

# Cheltenham Borough Council

## Cabinet – 18 February 2025

### Youth Voice – a process for hearing the voice of young people in Cheltenham

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**Accountable member:**

Cllr Victoria Atherstone – Cabinet Member Safety and Communities

**Accountable officer:**

Richard Gibson and Tracy Brown

**Ward(s) affected:**

N/A

**Key Decision:**

No

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**Executive summary:**

In March 2023, a motion was agreed by Council to explore how young people can be more involved in the work of the Council via exploring options such as a youth council or a youth forum.

This report provides a summary of the work to date and the work ahead to support the recently launched No Child Left Behind (NCLB) Year of Youth Action.

**Recommendations: That Cabinet:**

- 1. notes the update on progress made to date by No Child Left Behind set out in section 3;**
  - 2. notes the outcome from recent engagement with young people – see section 4 and appendix 4 – “In their own words – youth survey report”;**
  - 3. endorses the work ahead to support the NCLB Year of Youth Action – see section 5;**
  - 4. endorses the principles of the national Hear by Right and agrees that a self-assessment should be completed – see section 6.**
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## 1 Implications

### 1.1 Financial, Property and Asset implications

As there is no cost to carrying out the Hear by Right self-assessment, there are no financial implications identified as a result of the recommendations. If at a later stage, the Council wishes to attain accreditation, this will cost £1,900 which will require approval in line with the Council's financial regulations.

The Council will support the NCLB Year of Youth Action from existing staff resources and from within existing service budgets.

Signed off by: [ela.jankowska@cheltenham.gov.uk](mailto:ela.jankowska@cheltenham.gov.uk)

### 1.2 Legal implications

On the basis that no contracts or procurement required for this proposal, there are no direct legal implications.

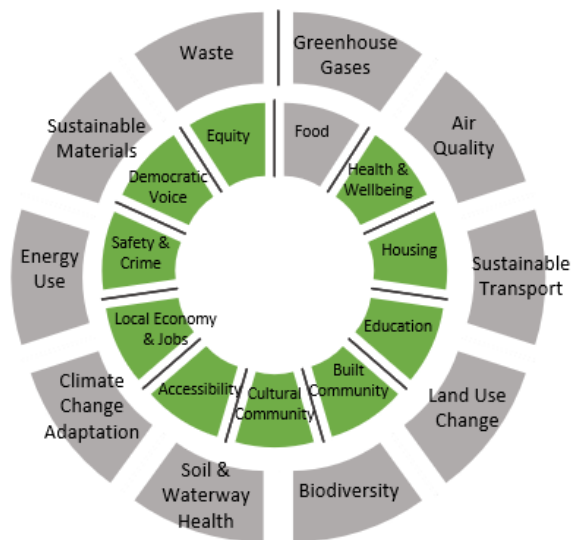
It is understood that the NCLB Year of Youth Action will be signed up to voluntarily by participating organisations and as such, the Council should consider other requirements such as whether consent forms are required, whether staff interacting with the group should have DBS checks (or other safeguards in place to allow the Council to continue with the programme) and whether it has sufficient funding in place to allow the programme to continue.

Signed off by: One Legal, [legalservices@onelegal.org.uk](mailto:legalservices@onelegal.org.uk)

### 1.3 Environmental and climate change implications

The completed dashboard and summary report is attached as **appendix 3**. The NCLB Year of Youth Action is generally positive in its contribution to social outcomes, with no associated environmental implications. The climate team is available to support any youth engagement surrounding the topics on environment, sustainability and climate change.

**Report:** NCLB Year of Youth Action including signing up to the Hear by Right proposals



Signed off by: Maizy McCann, Climate Officer, [maizy.mccann@cheltenham.gov.uk](mailto:maizy.mccann@cheltenham.gov.uk)

#### 1.4 Corporate Plan Priorities

This report contributes to the following Corporate Plan Priorities:

- Making Cheltenham the Cyber Capital of the UK;
- Working with residents, communities and businesses to help make Cheltenham #netzero by 2030;
- Ensuring residents, communities and businesses benefit from Cheltenham's future growth and prosperity;
- Being a more modern, efficient and financially sustainable council.

#### 1.5 Equality, Diversity and Inclusion Implications

The equality quality impact assessment is attached as **Appendix 2**. The action from the impact assessment is to ensure that we are finding ways to engage as many young people as possible with protected characteristics.

#### 1.6 Performance management – monitoring and review

A report on progress will be brought to meetings of the NCLB Strategic Board every two months.

The final report on progress will be brought to Cabinet in December 2025 for endorsement and to agree the next steps for 2026.

## 2 Background

- 2.1 On 20 March 2023, the [below motion](#) was agreed by full council.

*Cheltenham Borough Council and its partners are proud of the outreach work undertaken to ensure that young people have a voice in the democratic process. The Council welcomes ongoing work to broaden this engagement strategy, including visits by the Cabinet Members Climate Emergency and Safety & Communities, to meetings with local young people as part of the Cheltenham Education Partnership, and engagement by the Cabinet Member for Economic Development, Culture, Tourism and Wellbeing with Gloucestershire College supporting their construction skills agenda.*

*This Council resolves: To refer the issue of mechanisms by which we can further involve young people in Cheltenham Borough Council life to Cabinet and the relevant Cabinet Member (Safety and Communities) to explore feasible additional outreach and inclusion options – with a youth council or youth forum as options to be costed and considered.*

- 2.2 At Cabinet on 4 April 2023, the Leader of the Council asked the Cabinet Member for Safety and Communities to prepare an outline of the process and mechanisms, including a timeline, by which CBC can further involve young people.
- 2.3 On the 23 May 2023 [a briefing paper](#) (see page 13 of the minutes) was prepared for Cabinet, which stated:

*“Youth engagement in local government also benefits the local community by ensuring that youth perspectives and voices are heard and considered as part of the work of the Council. It’s important to recognise that there are different mechanisms and opportunities for engagement with young people across Cheltenham and we should not limit the art of the possible to a predetermine solution.”*

*Rather than predetermine what the solution should be, it’s proposed that an options appraisal will be developed and presented back to Council later in 2023. It’s also important that options evaluated consider themes such as accessibility, inclusion, statistical rigour/representative, insight from young people, and how it will add value to the work of the Council.”*

## 3 Update on the work of No Child Left Behind

- 3.1 No Child Left Behind (NCLB) has four strategic priorities, one of which is to support young people become thriving adults by helping them overcome the challenges they face. A needs analysis commissioned by the NCLB in 2023

highlighted that young people were struggling with their emotional wellbeing, maintaining friendships, and school attendance. In addition there is increasing concern about the vulnerability of many of the town's young people to criminal exploitation. Understanding these issues are of critical importance when considering how to engage with young people.

3.2 NCLB is working on a number of initiatives to both broaden understanding of these issues and to support young people in Cheltenham. On 23 July 2024, [Cabinet agreed](#) to award The Rock a grant of £41,000 to enable the delivery of a programme of detached youth work in the Moors, St Pauls and the Town centre until March 2025. The Rock began delivery in August and have already engaged with over 300 young people.

3.3 With funding from the Home Office's Serious Violence Duty Fund, St Giles Trust, a London-based charity, was engaged in March 2024 to support NCLB tackle criminal exploitation in the town. St. Giles have reviewed support to young people who are being criminally exploited and offered training to professional and community members about exploitation. St. Giles have also been able to employ a dedicated exploitation case worker to work directly with young people in Cheltenham who are being exploited or at risk of exploitation. St Giles are also supporting NCLB to work with young women in the town who are vulnerable to exploitation to gather their lived experience and their ideas for making our communities safer.

3.4 NCLB has also been working with GCC in the development of the [One Plan for children and young people in Gloucestershire 2024-2030](#). The plan, which was launched in November, sets out a set of collective ambitions for all children and young people in Gloucestershire. The vision is that Gloucestershire is "A great place to grow up where children and young people thrive and live lives of choice and opportunity". To achieve the vision, there is collective commitment to four objectives:

- Equity – close the gap and eliminate inequalities;
- Access – right help at the right time for all children;
- Inclusion – a county where everyone belongs and we celebrate diversity;
- Quality – effective, outstanding services.

#### **4 Recent engagement with young people**

4.1 Given the briefing paper considered by Cabinet in May 2023, it was recognised that time should be taken to understand how young people themselves wish to be engaged with and not attempt to enforce a solution upon them. Whilst a youth council or youth forum may be appropriate it will only be successful if it attracts high levels of engagement and diverse representation.

4.2 With this in mind NCLB commissioned St Giles Trust to gather the views of young people in Cheltenham about a range of issues, including how to engage with them. Working with key partners a survey was developed which was then completed by young people through local schools, youth groups, community organisations and online. The results were then compiled into a report titled 'In their own words: Young Voices in Safety and Protection in Cheltenham' which was presented to the NCLB on 23<sup>rd</sup> September 2024 and attached as **appendix 4**.

4.3 The survey gathered the views of 578 young people, and as outlined in the report, the young people who responded provided a very good demographic spread when compared to the Cheltenham population. For more information about the demography of respondents, please see pages 14-16 of the appended report.

4.4 Key findings from the survey are as follows:

- Young people told us that their biggest worry is their future (42%) followed by education (39%), not fitting in (39%), family (27%) and their health (26%);
- Most popular free time activities are hanging out with friends (62%), online activities (59%) and sport/physical activity (45%). Young people choose how they spend their time based on the following factors; proximity and accessibility (37%), fun and enjoyment (36%) and affordability (28%);
- 88% of the young people surveyed said they didn't feel safe after dark in Cheltenham, with some hotspots of concern being Springbank, St Pauls, the Town Centre and Pittville Park. There were a concerning number of young people (38%) who said they knew someone who carries an item for their protection. While 18% said they themselves had carried an item for protection. This correlates with the growing concern within NCLB about increasing youth violence and exploitation;
- Some young people didn't feel safe in online spaces with 47% saying they had seen disturbing content online. 18% said they had told an adult about it. Snapchat, Tik Tok, YouTube, WhatsApp and gaming platforms were the most popular online spaces for young people to use;
- The majority of young people (58%) would turn to a parent or guardian for support. Sadly 7% of respondents said they had no one they could turn to;
- Only 18% of the young people who responded felt that they were listened to by adults in Cheltenham. This shows the importance of all partners finding ways to engage with young people moving forward. The report also outlines some of the ideas young people have to make life better for them in Cheltenham and help support them.

4.5 In addition, the Council hosted a [Schools Climate Conference](#) in November 2024 at which pupils from local secondary schools were invited to prepare proposals to speed up climate action and adaptation. There was much interest from the young people in the subject of youth engagement.

## 5 The NCLB Year of Youth Action

5.1 As only 18% of the young people felt that they were listened to by adults in Cheltenham, there is clearly more work to be done to ensure that their voices are heard and to ensure that engagement solutions are co-created with young people.

5.2 Therefore NCLB's Year of Youth Action 2025 will follow the three aims as outlined below across all engagements with young people.

*In Cheltenham, young people and adults will work together to:*

- *Ask - Proactively engage with young people to hear their voices;*
- *Listen - Support organisations to actively listen to the views, concerns, and ideas of young people;*
- *Act - Take youth-led social action to shape our town and its future.*

5.3 The year will be a call to action for organisations that support young people directly and indirectly to come together to empower young people in the town and work with them to make Cheltenham a better place for them to grow up in and support them to strengthen our communities for everyone.

5.5 The Year of Youth Action was launched at the inaugural NCLB Showcase event on 30<sup>th</sup> January 2025. The event featured performances by young people, speeches from adult and young people experts on the issues facing children and young people in the town and provided networking opportunities for children, young people and partners of NCLB.








5.6 The 'In their own words: Young Voices in Safety and Protection in Cheltenham' report highlighted common themes as identified by young people in Cheltenham with clear recommendations for delivery focus; engagement and inclusion, safety in the community, recreation, mental health and wellbeing and digital safety and literacy.

5.7 Drawing on youth-led feedback from within the St Giles report and subsequent youth engagement, NCLB will engage with partners to produce a Year of Youth Action 2025 delivery plan.

## 6 Hear by Right Self-Assessment

- 6.1 Alongside the Year of Youth Action it is also proposed that the council should carry out a self-assessment against the National Youth Agency’s Hear by right standards to support future engagement and Year of Youth Action delivery plan. Hear by Right is a free self-assessment framework which supports organisations to plan, develop and evaluate their participation practices. Created with young people, the framework seeks to empower children and young people to understand their rights and use their voice.
- 6.2 The framework comprises seven standards; strategy, structure, systems, shared values, style, staff and skills with 20 indicators that describe best practice, supporting organisations to plan, develop and evaluate their participation practices and provision. It fosters a culture of development; a continual journey for keeping young people at the heart of decision making.

### We use the 7 S Model to Reflect on your organisation

	<b>Strategy:</b> This is your organisation's plan for building, delivering and maintaining youth participation.
	<b>Structure:</b> This is how your organisation is organised, exploring how departments and teams are structured and what structures are in place to support young people.
	<b>Systems:</b> The systems in place to support operational delivery and underpin the procedures that staff use to get the job done.
	<b>Shared Values:</b> These are the core values that uphold the organisation and reflect its general ethos and delivery.
	<b>Style:</b> This is the style of leadership adopted, whether this is the bottom-up approach or top-down approach
	<b>Staff:</b> Exploring the employees and their general competencies, role, skill set and delivery.
	<b>Skills:</b> Exploring the actual skillset and competencies of the organization's employees.

### *The Hear by Right Framework*

- 6.3 The Hear by Right self-assessment process will help the Council reflect on the current approach to youth participation, respond to the gaps identified and then reflect on the changes that need to made. Ultimately, the framework can be used to:
- Hold organisations accountable for the way they deliver and advocate for youth participation;



- Encourage development of more critical thinking and collaborative working;
- Create sustained meaningful outcomes for young people by the curation of more youth informed practice;
- Promote co-production and teamworking with young people;
- Help strengthen funding applications which require evidence of youth voice or participation.

6.4 It is anticipated that a full self-assessment and development of appropriate actions will take around 12 months and only after this time will there be a real understanding of how effective current engagement is, how it can be improved and whether a youth council or youth forum are something that young people really want.

## **7 Alternative options considered**

7.1 There was consideration of setting up a youth council however from the feedback of the young people in the survey it is clear they want to be engaged with in a variety of ways including advisory boards and online solutions. It was felt that using the Hear by Right self-assessment, together with NCLB working with young people to test how impactful different methods of engagement are over the coming year would provide a more detailed insight into the most effective methods of engagement.

7.2 A longer-term proposal can then be brought forward that has the full support of local young people and is likely to include different engagement opportunities so a diverse range of young people can be engaged. The cost of setting up a traditional youth council currently would be prohibitive at this time as this would require additional officer time and running costs.

7.3 The option to do nothing was also considered. However as only 18% of young people who responded felt listened to by adults and young people's engagement in the community is so vital to those communities thriving this was not considered as an option.

## **8 Consultation and feedback**

8.1 The youth survey report was presented to the NCLB Strategic Board who unanimously supported the concept of a Year of Youth Action. It has also been presented to the Children and Young People's County Coalition.

## **9 Key risks**

9.1 The key risks associated with this recommendation are as follows:

- Capacity to manage the process;
  - Lack of voice for young people and frustration with not being heard;
  - Funding to sustain the process;
  - If the financial costs for establishing and running a youth engagement mechanism exceed existing budgets, there is a risk that the council may not be able to commit to the preferred option.
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**Report author:**

**Richard Gibson**

Head of communities, wellbeing & partnerships

**Tracy Brown**

Partnerships and Safeguarding Manager

**Appendices:**

Appendix 1 - Risk Assessment

Appendix 2 - Equality Impact Assessment – Screening – (to be included in all Cabinet and Council reports)

Appendix 3 - [Climate Change Impact Assessment](#)

Appendix 4 – In their own words – youth survey report

**Background information:**

[Motion](#) agreed by full council on 20 March 2023

### Appendix 1: Risk Assessment

Risk ref	Risk description	Risk owner	Impact score (1-5)	Likelihood score (1-5)	Initial raw risk score (1 - 25)	Risk response	Controls / Mitigating actions	Control / Action owner	Deadline for controls/ actions
	If there is insufficient capacity within the team to manage the year of youth action, it might not meet the expectations of the council and its partners.	Richard Gibson	2	3	6	Reduce	The year of action will be partnership-led and will not all fall on CBC to deliver. However, officers will keep plans for the year under review so that there is confidence that they can be delivered within existing staff resources.	Richard Gibson	ongoing
	If the council and its partners do not respond to the issues raised in the youth survey report, there might be some frustration expressed by young people with not being heard.	Richard Gibson	3	2	6	Reduce	Commitment to the year of action via this cabinet report, plus partner sign up via No Child Left Behind. Action has been taken to feedback to young people who contributed to the survey via the lead cabinet member.	Richard Gibson	
	If there is insufficient funding to meet partner ambitions for the year of youth action, then action will need to be taken to curtail activities to fit within existing service budgets.	Richard Gibson	2	2	4	Reduce	Keep plans for the year of action under review so that there is confidence that they can be delivered within existing service budgets.	Richard Gibson	

Risk ref	Risk description	Risk owner	Impact score (1-5)	Likelihood score (1-5)	Initial raw risk score (1 - 25)	Risk response	Controls / Mitigating actions	Control / Action owner	Deadline for controls/ actions
	If the financial costs for establishing and running a youth engagement mechanism in the future exceed existing budgets, there is a risk that the council may not be able to commit to the preferred option.	Gemma Bell	3	3	9	Reduce	Consideration of likely costs of the option and early discussion with s.151 officer in terms of financial implications and the likelihood that a budget might be available.	Richard Gibson	October 2025

## Appendix 2: Equality Impact Assessment (Screening) STAGE 1 – Equality Screening

### 1. Identify the policy, project, function or service change

<b>a. Person responsible for this EqIA</b>	
Officer responsible: Tracy Brown	Service Area: Community, Wellbeing and Partnerships
Title: Safeguarding and Partnership Manager	Date of assessment:
Signature: THS Brown	
<b>b. Is this a policy, function, strategy, service change or project?</b>	
	Other
If other, please specify: Partnership Year of Action	
<b>c. Name of the policy, function, strategy, service change or project</b>	
NCLB Year of Action including Hear by Right standards	
Is this new or existing?	new
<b>Please specify reason for change or development of policy, function, strategy, service change or project</b>	
In a recent survey of young people only 18% of young people felt adults in the town listen to their views. They also raised concerns about a number of issues within the town	
<b>d. What are the aims, objectives and intended outcomes and who is likely to benefit from it?</b>	
Aims:	<p>In Cheltenham, young people and adults will work together to:</p> <ul style="list-style-type: none"> <li>Proactively engage with young people to hear their voices (Ask);</li> <li>Support organisations to actively listen to the views, concerns, and ideas of young people (Listen);</li> <li>Take youth-led social action to shape our town and its future (Act).</li> </ul>
Objectives:	<p>To work in partnership to deliver a set of actions under the following themes:</p> <ul style="list-style-type: none"> <li>Mental Health and Wellbeing</li> <li>Safety in the Community</li> <li>Digital Safety and Literacy</li> </ul>

	<ul style="list-style-type: none"> <li>• Recreation</li> <li>• Engagement and Inclusion</li> </ul>
Outcomes:	<p>The year of youth action will deliver a range of outcomes across the five themes such as:</p> <ul style="list-style-type: none"> <li>• Organisations understand young people’s mental health and wellbeing concerns and are better able to respond.</li> <li>• The views of young people from diverse backgrounds have influenced decision makers in community safety</li> <li>• Young people’s views on online safety have influenced technology companies.</li> <li>• Young people have influenced the delivery of the Sport and Physical Activity Strategy</li> <li>• The ‘In their own words’ and ‘Your experiences, your voice’ reports will have been used by statutory, private and community sector organisations to inform their services and make Cheltenham a better place to live for all young people.</li> </ul>
Benefits:	<p>The year of youth action will mainly benefit young people 11-18 and the wider community</p>

<b>e. What are the expected impacts?</b>	
Are there any aspects, including how it is delivered or accessed, that could have an impact on the lives of people, including employees and customers.	<b>Yes</b>
Do you expect the impacts to be positive or negative?	<b>Positive</b>
Please provide an explanation for your answer:	
Engaging with young people benefits both them and the wider community including the quality of decision making and services	

**If your answer to question e identified potential positive or negative impacts, or you are unsure about the impact, then you should carry out a Stage Two Equality Impact Assessment.**

<b>f. Identify next steps as appropriate</b>	
Stage Two required	<b>Yes</b>
Owner of Stage Two assessment	<b>Tracy Brown</b>
Completion date for Stage Two assessment	<b>4.10.24</b>

**Please forward this completed form to [add email address] and move on to Stage 2 if required.**

## **STAGE 2 – Full Equality Impact Assessment**

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### **2. Engagement and consultation**

The best approach to find out if a policy etc, is likely to impact positively or negatively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those equality groups.

#### **a. Research and evidence**

List below any data, consultations (previous, relevant, or future planned), or any relevant research, studies or analysis that you have considered to assess the policy, function, strategy, service change or project for its relevance to equality.

A needs analysis undertaken by GCC on behalf of NCLB in 2023 highlighted that young people were struggling with their emotional wellbeing, maintaining friendships, and school attendance. In addition there is increasing concern about the vulnerability of many of the town’s young people to criminal exploitation.

The needs analysis however recognises that it is difficult to break-down that statistics by the protected characteristics.

#### **b. Consultation**

Has any consultation be conducted?

**Yes**

Describe the consultation or engagement you have conducted or are intending to conduct.

Describe who was consulted, what the outcome of the activity was and how these results have influenced the development of the strategy, policy, project, service change or budget option.

If no consultation or engagement is planned, please explain why.

A consultation was carried out with young people in July/August 2024. They were clear that they did not currently feel like their voices were heard. They wanted to have more influence in the Town. They also highlighted area of concern they had and ideas to solve these. The full report is an appendix to the Cabinet report.

### **3. Assessment**

#### **a. Assessment of impacts**

For each characteristic, please indicate the type of impact (positive – contributes to promoting equality or improving relations within an equality group, neutral – no impact, negative – could disadvantage them).

Please use the description of impact box to explain how you justify the impact and include any data and evidence that you have collected from surveys, performance data or complaints to support your proposed changes



Protected Characteristic	Specific Characteristic	Impact	Description of impact	Mitigating Action
<b>AGE</b>	Older people (60+)	Neutral	The proposal is not targeted at this age but may have an indirect impact of making their local area better	
	Younger People (16-25)	Positive	Young people 16-18 will benefit from feeling heard and influencing decisions in their community	
	Children (0-16)	Positive	Young people 16-18 will benefit from feeling heard and influencing decisions in their community	
<b>DISABILITY</b> A definition of disability under the Equality Act 2010 is available <a href="#">here</a> .  <i>See also carer responsibilities under other considerations.</i>	Physical disability	Positive	Will have a positive impact for young people in this category as they will have opportunity to have their voice heard and influence decision making in their community.	
	Sensory Impairment (sight, hearing)	Positive	Will have a positive impact for young people in this category as they will have opportunity to have their voice heard and influence decision making in their community.	
	Mental health	Positive	Will have a positive impact for young people in this category as they will have opportunity to have their voice heard and influence	

			decision making in their community.	
	Learning Disability	Positive	Will have a positive impact for young people in this category as they will have opportunity to have their voice heard and influence decision making in their community.	
<b>GENDER REASSIGNMENT</b>		Positive	Will have a positive impact for young people in this category as they will have opportunity to have their voice heard and influence decision making in their community.	
<b>MARRIAGE &amp; CIVIL PARTNERSHIP</b>	Women	Neutral	The proposal is not targeted at this characteristic but may have an indirect impact of making their local area better	
	Men	Neutral	The proposal is not targeted at this characteristic but may have an indirect impact of making their local area better	
	Lesbians	Neutral	The proposal is not targeted at this characteristic but may have an indirect impact of making their local area better	
	Gay Men	Neutral	The proposal is not targeted at this characteristic but may have	

			an indirect impact of making their local area better	
<b>PREGNANCY &amp; MATERNITY</b>	Women	Neutral	The proposal is not targeted at this characteristic but may have an indirect impact of making their local area better	
<b>RACE*</b> Further information on the breakdown below each of these headings, is available <a href="#">here</a> . For example Asian, includes Chinese, Pakistani and Indian etc	White	Positive	Will have a positive impact for young people in this category as they will have opportunity to have their voice heard and influence decision making in their community.	
	Mixed or multiple ethnic groups	Positive	Will have a positive impact for young people in this category as they will have opportunity to have their voice heard and influence decision making in their community.	
	Asian	Positive	Will have a positive impact for young people in this category as they will have opportunity to have their voice heard and influence decision making in their community.	
	African	Positive	Will have a positive impact for young people in this category as they will have opportunity to have their voice heard and influence	

			decision making in their community.	
	Caribbean or Black	Positive	Will have a positive impact for young people in this category as they will have opportunity to have their voice heard and influence decision making in their community.	
		Positive	Will have a positive impact for young people in this category as they will have opportunity to have their voice heard and influence decision making in their community.	
<b>RELIGION &amp; BELIEF**</b> A list of religions used in the census is available <a href="#">here</a>	See note	Positive	Will have a positive impact for young people in this category as they will have opportunity to have their voice heard and influence decision making in their community.	
<b>SEX (GENDER)</b>	Men	Positive	Will have a positive impact for young people in this category as they will have opportunity to have their voice heard and influence decision making in their community.	
	Women	Positive	Will have a positive impact for young people in this category as	

			they will have opportunity to have their voice heard and influence decision making in their community.	
	Trans Men	Positive	Will have a positive impact for young people in this category as they will have opportunity to have their voice heard and influence decision making in their community.	
	Trans Women	Positive	Will have a positive impact for young people in this category as they will have opportunity to have their voice heard and influence decision making in their community.	
<b>SEXUAL ORIENTATION</b>	Heterosexual	Positive	Will have a positive impact for young people in this category as they will have opportunity to have their voice heard and influence decision making in their community.	
	Lesbian	Positive	Will have a positive impact for young people in this category as they will have opportunity to have their voice heard and influence decision making in their community.	

	Gay	Positive	Will have a positive impact for young people in this category as they will have opportunity to have their voice heard and influence decision making in their community.	
	Bisexual/Pansexual	Positive	Will have a positive impact for young people in this category as they will have opportunity to have their voice heard and influence decision making in their community.	
<b>Other considerations</b>				
<b>Socio-economic factors</b> (income, education, employment, community safety & social support)		Positive	Will have a positive impact for young people in this category as they will have opportunity to have their voice heard and influence decision making in their community.	
<b>Rurality</b> i.e. access to services; transport; education; employment; broadband		Neutral	The proposal is not targeted at people in this category	
<b>Other (e.g. caring responsibilities)</b>		Positive	Will have a positive impact for young people in this category as they will have opportunity to have	

		their voice heard and influence decision making in their community.	
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\* To keep the form concise, race has not been included as an exhaustive list, please augment the list above where appropriate to reflect the complexity of other racial identities.

\*\* There are too many faith groups to provide a list, therefore, please input the faith group e.g. Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts. A list of religions in the census is available [here](#)

#### 4. Outcomes, Action and Public Reporting

- a. Please list the actions identified through the evidence and the mitigating action to be taken.

Action	Target completion date	Lead Officer
<b>As the year of action develops we will ensure that we are finding ways to engage as many young people as possible with protected characteristics</b>	<b>Ongoing from January 2025 until December 2025</b>	<b>Tracy Brown</b>

- b. Public reporting

All completed EqlA's are required to be publicly available on the Council's website once they have been signed off. EqlA's are also published with the papers for committee and full council decisions.

Please send completed EqlA's to [email address]

#### 5. Monitoring outcomes, evaluation and review

The Equalities Impact Assessment is not an end in itself but the start of a continuous monitoring and review process. The relevant Service or Lead Officer responsible for the delivery of the policy, function or service change is also responsible for monitoring and reviewing the EqlA and any actions that may be taken to mitigate impacts.

#### 6. Change log

Name	Date	Version	Change