Integrated Youth Support Service

Stakeholder Consultation Feedback Regarding the Restructure
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Approvers

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<th>Name</th>
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<tr>
<td>Christine Brodhurst-Brown</td>
<td>20/05/13</td>
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Distribution

<table>
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<tr>
<td>Integrated Youth Support Service</td>
<td>Riverside House</td>
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<td>Eric Mans</td>
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<td>Localities</td>
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Partnership Organisations

Where they are based
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1 Introduction

This report provides a summary of the findings that have been put forward as a result of the consultations with stakeholders that took place during March and early April ’13, regarding the proposals of the future of the Integrated Youth Support Service.

During the consultation a number of issues and concerns were raised, which have been categorized into main themes. This report documents the details of the main themes that have been extracted from the comments provided by stakeholders.

As part of the Integrated Youth Support Service (IYSS) restructure, the three following service areas have been merged under one service area:

- Youth Offending Service
- Youth Service (including Youth Start and Early Intervention Team)
- Connexions

The proposals put forward at the consultation meetings held for stakeholders (appendix A) are in part, a result of budget constraints now imposed on Local Authorities. There is a requirement for services to be more cost efficient in order to contribute to relieving the monetary pressures on the Local Authority.

However, the new IYSS restructure has been proposed to not only save money, but is also to make the service more efficient and effective with a decrease in resources. However, it has been important to protect the services that are provided by the IYSS; in terms of protecting the services that are delivered to young people and the protection of resources that are available i.e. staff.

A number of changes have been made to the restructure as an outcome of this Consultation process. These are reflected on the revised Structure diagram (appendix C) and also the list of changes to the structure (appendix D) and also within the body of the questions within this document.

1.1 Basis of the Restructure

A project group was created which consisted of a wide range of representatives from all areas affected within the council, as well as representatives from VAR and YMCA (representing young people). As part of the project group, sub groups were created that took on specific tasks, for instance mapping the service, developing a needs assessment and reviewing the policy framework.
Integrated Youth Support Service
Stakeholder Consultation Feedback Regarding the Restructure

The structure development group, which consisted of Senior Managers within IYSS, HR and commissioning, took on the task of reviewing the existing restructure and creating the new one. In the end it was decided that it would be best to start from a blank sheet of paper and create a structure that would best meet the needs of the customer, whilst being efficient and effective at the same time.

1.2 Key Outcomes of the Restructure

At the consultation phase it was emphasised that the main reasons for the restructure include a number of key outcomes that are aimed to be achieved once the new structure is in place and embedded into the service:

- A move to integration whilst recognising the requirement for clear core structures e.g. YOS
- A move to more localised delivery
- A move to more flexible across the whole service
- A move to holistic, multi skilled / multi-disciplinary delivery
- A renewed focus on working in partnership

1.3 Consultation Meetings

Seven consultation meetings were arranged for stakeholders and partners to attend, which took place during March and early April:

- 18th March at Rockingham 12:00 – 15:00pm
- 19th March at the Unity Centre 17:00 – 19:00pm
- 20th March at Manvers Fire Station 17:00 – 19:00pm
- 21st March at the Town Hall 18:00 – 20:00pm
- 25th March at Aston Joint Service Centre 10:00 – 12:00pm
- 28th March Maltby Service Centre 16:30 – 18:30pm
- 8th April Anston Parish Hall 18:00 – 20:00pm

A stakeholder presentation in the form of a PowerPoint was delivered to the attendee’s at the stakeholder meeting (appendix B). A separate presentation was delivered to partners at their consultation meetings, which was tweaked slightly for the audience that it was presented to i.e. the posts affected in that area. The presentation was also available to those who were unable to attend the meetings.
During the stakeholder and partner meetings a number of topics were discussed, which can be seen in further detail on the PowerPoint’s (appendix B and C). The contents of the presentations differed slightly dependant on the audience that they were delivered to:

- National and Local Drivers
- Local Planning
- Statutory Requirements
- Context
- Vision
- Consultation Process
- Approach
- Key Outcomes
- Service Model
- Young Peoples Feedback
- Proposed Posts
- What the service will look like
- Local Delivery
- Consultation feedback and FAQ’s

The consultation period was open for a period of four weeks and ended on the 4th April, at which point all the feedback from staff members was considered by the Senior Managers of IYSS including HR.

Please Note: A significant number of changes to job profiles have been made and these have now been updated on the intranet/G: Drive. Final amendments were then made to the structure and job descriptions and the final versions were then communicated back to staff week commencing 29th April.

The final structure can be viewed in appendix C or via double clicking on the following PDF document below.

Structure All Posts
17.05.13.pdf
1.4 IYSS Youth Advisors Consultation Report

The IYSS Youth Advisors were put into post because of their previous experience of young people’s voice and influence, as well as the creative consultation methods that they are able to create and implement.

The purpose of the posts were to ensure that as many young people as possible had the opportunity to shape the development of IYSS to ensure that the Service is designed to best meet the needs of young people in Rotherham.

This was achieved through the undertaking of a number of tasks including:

- Working with RMBC Apprentices to facilitate on-going consultations with young people.
- Facilitating regular meetings of Young People’s IYSS Voice and Influence Group, commenting on service development and specification development, as well as recruiting young people for wider voice and influence.
- Attending Project Group meetings and provide regular project updates.
- Working with young people to advise on development of social media and communication with young people within the new IYSS.
- Identify how young people can contribute to the new Service and specification development and peer evaluation from April 2013.

The IYSS Youth Advisors final report and findings can be seen through clicking on the link below:

IYSS Youth Advisors Final Report.pdf

1.5 Summary of Main Themes

Feedback from stakeholders was received through a number of different sources. Feedback was noted down at the consultation meetings from stakeholders, but the option of emailing the Business Support Manager or placing a comment on a blog linked to the RMBC Website (Ref. No. 1) was also available.

Through analysing the feedback that has been put forward from stakeholders, main themes have been identified, which the feedback from stakeholders has been categorized into:

- Structure and Scope of the Service
- The Voice of Young People
- Supporting Staff
- Raising Awareness Of The IYSS Service Offer
- Service Delivery
- Additional Issues Raised Through The Area Assemblies
2 Main Themes

All of the questions and issues raised during the stakeholder consultation period have been collated together and grouped under headings, which are the main themes drawn out of the questions/issues. Responses to the questions/issues raised have also been noted down in this document.

2.1 Structure and Scope of the Service

2.1.1 In the Youth service – what has been cut back?
Response: The youth service open access provision and universal youth work have not been affected by the restructure. Resource in this area has actually increased slightly.

2.1.2 Are there going to be integrated teams in each area?
Response: Yes, there will be integrated teams in each of the seven localities. Staff will not just be based in youth centres; they will need to look at working in other community spaces, e.g. community centres, etc. Larger teams should and will provide this.

2.1.3 Have you learned anything from the Community Impact Assessment?
Response: Yes, as a result of the assessment staffing has increased in areas of high need and we will have a more robust structure.

2.1.4 In terms of Locality Delivery – what has influenced the staffing ratio in each area?
Response: Deployment of staff is based on a needs assessment in each locality and additional Town Centre provision. Youth Offending Service specialist workers will be allocated in the most appropriate location depending on local need. Staff may be relocated depending on need.

2.1.5 How will the new structure fit in with what used to be the Crisis teams?
Response: The service will be focussing on Early Help & Early Intervention; we have a borough-wide team who will work with vulnerable young people linked into the Central Assessment and Referral Team (Crisis Team).

2.1.6 When will the new structure be considered a success and what is the time frame for seeing if the new structure is working?
Response: The IYSS project group is currently doing an easy to follow assessment tool so young people’s progression can be measured. Performance against the service specification and targets will be reviewed quarterly.
2.1.7 A lot of the proposed IYSS service appears to be work that has been done before. It seems like re-inventing the wheel. Are there any statistics to prove what has been already achieved?

Response: Youth Start, Youth work, Youth Offending Services and Connexions and other services are coming together. This new way of working allows us to maximise our reach, have greater impact and more value for money - partnership working with a joined up approach. There are a range of base line indicators already used by each of the services and these will be pulled together to develop a robust performance framework.

2.1.8 What is the proportion of NEET in Rotherham and where is it in the league table?

Response: NEET is at 7.6% (March 2013) in comparison to 6.2% nationally. Rotherham’s performance is within the upper quartile of statistical neighbours.

2.1.9 Is there a large number of NEET in the ethnic communities?

Response: No, on the whole NEET is comparable across all the communities of Rotherham for 16-18 year olds

2.1.10 Do young people from ethnic communities access youth centres?

Response: Yes, mainly in the town centre and via the Place.

2.2 Voice of Young People

2.2.1 Is there a document available regarding what young people want in Rotherham?

Response: Yes, this was drawn together by the IYSS Group supported by our youth ambassadors and the link will be e-mailed out.

2.2.2 What is happening with Looked after Children, are you going into schools to consult with young people?

Response: We have already got a LAC steering group which was set up last year and a key piece of work has strategically fed into the consultation.
2.3 Supporting Staff

2.3.1 If staff are expected to work more out of Youth Centres will they need a lot of training?

Response: There is a lot of crossover in terms of the skills set of staff in the services but additional training will be offered to any staff member who needs it and also to any staff who change their roles e.g. Connexions worker to youth worker.

2.3.2 While we agree with working in partnership, we have some concerns about value of multi-skilling?

Response: All staff will have training so that they know the basics – specialist help will be available at Eric Manns. Our Workforce Development Plan will be developed in conjunction with staff based on a training audit and staff annual personal development reviews training modules have been arranged.

2.3.3 Young people have issues connecting with society - how will the service address this?

Response: We have been running training sessions already for all staff and one of the modules is about child development. This has proved very popular as it has looked at how parenting is changing and how we can support both young people as both individuals and parents to connect with their local communities.

2.3.4 How will the new working pattern affect staff having to work evenings and weekends? (Work/life balance)

Response: Staff will be able to apply for part time or flexible working, for example, people with children or caring responsibilities may wish to do this. Some staff in our services are already working flexibly the ends of young people.

2.3.5 How have staff members responded to the new structure?

Response: All staff can see where they are in the structure. We have had 6 induction modules for staff to attend where they got to know each other better. We still have a responsibility to work with young people and still need the staff. Three services have moved and are now co-located in the Eric Manns Building. It is about working together to improve services.

2.3.6 What do the Trade Unions say?

Response: The Trade Unions have been supportive.
2.4 Raising Awareness of the IYSS Service Offer

2.4.1 How would a young person aged 10 – 19 years find out about services? Will you be targeting 13 – 19’s?

Response: We have already got a website for the Youth Service and Connexions which we are going to develop into one integrated website for IYSS.

There is funding available to provide accessible information about what is available to young people and adults.

In July – we will be launching the service through a range of media

- Website for youth offer.
- IYSS ‘App’
- Facebook

Our priority group is 13-19 year olds but the service will offer support down to age 10 where there is an identified need and beyond 19 for young adults with learning difficulties and disabilities.

2.4.2 Will the new service inform young people in schools of the changes?

Response: Workers will continue to be based in schools offering support to young people at transition and supporting vulnerable young people to access services where necessary. IYSS has held focus groups working with young people around Voice & Influence and the offer in schools

2.4.3 Apprenticeships – how does IYSS link into these?

Response: A key part of the new structure is the provision of apprenticeship opportunities in the service with a particular focus on creating opportunities for vulnerable young people.

2.5 Service Delivery

2.5.1 In regards to working with young people not in education, employment or training (NEET); as a society we cannot offer young people employment opportunities – will the new service focus on getting these young people into employment and keeping them off the streets?

Response: Workers within the new service will work together to raise the aspirations of young people. We have also included a small number of apprenticeship opportunities in the structure to enable us to train and help young people to find employment.
2.5.2 What will change in respect of how will you work with young people in schools, colleges and work based learning?

Response: Schools and communities tell us about young people who have issues. Sometimes there will be 3 – 4 people working with one young person. It is about using our resources differently. IYSS is all embracing. It may appear that it is a service for young people aged 13 – 19 with problems; however we do have Open Access sessions and there a lot of positive things we do for other young people.

2.5.3 A lot of young people in schools need support so there is a need to work alongside schools?

Response: Connexions and the Youth Service already have good relationships with schools and this will continue to strengthen as the service becomes more co-ordinated at local level.

2.5.4 Can schools retain the current arrangements around a single delivery model – whereby purchased careers guidance services and targeted transition support are delivered by the same practitioner?

Response: We will discuss with each school their individual requirements and accommodate these as far as possible to ensure young people receive holistic services. In some cases it may be necessary to deploy some staff across localities to achieve this.

2.5.5 How will the service link with colleges and sixth forms? It is important to have a single practitioner as the link to college in order for them to link into colleges own internal assessment systems and student support services.

Response: Our proposal is to have an identified borough wide post for supporting Rotherham College of Arts and Technology and provide additional support to Dearne Valley College via the locality. These workers will offer support to the most vulnerable students identified at risk of disengaging.

In addition specialist SEN Youth Support Workers will support transitions for those with Section 139a learning disability assessments in special school sixth form and colleges.

Young people with lower level of needs, early leavers (NEET) or one year learners completing but not progressing to year 13, will be picked up by the locality teams.

Support to students leaving during or at the end of the first year of Sixth Form can be provided by a school or colleges referring the young person to an identified link person using the Early Help Assessment form.

In relation to Work Based Learning the IYSS Manager (NEET) will manage relationships and YSW in Rotherham North will deal with vacancies supported by the administration team.
2.5.6 How will Young People in Pupil Referral Units be supported?

Response: Dual registered pupils on school role primarily will to be referred into the service by schools and supported by Youth Support Worker in the locality. Young people registered under section 19 with the Local Authority, teenage mothers at the ROWAN and pupils accessing the alternative curriculum will be supported by a dedicated resource at key stage 4 and through links to the Youth Contract team and youth work support over the summer periods and post 16.

2.5.7 How will Looked after Children (LAC) and Care leavers be supported?

Response: Looked after children pre 16 will be supported by the appropriate worker in locality teams. At transition a specialist Youth Support Worker for LAC/ Care leavers will work with ‘Get Real Team’ and ‘Action for Children’ to prioritise September guarantee, transitions and retention support. They will also provide support to young people who are care leavers not in education, employment and training up until the age of 19.

2.5.8 How will the service link to Youth Justice, Police and Probation? Is there a base for the Community Police?

Response: There are already strong links in place between the Youth Service, Youth Justice and Probation and this will continue as the new service is rolled out. The Youth Offending Service has strong links with probation through the YOS core team. Overall the YOS is accountable to the Youth Justice Board.

Seven PYPPOs are already based in the localities and they will form part of the new IYSS teams

2.5.9 Will there be reductions in youth offending staff and are you committed to the pledge by the Police Commissioner?

Response: Overall there will be a greater resource to work with vulnerable young people including those within the criminal youth justice system. The Police Commissioner has given money to help us support young people to stop them re-offending.

2.6 Additional Issues Raised Through Area Assemblies

2.6.1 Wentworth South

2.6.1.1 Herringthorpe Youth Centre comes under Wentworth South – If there are to be no closures why is this not on the list?

Response: Herringthorpe Youth Centre will remain open but will be managed as part of the Rotherham South Area Team.
2.6.2 **Wentworth North**

2.6.2.1 A key part of Voice and influence feedback around transport issues is that young people need to feel safe on public transport to travel to town to use services.  
**Response**: We have involved young people in the consultation process and UKYMPs, Youth Cabinet and the LAC council and the service will endeavour to provide outreach services and work with providers of public transport re safety issues.

2.6.2.2 We need more opportunities for sport. Have local sports groups i.e. rugby and cricket clubs been consulted.  
**Response**: We agree that the IYSS service needs to publicise activity and develop links to these groups and are in the process of updating the website to reach more young people and stakeholders

2.6.3 **Wentworth Valley**

2.6.3.1 Bramley Parish Council has been working with the Youth Service towards taking over Bramley Youth Centre. They hope eventually to form a Trust which will run the Centre and then they can apply for funding to help maintain the building.  
**Response**: The volunteers who work at the Youth Centre have been accessing training and are working actively with the community. The young people have also really taken on getting involved in the community e.g. Remembrance Day. Everyone has turned the negative of the last Consultation into a positive. The young people are passionate about their Youth Centre.

2.6.3.2 Councillors Godfrey and Beaumont have identified five strands in disadvantaged areas one of which is young people. They are willing to work with IYSS to provide services to Young People and would like more information.  
**Response**: IYSS will send them the mapping exercise.

2.6.4 **Rotherham North and Rotherham South**

2.6.4.1 In terms of the Canklow Community, will there be opportunities for community provision at Eric Manns – involvement in this?  
**Response**: In terms of community provision and space commitment, we are unable to give a decision on this at this point in time. The Youth Worker will come to the Canklow meetings to discuss further. We are hoping to co-locate partners from the voluntary and community sector where space is available.
2.6.4.2 What will be available at the Borough wide resource at Eric Manns? It is not very big for young people’s provision. How will large groups be accommodated?

Response: Overall there will be a team of staff at Eric Mann’s able to deal with all queries from young people visiting the centre. They will offer primarily 1 – 1 support for:

- Education employment and training opportunities for young people NEET
- Benefits advice
- Sexual Health
- Youth Start counselling and advice services
- Support for vulnerable young people including young offenders
- Support to access other provision e.g. housing, drug and alcohol services

In addition there will be:

- Open access youth provision - from mid-March staff and provision at the Maltings will have moved to Eric Manns
- Summer provision for transition and activities
- Project work will be delivered subject to funding
- Elephants in Step youth provision

Where activities involve large numbers of young people IYSS will use Myplace.

2.6.4.3 There is only one youth Centre at Winterhill, and travel and buses to a town centre location present a barrier for Rotherham North young people. How will this be addressed?

Response: The service will have a range of mobile and detached provision, and we will be advertising via flyer/website the information on mobile dates and other venues. Mobile provision will be used more often as a wider range of staff will be able to access driver training.

The youth offer will be properly managed; control and monitoring checks will be carried out on young people accessing the service.

2.6.5 Rother Valley West

2.6.5.1 There is a lack of provision in Ulley due to it being a small parish and young people can feel isolated (some don’t have access to transport); how will this be addressed?

Response: We can consider the possibility of the mobile youth provision being used to help with this. If a young person is vulnerable and needs one to one support agencies can refer to the Locality Manager using the Early Help Referral Form. A worker will then be allocated to support young people individually in their local community. The service will consider how it will disseminate information out into each locality so that young people understand what is available within the IYSS.
2.6.5.2 The consultation period is too short and there has been no opportunity for the Aston Volunteer Forum to have some input due to meetings not scheduled before the end of the consultation period.
Response: The Head of Service or the Area Officer are happy to attend future meetings to inform the local delivery plan.

2.6.5.3 Could the contact numbers/website address be passed on to other colleagues & partners for their input?
Response: IYSS will provide the Area Assemblies with the contact details for distribution and feedback.

2.6.6 Rother Valley South

2.6.6.1 With reference to the Hubs young people from Anston, Dinnington, and Laughton/Laughton Common will still have to go on a bus to Kiveton for provision. Why is it that everything seems to be centred around Kiveton?
Response: IYSS will be continuing to provide detached sessions and are looking for local venues to deliver in daytime. This is a chance to develop provision in the area.

2.6.6.2 Who makes the decision where provision goes? We are having problems with children as young as 7 years old.
Response: We will look at problems at a community level. IYSS can offer some support for younger children but our core remit is young people aged 10 and over. We are happy to discuss this issue further locally.

2.6.6.3 We have not had any provision for young people in Woodsetts from the beginning. Young people still have to get to Dinnington.
Response: IYSS have got a music/health bus that we can use for this area. We have to make use of the resources we have. We will need to do a risk assessment before we make arrangements for the bus to go to an area and find the correct location to park.

2.6.6.4 Can the consultation period be extended? If consulting fully proposals need to go through Parish Councils. The consultation period seems to be very restrictive, if the Parish meetings fall between the dates.
Response: The consultation period is about the new structure. Aspects of the work are an on-going process. Parish Councils can add to this at any time. There will be an opportunity for more detailed discussion at Parish council when we develop the IYSS area plans. Partners will be consulted further as to where and when services should be offered.
**Appendix A – Consultation Meetings:**

**List of employee and stakeholder Consultation Meetings:**

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<th>Stakeholder</th>
<th>Venue</th>
<th>Date</th>
<th>Time</th>
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<tr>
<td>Council employees</td>
<td>Town Hall (John Smiths Room)</td>
<td>13th March ‘13</td>
<td>10:00 - 11:30am</td>
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<tr>
<td>Council employees</td>
<td>Town Hall John Smiths Room)</td>
<td>13th March ‘13</td>
<td>14:30 - 16:00pm</td>
</tr>
<tr>
<td>Council employees</td>
<td>Myplace Rotherham</td>
<td>14th March ‘13</td>
<td>17:30 – 19:00pm</td>
</tr>
<tr>
<td>Stakeholders</td>
<td>Rockingham</td>
<td>18th March ‘13</td>
<td>12:00 – 15:00pm</td>
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<tr>
<td>Rotherham South and Rotherham North</td>
<td>Unity Centre</td>
<td>19th March ‘13</td>
<td>17:00 – 19:00pm</td>
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<td>Wentworth North</td>
<td>Manvers Fire Station</td>
<td>20th March ‘13</td>
<td>17:00 – 19:00pm</td>
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<tr>
<td>Rother Valley West</td>
<td>Aston Joint Service Centre</td>
<td>25th March ‘13</td>
<td>10:00 – 12:00pm</td>
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<tr>
<td>Wentworth valley</td>
<td>Maltby Service Centre</td>
<td>28th March ‘13</td>
<td>16:30 – 18:30pm</td>
</tr>
<tr>
<td>Rother Valley South</td>
<td>Anston Parish Hall</td>
<td>8th April ‘13</td>
<td>18:00 – 20:00pm</td>
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Appendix B - Stakeholder Consultation Presentation:

Slide 1

IYSS Restructure Proposals.

Stakeholder Consultation Consultation.
Monday 18th March 2013.

Slide 2

National and local drivers:

- Positive for Youth strategy – cross cutting across relevant Govt. departments.
- Working together in partnership.
- Supporting young people’s personal and social development which includes developing important skills and qualities needed for life, learning and work.
- Making sure all young people are able to participate and achieve in education and training.
- Raising young people’s aspirations and thereby reducing teenage pregnancy, substance misuse and crime.
- Access to activities and services to improve young people’s wellbeing, including a duty to seek out and take account of young people’s views in decisions about these activities.
- NCS/ MyPlace.
- Measuring performance.
Local Planning.

- RMBC Corporate plan.
- Children and Young People’s Service planning, 4 Big things.
- Transforming Rotherham Learning.
- Keep children and young people safe.
- Tackling inequality.
- Prevention and Early intervention (Early Help)

Context

- Savings.
- Protection of Services to young people.
- Protection of available resources i.e. staff.
- Effective use of decreasing resources.
Slide 5

**Vision.**

- An opportunity for creativity and innovation, for working beyond boundaries and silos and initiating new ways of working.
- The creation of a robust offer of provision for young people ranging from open access to specialised support enabling young people to access what they need when and where they need it.
- Real partnerships.
- Targeting and support of vulnerable groups.

Slide 6

**Consultation Process**

- It is important to recognise that this is the beginning of a consultation process.
- The following are proposals for the creation of the IYSS.
- Clear opportunities for feedback and challenge during the consultation period.
Slide 7

Approach

- Starting from a blank sheet of paper.
- Project group work, including Mapping and needs assessment and policy framework review. Also synthesis of current V&I feedback. Wide representation on the group including young people.
- Structure development group consisting of senior managers, HR and Commissioning creating the actual structure proposals.

Slide 8

Key Outcomes

- A move to integration whilst recognising the requirement for clear core structures, e.g. YOS.
- A move to more localised delivery.
- A move to more flexible delivery across the whole service.
- A move to holistic, multi skilled/multi disciplinary delivery.
- A renewed focus on working in partnership.
Statutory Requirements

- Youth Services (Positive for Youth)
- Statutory services to young offenders
- Support completion of Learning Disability Assessments (139a)
- Tracking of young people outcomes academic age 17 and 18
- Information, advice, guidance and support to young people not in education, employment and training
- Ensure that there is sufficient offer of learning provision

Service Model

- Focus on and a more intensive support for a defined cohort but set within a continuum from Open Access youth provision to individual support for vulnerable young people and all points between.
- Negotiation with schools and colleges to provide transition support to an agreed cohort at year 11 and 12 for young people identified via the BQ4 assessment tool and through the Early Help Assessment Team route.
- Local support in place across the whole range of the young person’s needs.
- Integrated teams in each of the seven Area Assembly areas to meet the needs of the locality.
- Local delivery plan will be developed with key stakeholders.
- Eric Manns will become the Borough Support Hub for young people, the Youth Offending Service, the Learning and Engagement “shop” and Youth Start will be added here amongst other provision.
Young people’s feedback:

- Rowena Crehan-Habershon
- Jack Webster.
Proposed Posts

- Number of Job losses have been kept to a minimum.
- Currently 204 people 151.7 FTE
- 6.2 FTE reduction, affecting up to 15 people. This is reduced to 4.7 FTE as there are some current vacancies.
- Following the conclusion of the Consultation period there will be a recruitment process.
- New service to be introduced from June 2013.

Consultation Feedback and FAQs

- The consultation period will be for three weeks, up until Thursday 4th April.
- The consultation outcomes will be considered and an analysis of the feedback and outcomes will be published in a report.
- Following the conclusion of this process, the finalized structure will be agreed and the recruitment process will begin.
Consultation Process

- Consultation regarding proposed new structure
  - Open/transparent/genuine
  - Starts 13 March 2013
  - Ends on Thursday 4 April 2013
- Welcome feedback/thoughts/ideas/suggestions on the proposals
  - http://www.rotherham.gov.uk/blog/iyss

QUESTIONS
Appendix C - Partner Consultation Presentation:

Slide 1

IYSS Restructure Proposals.

Stakeholder Consultation.
March 2013.

Slide 2

National and local drivers:

• Positive for Youth strategy – cross cutting across relevant Govt. departments.
• Working together in partnership.
• Supporting young people’s personal and social development, developing important skills and qualities needed for life, learning and work.
• Making sure all young people are able to participate and achieve in education and training.
• Raising young people’s aspirations. Reducing teenage pregnancy, substance misuse and crime.
• Access to activities and services to improve young people’s wellbeing.
• Voice and influence – listening to Young People.
• NCS/ MyPlace.
• Measuring performance and impact.
Local Planning.

- RMBC Corporate plan.
- Children and Young People’s Service planning, 4 Big things.
- Transforming Rotherham Learning.
- Keep children and young people safe.
- Tackling inequality.
- Prevention and Early intervention (Early Help)

Statutory Requirements

- Youth Services (Positive for Youth)
- Statutory services to young offenders
- Support completion of Learning Disability Assessments (139a)
- Tracking of young people outcomes academic age 17 and 18
- Information, advice, guidance and support to young people not in education, employment and training
- Ensure that there is sufficient offer of learning provision
Slide 5

**Context**

- Savings.
- Protection of Services to young people.
- Protection of available resources i.e. staff.
- Effective use of decreasing resources.

Slide 6

**Vision.**

- An opportunity for creativity and innovation, for working beyond boundaries and silos and initiating new ways of working.
- The creation of a robust offer of provision for young people ranging from open access to specialised support enabling young people to access what they need when and where they need it.
- Real partnerships.
- Targeting and support of vulnerable groups.
Slide 7

Consultation Process

- It is important to recognise that this is the beginning of a consultation process.
- The following are proposals for the creation of the IYSS.
- Clear opportunities for feedback and challenge during the consultation period.

Slide 8

Approach

- Starting from a blank sheet of paper.
- Project group work, including Mapping and needs assessment and policy framework review. Also synthesis of current V&I feedback. Wide representation on the group including young people.
- Structure development group consisting of senior managers, HR and Commissioning creating the actual structure proposals.
Slide 9

Key Outcomes

- A move to integration whilst recognising the requirement for clear core structures, e.g. YOS.
- A move to more localised delivery.
- A move to more flexible delivery across the whole service.
- A move to holistic, multi skilled multidisciplinary delivery.
- A renewed focus on working in partnership.
- Working to create a well thought out coherent Youth Offer for young people in Rotherham, including and involving all providers for young people in Rotherham, e.g. VC S and Health colleagues.

Slide 10

What the Service will look like:

- 10 to 25. with a core focus on 13 to 19 year olds.
- Youth Centres.
- MyPlace Activity Hub.
- Eric Manns Support Hub. (Maltings to close all it’s provision to Eric Manns.)
- Open Access provision including Detached and Mobile provision.
What the Service will look like:

- Additional support for vulnerable young people.
- Additional local Youth Support Staff.
- Additional provision re Health and Wellbeing.
- Working closely with Schools, Social Care, Looked After Children and Young People’s Services and Care Leavers Services.
- Support for young people in years 10 and 11 in making a successful transition to post 16 provision, in education training and employment.
- Local support for young people able to help with a broad range of needs.
- Borough wide Health and Wellbeing project.
- Integrated teams in each of the seven Area Assembly areas to meet the needs of the locality.
- Local delivery plan will be developed with key stakeholders.

Local Delivery

Rother Valley Youth Area Team

*1fte Youth Worker (Locality)
*4fte Youth Support Worker (Learning/Youth Justice)
1fte Assistant Youth Support Worker
0.5fte Apprentice
1.7fte Part Time Youth Worker Team
1.24fte Detached Youth Worker Team (inc Mobile Provision)

Kiveton Park Youth Centre

Plus Additional Sessional Youth Work Team

Fte = Full Time Equivalent

*One of these posts will be a Senior Youth Support Worker
Slide 13

- Number of Job losses have been kept to a minimum.
- Following the conclusion of the Consultation period there will be a recruitment process.
- New service to be introduced from June 2013.

Slide 14

Consultation Feedback and FAQs

- The consultation period will be for three weeks, up until Thursday 4th April.
- The consultation outcomes will be considered and an analysis of the feedback and outcomes will be published in a report.
- Following the conclusion of this process, the finalised structure will be agreed and the recruitment process will begin.
- Equality Impact Assessment in place.
Slide 15

Consultation Process

• Consultation regarding proposed new structure
  – Open/translucent/genuine
  – Starts 13 March 2013
  – Ends on Thursday 4 April 2013
• Welcome feedback/thoughts/ideas/suggestions on the proposals
  – http://www.rotherham.gov.uk/blog/IYSS

Slide 16

QUESTIONS
Appendix D – Revised Structure:

Integrated Youth Support Service revised structure after consultation taken into account:
## Appendix E - IYSS Staff Consultation agreed changes:

<table>
<thead>
<tr>
<th>Job No.</th>
<th>Amendments made</th>
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</table>
| 9       | Commissioned Service Added – Remedi  
Job Tile changed to IYSS Manager (Vulnerable Young People & Youth Justice) |
| 10      | 1fte to now be managed by Managers 4, 5 and 6 |
| 13      | Matrix Managed SES & Job number 6 |
| 15      | Amended from 2fte to 1fte Senior Officer (Courts)  
Is no longer job matched |
| 16      | Amended from 2fte to 3fte Social Worker (Youth Justice) – 2fte will work in the  
Case Management Team and 1fte in the Courts Team. |
| 22      | 1fte Level 1 youth worker – all now job matched. |
| 27 & 28 | One of these posts will be a Senior Youth Support Worker at Band I |
| 36      | These posts will be managed by job no 13 |
| 43      | Now job matched |
| 44      | Job Title changed to Youth Offer Project Officer |
| 46      | No longer job matched. |
# 3 Glossary of Terms

<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Explanation</th>
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<tr>
<td>RMBC</td>
<td>Rotherham Metropolitan Borough Council</td>
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<tr>
<td>IYSS</td>
<td>Integrated Youth Support Service</td>
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<tr>
<td>NEET</td>
<td>Not in Employment Education or Training</td>
</tr>
<tr>
<td>LAC</td>
<td>Looked after children</td>
</tr>
<tr>
<td>YSW</td>
<td>Youth Support Worker</td>
</tr>
<tr>
<td>YOS</td>
<td>Youth Offending Service</td>
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<tr>
<td>PYPPO’s</td>
<td>Police Young Person Partnership Officer</td>
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<td>UKYMP</td>
<td>United Kingdom Youth Member of Parliament</td>
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4 Reference Documents

<table>
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<th>Document Title</th>
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<td>1</td>
<td><a href="http://www.rotherham.gov.uk/blog/lyss">http://www.rotherham.gov.uk/blog/lyss</a></td>
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## 5 Change History

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<tr>
<th>Issue</th>
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<th>Date</th>
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<tbody>
<tr>
<td>I1 D1</td>
<td>J Bratton-Alexander</td>
<td>08/05/13</td>
<td>Initial Draft</td>
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<tr>
<td>I1 D2</td>
<td>C Bailey</td>
<td>10/05/13</td>
<td>Added main themes</td>
</tr>
<tr>
<td>I1 D3</td>
<td>J Bratton-Alexander</td>
<td>14/05/13</td>
<td>Tidied up and added structure</td>
</tr>
<tr>
<td>I1 D4</td>
<td>J Bratton-Alexander</td>
<td>20/05/13</td>
<td>Replaced the structure with the revised version and update the list of agreed changes.</td>
</tr>
<tr>
<td>I1</td>
<td>C Brodhurst-Brown</td>
<td>20/05/13</td>
<td>Approved</td>
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