service gathers data on the impact of the intervention on young people through appraisals of specific projects.

For example: The Readiness to Work Project in Communities First Areas

User Group: - Unemployed young people aged 16-24 years old from Communities First's underprivileged areas.	
Effort <ul style="list-style-type: none"> • Ran four Readiness to Work courses • Held 40 sessions as part of the course. • Reached 30 individuals from the user group. 	Quality Measures <ul style="list-style-type: none"> • 100% of the users come from the same target group • 80% of the users note that the course has benefited them • 100% of the sessions were held as planned
Impact - Who has benefitted? (quantitative) <ul style="list-style-type: none"> • 34 had engaged with the project • 10 had entered employment • 4 were in training • 2 were volunteering • 23 had completed a relevant accreditation for the world of work 	Impact - Who has benefitted? (quality) <ul style="list-style-type: none"> • 47% of the young people had moved onto a positive outcome • 67% of the young people had developed their skills and gained an accreditation

2.14.2 The Youth Service also gathers feedback and comments from service users during annual appraisals of the service, such as:

'I was involved with the school youth work project throughout year 10 and 11. In this time I completed a level 1 B-TEC in work skills which involved doing a lot of practical stuff like working with the National Trust, creating a community garden in the school as well as doing my Bronze Duke of Edinburgh Award. I had the opportunity to try Kayaking, Canoeing, indoor climbing and Navigation skills as a part of my award. I loved these activities and it has helped me be more confident as well as developing my team work skills. The expedition part of the award was brilliant and an experience that I will never forget. The youth worker helped me in other ways by listening and helping me deal with problems. I have since Joined the youth group has made me more confident in myself and helped me get to know different people.'

MR 16

'I have been a member of Pwllheli youth club since the age of 12 it was a positive experience because there was lots of opportunities to communicate with different people and there was chances to be involved in different activities and get accreditation. I became a volunteer in the club at 16 and it gave me a good understanding what it's like to work in that sort of environment under the different circumstances and seeing how those issues got dealt with. I gained a lot of experience and it has given me the confidence to pursue a career working with people with mental health and substance misuse problems.'

EM 17

"One member had been very worried about the financial situation at home and the situation that this had created. Whilst stating the concern, a number of other things surfaced. As a result, we were able to help with college in terms of an EMA grant (which the member was unaware of) and also the counselling service. As a result, the member's confidence was boosted and he was aware of the support available to him - 'I would never have known of all these things if it weren't for the youth club.'" **Club Leader.**

"When Chloe began in the club, she was living on a diet of sugar and energy cans every time you saw her. By working with her on healthy foods, and how to cook things such as spaghetti, she started thinking about what she was eating. By now, she does not take sugar in tea, nor does she drink energy drinks and she thinks twice before buying chocolate in the shop. She can sleep much better by now." **Club Leader.**

2.14.3 As part of the Service Business Planning process the KEY issues noted below have identified from a SWOT analysis and risk register of the current service :

Strengths	Weaknesses
Services a high number of young people	Does not reach everyone - the service's attendance is limited to club locations only.
Attendance across the county	No access to meet the needs of young people - the service's areas and access to a youth worker is limited to club hours only. It is not possible for the young person to receive support outside the club.
The Service is available to all	Some vulnerable young people who need additional support do not benefit from youth work.
User satisfaction of the service is high	A lack of central capacity to manage the number of clubs and part-time staff.
The workforce is trained to specialise in some fields.	Dependency on core budget and very little external grant targeting.
The provision that is available to everyone ensures a 'net' of general provision to respond to matters relating to health and well-being / generic behaviours of young people.	
Available social activities for young people	
Safe areas for young people to meet	

	<p>Dependency on sessional workforce means inconsistencies in what is available; and the quality of what is available for young people.</p> <p>A lack of awareness amongst partners of what the Service / Youth Workers can provide.</p> <p>A lack of general understanding of the field of youth work.</p> <p>A lack of use of technology within the service to catch up with the tendencies of young people on various media.</p>
Threats	Opportunities
<p>A reduction in the budget (a reduction of £270k)</p> <p>A lack of capacity in the service to provide youth work training for the county</p> <p>Unable to respond to change in the needs of young people.</p> <p>The registration requirements of youth workers with the Learning Council.</p>	<p>Develop the brokerage role of Youth Workers (Engagement Framework)</p> <p>Package the youth service's curriculum as a contribution to education and offer it to schools (Youth Work Strategy)</p> <p>Target external grants and research opportunities via ERASMUS, RDP, ESF, Rural LOTERI</p>

3 Why change?

3.1 Change in the context

3.1.1 The Youth Service provides within the wider context of the youth support services and, as had been already noted in section 1 above, that national context is changing. A number of the factors that drive this change are also in place locally, such as the change in the needs of young people, the cuts that have impacted other partners within the field, and a threat to the resources given to youth work provision for the future.

3.1.2 As a result of announcing the Youth Work Strategy and the Engagement Framework, it can be seen that the Youth Service's work increasingly involves a group of service users who are traditionally supported by the Statutory Services (Education, Children Services and Justice Services). In addition to this, the Council's savings and cuts system has also forced these services to look at their priorities and direction for the future and, in light of a cut in budgets, there has been a slight reduction in their contribution to the Youth Support Services package.

3.1.3 A consultation day was held with internal partners (Education, Children Services, the Youth Service and the Justice Service) at Nant Gwrtheyrn on 30 April 2015 to commence discussions on options for the Youth Service's direction for the future. Following this, a Young People Engagement Strategic Group was established to continue with the contact between the main services that are involved with youth support and young people engagement across the Council departments. The discussions regarding the direction of the Youth Service has continued with these internal partners during 2015-17, and has identified that:

- The Statutory Services see a role for the Youth Service in preventing children and young people from reaching their provision.
- The Youth Service has something unique to offer clients of the statutory services which is able to be provided from the perspective of the child / young person (rather than provide what has to be done in accordance with the court orders' arrangements or a care plan, etc.)
- The Youth Service has an opportunity to provide interventions on behalf of the statutory services in order to support SOME groups of vulnerable young people.
- The Youth Service has a role to support children / young people when the statutory service's intervention comes to an end in order to support them in a transitional period (because the individual reaches an age to leave, or because they now do not reach the thresholds for receiving the service but are still vulnerable).
- The Youth Service, differently to the statutory services, has a voluntary relationship with the individual.

3.1.4 During the same period, the Youth Service has been engaging with partners in the voluntary sector to gather opinion on the direction of the service for the future. Individual meetings have been held with the Urdd and Young Farmers throughout 2016-17, and a specific workshop has been held with external Partners as part of the **Engagement Exercise** (October 2016 - March 2017). Representation from the Youth Support Group membership was invited, which used to meet under the Children and Young People Partnership in 2010-2013. See Appendix 10.

3.1.5 The Main Messages from external partners were:

- Over the past years, there has been a change in what the partners provide, and there has been a decrease and a threat to resources for the future.
- A balance is needed between open access and targeted work.
- Continue to offer to develop the skills of young people, especially skills that they do not gain through education, and also look at citizenship and the voice of young people.
- Need to use the skills and expertise of partners to get the best for young people - need to consider commissioning the third sector to do everything, or to do parts, or to focus on the social element. The sector could work together to avoid duplication.
- A variation in membership fee and a participation fee closes some young people out.
- Young people need options in provision, some do not want to be members of a youth club, the Urdd, or the Young Farmers, etc.

3.2 A change in the needs of Young People

3.2.1 The needs of the young people of Gwynedd are changing, and the Youth Service will need to respond to the young people in the county, and their needs. In order to understand this age demography, the Youth Service, with the support of the Research and Analysis Unit, have structured a profile of the young people of Gwynedd.

Young People of Gwynedd aged 11-25 years old

There is a higher rate of young people aged 11-25 years old in Gwynedd (20.2%) compared with Wales (18.7%) according to the 2014 mid-year estimates.

Arfon has the highest rate of this age group (25.5%) which is not unexpected due to the University and the high student population in the catchment area of Bangor.

Menai (80.8%) and Deiniol (63.9%) wards have the highest concentration of young people aged 11-25 years old within the county. Outside the centre of Bangor city (and the University catchment area), the highest concentration of young people aged 11-25 years old are seen in Marchog (21.3%), Peblig (20.7%), Deiniolen (19.1%), Bowydd a Rhiw and Cadnant (18.8%). At its lowest, the % is significantly lower than the county average of young people aged 11-25 years old in Aberdyfi (10.9%), Dyffryn Ardudwy (11.5%) and West Porthmadog (11.7%).

The Education, Skills and Work of Gwynedd's Young People

The performance of Gwynedd pupils reaching level 5 in Key Stage 3 and Levels 1, 2 and 3 in Key Stage 4 is good, and is better than the national average. However, the rate falls in each secondary school amongst the pupils who receive free school meals.

The destinations for year 11 pupils show that there has been an increase in the number of young people who leave secondary school and engage in education/employment/training and a reduction in the number of people who are NEET at 16 years old.

	2007	2008	2009	2010	2011	2012`	2013	2014
Gwynedd	4.4	5.7	4.2	3.6	3.6	3.0	2.4	1.7
Wales	6.9	7.1	5.7	5.4	4.4	4.2	3.7	3.1

The paths of young people aged 16-18 years old in Gwynedd are collected by Careers Wales in accordance with the definitions in Tier 5 of the Youth Engagement Framework (see section 2 above). Between May 2014 and May 2015, the paths of young people aged 16-18 years old were as follows:

Tier 1 - Unknown	Tier 2 - Unavailable / failed	Tier 3 - not in NEET	Tier 4 – in NEET but at risk	Tier 5 - in NEET
128	80	365	498	1597

The figures are generally very positive but the analysis of individuals in Tier 2 identify the main vulnerable groups of young people, namely the young people with intensive mental health, learning disabilities, and young people who leave care. The obstacles for these young people are very complex and prevent them from moving into education, training or employment.

The number of unemployed young people aged 18-24 years old who claim Job Seekers Allowance in Gwynedd (25.1%) is higher than the national average (24.8%), and especially amongst women.

3,991 young people aged 16-24 years old are economically inactive in the county, with a high % of these being inactive because they are students; however, 16% of them are inactive because of their care responsibilities, sickness and/or disability.

The Health and Well-being of Gwynedd's Young People

There is a lack of statistics for the 11-25 years old age group in order to understand the population's health and well-being population. The vast majority of health statistics are gathered for the 0-24 years old age group. However, Welsh Government's work on the behaviours of young people at school age (11-16 years old) in the catchment area of the Betsi Cadwaladr health authority in 2013-14 shows

- Boys are more likely to eat daily breakfast than girls
- Boys exercise more regularly than girls
- Boys are more likely to be fat / obese than girls
- The smoking rate amongst young people increases in Year 11 (smoking at least once a week) and the same pattern is true for e-cigarettes. Rates increase with young people from poor backgrounds and amongst girls.
- The rate of alcohol follows the same pattern as smoking, which is an increase in Year 11, but is more obvious amongst young people from more affluent backgrounds and amongst girls.
- Cannabis is the most common drug to use amongst 11-16 year olds, with the rate of taking drugs increasing by year 11.
- Young people report a decrease in the emotional support and the help available for them as they grow up (parents, teachers and friends)
- Young people who report that school work is stressful for them increase in years 10 and 11.
- Young people report that bullying decreases generally after year 9.

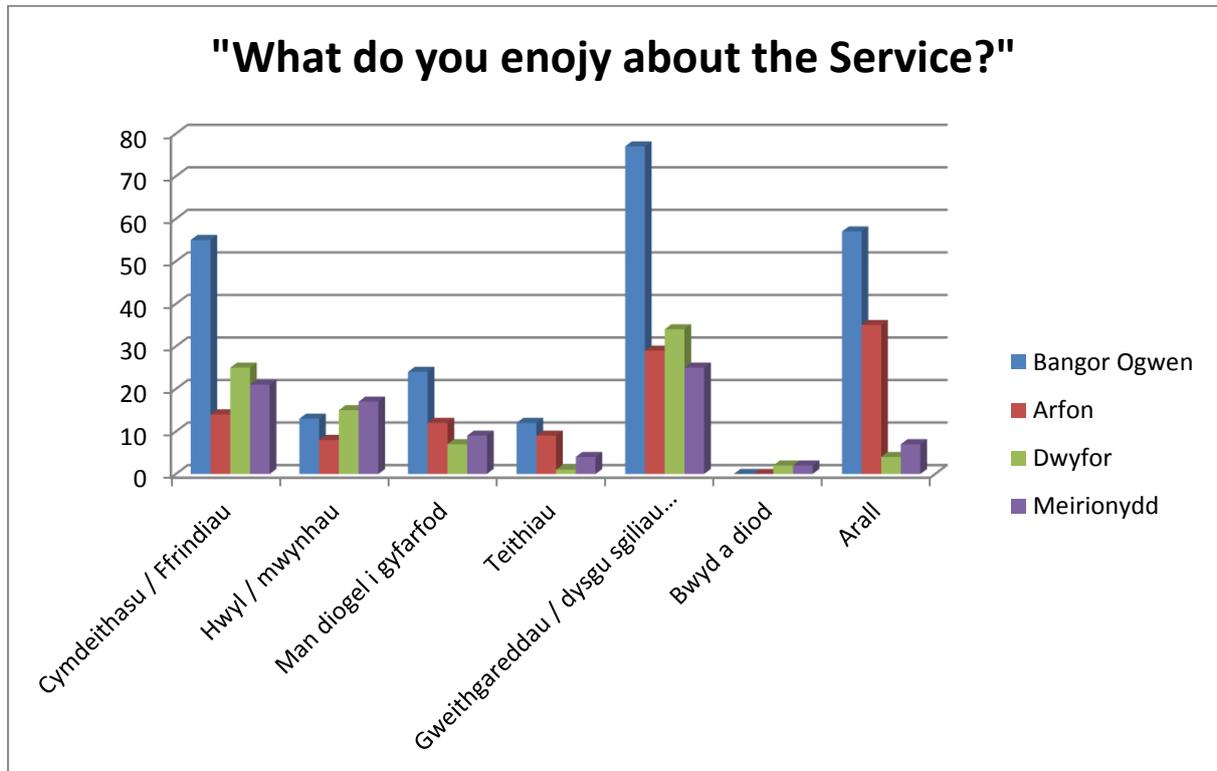
The pregnancy rate amongst the age group under 18 years old (28.3%) is higher than the national average (27%), but is similar for the age group under 16 years old (5%) and is lower for the age group under 20 years old (39%).

80 young people aged 16-24 years old in 2014-15 were taken in as homeless, compared to 120 that are 25 years old and over.

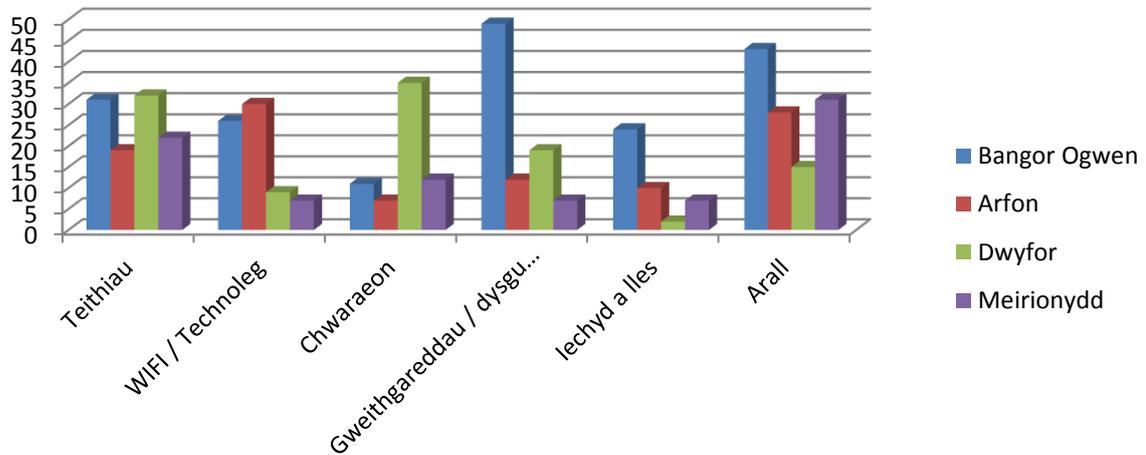
In terms of crime amongst young people, in 2014-15, the crime pattern in Gwynedd and Anglesey was very similar to the national pattern, with 48 young people 10-17 years old receiving intervention from the Youth Justice Team due to the crime of violence against persons, and 43 in light of stealing / handling. This is especially true amongst the 14-17 years old age groups, and amongst boys. Criminal damage was the most obvious crime amongst the 10-14 years old age group and amongst boys.

3.2.3 The Service has been listening to the opinion of young people regarding the service they receive by holding annual appraisals with every youth club and conducting customer satisfaction questionnaires with members of the service. The Service has also been engaging with young people who are not members of the youth service through an Engagement Exercise (October 2016 - March 2017) to gather the opinions on the future of the Youth Service.

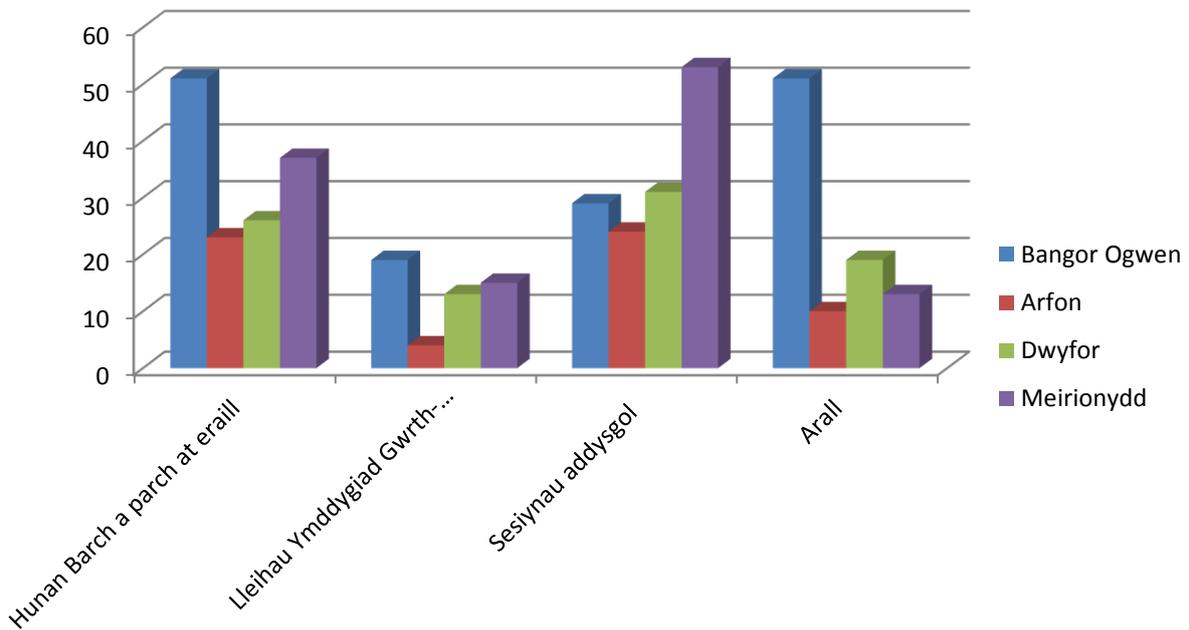
3.2.4 A summary is noted below of the feedback and the opinion gathered from members of the Youth Service on the provision. (2014-15 Appraisals)



"What opportunities would you like the Youth Service to offer?"



"What have you learned from being a member during the year?"



3.2.5 An engagement exercise was carried out (October 2016-March 2017) to identify / confirm priorities for the youth service for the future (see appendix 10). The findings of that Engagement Exercise with young people were that:

- It is important for young people to receive opportunities to socialise through the Youth Service, by ensuring a safe place for young people to come together, through project work and through various competitions and trips.
- It is important for youth workers to be available to help young people with matters that could impact them as they grow up, especially to deal with feelings, bullying and safety on the internet.
- It is important that the Youth Service helps young people develop skills that could help with their education, or to prepare them for work; and focus on developing skills that help them to learn such as communication skills, life skills, working as part of a team, lifesaving.
- Young people should have access to a youth worker in Gwynedd, mainly through the school, and by arranging meeting places for young people in specific locations within communities
- The contact with the youth worker should happen through a combination of face to face support and through using information technology
- Young people should contribute financially towards specific additional activities
- It is fair to expect a young person to travel to attend a youth activity - up to 10 miles
- The Youth Service should be available throughout the year
- A young person should receive help and support at a time that is convenient for him/her.

3.3 Change in Resources and Finance

3.3.1 Because Gwynedd Council receives less money from Welsh Government to deliver services it has responded by implementing Efficiency and Cuts Programme since 2011.

3.3.2 During the **Efficiency Savings Programme for 2011-2015** the following options were identified for the Youth Service

Option / Proposal	Description		Realised in
1	Rationalise property and buildings arrangements worth £12,525	Propose Savings approved by the Cabinet	2014/15
2	Remove historical underspend (£5,000)	Propose Savings approved by the Cabinet	2013/14
3	Rationalise caretaking and cleaning arrangements (£15,000)	Propose Savings approved by the Cabinet	2014/15

3.3.3 During the **Efficiency Savings Programme for 2011-2015** the following options were realised in the Youth Service.

Option	Description		Realised
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1	Rationalise property and buildings arrangements worth £30k	Propose Savings approved by the Cabinet	2015/16
2	Rationalise post and remove the network of school youth workers worth £40k	Propose Savings approved by the Cabinet	2015/16

3.3.4 The Youth Service proposed options for cuts for consultation with the public through the **2015-2018 Her Gwynedd process**:

Option / Proposal	Description
1	Discontinue third sector grants (£70,000)
2	Discontinue the Youth Service (£819,000)
3	Close 30 youth clubs (and keep 19) (£200,000)
4	Close 42 youth clubs (and keep 7) (£300,000)
5	Discontinue all clubs and move to targeted work only, provided by units in other services. (£600,000)

3.3.5 Based on the feedback and discussions by the Gwynedd Council Cabinet and by the Full Council (3 March 2016), the decision was:

"Rather than the original proposal of closing 30 of the 42 Youth Clubs, that the scheme in question should be changed to realise the savings of £200,000 (along with the expected efficiency saving of £70,000) by redesigning the Youth Service and accepting that the grants to youth organisations will have to be considered as part of the entire review."

3.3.6 The responses received to the cuts proposals for the Youth Service and the Council's decision are noted in appendix 11.

3.3.7 Currently one of the main challenges for the service (as identified in the Risk Register and Business Plan) is the recruitment and retainment of its staffing resource. The Youth Service faces a challenge of recruiting, training, retaining and administrating a large sessional workforce. Currently there are nearly 100 members of staff who work 3, 6 or 9 hours per week for the Service delivering the youth clubs.

3.3.8 The Youth Service has seen challenges in attracting and recruiting new members of staff. Currently the Service does not have the capacity to train new members of staff, or upskill the current workforce. This situation has already led to the reduction in opening hours for some clubs, and complete closure of other clubs because the service is unable to recruit suitable, qualified staff.

3.3.9 The service's dependency on sessional workforce also means that the current staffing structure and resource does not have the capacity to target external grant, co-design and deliver interventions with other partners.

4. Conclusions

4.1 The current situation is no longer fit for purpose, and re-modelling options should be identified for the future which could respond to the identified challenges:

- Meet the needs of young people.
- Respond to the changes in policy / strategic context
- Respond to the changes in demographic and population trends.
- Respond to the challenge of recruiting and retaining a safe workforce.
- Meet the budget

4.2 The review notes that the Youth Service is a key partner, that has a valuable contribution to the wider Youth Support Services network in Gwynedd.

4.3 The Youth Service for the future should consider concentrating on supporting young people with their learning, and helping young people to develop their personal, social and educational skills within an informal context – to ensure that young people engage fully with their education or training, are ready for the world of work, and can participate fully in their communities.

4.4 The Review should be used to identify prioritise for:

Identifying options for the re-modelling.

Assess the options against a set criterion (mainly their ability to respond to the challenges identified in the review)

Complete an initial Equality Impact Assessment

Consult on the options

Use the consultation responses to amend a preferred option and update the Equality Impact Assessment.

Appendices

Appendix 1	Learning and Skills Act 2000 (section 123) http://www.legislation.gov.uk/cy/ukpga/2000/21/contents
Appendix 2	"Extending Entitlement" Statutory Guideline http://gov.wales/topics/educationandskills/skillsandtraining/youth-work/extending-entitlement-support-for-11-to-25-year-olds-in-wales/?lang=cy
Appendix 3	Youth work in Wales: Principles and Purposes http://wlga.cymru/youth-service
Appendix 4	Welsh Government Youth Work Strategy 2014-2018 http://gov.wales/docs/dcells/publications/140417-national-youth-work-strategy-cy.pdf
Appendix 5	Youth Engagement and Development Framework http://gov.wales/docs/dcells/publications/131007-ye-framework-implementation-plan-cy.pdf
Appendix 6	Wales Charter for Youth Work (March 2016) http://gov.wales/about/cabinet/cabinetstatements/previous-administration/2016/youthcharter/?skip=1&lang=cy
Appendix 7	Feasibility Survey on Youth Services in Wales (June 2015) (awaiting publication)
Appendix 8	"What kind of youth service does Wales want?" Welsh Assembly Investigation (April 2017) http://www.cynulliad.cymru/SiteCollectionDocuments/youth-work-draft-report-cy.pdf#search=gwasanaethau%20ieuenctid
Appendix 9	"An inspection report on the quality of education services" ESTYN (March 2013) https://www.estyn.llyw.cymru/sites/default/files/documents/Adroddiad%20arolygiad%20Cyngor%20Gwynedd%202013_0.pdf.pdf.pdf.pdf.pdf.pdf
Appendix 10	Engagement Exercise Report (October 2016 - March 2017). https://www.gwynedd.llyw.cymru/cy/Cyngor/Dogfennau-Cyngor/Dewud-eich-dweud/Gwasanaeth-leuenctid---Taflen-adrodd-yn-ol-Cymraeg.pdf
Appendix 11	2015-2018 Her Gwynedd Outcomes. https://www.gwynedd.llyw.cymru/cy/Cyngor/Dweud-eich-dweud/Canlyniadau-ymgyngoriadau/Her-Gwynedd.aspx