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Community Youth Work

Targeted
group work

1-1

Ready for Work

Healthy Young Surrey



Guildford Borough

Youth Work Needs Assessment

Part A: Guildford Local Needs Assessment

Area Overview:

Guildford Borough is located in the South West of Surrey; it has good transport links within the centre of the borough and has the A3 running through it, its large rural areas have significantly less transport links however. Guildford is seen as an affluent area of Surrey and has good commuting links to London.

Although the perception that Guildford is an affluent area is correct in places, there are areas within these 22 wards that have high levels of deprivation and a range of needs and issues facing the young people who live in them.

Guildford Borough has a total of 137,183 residents. Of those 14,670 are young people aged 11-19. It is placed second in the county for rural population and third for urban residents. There are significantly more 19 year olds in the borough than any other within our age range – possibly due to the high student population. There are less 11, 16 and 12 year olds than any other age within our scope.

Guildford borough is predominantly White British with 83% of its population. At 6.21% the second highest ethnicity in Guildford borough is White Other. Asian Other and Asian Chinese are third and fourth in the ethnicity of Guildford Borough with 1.65% and 1.37% of the population respectively.

Community Youth Work – Aims and Priorities

The Community Youth Work Service (CYW) is a new Surrey County Council (SCC) service which aims to meet the needs of young people through ‘youth work’. Youth work is a method of working with young people that is voluntary (young people choose to engage with us), which is developmental and based on addressing individual or groups of young people’s personal and social educational developmental needs.

Ultimately CYW is dedicated to supporting our most vulnerable and high need young people to ensure they succeed in the transition to adulthood. The service is driven through a culture of innovation and high performance to meet the needs of young people.

CYW typically provides this service through our network of youth centers, detached or outreach projects (meeting young people where they choose to meet – such as local parks etc). CYW provides open access (traditional youth clubs) and targeted 1-2-1 or group work opportunities for young people focused on Services for Young Peoples ‘Employability’ outcomes framework (see appendix for outcomes framework).

The new service is developing a new culture, focused on value for money and outcomes for young people. Developing a diverse funding and customer base over the next few years are key priorities for the service as it seeks to ensure a sustainable model in the context of challenging funding settlements.

Youth Work resource in Surrey has previously been allocated around our building resource with all boroughs and youth centers receiving the same allocation of resource to provide a service for young people, no matter the level of need in that area. With the implementation of the Resource Allocation System (RAS), this is now changing (see appendix for Guildford Borough RAS allocation).

The Community Youth Work Service will allocate resource to the need of a borough. This means that those boroughs with higher needs or those who are deemed as more at risk young people will receive a greater allocation of resource. This decision, and the way in which the RAS has been allocated is based on the analysis of data relating to youth crime, Not in Education Employment or Training (NEET) figures, Risk Of NEET Indicators (RONI), health indicators, deprivation and transportation.

The CYW service will also allocate resource to the most at need communities/areas within the borough. This means that where youth work typically is on offer currently may not be where it will be offered in the future, and that youth work may not be offered within our youth centers but possibly through community buildings or detached youth work.

Current contextual information:

There are currently two SCC owned youth centers within Guildford, they are Ash Youth Centre and the Discovery Youth Centre in Guildford. There is a variety of youth work on offer in both of these centers including open access, specific targeted youth work and specialist youth work. There are also two areas in which SCC hires a community facilities in order to provide open access youth work once a week, these are in two of the highest need areas in the borough (Stoughton and Bellfields).

In the years 2012/15 Guildford had the following staffing provision allocated to it per week:

Discovery Youth Centre:

37 hrs Full time Centre Based Youth Worker (60% face to face)
49 hrs Part time youth Work, including satellites at Bellfields and Stoughton (100% face to face)

Ash Youth Centre:

37 hrs Full time Centre Based Youth Worker (60% face to face)
37 hrs Part Time Youth Worker (100% face to face)

Total for Guildford Borough – 130 hours face to face youth work.

The staffing allocation for 2015/16 per week is as follows:

37 hours Senior Practitioner (14 hours face to face)
37 hours x3 Community Youth Worker (22 hours face to face each)
86 hours Part Time Youth Worker (86 Hours face to face)

Total for Guildford borough - 164 hours face to face youth work.

Staffing goal for the future:

37 hours Senior Practitioner (14 hours face to face)
37 hours x2 Community Youth Worker (22 hours face to face)
37 hours Neighborhood Youth Worker (25 hours face to face)
146 hours Part Time Youth Worker (146 hours face to face)

Total for Guildford borough – **207 hours face to face youth work per week.**

This means there will be an increase of 34 hours a week for face to face youth work in Guildford borough 2015-16 and a further increase of 41 hours of face to face youth work in the future.

There is a significant level of voluntary youth work and faith based youth work throughout Guildford borough. Much of this youth work is either in the highest need wards or specifically working with young people who have a Special Educational Need or Disability (SEND).

The CYW service has a good working relationship with partners across the borough, including the voluntary and faith based youth groups but also with the YSS, Guildford Borough Council, Police, Community wardens and the local community, this includes parish, local and county councilors.

Summary of Key Findings:

The analysis of needs for Guildford has highlighted the following key points:

- Westborough is an area of high need with young people more likely to be involved in the Youth Justice System, NEET, RONI and involved with Children's Services. Westborough has higher than average levels of poverty which is displayed through poorer health and well-being.
- Worplesdon is a ward that has been identified as having multiple indices of need. Young people in Worplesdon are higher for NEET, RONI, Children in Need and YRI's.

- The number of school exclusions reported in areas of high poverty is high at 25%. This is disproportionately split between the highest needs areas of the borough.
- Young people in Guildford are more likely to smoke than any other borough in Surrey, with a higher proportion of regular smokers
- Teenage conceptions in Guildford, with the second and third highest conception rates among 15-17yr olds in Surrey.
- There are high proportions of young people who are NEET, RONI or young people who have been involved in youth offending that live in wards where there are significantly less young people. Or where there is currently no SCC youth work offer.

As a result of this the Guildford borough team proposes focusing their work on health and healthy relationships, providing a service in those higher need areas and young people's employability.

Analysis of Needs for Borough/District:

Health:

Guildford has the highest number of young people who smoke in the whole of Surrey for all age ranges 11-17. This includes young people who smoke both occasionally and regularly. The only anomaly in this is that 16-17 year olds are ranked 10th out of 11 in Surrey as regular smokers.

Guildford has a significantly higher than the England average for the number of young people who have unintentional injuries, these are injuries that are defined as predictable and preventable injuries. There are also areas of Guildford which have a low proportion of children that are at a healthy weight, Guildford borough is fourth in Surrey for childhood obesity with Ash Vale the highest ward.

Teenage pregnancy is high within Guildford borough; it has the second and third highest conception rate amongst 15-17 year olds in Surrey and has one of the lowest rates for abortions (9th and 11th place).

Surrey is 164th in the UK for the number of young people who are admitted to hospital for alcohol related conditions, this means that they are ranked sixth in Guildford. Of those who are admitted with alcohol as a secondary diagnosis Guildford ranks second for male young people and third for female young people.

Feedback from young people, partners and staff have demonstrated a clear need to provide support for young people with protected characteristics. Support for young people with SEND, LGBTQ and Young Carers are needed across Guildford.

Safeguarding:

Westborough, Stoke, Worplesdon and Stoughton are the wards with the highest number of young people open to Children's Social Care. Ash South and Tongham, Onslow, Stoke and Westborough with the highest number of young people on a Child Protection Plan. Worplesdon, Westborough and Stoughton have the youngest people referred as Child in Need. Stoke, Westborough, Worplesdon and Ash Wharf also have the largest number of looked after young people in the borough.

Education:

Although in the Main Guildford Borough has high attainment for GCSE's Stoke, Westborough, Ash Wharf, Worplesdon, Ash South and Tongham, Pirbright and Ash Vale are amongst the worst performing wards within Surrey with Stoke and Westborough also having high pupil absence rates from school. 25% of those living in deprivation in Guildford Borough have been given fixed term exclusions from school.

Young people aged 12-14 are most likely to be NEET in Westborough, Worplesdon, Ash Vale and Stoke. Young people in years 7-11 at school are most likely to be NEET in Stoke, Ash Wharf, Merrow and Westborough Wards.

Young people who live in Stoke, Westborough, Ash Wharf and Worplesdon are most likely to be RONI in the borough.

Crime:

Stoke, Holy Trinity, Ash South and Tongham and Friary and St Nicolas are the four wards with the highest number of substantive outcomes (final warning) for young people. However with regards to the number of Youth Restorative Interventions (YRI) Worplesdon, Stoke and Westborough are highest. For those young people who are recorded as having a judicial outcome (go through a trial) Stoke, Holy Trinity and Ash and Tongham South have the highest representation of young people.

Young people are far more likely to have experienced crime than other residents and were also at least twice as likely to think they would be mugged, robbed, insulted, harassed or attacked.

Deprivation:

Parts of Westborough, Stoke, Ash Wharf and Worplesdon are amongst the most deprived areas for children in Surrey between 31% and 42% of children (aged 0 to 15) living in income deprived households. Westborough Ward in fact includes the most deprived area in Guildford; it is the third most deprived area of Surrey.

For young people aged 11-15 Stoke, Westborough, Ash Wharf and Worplesdon have the highest number of young people living in households who claim out of work benefits. For 16-18 year olds the highest three wards are Westborough, Stoke and Worplesdon.

Population and areas of high need:

The highest need areas from this analysis are Worplesdon, Stoke, Westborough and Ash Wharf. However the proportion of young people in these areas is not the highest in the borough. The highest wards for young people are Onslow, Mellow, Clandon, Horsley and Pirbright. This means that the needs and issues facing young people are specifically high in Worplesdon, Stoke, Westborough and Ash Wharf.

Explanation of intelligence and data sources:

All data is the most recent data available.

Ethnicity from Census 2011- 2011 Statistical Geography Hierarchy
The Independent Annual Report of the Director of Public Health – Surrey County Council, 2014

Guildford Borough - LSOA Level Need Summary

Indices of Multiple Deprivation 2010

NCMP National Child Measurement Programme, HM Revenue and Customs (HMRC)2014

Number of Children living in Out-of-work Benefit Claimant Households by

Ward and Age at May 2013, Department for Work and Pensions

The number of alcohol-related admissions is based on methodology originally developed by the North West Public Health Observatory (now Public Health England).

Explanatory notes about data

Overall notes

The purpose of this data pack is to provide key data to help CYW to plan for implementing the Resource Allocation System (RAS) changes locally. It includes the latest available data relating to the key groups and factors that contribute to RAS funding allocations. Data is broken down by borough at a ward level and a Lower-layer Super Output Area (LSOA) level.

Young people in Years 12-14 who are NEET

This covers all young people in Surrey who had one or more periods when they were NEET between 1 April 2014 and 31 March 2015.

Young people in years 7-11 faring 2014-15 who are identified as at risk of becoming NEET

This covers young people who were identified as at risk of becoming NEET by data analysis in June 2014, it includes young people identified through Surrey's Risk of NEET Indicator (RONI).

Young people who have received a judicial outcome as a result of offending behaviour

This covers young people who received one or more judicial outcomes between 1 April 2014 and 23 March 2015. Young people who received more than one judicial outcome are only included once.

Young people who have received a Youth Restorative Intervention (YRI) as a result of offending behaviour

This covers young people who have received one or more YRIs as a result of offending behavior between April 2014 and 23 March 2015, young people who received more than one YRI have only been included once.

Young people with an open referral to Children's Services

This covers all young people aged 13-18 who had an open referral with Surrey Children's Services between September 2013 and August 2014. This data includes young people who were Children in Need, on Child Protection Plans or Looked After, as well as other referrals. Young people are only included once regardless of how many referrals they received during the 12 months.

Indices of Multiple Deprivation (IMD)

The data on deprivation included is from the 2010 Indices of Multiple deprivation (the latest available dataset - due an update later this year). This covers a wide range of factors in the following areas: income; employment; health and disability; education; crime; housing and services; and living environment.

Population of young people aged 10-19

The latest available sub-national population projections from the Office for national statistics

Part B - Guildford Borough – Proposed Response to Need

Proposed Response:

Following a detailed analysis of the needs in Guildford Borough there are four wards which have high and specific needs within them. This includes proposed and hoped partnerships where needed. This is in relation to SCC CYW provision only.

Area	Needs	Proposed / preferred response	Change from SCC Current Provision	Link to Outcomes Framework ref.
Westborough	<p>Westborough is consistently high or top in many of the needs indices explored. The high level of poverty, poor health and high incidences of NEET, YRI and RONI young people.</p> <p>The number of school inclusions is proportionally high, as a result, young people need to engage in informal learning and be offered wide range of opportunities out of formal education.</p>	<p>Open Access - Young people need safe place to engage with youth work.</p> <p>Offer young people new and exciting opportunities through generic activities. Offer young people social and personal development and support their learning in relation to this. Raise young people's aspirations and increase their employability through social and personal development opportunities. This would be part of an Early Help offer.</p> <p>Targeted Provision - Young women and men need targeted provision in single sex groups to support responses to health and emotional well-being needs.</p>	<p>There is currently an open access session at Stoughton but not in the Park Barn area where needs are higher.</p> <p>There is no targeted youth work for young people in this area.</p>	<p>1.3, 2.1,2.2, 2.3, 2.4, 3.1, 3.3, 4.1, 4.2, 5.1, 5.2, 5.3, 5.4, 6.1, 6.2, 6.3, 6.4</p> <p>1.3, 1.4, 2.1, 2.2, 2.3, 2.4, 3.1, 3.2, 3.3, 4.1, 4.2, 5.1, 5.2, 5.3, 5.4,</p>

		<p>Priority topics identified include: sexual health, personal hygiene, emotional health, smoking, identity, community and their standing in the community, drama, puberty, drugs and alcohol work, appropriate behaviors, culture and beliefs.</p> <p>Young people should be involved in devising their own programme of activities and set topics, plus engage in focused group work in order to expand their personal and social development.</p> <p>Young women/men to plan and lead activities/sessions within this programme.</p>		6.1, 6.2, 6.3, 6.4,
Worplesdon	Worplesdon was a lesser expected area of high need identified. Young people in Worplesdon are high on the indexes of NEET, RONI and Children in Need. Young people need to be in employment and need the skills in order to do this.	<p>Open Access - Young people need safe place to engage with youth work.</p> <p>Offer young people new and exciting opportunities through generic activities. Offer young people social and personal development and support their learning in relation to this.</p> <p>Raise young people's aspirations and increase their employability through social and personal development opportunities. This would be part of an Early Help offer.</p>	There are no CYW run sessions for young people looking at employability in Worplesdon.	1.1, 1.2, 1.3, 1.4, 1.5, 2.1, 2.2, 2.3, 2.4, 3.1, 3.3, 4.1, 4.2, 5.1, 5.2, 5.3, 5.4, 6.1, 6.2, 6.3, 6.4

		<p>Targeted Provision - Priority topics identified include: sexual health, personal hygiene, emotional health, smoking, identity, community and their standing in the community, drama, puberty, drugs and alcohol work, appropriate behaviors, culture and beliefs</p> <p>12 week Employability programme looking at the specific needs of young people and what is needed to become employable. Young people will identify their specific need in first week and plan the following 11 with employability in mind throughout. This provision may form part of our goal to establish a social enterprise with young people.</p> <p>Partnership work with YSS</p>		
Stoke	Young people need to engage in informal learning and be offered wide range of opportunities out of formal education to improve the indices of NEET, RONI and YRI.	<p>Open Access - Young people need safe place to engage with youth work.</p> <p>Offer young people new and exciting opportunities through generic activities. Offer young people social and personal development and support their learning in relation to this.</p> <p>Raise young people's aspirations and increase their employability through social and personal</p>	There is currently an open access provision at Bellfields.	1.3, 2.1,2.2, 2.3, 2.4, 3.1, 3.3, 4.1, 4.2, 5.1, 5.2, 5.3, 5.4, 6.1, 6.2, 6.3, 6.4

		development opportunities. This would be part of an Early Help offer.		
Ash Wharf	<p>Ash Wharf has been identified as a area or relative high need due to the RONI, NEET and cultural needs of young people identified. Young people here need to be in employment and need the skills in order to do this. Due to high levels of school exclusions young people need to engage in informal learning and be offered wide range of opportunities out of formal education.</p> <p>Young people need to understand the diverse range of communities and cultures within their borough.</p>	<p>Open Access - Young people need safe place to engage with youth work.</p> <p>Offer young people new and exciting opportunities through generic activities. Offer young people social and personal development and support their learning in relation to this.</p> <p>Raise young people's aspirations and increase their employability through social and personal development opportunities. This would be part of an Early Help offer.</p> <p>12 week programme looking at employability of young people and what is needed to become employable. Young people will identify their specific need in first week and plan the following 11 with employability in mind throughout. End goal of a social enterprise.</p> <p>Partnership work with YSS</p> <p>Work with communities to increase the understanding between different cultures. Young people's experiences are widened. Young</p>	<p>There are no CYW un sessions for young people looking at employability.</p> <p>There is currently an Open access provision at Ash Youth Centre.</p> <p>There is no specifically targeted culture work.</p>	<p>1.1, 1.2, 1.3, 1.4, 1.5, 2.1, 2.2, 2.3, 2.4, 3.1, 3.3, 4.1, 4.2, 5.1, 5.2, 5.3, 5.4, 6.1, 6.2, 6.3, 6.4</p> <p>1.3, 2.1, 2.2, 2.3, 2.4, 3.1, 3.3, 4.1, 4.2, 5.1, 5.2, 5.3, 5.4, 6.1, 6.2, 6.3, 6.4</p> <p>2.1, 2.2, 2.3, 2.4, 3.1, 3.2, 3.3, 5.2, 5.3, 6.1, 6.2, 6.3, 6.4,</p>

	Specifically between the Gypsy and Irish Traveler and the wider community.	people understand and embrace new cultures Young people experience new things and widen their world view. Young people to teach each other about their cultures.		
Guildford Wide	Discussions with young people, self referrals and Youth Workers experience has demonstrated a need for provision for LGBTQ young people. These young people need to feel part of community, both their own and the wider community. Young people need safe environment to express themselves.	Offer young LGBTQ young people safe environment to explore the issues faced when LGBTQ with other young people who might have experienced this. Offer young people new and exciting opportunities and chance to develop new skills. Early help offer	This session currently runs at one of our centres..	2.1, 2.2, 2.3, 2.4, 3.3, 4.1, 4.2, 4.5, 5.1, 5.2, 5.3, 5.4, 6.1, 6.2, 6.3, 6.4,
	The data analysed shows that generally young people in Guildford need to be healthier. There is high use of substances, teenage conceptions and	Health Drop-in sessions – In these sessions young people can access support around many topics, specifically: sexual health, drugs and alcohol, smoking, emotional and mental health, healthy lifestyles, eating and healthy living and careers advice. Harm reduction. Young people make informed choices around specific choices. Young people in Guildford emotionally and physically healthier. Reduction in teenage pregnancy and STI's in Guildford. Young people have one place to access all support needed.	There is no specific offer for young people across Guildford borough can access a range of services in one place.	1.3, 2.1, 2.2, 2.3, 2.4, 3.3, 5.1, 5.2, 5.3, 5.4, 6.1, 6.2

	<p>A number of wards were identified with noticeable needs of young people compared to the rest of Guildford or Surrey. Holy Trinity, Friary, Onslow and St Nicolas's all have one or more of the following indices higher than average:</p> <ol style="list-style-type: none"> 1. YRI or Substantive Outcome 2. Children in Need 3. RONI 4. SEND <p>These young people do not live in areas where they are able to access a youth centre that to access the same provision as those who can.</p>	<p>Partnership work with: YSS, NHS, SMOKING CESSATION, C-CARD, NURSES, CHAMS This would be an Early help offer</p> <p>Detached Provision – Offer young people new and exciting opportunities through generic activities. Offer young people social and personal development and support their learning in relation to this. Young people engage in decisions affecting their sessions and the club. Young people raise aspirations and increase their employability.</p> <p>This would be an offer to meet needs in more rural areas or target specific areas as and when needed.</p> <p>Young people engage in wide opportunities in a safe and appropriate environment. Young people learn about acceptable behavior within the community and wider society. Young people are able to function in society in appropriate way. Young people challenge themselves to new experiences.</p> <p>Young people feel listened to and have a say in their community. Young people participate in meaningful consultation.</p>	<p>There is currently no detached provision in the borough.</p>	<p>1.3, 2.1,2.2, 2.3, 2.4, 3.1, 3.3, 4.1, 4.2, 5.1, 5.2, 5.3, 5.4, 6.1, 6.2, 6.3, 6.4</p> <p>1.2, 1.3, 1.4,</p>
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	<p>Young people need individual focused support.</p>	<p>1-2-1 Support - Young people are offered specific 1-1 support through youth work intervention focusing on targeted needs. This may include work on emotional resilience, relationships, sexual health, staying in education, budgeting skills and may more specific to the needs of the young people.</p>	<p>There are currently no 1-1 CYW sessions offered to young people</p>	<p>2.1, 2.2, 2.3, 2.4, 3.1, 3.2, 3.3, 4.1, 4.2, 4.3, 4.4, 5.1, 5.2, 5.3, 5.4, 6.1, 6.2, 6.3, 6.4</p>
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Surrey Young People's Outcomes Framework

Goal	Ref	Outcomes	Ref	Outputs
Employability for young people	1	Young people are equipped with the skills and attitudes to join the workforce	1.1	Sufficient, quality education and training post-16 provided
			1.2	Successful transition made to post-16 education, training and employment
			1.3	Employability skills, attitudes and behaviors developed
			1.4	Numeracy and literacy improved
			1.5	Increased experience of the workplace
	2	Young people are resilient	2.1	Physical wellbeing improved
			2.2	Emotional wellbeing improved
			2.3	Mental wellbeing improved
			2.4	Social wellbeing improved
	3	Young people are safe	3.1	Offending and anti-social behavior prevented
			3.2	Reduced impact of offending
			3.3	Young people's safety in communities is improved
	4	Young people overcome barriers to employability	4.1	Young people prevented from becoming NEET
			4.2	Reduced number of young people who are NEET
			4.3	Homelessness prevented
			4.4	Entry to the care system prevented
			4.5	Transport for young people is improved
	5	Young people make informed decisions	5.1	Informed decisions made about education, training and careers
			5.2	Informed decisions made about leading a healthy lifestyle
			5.3	Informed decisions made about use of free time
5.4			Informed decisions made about accessing services and support	
6	Young people are active members of their communities	6.1	Young people have positive role models	
		6.2	Participation in social action increased	
		6.3	Decision-making influenced by young people	
		6.4	Involvement in local democracy increased	

Guildford Borough RAS		
Existing Budget	RAS Budget	Current FTE
£ 194,854.00	£ 246,094.00	4.4

Vacancy £ 57,693.83

01-Apr-15		
Post	FTE	Cost
SP	0	£ -
Y&CW	2	£ 79,287.92
NYW	0	£ -
WiC	44	£ 34,788.25
AYW	42	£ 23,083.99
Totals	88	£ 137,160.17
New		
Post	FTE/Hrs	Cost
SP	1	£ 42,189.60
Y&CW	3	£ 120,121.20
NYW	0	£ -
WiC	44	£ 34,788.25
AYW	42	£ 23,083.99
Totals	90	£ 220,183.05
	Remain	£ 25,910.95
	Spent	£ 220,183.05
	Budget	£ 246,094.00

Goal		
Post	FTE/Hrs	Cost
SP	1	£ 42,189.60
Y&CW	2	£ 80,080.80
NYW	1	£ 32,211.30
WiC	46	£ 36,369.54
AYW	100	£ 54,961.89
Totals	150	£ 245,813.13
	Remain	£ 280.87
	Spent	£ 245,813.13
	Budget	£ 246,094.00