

Tabled at the meeting
26/03/18

26/03/2018

Youth service review

- Factors to consider
- EOTAS Strategy. Youth team playing integral part
- Sufficiency audit on universal services and our youth offer
- Strength of the voluntary sector in the Vale, and the vagaries of funding
- Professional registration of staff with EWC
- Co production of services greater value for money
- Scope for growth
- Meeting needs of young people
- Support for schools and increased wellbeing outcomes from ESTYN and Successful Futures new curriculum
- Children's Commissioner/Kirsty Williams emphasis on universal provision.

Sufficiency

- WG have commissioned several reviews in the autumn of 2017. One of the reviews is on the Extending Entitlement policy. The document made youth support service a statutory requirement and linked intrinsically with the Learning and Skills Act 2000
- The second review has been on the quality of youth work,
- Another was on the value and impact of the WG youth support grant..
- The review of Extending Entitlement has suggested that a sufficiency audit should be conducted in each LA. The loss of universal services and the diminishing voluntary sector in local areas will be a specific area of attention. Cuts to services and budgets will also feature.
- The Vale will come out favorably as we have sustained a youth offer to open access more specialist targeted youth provision. Our neighboring authorities have gone in other directions and their youth footprint has diminished or vanished altogether.
- The model of co-production is one which will satisfy the audit and also demonstrate a commitment to improving the voluntary sector.

EOTAS

- The new EOTAS Framework Guidance from Welsh Government will place more responsibility on LA to provide 25 hours of provision with 15 days. This will be for excluded students, LAC and transient young people(out of county placements) SEBD cases. Present systems do not allow us to act as quickly as we do not have in-house provision .
- The LA is currently funding places with training providers but long term we will not be able to sustain this. Using youth support services will reduce costs and give us greater control of EOTAS places. However we will need options of in-depth provision offer, light touch support and an interim reintegration support. These would be both formal and informal learning pathways and a keeping in touch approach subject to a more permanent mainstream education offer being made.

Issues

- The part time workforce cannot recruit sufficient staff into existing roles. Despite 26 attempts at recruitment over the last 18 months the service still has vacancies.
- Placing a strain on youth clubs and projects staff.
- In addition the absence levels of part time staff is high.

	Sickness	Special Leave	Total days lost	Equivalent days	Number of staff Affected
Part time (days)	100	174 (31 with pay)	274	1665.92/FT days	33

- Some part time staff are not trained at the required EWC standard and refuse to retrain to achieve EWC registration status.

Issues continued

- 1 typical session of a part time staff, whether it is a 2.5hr-session or a 3hr-session, is count as 1 day
- A majority of part time contracts is for 37 weeks and therefore a **part time staff** works 37 **days a year**.
- 1 typical full time contract is to work 5 days a week and 52 weeks a year. Deduct the number of weeks for annual leave which is 6 or 7 weeks but we are going to use 7 weeks for this demonstration. Therefore, a **full time staff** works 5 days x (52-7) weeks = **225 days a year**
- Therefore, PT day vs FT day = 37 days vs 225 days
- 1 part-time day = $1 \times 225 / 37 = 6.08$ full-time days
- Whereas,
- 1 full-time day = $1 \times 37 / 225 = 0.16$ part-time day

- The proposal will include a restructuring of staff contracts.. The proposal will aim to increase staff hours and reduce the number of part time roles.
- Instead of 3-9 hour provision staff will be offered 25-30 hours per week substantive posts for qualified and EWC recognised staff.
- Staff will act in a mobile or peripatetic manner supporting more than one provision in any one week. Staff will be expected to support activities organised by their work colleagues on an out of county or Vale wide nature. e.g Duke of Edinburgh expedition.

Opportunities

- The Vale does not have a local organisation which is capable to sustain a delivery service for universal service.
- However the Vale youth services currently has working arrangements with
- Urdd Gobiath Cymru,
- Boys and Girls Clubs Wales
- Duke of Edinburgh.
- These projects are of mutual benefit and allow the youth service to access their expertise in Welsh Language, sports development, and outdoor pursuits.
- By using their expertise, funding acumen, experience of co-production and community development the Vale could enhance its youth offer by developing community groups.
- Co- production projects would allow the Vale to support the Voluntary sector and move towards increasing their sustainability. In addition support from a national organisation with a proven track records over decades will enable community groups to apply for revenue and capital funding and expand the voluntary sector portfolio in the Vale.

- The reduction in contracted part time roles will also have an impact on supervisory and management roles. The management and leadership of the service will also be restructured in line with this proposal and again some posts will be affected by this action..
- The proposal will also recommend the disposal of the Llantwit Major Youth Club premises. The centre has been listed for disposal for some time and recent consultation on the moving of KS3 PRU into the premises was not approved this has resulted in determination of disposal as a reality. Therefore the building will be listed for sale.

- The proposal also recommends that some provision becomes community led.
- Some existing community groups may wish to organise and run provision for young people in their area.
- The council would offer to assist these clubs and maintain a peripatetic approach. Similar to the implementation of community libraries. There would also be continued peripatetic support for any group established under this method.
- The proposal will also develop a tiered approach to youth services provision to aid in the allocation of resource and will also seek to support the Learning and Skill directorate with its wellbeing responsibilities. This will include the establishment of two new roles of Wellbeing Coordinator and Advocacy and Support Officer.

Youth Service Tiers of Delivery

Tier 1	Tier 2	Tier 3	Tier 4	Tier 5
Universal support	Wellbeing team	ESF I2A I2W	Alternative education	Youth Engagement Programme
After school provision	Mental health	Neet prevention	Support for schools outside of Tier 2 and 3 outdoor activities	Support for hard to reach group
Enrichment projects in school	sexual health	Support for schools	Support fro students who are without school place but are not PRU criteria	SWEET and other ACU in preparation for work
Volunteer recruitment and training	PHSE	SWEET accreditation	Support for young people who are bullied and less confident	Support for EOTAS strategy
Sport and outdoor pursuits	Emotional resilience	1-1 mentoring	small groups	Support for PRU and centre of excellence
Community development	Transition support	Partnership working EWS	Duke of Edinburgh awards delivery	Progress young people into EET
Coproduction vol sector	1-1 mentoring/After school club	Regional approach	specialist issue based projects	Support for Careers Wales destinations
Participation and engagement	Quarterly PI's	Quarterly PI's	Behaviour support	Quarterly PI's

- New structure will;
- Provide consistency and quality, using more professional approach, also all staff will need EWC registration qualifications
- Increase contact hours and provide more opportunities for young people to learn and achieve
- Staff will be more flexible and responsive to needs of young people in their communities.
- Evidence of outcomes and impact on young people will be easier to monitor.
- Provide Council with EOTAS support service, saving provider costs
- Using youth support for most vulnerable young people in this way is value for money

- To comply with EWC regulations the registration of will be essential in the new structure
- HR recruitment and retention of staff due to nature of part time work will be lessened
- Absence management with part time workforce will be easier
- Evidence of youth work outcomes will be achievable and provide robust evidence of the quality of services
- The youth offer can be delivered as requested by our stakeholders.

Savings and Risks

- Loss of management roles from structure to provide more operational staff will put staff at risk of redundancy.
- Reduction of part time roles will result staff at risk of redundancy redundancies
- Development of community groups and sustainability issues, is a potential risk and underdeveloped area. However there has been some success in this area with communities libraries attracting up to £1 million in additional finding.

Possible Income

- Partnership with Voluntary sector can lead to grant funding of projects and growth and give opportunities to link to business.
- Partnership with Duke of Edinburgh Award will assist with outdoor pursuit training and leadership course funding
- Greater co-production will offer an opportunity to grow community projects and attract grant funding.

Youth Support Services

Definition

Universal service.

Service for young people aged 11-25 delivered across the county.

Funded from Councils Education budget subject to savings and austerity measures.

Traditional youth service activities, sports, Duke of Edinburgh, wellbeing, personal social education, arts, music technology outdoor activities.

Targeted services.

Prevention of NEET, wellbeing support, crime prevention and anti-social behaviour reduction, sexual health service, emotional health and mentoring support

Grant support on annual basis ever-changing budget.

Peripatetic support.

Regular contact with young people via provision in the community from youth support staff, regular support for volunteers and community groups access to training advice and guidance.

Community Asset transfer

Community taking responsibility for ex council premises

EOTAS for children education other than at school

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Reasons (Categories)	Frequency (days)	Frequency (%)
*Unknown	51	29.31%
Holiday Related (pre-booked or last minute)	39	22.41%
Non-attendance due to day time/ main/ other work commitment	17	9.77%
Childcare issue	16	9.20%
Private arrangement	14	8.05%
Home Emergency	8	4.60%
Care duties - immediate	5	2.87%
Polling	5	2.87%
Breavement	5	2.87%
Family issue	4	2.30%
Study leave - non compulsory	4	2.30%
Care duties - not immediate	4	2.30%
Car broken down	1	0.57%
Study leave - compulsory	1	0.57%
Total	174	100%

*Unknown - reasons being for unknown reason could be either not recorded by Officer who filled in the form or worker did not turn up for work

Record of special leave reasons over the period from 01/04/16 to 14/03/18

