



Report for: ACTION/INFORMATION
Item Number:

Contains Confidential or Exempt Information	NO (If yes state which paragraph of the Access to Information Rules, the exemption relates)
Title	Proposed Youth Plan for Ealing and the transition of youth services from the Young Adult Centre in Park View Road, Southall to Dormers Hub in Longridge Lane, Southall.
Responsible Officer(s)	Judith Finlay, Executive Director Children, Adults and Public Health Carolyn Fair, Director, Children and Families.
Author(s)	Ian Jenkins Ext 8602, Direct Line 0208 825 8602
Portfolio(s)	Cllr Nagpal – Fairer Start Cllr Raza – Tackling Inequality
For Consideration By	Cabinet
Date to be Considered	8 th December 2021
Implementation Date if Not Called In	21 st December 2021
Affected Wards	All Wards
Area Committees	
Keywords/Index	Youth Service – Young Adult Centre – Dormers Hub

Purpose of Report:

To seek approval

- a) To agree in principle to permanently relocate youth services from the Young Adult Centre (YAC) in Southall to a purpose-built facility in Southall.
- b) To temporarily relocate the youth services from the YAC in Southall to the Dormers Hub with a spoke facility in the Dominion Centre.
- c) To seek funding and undertake the necessary works to upgrade the Dormers Hub from a former play Centre to one that better meets the needs of young people, and to upgrade facilities at the Dominion

Centre.

- d) To pledge to young people that they will be involved in the design of a purpose-built facility to be completed within 3 – 5 years.
- e) To inform members on the Youth Plan 2022 - 2026 and how the youth services will continue to be delivered across Ealing.

1. Recommendations

It is recommended that Cabinet:

- 1.1 Note and agree the overarching strategy for the Youth Service provision in the borough. This builds upon the previously agreed direction of travel for the service, and includes:
 - Refreshed strategy set out in the Youth Plan (Appendix B)
 - Explore a revised service delivery model, including a hub and spoke option
 - A need for a new permanent Youth facility in Southall replacing the current Young Adult Centre (YAC) in the medium to long term
 - A temporary relocation of the current YAC provision in Southall to be delivered from the Dormers Hub facility with a 'spoke' facility at the Dominion Centre pending the identification of a permanent location.
- 1.2 Approve the Youth Plan for Ealing as attached in **Appendix B**.
- 1.3 Delegate authority to the Director of Children and Families to progress in further developing a detailed option appraisal on alternative delivery models for youth services in Ealing, which will meet the outcomes set on in the Youth Plan, following consultation with the Portfolio Holders and the Chief Finance Officer.
- 1.4 Note and agree that there will a 12-week public consultation to engage with Young People and local communities to inform how Youth Services will be delivered from the Dormers site and the Dominion Centre in the interim and in which alternative location/s the service will be delivered from permanently. Following the consultation, the final decision will be made on the permanent location for the replacement of the YAC as set out paragraphs 3.5 -3.6.
- 1.5 Agree in principle for a new permanent facility to be provided in Southall over the next 3 to 5 years (as outlined in paragraphs 3.8 – 3.9)

at an indicative capital cost of up to £2.3m. This will require the Council undertake a more detailed assessment and design of a new youth centre, including a value for money assessment.

- 1.6** Note and agree in principle the temporary relocation of the current YAC provision to Dormers Hub site and the Dominion Centre, estimated to cost up to £0.300m. The capital growth required will form part of the 2022/23 budget process and subject to approval will be incepted into the capital programme next year. The spend profile of the funding is split equally between 2022/23 and 2023/24 with it fully being funded from the disposal of the current YAC site, subject to approval (see recommendation 1.8). Any cashflow timings issue will need to be agreed with the Chief Finance Officer in order for the Council to agree alternative financing options and any associated revenue impacts such as temporary borrowing being made available in the short-term.
- 1.7** Subject to the outcome of the consultation, delegate authority to the Director of Children and Families to undertake the necessary steps to procure and implement the necessary works for the temporary relocation of services at the Dormers Hub and the Dominion Centre, following approval and inception of growth within the capital programme.
- 1.8** Note and agree in principle that once the youth service has relocated to a temporary location the existing site be redeveloped for the delivery of the Council priorities for housing as part of BLRP's GLA funded housing delivery programme and that a planning application be progressed on that basis.
- 1.9** Delegate authority to the Executive Director of Place to;

 - a) Manage the existing YAC site within the Corporate Landlord function once the youth service has transferred.
 - b) Continue to work with Broadway Living BLRP to develop a proposal for the site in accordance with Broadway Living's approved business plan.
 - c) Develop a disposal strategy for the YAC site, including a best consideration assessment following consultation with the Portfolio Holders, the Chief Finance Officer and the Director of Legal and Democratic Services
- 1.10** Note and agree that a further report will be brought to Cabinet or the Housing Development Cabinet Committee (as appropriate) for approval

to proceed with the redevelopment of the Park View Road site for housing by BLRP

- 1.11** Delegate authority to Executive Director Children, Adults and Public Health and following consultation with the Portfolio holder for Fairer Start;
- a) Progress in further developing a design for the new permanent option (as set out in 1.4 above) and undertaking a detailed option appraisal in relation to site and a detailed financial and operational viability assessment of the proposed scheme, following consultation with the Chief Finance Officer
 - b) Ensure Capital investment requirements are put forward as part of the annual budget process following sign-off by the Chief Finance Officer of the financial viability assessment including financing options.
 - c) Consult with young people on the design of the new facility.
 - d) Return to Cabinet following the consultation with an identified preferred location for a decision on the preferred location.

2. Background

- 2.1** This report updates members on a report that was previously submitted to Cabinet in 2016, as part of a Budget report seeking agreement to dispose of the YAC site as part of the Children's Services financial savings, and to move the youth provision to Dormers Hub, and a subsequent report that was approved for further feasibility work exploring co-location and/or development of the YAC site for affordable housing in July 2018.
- 2.2** At the time of the 2016 report various options for alternative youth site Centre sites were considered but it was felt that the Dormers Hub site presented the best opportunity for young people in terms of access, location, and reduced disruption. This site was also considered the most suitable due to its proximity to other community facilities so the disruption to young people and partner agencies would be reduced. Proposed sites for a Youth Centre have been extensively revisited over the past 3 months to explore if there are any better locations or options for a youth centre in Southall.

3. Reason for Decision and Options Considered

- 3.1** The decision in principle to relocate the youth service from the YAC site in Southall was made in 2016. Further feasibility work in relation to use of the site for affordable housing was considered and authorised as part the July 2018 Cabinet report on assets.
- 3.2** Following further feasibility work and further detailed consideration of the options the recommended option is that the service currently located at the YAC, Southall relocate to new facilities in Southall and that the service relocates temporarily to the Dormers Hub and Dominion Centre.
- 3.3** There is a need to consult with the community and young people regarding this proposed temporary and permanent provision and delivery of youth services in Ealing generally.
- 3.4** The consultation will be through a public meeting presentation to young people and the community and an online survey for young people and the community. In both forums the temporary and permanent options will be put to young people and the community as will the proposed way the youth service will deliver its services in Ealing. The consultation will run for 12 weeks, and the results will be used to inform how youth services will be delivered across the Borough and feedback from the consultation on the interim and permanent solutions will be used as a part of the final decision-making process on the proposed location of a permanent youth centre. The results of the survey will be fed back to Cabinet.
- 3.5** The proposed arrangement would involve the transition of services from the current site of the YAC to a temporary report at Dormers Hub and the Dominion Centre. The relocation to Dormers Hub was put forward as a proposal in the initial 2016 report and the Dominion Centre has since been added to the proposal. Several sites for a temporary youth centre have been considered, but the Dormers Hub site is deemed to be the most suitable.
- 3.6** The temporary relocation process, inclusive of a more detailed review of a permanent facility, would require the allocation of capital funding, up to £0.300m which is anticipated to be financed from the capital receipt expected from disposal of the current site of the YAC, subject to the recommendation 1.8 above and matters noted at Section 6 below. Under these proposals, the existing YAC site would then become surplus and can be considered for alternative use or disposal.

- 3.7** As noted at Para 3.1, the current proposal as authorised by Cabinet in July 2018 is that the site would be redeveloped for affordable housing and subsequent discussion have been held with Broadway Living RP for the site to be disposed for this purpose. The site was listed in the November 2020 Cabinet report where the Broadway Living Business Plan was approved. The Council is continuing to work with Broadway Living to further develop these proposals and anticipate that Broadway Living will undertake further consultation ahead of a planning application. This will be the subject of a further report to Cabinet and/or HDCC as appropriate in due course and subject to achieving an acceptable offer.
- 3.8** The proposed permanent solution for the youth service is a purpose-built youth centre for young people, and the community. Options have been identified to date both are in Southall.
- 3.9** One first Southall option is in the area of Southall Park where several possible sites can be considered. This option would entail building a purpose-built youth centre which would include additional community facilities within the build. The site would be close to the open space of the park and close to the current YAC. This option would cost approximately £2.3 million pounds.
- 3.10** The second Southall option would see a purpose-built youth centre incorporated into a new development to be leased from the owner / developer once built. This would require less Council capital as the development plans would incorporate the youth centre at the start and construction costs would part of the developer's project costs and the youth centre would sit alongside other community facilities on the site. However, this option does mean the Council are dependent on the developer's timescales and would have to fit into an existing development without open space. There would be ongoing revenue costs payable under a lease.
- 3.11** Both options in 3.8 and 3.9 will form a part of the consultation process with the young people and the community. Other options will also be considered as feedback from the consultation process. Young people will be involved in the design of either centre to ensure it meets their needs.
- 3.12** This proposal separates the two parts of the wider proposals which would see the temporary relocation of the youth service to Dormers Hub and the Dominion Centre, freeing up the YAC site immediately for

affordable housing. This temporary relocation would separate the dependency between these two projects.

- 3.13** In the establishment of a new permanent youth centre the business model on how the centre would best operate will also be revisited to maximise its use and income generation opportunities.

4. Youth Services

- 4.1** In 2022 it is proposed that officers establish and test a recognised approach for service delivery in the borough, using a hub and spoke model of delivery. A model very similar to this proposal is already in place in Bollo youth club. This plan will take good practice from other youth centres in Ealing, locally and nationally so that we engage young people and facilitate and enable partners. The hub and spoke model of service provision will represent a shift towards more decentralised delivery, affording greater flexibility in service delivery and to the young people that will enable them to access provision locally and virtually, thereby increasing engagement.

- 4.2** There will be monitoring and evaluation of the effectiveness of this approach, working with delivery partners to ensure youth centres are at the heart of the community delivering youth services for young people. There will be a focus on the delivery of 7 key themes of activity across the youth service and in everything being delivered:

- Young people will feel healthy and well.
- Young People will feel Safe and will be Safe in the Borough.
- Young People will feel connected to each other and those around them.
- Young people will feel heard and supported.
- Young people will feel that issues around inequalities and disproportionality are being addressed.
- Young people will feel inspired and promoted as role models.
- Young people will feel informed about matters affecting them.

- 4.3** Ealing's Integrated Youth Service (IYS) has been meeting the challenge of providing activities, support, and engagement throughout the COVID restrictions, through the development of a virtual hub utilising the recently redesigned Young Ealing website as the 'one-stop' virtual portal for young people in Ealing, alongside face-to-face support for young people in the youth centres. In 2022, we will be adding components within this virtual environment to support and give our

young people a voice e.g., the voice and campaigns of young people with Special Educational Needs and Disability (SEND). We will also be opening the centres again for more participation and engagement activities for young people delivered by Ealing Council and partners.

- 4.4 In 2022 we will see the expansion of services to young people with Special Educational Needs and Disability. A new post is to be created in which the Youth Service Special Educational Needs and Disability Manager will oversee the design and implementation of a programme of activities, liaising with other services and with the newly appointed Youth Workers within partner teams (e.g., SAFE & MAST).
- 4.5 Ealing's IYS has been at the forefront of supporting vulnerable young people at risk of gang activity and involvement in the criminal justice system and we will be strengthening this work in 2022 through Ealing's Contextual safeguarding approach. There will be a realignment of staff working on funded initiatives to work more closely together to deliver careers advice and guidance supporting education initiatives in a school environment as well as targeted youth workers working from the youth Centres to support a range of vulnerable young people.

5. Transition of services to Dormers Hub and Dominion Centre.

- 5.1 The services provided at the YAC will transition to Dormers Hub which is at the heart of the local community on the Golf Links Estate. It is also accessible for young people from local secondary and primary schools. The location will provide a base for a variety of programmes, activities, and events, as well as a site to link closely to other local provision. The Hub will act as a base for partners and communities to be involved in the delivery of initiatives through the hub and spokes model of the youth plan. Utilising space in the Dominion Centre will enable greater reach to be achieved through the 'hub and spokes' model for delivery. The Dominion Centre will have a range of programmes delivered from the site to engage young people in an area where there are relatively few youth programmes.
- 5.2 A small group of young people have been consulted, and their views have been incorporated into the Ealing youth plan. This consultation focused on what activities and programmes would like to see in their area and the role of youth workers. Young people led this consultation with peer-to-peer questions being asked. Youth workers and tutors were also involved in asking young people what they want from a youth service. There will be a more localised consultation relating to services to be delivered from Dormers Hub and the Dominion Centre.
- 5.3 Short introductory sessions will be promoted to encourage young people to attend, particularly during the transition from primary to secondary school.

- 5.4 The Hub will open 5 days a week, and in the evenings to deliver the programmes and activities that the community is seeking. As far as possible local organisations will be able to use the Hub, and any overflow will be directed to the Golf Links Community Centre.
- 5.5 The Hub will extend its reach through outreach programmes and with partners to the North of the Borough as illustrated in the youth plan, so all young people can access local youth provision.
- 5.6 Dormers Hub will become the centre for the delivery between Ealing Council and Ealing schools for the Duke of Edinburgh Award programme. Part of the funding referred to in 3.6 will be used to expand Dormers Hub to accommodate equipment used by the Duke of Edinburgh Programme, as well as renovation work and making the centre useable.
- 5.7 There is a need to renovate Dormers Hub from a Play Centre to a youth centre incorporating the Duke of Edinburgh programme. This renovation will be part of the funding referred to in 3.5. and will enable the Centre to be open to young people and community partners by arrangement. The refreshed youth delivery model will enable a youth offer to be delivered in Southall and across Ealing.

6. Future Use of the current YAC site

- 6.1 Once Youth Services relocate to the temporary site at Dormers Hub subject to recommendation 1.8 within this report the YAC site will transfer to the Corporate Landlord function. A review will then be undertaken to assess whether it is surplus to requirements and if so, a disposal strategy will be developed and this will include an assessment of the best consideration requirement. This will also include an exploration of the potential for affordable housing opportunities via Broadway Living. Subject to the requisite consultation If this is considered the optimal outcome, it would then be subject to approval by Housing Development Cabinet Committee and Planning Committee.

7. Implications

- 7.1 There are no known implications of the transfer of services from the YAC to the Dormers Hub. The service delivery model is outlined in the Youth Plan, with a very clear role being identified for the youth service embedded in the local community.
- 7.2 The services provided through Dormers Hub will replicate as far as possible the services already being provided through the YAC, with the scope to increase greater community participation and engagement through the hub and spokes model.

8. Financial

8.1 Interim - Revenue Costs for Vacated YAC Site at Southall and new Site at Dormers Hub

Some potential additional revenue costs for the Corporate Landlord have been identified flowing from this potential decision on the vacated site and the new site. These will be contained within existing service budgets.

	£000
Business Rates	20
Transfer of Corporate Landlord	5
Contingency	5
Total	30

There will be no additional service staffing costs to be considered as part of this report.

8.2 Capital Costs – for proposed new Dormers Hub and Dominion Centre

The costings produced are a blend of estimates from partners. The costs include the costs to develop Dormers Hub into a youth centre. All estimates will be revisited as part of the development of the site.

The costs include an additional contingency cost to cover unknown or unexpected issues.

Works / Instructions	Estimates £000		
	2022/23	2023/24	Total
Architect and Planning Fees	2.5	2.5	5.0
Replacing and Removing Fencing	7.5	7.5	15.0
Building Costs	42.5	42.5	85.0
Infrastructure Changes	2.5	2.5	5.0
Alarm / CCTC /Intercom	10.0	10.0	20.0
Kitchen instillation	2.5	2.5	5.0
Painting / Decorating	5.0	5.0	10.0
Heating	10.0	10.0	20.0
Youth Centre Equipment	2.5	2.5	5.0
Equipping Duke of Edinburgh room	5.0	5.0	10.0
Signage	2.5	2.5	5.0
Cycle Stand	1.0	1.0	2.0

Works / Instructions	Estimates £000		
	2022/23	2023/24	Total
Clear existing sites and move equipment	1.5	1.5	3.0
Contingency	5.0	5.0	10.0
Subtotal: Relocation of YAC to Dormers Hub / Dominion Centre	100.0	100.0	200.0
Development of a permanent scheme (up to planning permission)	50.0	50.0	100.0
Total Spend	150.0	150.0	300.0
Capital Receipt (YAC site)	(150.0)	(150.0)	(300.0)
Net	0.0	0.0	0.0

8.3 Subject to the capital growth being approved through the annual budget process the cost of relocation will be financed from any capital receipt through disposal of the existing YAC site, subject to the matters identified at Section 6 of the report. If the receipt is not realised within that time, grants or appropriate S106 funding will be used or other capital financing measures. This will be subject to consultation with the Chief Finance Officer. As a final resort borrowing will be used.

Permanent replacement costs

8.4 Based upon an existing review of options, the cost to build a new youth centre is estimated to require up to £2.3 million.

8.5 Approval is sought to undertake a more detailed assessment and design of a new youth centre, including a value for money assessment. The affordability of the overall scheme is to be reviewed as part of the Council's future budget setting process and strategy, in consultation with the Chief Finance Officer.

8.6 The final decision on the proposed site and the costed proposals will be passed back to Cabinet for final approval and through the annual budget and MTFs process for the relevant financial years.

8.7 As part of the current option review the service have identified a number of anticipated funding sources for a new youth centre provision, which require to be explored further. The list below provides a summary of these:

- Utilise balance of capital receipt yielded from YAC site less costs of interim arrangements
- Explore charitable and DfE contributions for both revenue & capital
- Explore young people led/owned model of delivery, leading to charitable status
- Utilise of any other funding streams, e.g., S106

- In consultation with the Chief Finance Officer explore financing of provision from borrowing and associated revenue impacts on treasury management budgets.

9. Legal

9.1 Ealing Council owns both the YAC site the Dormers Hub site and Dominion Centre as a leaseholder.

9.2 Provision of service

There is a statutory duty to “*secure, so far as reasonably practicable, provision of educational and recreational leisure time activities for young people*”. There is no statutory duty to provide a particular type of youth service.

Consultation

The Council must ensure that young people are consulted and have a say in the local offer. This is often referred to as the “youth service duty.”

9.3 Public law duties, Equalities and Human Rights considerations

When making decisions public authorities must act reasonably.

S149 Equality Act 2010 requires public authorities to have due regard to the need to:

- (a) Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by the Act; Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; Foster good relations between persons who share a relevant protected characteristics and persons who do not share it.
- (b) The relevant protected characteristics are age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation.
- (c) Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
- (d) Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic; take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it; encourage persons who share a relevant protected characteristic to participate in

public life or in any other activity in which participation by such persons is disproportionately low.

- (e) The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.
- (f) Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to tackle prejudice, and promote understanding.
- (g) Compliance with the duties in this section may involve treating some persons more favourably than others.

As part of the consultation process the Council has gathered information and assessed the impact that the proposed changes could have on different protected groups and, where possible, identify methods for mitigating or avoiding any adverse impact on those groups. This is set out within the EAA.

10. Value for Money

- 10.1** The project is considered to offer good value for money in that it represents the consolidation of the service and releases a site for alternative use by the Council while at the same time continuing to offer a youth service locally.
- 10.2** Procurement of goods and services associated with the relocation of the service will be carried out in accordance with the Council's contract procedure rules.

11. Risk Management

There are no known risks associated with the transfer of the service from the YAC to Dormers Hub, neither are there any known risks associated with the delivery of the Youth Plan.

12. Community Safety

None.

13. Links to Strategic Objectives

- 13.1** The council's administration has three key priorities for Ealing. They are:

1. Good, genuinely affordable homes
2. Opportunities and living incomes
3. A healthy and great place

13.2 This proposal will offer the opportunity for Ealing Council to propose alternatives for the YAC site which includes the delivery of good, genuinely affordable homes, and at the same time ensure that the provision from the Dormers Hub will continue to create a healthy and great place for young people in Ealing and for communities to work together in an area where youth provision and community provision will be closely aligned.

13.3 More widely the youth provision across the Borough will work together through the youth centres and within communities, with partners and young people making Ealing a healthy and great place to live and work for young people.

14. Equalities and Community Cohesion

14.1 There are no known equalities implications through the transition of youth services. A full EAA is in **Appendix A**.

14.2 The youth plan will be delivered to all young people across Ealing with programmes being delivered to children with disabilities in all youth centres, with a significant presence and variety of programmes being delivered from Westside.

15. Staffing/Workforce and Accommodation implications

There are no known workforce implications.

16. Property and Assets

16.1 This proposal will render the existing YAC surplus to the current services requirements. Proposals for alternative use of this land are set out above subject to a final decision which will be considered separately.

16.2 The Dormers Hub site will need to be modified and extended to make the building full useable.

16.3 Works will also need to be undertaken at the Dominion Centre and the landlord's consent may be required.

17. Any other implications

None

18. Consultation

- 18.1** There has already been a small consultation with young people on their views for youth provision in Ealing which have been captured and detailed in the youth plan. The feedback has been incorporated into the transition proposal. This consultation was initiated prior to the COVID lockdown.
- 18.2** An online consultation will take place with young people, local youth providers, voluntary sectors organisations to promote the way forward for youth provision across Ealing using the youth plan as the focus of the consultation. The consultation will also highlight the proposed changes affecting the YAC site with the short- and long-term proposals to give young people and the community the opportunity to respond to the proposals.
- 18.3** The consultation will be in the form of an online survey. A face-to-face consultation will be arranged.

19. Timetable for Implementation

- 19.1** It is proposed to begin the changes for the interim to Dormers Hub early in 2022 for the site to be ready to open as a youth centre by the Summer 2022. This will enable decisions to be made as to the future use of the site. It is not proposed that there will be any gap in the provision of youth services in the area.
- 19.2** The permanent solution will be in place in between 3 to 5 years. A more detailed project plan will be put into place once funding has been identified and a preferred site is selected and approved.

20. Appendices

Appendix A – EAA

Appendix B – Summary of the Ealing Youth Plan.

21. Background Information

Consultation

Name of consultee	Department	Date sent to consultee	Date response received from consultee	Comments appear in report para:
Internal				
Cllr. Nagpal	Cabinet Member for Fairer Start	09/11/2021	17/11/2021	Throughout
Cllr. Raza	Cabinet Member for Tackling Inequality	09/11/2021		Throughout
Judith Finlay	Executive Director – Children’s, Adults and Public Health	09/11/2021		Throughout
Carolyn Fair	Director – Children and Families	09/11/2021		Throughout
Lucy Taylor	Executive Director - Place	09/11/2021		Throughout
Russell Dyer	Assistant Director of Accountancy	09/11/2021		Throughout
Kathleen Ennis	Legal	09/11/2021		Throughout
Sandra Fryer	Director of Growth and Sustainability	09/11/2021		
Adam Whalley	Ass Director – Capital Investments	09/11/2021		Throughout
Jackie Adams	Legal	09/11/2021		Throughout
Shabana Kauser	Assistant Director – Strategic Finance	24/11/2021		Throughout
External				
Community	Consultation as to the future reprovision to commence on 29 th November 2021 through an online survey.			

Appendix A

EAA Title	Relocation of Youth Services
Please describe your proposal?	Is it a Function
Is it HR Related?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Corporate Purpose	Cabinet Report Decision

1. What is the Function looking to achieve? Who will be affected?

Ealing youth service is relocating its youth service provision from the Young Adult Centre (YAC) in Park View Road in Southall to an alternative site in Dormers Hub on Torrington Road in Southall, with a satellite provision in the Dominion Centre in Norwood Green. The YAC site provides a range of programmes and activities for young people across Ealing as well as providing access for community partners and professionals to deliver programmes for young people they are supporting.

The aim will be to continue to provide a full range of youth services for young people, community partners and professionals working with young people from Dormers Hub and the Dominion Centre. The relocation of services aims to increase young people engaging and participating in programmes and activities in a safe and supportive environment across both locations. The aim is also to develop a hub and spoke model for the Youth Service and partners to deliver a wider range of activities and programmes across Ealing

Young people aged between 12 -19 use the YAC and young people aged up to 24 who have Special Educational Needs and Disability (SEND) use the centre, as well as Community partners. They will still be able to use Dormers Hub, albeit Dormers Hub is smaller in size, and to address the smaller size the Dominion Centre is also being opened to deliver services. The services delivered at the YAC have been at a reduced level due to the impact of COVID. The YAC has also been identified for closure so there has been a tapering service delivered

for several years.

Staff providing the service out of the YAC will continue to provide the service from Dormers Hub and the Dominion Centre. The number of staff will increase from January 2022 to provide additional support for young people.

2. What will the impact of your proposal be?

It is expected that the quality and reach of service delivery will improve. The service provision being delivered from the YAC has been tapering downwards due to the uncertainty over its closure. The quality and delivery of services will increase with the recruitment of more staff, greater clarity on the roles and clarity over the location(s) and a real emphasis to engage partners and the community.

Young people will continue to have access to youth workers and programmes either face to face or virtually and this will widen our reach and the offer of service delivery.

Staff will continue to provide the full range of services, and this will increase with more staff joining the teams. Any disruption will be kept to a minimum.

2. Impact on Groups having a Protected Characteristic

AGE: *A person of a particular age or being within an age group.*

State whether the impact is positive, negative, a combination of both, or neutral: **Positive**

Describe the Impact :

The proposals would disproportionately affect young people in the borough. However, the impact is neutral as the proposal is to relocate services out of the YAC to a new site which will continue to be accessible to young people.

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

Describe the Mitigating Action

To mitigate the move from the YAC to a new site, a full range in services will continue to be offered to young people from the interim or permanent site.

DISABILITY: *A person has a disability if s/he has a physical, mental or sensory impairment which has a substantial and long term adverse effect on their ability to carry out normal day to day activities¹.*

¹ Due regard to meeting the needs of people with disabilities involves taking steps to take account of their disabilities and may involve making reasonable adjustments and prioritizing certain groups of disabled people on the basis that they are particularly affected by the proposal.

State whether the impact is positive, negative, a combination of both, or neutral: Neutral
Describe the Impact
The YAC provides access for schools who have pupils with Special educational needs and disability to support the delivery of programmes and activities. This access will continue in Dormers Hub which will have adaptations put in place to continue to support the schools and young people. Therefore, the impact is neutral.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
Young people with Special Educational Needs and Disability will continue to be able to access services at Dormers Hub. Services in Westside young people's centre are also expanding their offer to support children and young people. The offer will include an increase in staff with a dedicated worker who will support the expansion and development of the youth offer across the Borough.

GENDER REASSIGNMENT: <i>This is the process of transitioning from one sex to another. This includes persons who consider themselves to be trans, transgender and transsexual.</i>
State whether the impact is positive, negative, a combination of both, or neutral: Neutral
Describe the Impact
The service relocation supports all young people. There is no data to identify any young people attending the YAC who are transitioning from one sex to another. The service will monitor this but at this time there is no evidence to suggest there will be a negative impact.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
This is not relevant at this time but the youth service will continue to monitor attendance.

RACE: <i>A group of people defined by their colour, nationality (including citizenship), ethnic or national origins or race.</i>
State whether the impact is positive, negative, a combination of both, or neutral: Neutral
Describe the Impact
The youth services are universally available to all young people aged 12 – 19. The local demographics between the YAC and Dormers Hub are very similar. With an increase in service provision through the revised youth working model it is envisaged that there will be greater access by young people of all races which will be a positive impact.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
This is not relevant. The attendance of young people will be monitored closely and if it is evident that there is any negative impact due to race this will be addressed through the type of programmes provided.
Targeted youth workers will work from the youth centres to support young people where any additional support is identified or requested.

RELIGION & BELIEF: <i>Religion means any religion. Belief includes religious and philosophical beliefs including lack of belief (for example, Atheism). Generally, a belief should affect a person's life choices or the way you live for it to be included.</i>

State whether the impact is positive, negative, a combination of both, or neutral: Neutral
Describe the Impact
Neutral. There is no evidence available which would demonstrate a service transition will adversely impact on the religion or beliefs of any of the young people attending the service.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
This is not relevant. The attendance of young people will be monitored closely and if it is evident that there is any negative impact due to religion or belief this will be addressed.
Targeted youth workers will work from the youth centres to support young people where any additional support is identified or requested.

SEX: <i>Someone being a man or a woman.</i>
State whether the impact is positive, negative, a combination of both, or neutral: Neutral
Describe the Impact
The impact will be neutral. The YAC provided a range of programmes for young people, some of which were gender specific. The same services, activities and programmes will continue to be available at Dormers Hub and Dominion Centre following the transition. The engagement of a wider range of partners will increase the number of programmes available.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
This is not relevant. The attendance of young people will be monitored closely and if it is evident that there is any negative impact due to sex this will be addressed.
Targeted youth workers will work from the youth centres to support young people where any additional support is identified or requested.

SEXUAL ORIENTATION: <i>A person's sexual attraction towards his or her own sex, the opposite sex or to both sexes, covering including all LGBTQ+ groups.</i>
State whether the impact is positive, negative, a combination of both, or neutral: Neutral
Describe the Impact
Neutral. There is no evidence available which would demonstrate that a service transition will adversely impact on the sexual orientation of a young person accessing the service.
The youth service provides a range of programmes for all young people, and this will continue following the transition from the YAC to Dormers Hub or the Dominion Centre.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
This is not relevant. The attendance of young people will be monitored closely and if it is evident that there is any negative impact due to a young person's sexual orientation this will be addressed.
Targeted youth workers will work from the youth centres to support young people where any additional support is identified or requested.

PREGNANCY & MATERNITY: *Description: Pregnancy: Being pregnant. Maternity: The period after giving birth - linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of*

<i>breastfeeding.</i>
State whether the impact is positive, negative, a combination of both, or neutral: Neutral.
Describe the Impact
There is no evidence available which would demonstrate that a service transition will adversely impact on the pregnancy and maternity of a young person accessing the service. The youth service provides a range of programmes, including Health information for all young people, and this will continue following the transition from the YAC to Dormers Hub or the Dominion Centre.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
This is not relevant. The attendance of young people will be monitored closely and if it is evident that there is any negative impact due to a young person's pregnancy and maternity this will be addressed. Targeted youth workers will work from the youth centres to support young people where any additional support is identified or requested.

MARRIAGE & CIVIL PARTNERSHIP: <i>Marriage: A union between a man and a woman. or of the same sex, which is legally recognised in the UK as a marriage</i> <i>Civil partnership: Civil partners must be treated the same as married couples on a range of legal matters.</i>
State whether the impact is positive, negative, a combination of both, or neutral:
Describe the Impact
Neutral.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
Not relevant

3. Human Rights²
4a. Does your proposal impact on Human Rights as defined by the Human Rights Act 1998?
No
<i>(If yes, please describe the effect and any mitigating action you have considered.)</i>
4b. Does your proposal impact on the rights of children as defined by the UN Convention on the Rights of the Child?
No
<i>(If yes, please describe the effect and any mitigating action you have considered.)</i>
4c. Does your proposal impact on the rights of persons with disabilities as defined by the UN Convention on the rights of persons with disabilities?
Yes
The service provides a range of programs and activities for all young people. It also provides a range of programmes and activities to support young people with additional needs. These services will continue following

² For further guidance please refer to the Human Rights & URNC Guidance on the Council Equalities [web page](#).

the transition.

4. Conclusion

No negative impact has been identified. The service will transition from one location in Southall to another location nearby. The same services will be available albeit in a slightly smaller location in Dormers Hub, but additional space will be provided in the Dominion Centre.

Additional staff have been employed, including a dedicated member of staff to support children with additional needs and they will help to deliver a wider youth service offer to increase the community and partners participation across Ealing to support young people.

4a. What evidence, data sources and intelligence did you use to assess the potential impact/effect of your proposal? Please note the systems/processes you used to collect the data that has helped inform your proposal. Please list the file paths and/or relevant web links to the information you have described.

Demographic data, service information from existing services, and the youth IYSS data system. There is a continued need to provide youth services across the Borough

5. Action Planning: (What are the next steps for the proposal please list i.e. when it comes into effect, when mitigating actions linked to the protected characteristics above will take place, how you will measure impact etc.)

Action	Outcomes	Success Measures	Timescales/ Milestones	Lead Officer (Contact Details)
Cabinet decision to transition services	Agreement	See previous column	December 2021	Ian Jenkins – Head of Integrated Youth Services.

Additional Comments:

6. Sign off: (All EAA's must be signed off once completed)

Completing Officer Sign Off:	Service Director Sign Off:	HR related proposal (Signed off by directorate HR officer)
Signed: 	Signed: 	Signed: Name (Block Capitals):

Name (Block Capitals): Ian Jenkins Date: 10/11/2021	Name (Block Capitals): Carolyn Fair Date: 10/11/2021	Date:
For EAA's relating to Cabinet decisions: received by Committee Section for publication by (date):		

Appendix 1: *Legal obligations under Section 149 of the Equality Act 2010:*

- As a public authority we must have due regard to the need to:
 - a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- The protected characteristics are: AGE, DISABILITY, GENDER REASSIGNMENT, RACE, RELIGION & BELIEF, SEX, SEXUAL ORIENTATION, PREGNANCY & MATERNITY, MARRIAGE & CIVIL PARTNERSHIP
- Having due regard to advancing equality of opportunity between those who share a protected characteristic and those who do not, involves considering the need to:
 - a) Remove or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic
 - b) Take steps to meet the needs of persons who share a relevant characteristic that are different from the needs of the persons who do not share it.
 - c) Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- Having due regard to fostering good relations between persons who share a relevant protected characteristic and persons who do not, involves showing that you are tackling prejudice and promoting understanding.
- Complying with the duties may involve treating some people more favourably than others; but this should not be taken as permitting conduct that would be otherwise prohibited under the Act.

Appendix B

Ealing Youth Plan

2022 - 2026



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system

1 Introduction

This plan promotes the partnership working opportunities between public, private, and voluntary organisations sharing resources and working together across the Borough to deliver this Vision.

We need a plan because young people in Ealing have highlighted, they face pressures and challenges in their lives which includes staying safe, being economic independence, staying healthy, receiving support for their wellbeing, and providing suitable affordable housing. Finding the right support for young people to deal with these challenges which are disproportionately experienced by their age group compared to the whole population is dependent on all partners working together. We will provide a supportive structure to help address these pressures and challenges to ensure young people achieve the best outcomes in their lives.

This plan will cover young people living in Ealing aged between 12–24, for the period 2022 - 2026. The first year we will be transitioning to a hub and spoke arrangement, tested through the new Dormers Wells hub and then good practice and best value solutions rolled across the borough from 2022 -2024.

The new organisational and partnership model will evolve through the participation and engagement of young people and partners and be flexible enough to respond to the pressures and challenges within the community, across London and Nationally.

The delivery of our Plan and future youth provision in Ealing, will be built around the needs of our young people underpinned by data which identifies the circumstances and the challenges they face. There will be a blend of provision delivered by Ealing's Integrated Youth Service through our youth centres, with partners, commissioned services, outreach services and detached provision.

We will ensure the voice of young people is heard and acted upon through their involvement in the Ealing's Children and Young Peoples Board, maximising contact, and engagement through the virtual environment of the Young Ealing website and through their engagement and involvement in Boards, plans and initiatives that Ealing Council is involved in.

2 Vision and Values

The Vision for Ealing Borough is for all young people to be engaged in, participating in, and involved in local, regional, and National activities so that

every child and young person can be inspired to fulfil their potential in a safe and supported environment.

Our plan to ensure every child and young person can be inspired to fulfil their potential in a safe and supported environment across Ealing.

3 Key strands of activity

The provision will aim to focus on 6 key strands of activity which will feed directly towards support the wishes of young people. These are that:

- 3a. Young people will feel healthy and well.
- 3b. Young People will feel Safe and be Safe in the Borough.
- 3c. Young People will feel connected to each other and those around them.
- 3d. Young people will feel heard and supported.
- 3e. Young people will feel that issues around inequalities and disproportionality are being addressed.
- 3f. Young people will feel inspired and promoted as role models.
- 3g. Young people will feel informed.

4 Executive Summary

- In 2021 we will be establishing and testing a recognised approach for service delivery in the borough, using a hub and spoke model of delivery. A model very similar to this proposal is already in place in Bollo youth club. This plan will take good practise from youth centres in: Ealing, locally and nationally so that we engage young people and facilitate and enable partners. The hub and spoke model of service provision will represent a shift towards more decentralised delivery, affording greater flexibility in service delivery and to the young people that will enable them to access provision locally and virtually, thereby increasing engagement.
- We will be monitoring and evaluating the effectiveness of this approach, working with delivery partners to ensure youth centres are at the heart of the community.
- Ealing's Integrated Youth Service has been meeting the challenge of providing activities, support, and engagement throughout the COVID-19 restrictions, through the development of a virtual hub utilising the recently redesigned Young Ealing website as the 'one-stop' virtual

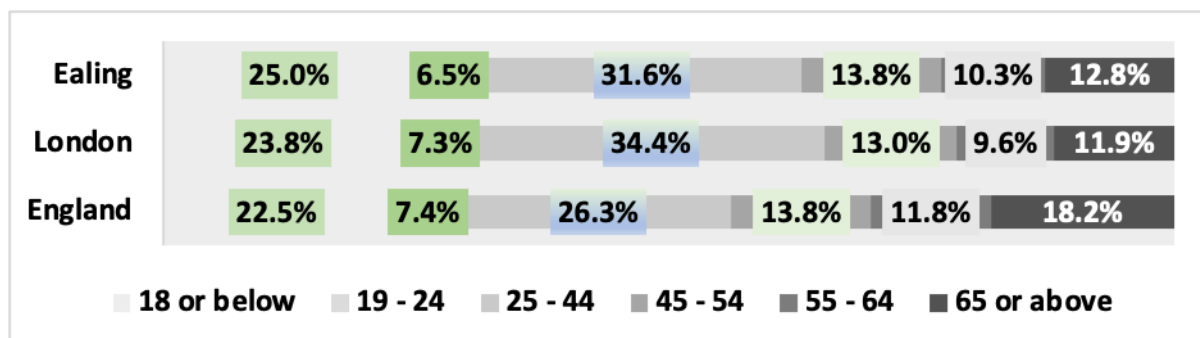
portal for young people in Ealing. In 2022, we will be adding components within this virtual environment to support and give our young people a voice e.g. the voice and campaigns of young people with SEND. We will also be opening up the centres again for more participation and engagement activities for young people delivered by Ealing Council and partners.

- In 2022 we will see the expansion of services to young people with SEND. A new post is to be created in which the Youth Service SEND Manager will oversee the design and implementation of a programme of activities, liaising with other services and with the newly appointed Youth Workers within partner teams (e.g. SAFE & MAST).
- Ealing’s Integrated Youth Service has been at the forefront of supporting vulnerable young people at risk of gang activity and involvement in the criminal justice system and we will be strengthening this work in 2022 through Ealing’s Contextual safeguarding approach and the realignment of staff working on funded initiatives to work more closely together to deliver careers advice and guidance supporting education initiatives in a school environment.

5 Local Context

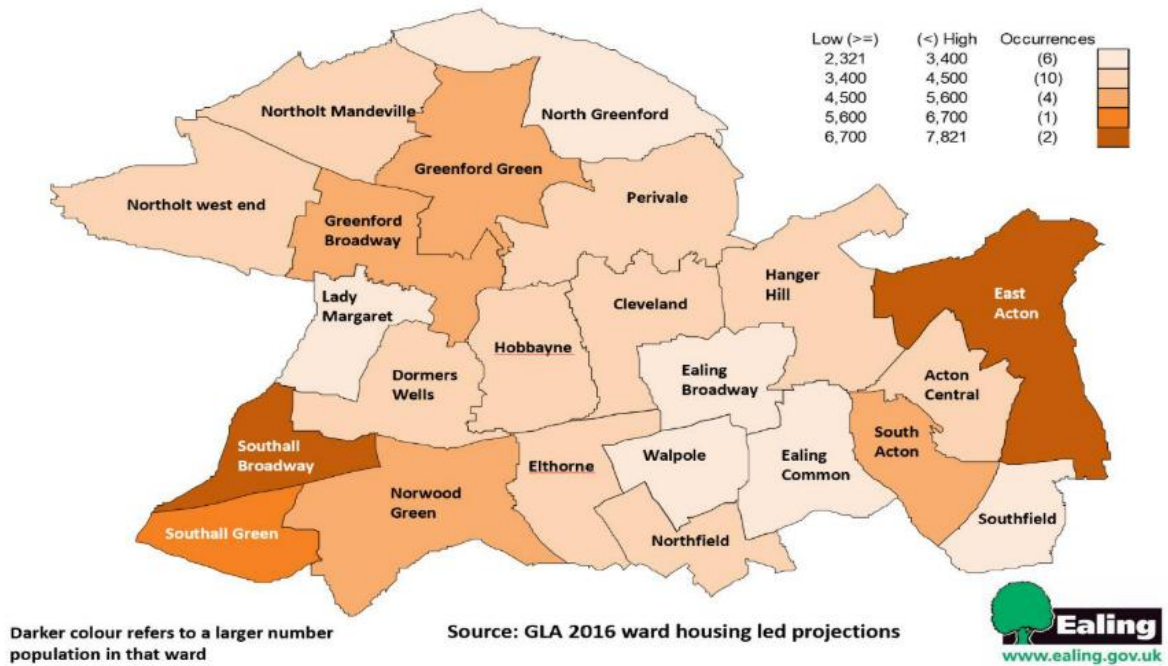
5a Demographic information-population of young people

Ealing has a population of 342,000 residents, the fourth highest in London. 85,600, (32.5% of the population) are children and young people who are aged 24 or below, compared to 31.2% in London. 54,578 attend state schools in Ealing (2019).



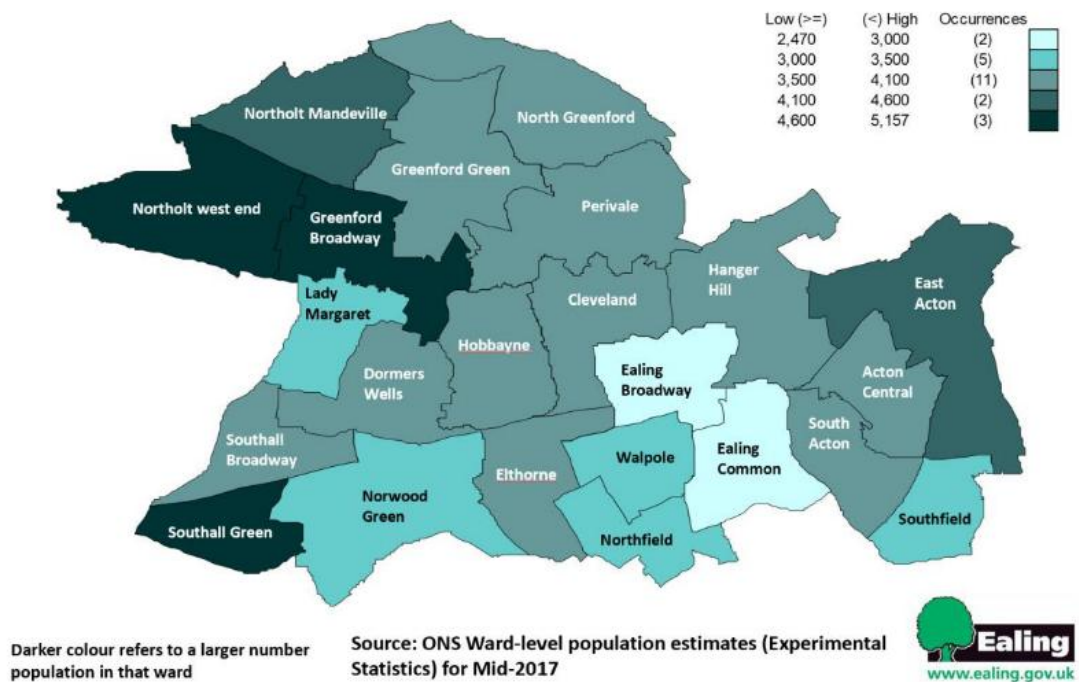
The level of the population aged below 24 is likely to remain at 30% up to 2030.

Projected 2030 population aged 18 and under by ward



The 2017 population by ward for young people under the age of 18 identifies areas where additional youth activities should be focused to maximise the opportunities to engagement young people.

Population by ward (0-18 years old)

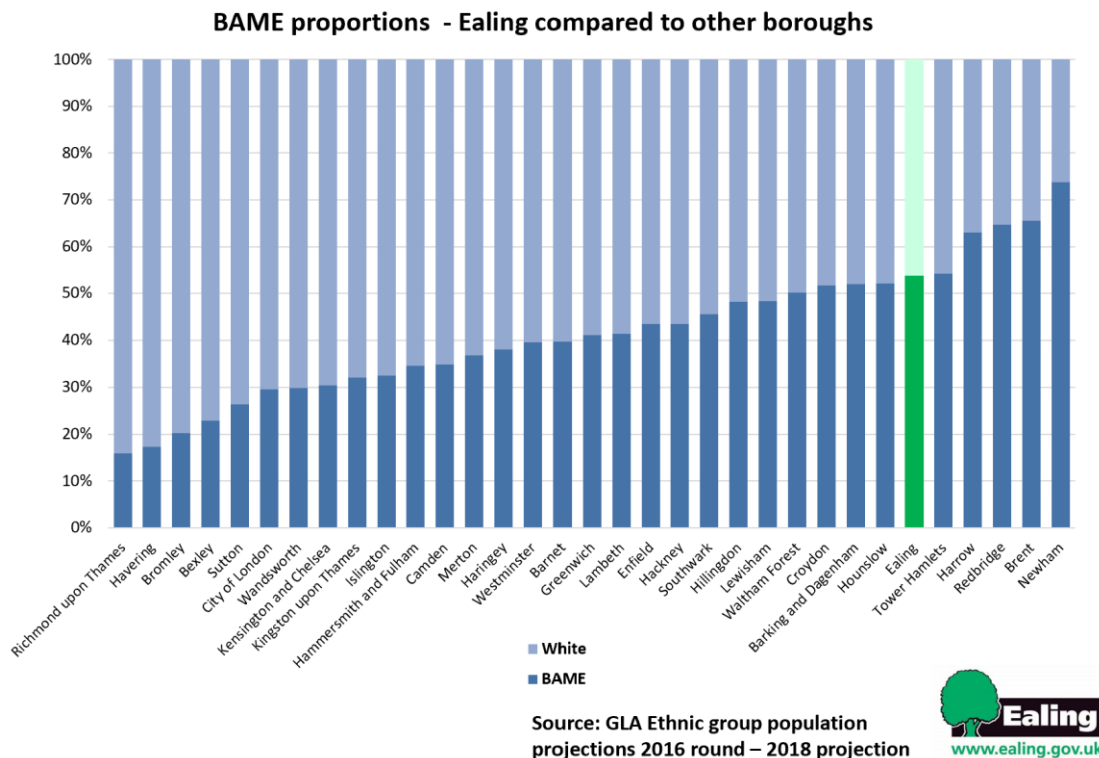


5b Diversity

Ealing is the third most ethnically diverse local population in the UK with 84% of pupils being of minority ethnic origin compared to 34% nationally. In London Ealing is amongst the most diverse boroughs.

Ethnicity: The population of state funded schools in the borough is very ethnically diverse; with 84.5% of pupils classified as being of minority ethnic origin in 2020. 85.1% of primary school pupils (compared to 33.5% nationally in 2019), and 83.2% of high school pupils (compared to 31.3% nationally in 2019) are from an ethnic minority. 29% of pupils are White, 30% Asian or Asian British. The number of Indian pupils is higher than the number of White British pupils for the second year in a row and is the largest ethnic group attending Ealing schools.

Language spoken: 61% (33,414) of pupils in Ealing schools do not speak English as their first language, with a higher proportion of EAL in primary (64%) than secondary (56%). This is well above the 2019 national figures of 21% for primary and 17% for high schools. There are more than 170 different languages spoken in Ealing schools.



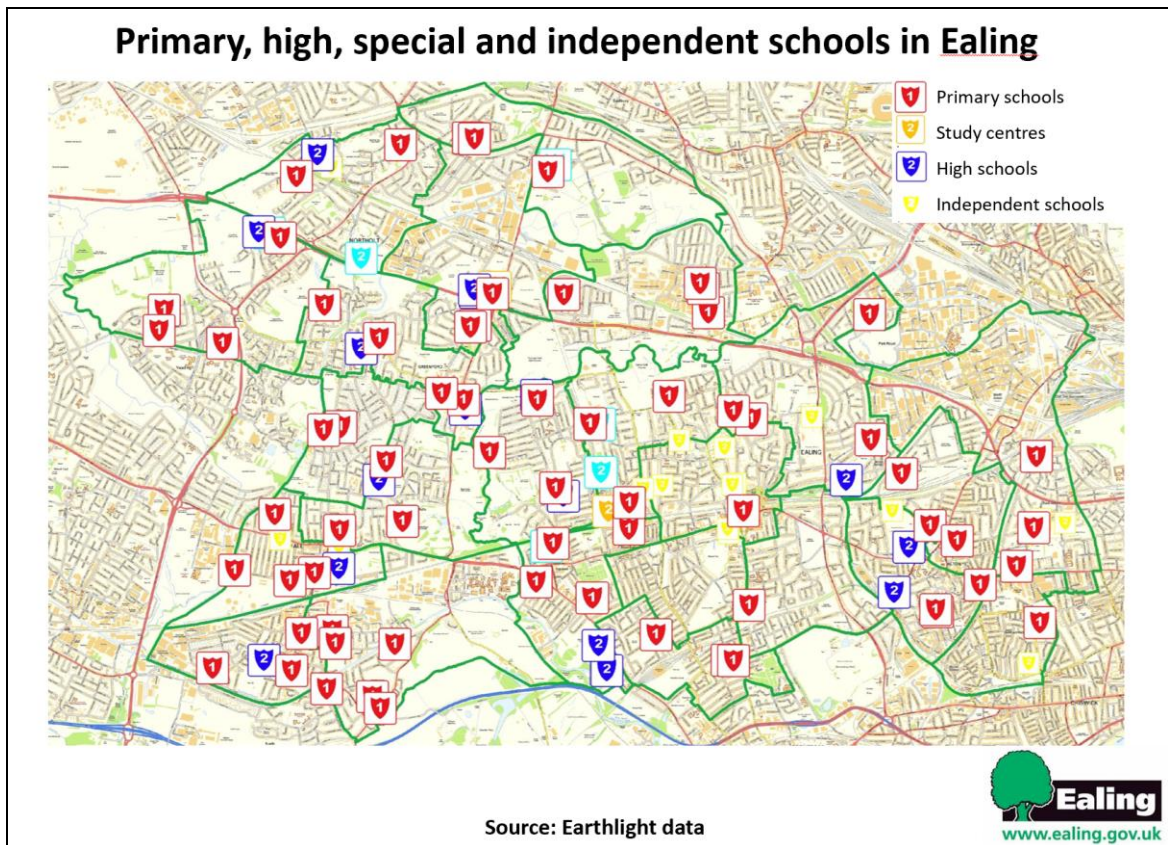
5c Number of young people with SEND

Special Educational Need (SEN): 14% (7,777) of pupils in Ealing schools were identified as having a Special Educational Need in 2020. 11% were on SEN Support, while 4% (1,990) had an Education Health & Care Plan (EHCP), with 824 of those attending special schools. The proportion of pupils with EHCPs overall (3.6%) is above the 2019 national average of 3.1%.

5d School Provision

Ealing has 89 maintained schools of which 68 are Primary, 15 are secondary and 6 are Special schools.

In order to deliver a youth strategy for the whole of Ealing against a background of a high percentage population of young people under the age of 24, a diverse and engaged community, crime focused across key wards and bands of locations, high pockets of deprivation close to areas of affluence and schools who deliver a very strong education base for all children. It is important to listen to what young people see as a future for their youth service while we focus on keeping them safe, engaged, achieving economic independence, support their health and wellbeing and address challenges which are disproportionately experienced by their age group compared to the whole population.

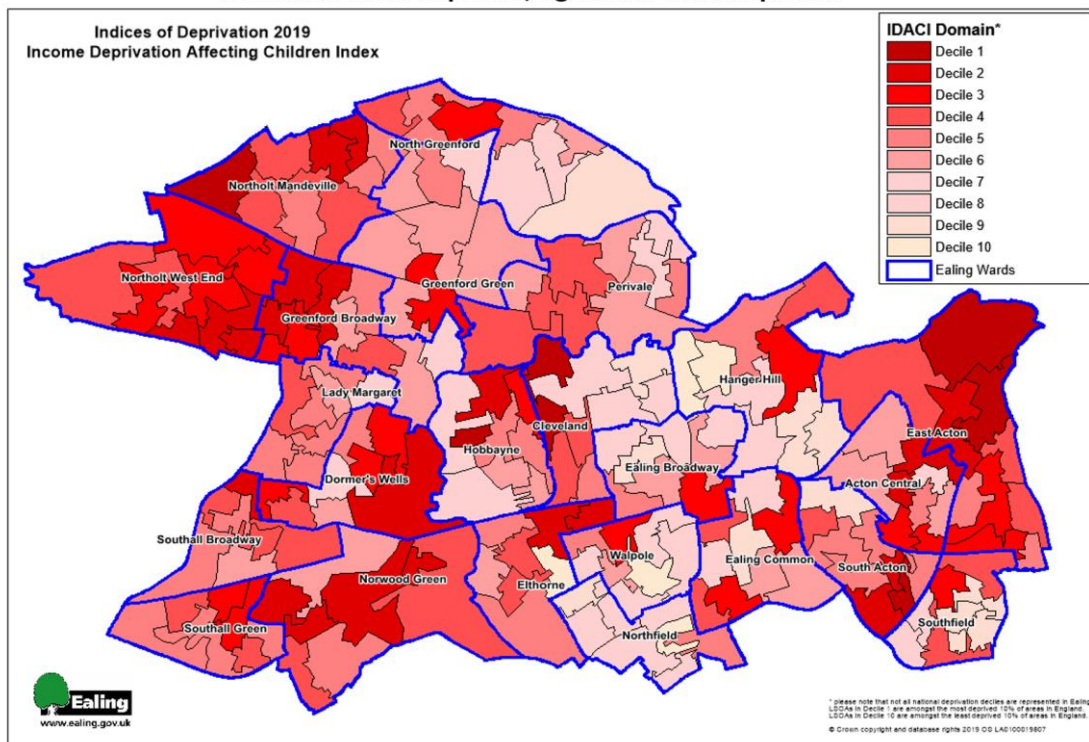


5e Deprivation

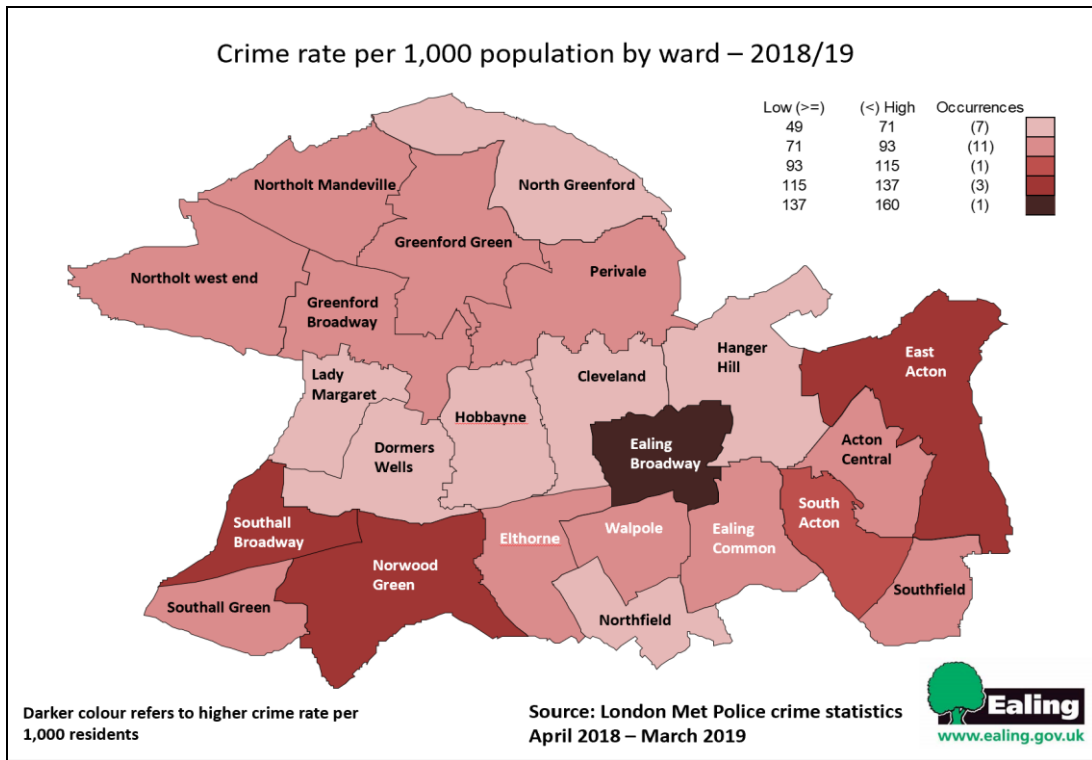
Based on 2019 IMDI data Ealing ranks 88 out of 326 authorities in England and Wales as being most deprived, with individual areas standing out further against the average, with around 11,910 young people aged under 16 living in low-income families. At both primary and high school level 16% of pupils are eligible for free school meals.

Entitlement to Free School Meals (FSM): 18% (8,632) of pupils in Ealing state funded schools were recorded as entitled to Free School Meals in January 2020. This has increased from 16% (7,561) since last year.

IDACI 2015 rank in Ealing
Darkest is most deprived, lightest is least deprived



5f Crime



The wards with the highest levels of crime per 1,000 population identify Ealing Broadway as having the highest level of crime in Ealing, followed by Southall Broadway, Norwood Green and East Acton, with crimes involving drugs, knives, and violence most affecting young people.



6 Current Youth Service Provision

The youth centres in Ealing will develop to become local partnership centres to deliver programmes and activities across the Borough to deliver the 6 strands of activities. Ealing presently has 3 youth centres, Bollo, Young Adult Centre (YAC) and Westside. They provide a range of services for young people, which young people appreciate with 94% of young people being satisfied with the current service being provided. Young people feel safe in the youth centres so they will continue to deliver services. This will continue. The Centres are available for partners to use, and this will continue to be the case, particularly as part of this plan is for all partners to work more closely together to respond to and deliver what young people want.

Bollo youth centre is situated on the South Acton Estate and it a purpose-built centre providing innovative and engaging programmes to encourage local participation by young people. Bollo already provides most of the activities identified by young people as activities they enjoy doing. Bollo will continue to provide accessible programmes and activities in the Acton area of the Borough and will be the hub for wider delivery in the East of the Borough.

The YAC transition to the Dormers Hub in 2022. The YAC in Southall was identified in 2016 as a site that would be regenerated into housing. Ealing recognises the need for a youth centre and youth service provision in the area, so the service identified Dormers Hub on the Golf Links Estate as a viable alternative in the area so it will move provision from the YAC in Park View Road during 2022. Dormers Hub will have a spoke in the Dominion Centre in Norwood Green to widen the service offer to young people. The hub will be the centre of delivery in the West of Ealing and within the immediate catchment area of significantly more young people in and around the Golf Links Estate. The transition of services to Dormers Hub will be temporary, while a permanent site for a new youth centre is identified and a new youth centre built in Southall. We will involve young people and the community in the design and planning of the building.

Westside in Ealing is the largest of the youth centres and provides a base for office space as well as youth provision. This Centre is the best equipped centre to provide programmes and activities for children with disabilities. It also provides programmes for all young people to attend. It has recently been redesigned to maximise these opportunities. This centre will continue to be accessible to the community as a base for local initiatives and will form the hub in the centre of Ealing.

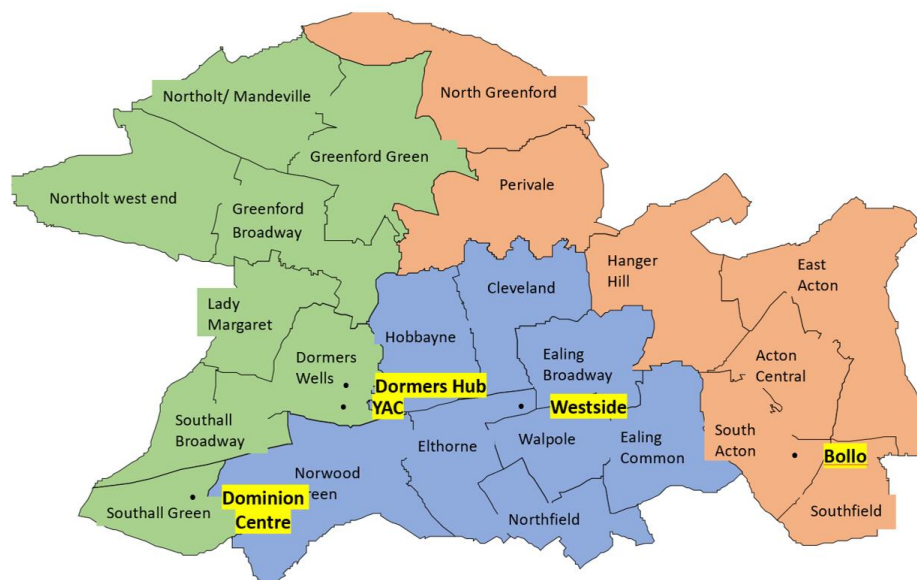
Islip Manor Children's Centre and Lime Trees Children's Centre are a satellite centres which is used to provide afternoon and evening games and activities in the Northolt area for young people.

The youth centres will continue to provide a focal point for youth delivery with the aim of increasing engagement and participation by young people in Ealing. As well as developing local partnership centres with the aim of drawing in partners and community groups to deliver a wider range of activities and programmes through the spokes. Youth Centre managers will be charged with developing local partnerships and wider activities with resources being allocated to support this within the defined areas.

Defined partnership areas

7. Partnership Work

Coverage for each youth centre.



All too often, when young people say there is nothing to do, the reality is that they often do not know what is available, how to access it, or have the confidence to take part. Ealing’s diverse population means that we must work harder to engage and understand the needs of all young people to effectively communicate to them what is available for their age group promoting equality and inclusion.

All the activities and programmes will be promoted through the Integrated Youth Service to internal and external partners and via the www.youngearing.co.uk website where partners can promote their youth activities, and young people can find out what is going on locally and engage with the activities.

All partners have a vital role to play in the delivery of a local delivery plan if we are to support young people achieve the best from their lives. Partners have access to different resources, have different skills and deliver different

priorities all of which can be brought together to form a cohesive plan through the Children and Young Peoples Board. This approach will enable a holistic approach to providing services across Ealing for young people.

Through this approach we will be able to develop a range of challenging, creative, formal, and informal programmes which will recognise the different needs of our young people.

Example: Some key partners that have been included in the design and delivery of current services across Ealing

Let Me Play

Let me Play is an alternative education provider who provides support to young people who are at risk of exclusion as well as other programmes designed to inspire young people. They use YAC daily delivering NVQ sports development and hair and beauty courses to young people aged 16-25 years.

Acton Youth Association engages in the local community with the aim of inspiring and creating positive change.

Voice of Dalmat International [VODI]

Community charity organisation attended YAC on a Tuesday and Thursday 3pm-6pm delivering reading and educational programme for young people 5-16 years. They also deliver a peer learning support programme. Referrals from low-income families for additional support from teachers and volunteers within the community.

DELVE Is a youth engagement programme providing engagement and participation opportunities in the local community through Bollo.

Focus Forth

Community voluntary organisation supporting children and young people aged 5-19 years in the community with additional classes help for reading, GCSE preparation, ESOL classes. Attended Sundays 12pm-5pm

Somali Advice and Development Centre works with young people and families in the transition into life in Britain and general support for the Somali community. They provide individual and group learning opportunities as well as sporting opportunities for the community through the YAC.

Brentford Sport in the Community provide sporting, mentoring and coaching opportunities delivered in community settings. We will link in more closely to Brentford and other sports providers in the community to promote and refer young people to their activities as an alternative to attending a youth Centre.

MENCAP has worked with Ealing helping to design and deliver programmes from Westside to support vulnerable young people

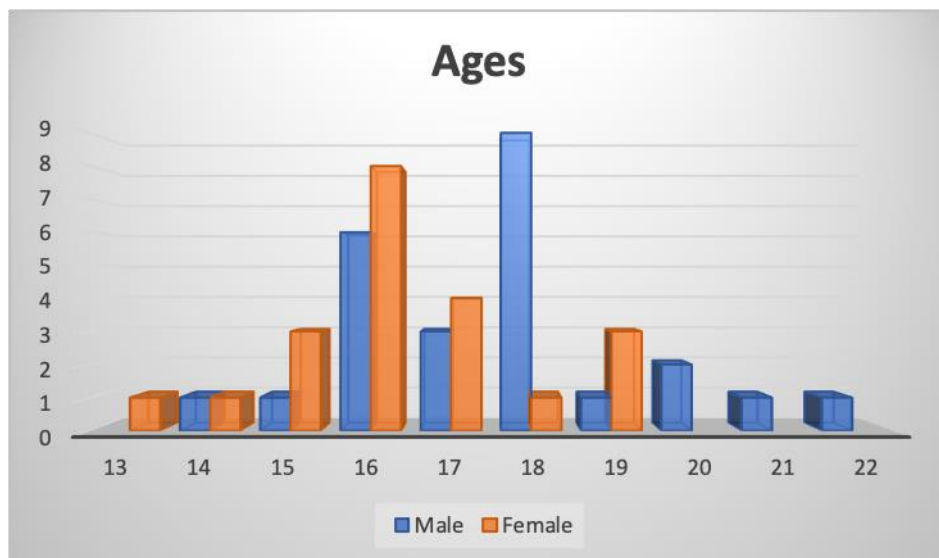
Young Ealing Foundation is actively engaged in promoting, supporting, and encouraging the delivery of a range a programs across Ealing for children and young people.

Let's Go Southall aims to help people in Southall become more physically active.

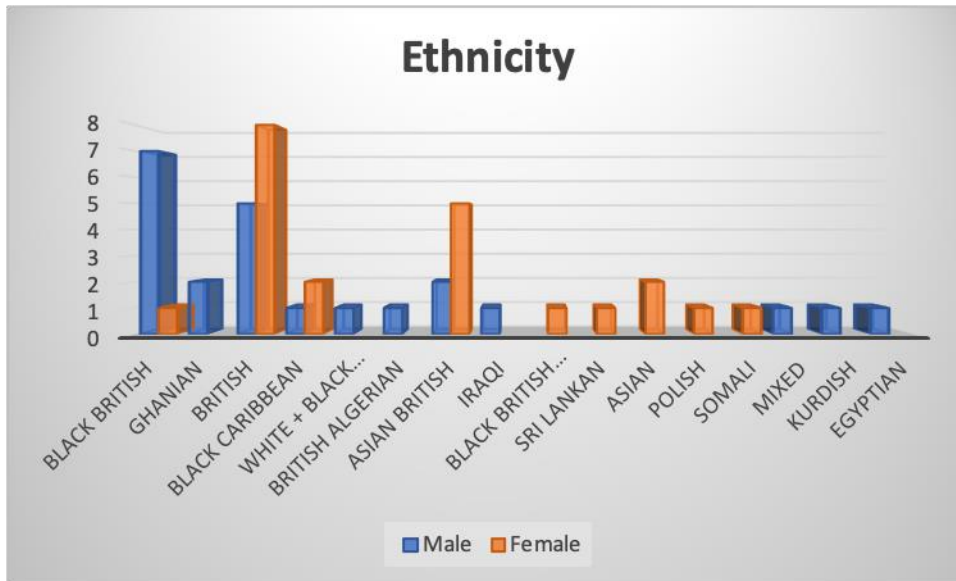
While these are some of our existing partnerships the aim will be to further engage or re-engage with these and other partners as part of the model to maximise access for all young people. This plan will also create the ability to oversee youth provision across the Borough. This plan will also afford an opportunity for community partners to engage in the programmes and activities and facilitate voluntary sector cohesion to support young people.

8. Opinions of Young People

Young people in Ealing were encouraged to take part in a local consultation on youth provision, and the role of youth clubs in delivery of that provision. This consultation was delivered through phone interviews due to the COVID restrictions and the interviews were conducted by young people from the Young Ealing Safeguarding group as well as by tutors and youth workers. The consultation involved 50 young people across a range of ages. 48% of responses were provided by females and 52% by males.



The ethnicity of young people taking part in the consultation clearly shows how important and strategy is if it is to embrace the diversity of all our young people, and those who were willing to take part and make their voice heard.



Young people identified that it was important to have a youth centre in their area as it: provided a safe place for them to go to relax and take part in activities, see friends, stay off the street away from trouble, to speak to someone about careers and education or just to get advice. The youth centres also provided clubs and activities for young people which they could not get anywhere else, and they appreciate this.

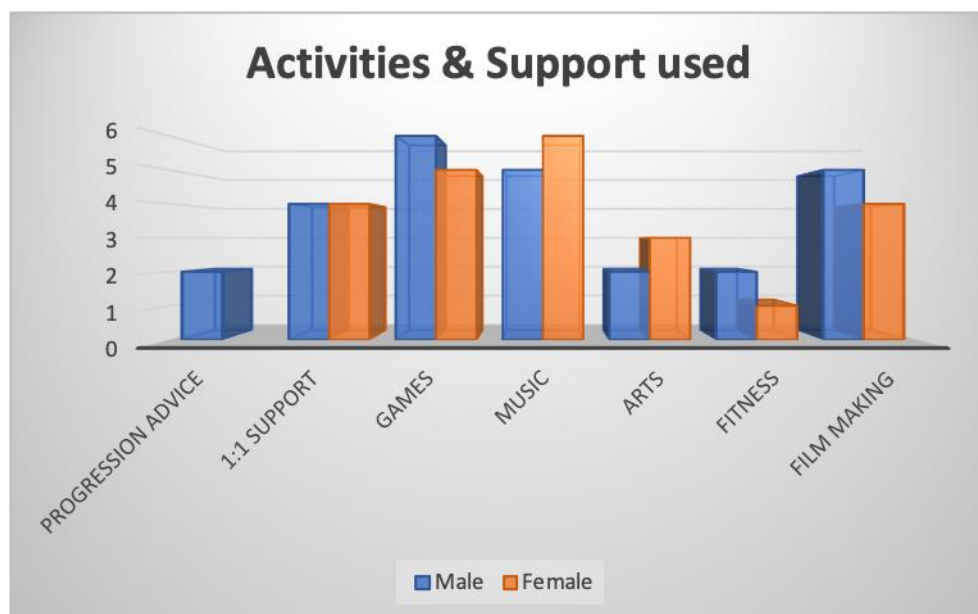


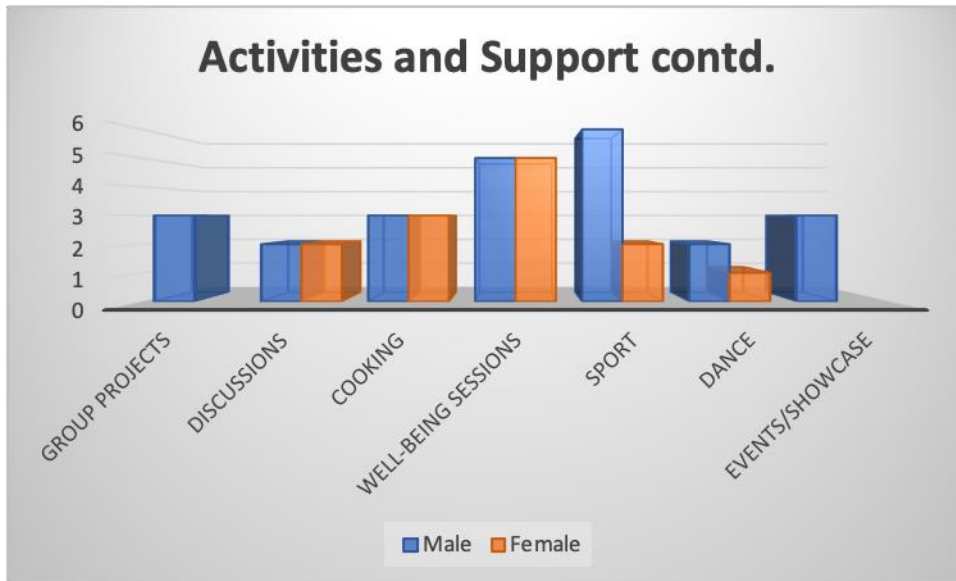
Majority of young people recognised the value of a youth centre in their area and the majority said that they would be prepared to travel up to 30 minutes to get to a youth centre. The benefits of attending included the advice, help and support that they received from the youth workers and other workers in the centre. They saw youth workers as being incredibly important in their

development. Young people went on to explain that they saw youth centres as being essential in the community to create a community for young people and for young people to feel part of the community where they can see friends and innocently enjoy their youth. The centres were seen as inclusive and offered a range of opportunities which were valued by young people, and this encouraged them to attend.

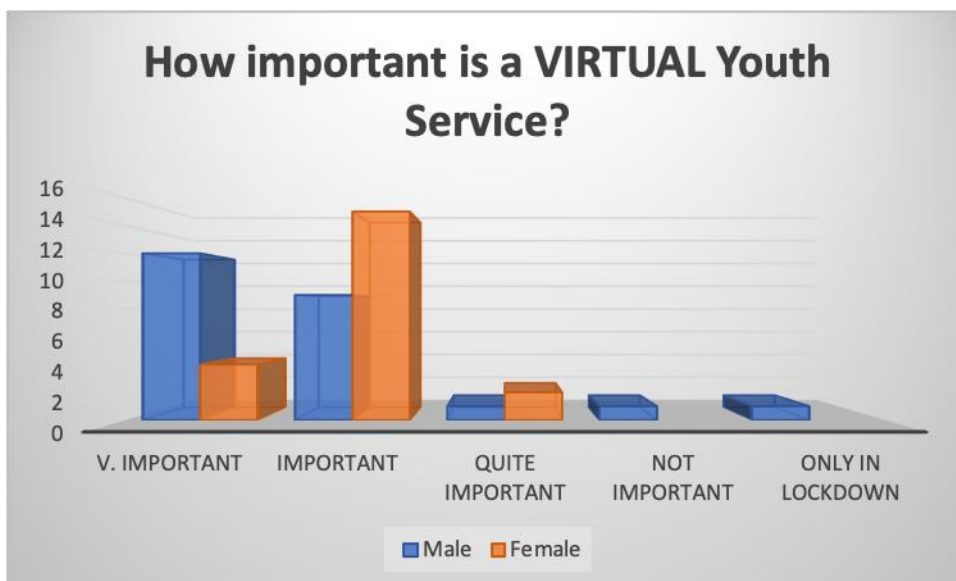


Young people were asked what activities and support encouraged them to attend a centre. They provided a range of answers for activities that they enjoyed with the highest being sport, music, and wellbeing sessions. They also enjoyed cooking, learning new things, and trying new activities.





Young people were asked how important a virtual youth offer is to them if they cannot attend a youth centre in person. The Ealing virtual offer has developed following the COVID – 19 lockdown as one of the few ways to engage and support young people in a safe way. This virtual offer has been recognised as an important way forward for young people to compliment any face-to-face activities. The vast majority identified that any virtual offer was very important or important in the future.



It is important to keep delivering the activities which young people have said they enjoy, add activities which have evolved since the COVID lockdown such as the virtual and internet offers, broaden our reach with some very successful initiatives such as the Duke of Edinburgh scheme as well as delivering new initiatives with partners and the community from existing provision as well as within the community.

9 Proposed Service developments from 2022

9a Enhancing the Hub and Spoke model

We will be re-establishing and developing our approach for service delivery across all parts of the Borough which directly uses a hub and spoke model of delivery built on good practise and what works and what young people want.

The hub and spoke model of service provision will represent a shift towards more decentralised delivery, affording greater flexibility in service delivery and to the young people that will enable them to access provision locally and virtually, thereby increasing engagement.

We will develop this multi partnership approach to ensure the integrated youth service make the best attempts possible to extend reach across marginalised groups as well as geographical areas, be cost effective and demonstrate efficiency.

Proposed Hub and Spoke model for Southall



The Dormers hub which will be a temporary replacement facility for the YAC will provide a blend of provision with a greater emphasis on managing, commissioning and publicising outreach provision in the Southall and Northolt areas of the Borough utilising the Dominion Centre. It will continue to be accessible to the community as a base for local initiatives and it will be able to provide programmes from within the Centre for young people. The new youth club has access to local sporting facilities with the MUGA nearby, as well as a hall with a kitchen for activities.

It will provide a centre for the Duke of Edinburgh management to be based, with a view to widening this offer locally and building on the successful partnerships with high schools in supporting more vulnerable pupils in achieving the Duke of Edinburgh award, supporting their confidence and academic attainment. The temporary replacement centre will also be well placed to engage with other local providers to ensure our provision is

integrated and delivers what young people want. We will be working to an established model to ensure we are fully integrated locally. We will be monitoring and evaluating the effectiveness of the approach, sharing programmes and resources as well as marketing our offer to the local community.

The wider youth offer will also see a greater focus on direct targeted youth work to support vulnerable children in the community. The targeted youth workers will support children in the catchment area of the youth hub to provide Safeguarding support and help. Young people will continue to be able to visit any youth centre they wish and attend any programme or activity they wish.

Dormers Hub will be a temporary youth centre in the West of the Brough. As a permanent youth centre site is developed young people will be involved in the design of the centre as well as the delivery of programmes.

9b The Youth Service Virtual Offer – COVID learning

Ealing's Integrated Youth Service has been meeting the challenge of providing activities, support, and engagement throughout the COVID-19 restrictions, through the development of a virtual hub utilising the recently redesigned Young Ealing website as the 'one-stop' virtual portal for young people in Ealing.

In addition to the website providing a portal to keep young people informed it will evolve into a place where young people go to find out: what is going on in their area, seek help and support, job and apprentice opportunities will be promoted, and they will be able to learn about new activities. It will also build on the learning of the COVID lockdown period by providing more online activities e.g., debating forums, learning sessions e.g., music and art online. It will market partners activities and events to increase the marketing for young people of activities and support the hub and spokes ethos culture for youth service across the borough.

During COVID most of the youth participation and engagement opportunities have been provided online. These sessions will continue after COVID restrictions have been lifted as they have offered an innovative and flexible way to support young people.

In 2022, we will be adding components within this virtual environment to support and give our young people a voice e.g., the voice and campaigns of young people with SEND.

<https://www.youngealing.co.uk>

Components of the Virtual Offer



9c Enhancing support to young people with SEND

In 2022 we will see the expansion of services to young people with SEND. A new post is to be created in which the Youth Service SEND Manager will oversee the design and implementation of a programme of activities, liaising with other services and with the newly appointed Youth Workers within partner teams (e.g., SAFE & MAST).

The Youth Service SEND Manager will also be utilising the learning to date from the partnership work under the Building My Future Programme, successfully delivering the Life skills/Duke of Edinburgh Programme and AQA qualifications.

This was cited by the Children's Commissioner as a national example of good practice.

"Ealing has established a new service called 'Building my Future', which is funded by national pilot funding. The aim is to work with children with additional needs to improve life skills and avoid school exclusion.

This is a good example of an early support multi-disciplinary service which does not have access thresholds and can reach out to children with additional needs in the community and put preventive support in place.

The involvement of youth services in the programme has been particularly successful, encouraging children to get out into the community."

Children's Commissioner for England Report "Far less than they deserve" May 2019

9d Supporting vulnerable young people and families at risk or victims of gang activity and involvement in the criminal justice system

Ealing's Integrated Youth Service has been at the forefront of supporting vulnerable young people at risk of gang activity and involvement in the criminal justice system.

The range of activities include:

- Close involvement with schools and colleges to provide support to young people and families where a young person is suspected of being involved in or on the edges of gang activity.
- Close involvement in supporting young people who have been excluded from school until alternative educational provision has been provided. This is to ensure young people are not exploited and drawn into gangs.
- Working with partners to provide a range of programmes and activities to engage and support young people.

The activities and support for 2022 will be:

- Strengthening of the Contextual approach to supporting young people and families in Ealing.
- Closer working between the Serious Youth Violence co-ordinator and Violence Reduction co-ordinator to design and deliver a range of bespoke educational and career pathways.
- Developing the IYS online and face to face offers to young people involved in the YJS to provide alternative learning platforms, which link closely to schools to allow young people to continue their education and achieve successful outcomes e.g., UNITAS Summer Arts College.

The success of this approach will be evaluated in 2024. There will be an emphasis on increased:

- Participation activities
- Attendances at youth centres and on programmes
- Increased access to our virtual offer
- Increased partner involvement
- Positive feedback from young people on the provision of services offered.

Conclusion

The Youth Plan gives a structure upon which Ealing Council, young people, partners, and communities can join to provide programmes and activities to ensure every child and young person can be inspired to fulfil their potential in a safe and supported environment across Ealing.