

Fairness and Equalities Impact Assessments F&EIAs (2015)

This form presents evidence that equalities, Welsh language and fairness have been considered when taking policy and service delivery decisions in Newport City Council.

Our Equalities focus is taken from the Equalities Act 2010: we consider the nine protected equalities characteristics- age, gender reassignment, disability, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation.

Under the General Equality Duty we have a duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity and
- Foster good relations

across the nine protected characteristics.

Under the Welsh Language Measure 2011 the Welsh language cannot be treated any less favourably than the English language

In Newport we focus on Fairness through the following themes: Health, Poverty, Skills and Work, Domestic Abuse and Tackling Area Based Deprivation.

Service Area Children & Family Services	Head of Service Sally Jenkins	Person responsible for the Assessment: Sally Jenkins	Date of Assessment September 2015 Version (if applicable) 1
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1. What is the policy/ service being assessed?

This F&EIA covers business cases related to social Worker post reductions – CFS03 Reduction of Social Worker Posts, CFS05 Review and Reduction of Preventions Team and Educational Social Workers, CFS06 Review and Reduction of Fostering and MAPS.

2. What is the purpose of the policy/ service change?

To review and reduce the size of the teams as detailed on box 1.

3. Protected Characteristics CHILDRENS SERVICES – CURRENT SERVICE USER PROFILE (NB – THE DETAILS, CHARACTERISTICS & VOLUME OF THIS GROUP IS SUBJECT TO CONSTANT CHANGE). These details demonstrate the current service user profile and are directly linked to cases currently open to a referral.

Protected Characteristic	Who are the customers/service users/ potential service users?	If we take this decision what is the potential impact? The impact may be either positive or negative Explain how people may be affected and give the evidence for this	Action Plan to address issues raised What changes or practical measures would reduce adverse impact on particular groups. What changes would increase positive impacts e.g. improve access or opportunity May be revisited post consultation	Who is responsible?	Timeframe to review						
Age	<table border="1"> <thead> <tr> <th data-bbox="383 1334 521 1393">Age Groups</th> <th data-bbox="521 1334 656 1393">Total</th> <th data-bbox="656 1334 835 1393">Percentage</th> </tr> </thead> <tbody> <tr> <td data-bbox="383 1393 521 1430">0 - 5</td> <td data-bbox="521 1393 656 1430">387</td> <td data-bbox="656 1393 835 1430">32.25 %</td> </tr> </tbody> </table>	Age Groups	Total	Percentage	0 - 5	387	32.25 %	No change - There will be no disproportionate	Access to services are based on individual needs and circumstances in line with	Strategic Director, Head of Service,	On-going
Age Groups	Total	Percentage									
0 - 5	387	32.25 %									

Protected Characteristic	Who are the customers/service users/potential service users?			If we take this decision what is the potential impact? The impact may be either positive or negative Explain how people may be affected and give the evidence for this	Action Plan to address issues raised What changes or practical measures would reduce adverse impact on particular groups. What changes would increase positive impacts e.g. improve access or opportunity May be revisited post consultation	Who is responsible?	Timeframe to review
	6 - 10	323	26.92 %	<p>impact on children in relation to this protected characteristic in relation to social worker reduction.</p> <p>The reduction of social worker posts across the teams highlighted would result in a realignment of remaining resources to ensure that any children with an open referral continue to receive proportionate and appropriate</p>	<p>legal, statutory and best practise guidance. This would continue to be monitored in line with caseload and legislative / statutory guidance.</p>	<p>Social Care Professionals</p>	
11-15	342	28.50 %					
16 - 17	148	12.33 %					
	1,200						

Protected Characteristic	Who are the customers/service users/potential service users?	If we take this decision what is the potential impact? The impact may be either positive or negative Explain how people may be affected and give the evidence for this	Action Plan to address issues raised What changes or practical measures would reduce adverse impact on particular groups. What changes would increase positive impacts e.g. improve access or opportunity May be revisited post consultation	Who is responsible?	Timeframe to review
		support services based on their individual needs and circumstances. Negative – reducing the opportunity to access a social worker professional if the FTE is reduced.			
Gender reassignment	No information held for this protected characteristic.	As above (age)	As above (age)	As above (age)	As above (age)
Disability	131 (11%) out of the 1200 children open to review are registered with a disability.	As above (age)	As above (age) Services and activities would continue to be geared to the	As above (age)	As above (age)

Protected Characteristic	Who are the customers/service users/potential service users?	If we take this decision what is the potential impact? The impact may be either positive or negative Explain how people may be affected and give the evidence for this	Action Plan to address issues raised What changes or practical measures would reduce adverse impact on particular groups. What changes would increase positive impacts e.g. improve access or opportunity May be revisited post consultation	Who is responsible?	Timeframe to review
			specific needs of individuals in relation to outcomes and ability for this protected characteristic, disability.		
Marriage/Civil Partnership	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Pregnancy and Maternity	No information held for this protected characteristic.	As above (age)	As above (age)	As above (age)	As above (age)
Race	African 16 (1.33%) Any Other Asian Background 14 (1.17%) Any Other Black Background 5 (0.42%) Any Other Ethnic Background 16 (1.33%) Any Other Mixed Background 25 (2.08%)	As above (age)	As above (age) Support services would continue to be offered in neutral terms in relation to this protected characteristic. In the event of a specific	As above (age)	As above (age)

Protected Characteristic	Who are the customers/service users/potential service users?	If we take this decision what is the potential impact? The impact may be either positive or negative Explain how people may be affected and give the evidence for this	Action Plan to address issues raised What changes or practical measures would reduce adverse impact on particular groups. What changes would increase positive impacts e.g. improve access or opportunity May be revisited post consultation	Who is responsible?	Timeframe to review
	Any Other White Background 41 (3.42%) Bangladeshi 11 (0.92%) Caribbean 5 (0.42%) Chinese or Chinese British 2 (0.17%) Gypsy/Gypsy Roma 2 (0.17%) Indian 2 (0.17%) Information Refused 46 (3.83%) Not Recorded 13 (1.08%) Pakistani 30 (2.50%) Traveller 1 (0.08%) White and Asian 26 (2.17%) White and Black African (14 (1.17%) White and Black Caribbean 36 (3.00%) White – British 895 (74.58%)		need being identified, suitable services and provision would be explored.		
Religion/belief (or the absence of)	Agnostic 3 (0.25%) Catholic 35 (2.92%) Christian 114 (9.50%) Church In Wales 6 (0.50%) Church Of England 43 (3.58%) Hindu 2 (0.17%)	As above (age)	As above (age) Support services would continue to be offered in neutral terms in relation to	As above (age)	As above (age)

Protected Characteristic	Who are the customers/service users/potential service users?	If we take this decision what is the potential impact? The impact may be either positive or negative Explain how people may be affected and give the evidence for this	Action Plan to address issues raised What changes or practical measures would reduce adverse impact on particular groups. What changes would increase positive impacts e.g. improve access or opportunity May be revisited post consultation	Who is responsible?	Timeframe to review
	Isma'Ilis 1 (0.08%) Jehovas Witness 1 (0.08%) Mixed Religion 1 (0.08%) Muslim 55 (4.58%) Non-Conformist 2 (0.17%) None 760 (63.33%) Not Given – Person Declined 39 (3.25%) Not Recorded 117 (9.75%) Pentecostalist 2 (0.17%) Roman Catholic 16 (1.33%) Spiritualism 1 (0.08%) Unknown 1 (0.08%)		this protected characteristic. In the event of a specific need being identified, suitable services and provision would be explored.		
Sex	Female 576 (48%) Male 621 (51.75%) Not Recorded 3 (0.25%)	As above (age)	As above (age) Support services would continue to be offered in neutral terms in relation to this protected characteristic. In the event of a specific	As above (age)	As above (age)

Protected Characteristic	Who are the customers/service users/potential service users?	If we take this decision what is the potential impact? The impact may be either positive or negative Explain how people may be affected and give the evidence for this	Action Plan to address issues raised What changes or practical measures would reduce adverse impact on particular groups. What changes would increase positive impacts e.g. improve access or opportunity May be revisited post consultation	Who is responsible?	Timeframe to review
			need being identified, suitable services and provision would be explored.		
Sexual Orientation	No information held for this protected characteristic.	As above (age)	As above (age) Support services would continue to be offered in neutral terms in relation to this protected characteristic. In the event of a specific need being identified, suitable services and provision would be explored.	As above (age)	As above (age)
Welsh language	No information held for this protected characteristic.	As above (age)	As above (age) Support services offered are predominantly in the English language. In the event of a language specific need being	As above (age)	As above (age)

Protected Characteristic	Who are the customers/service users/potential service users?	If we take this decision what is the potential impact? The impact may be either positive or negative Explain how people may be affected and give the evidence for this	Action Plan to address issues raised What changes or practical measures would reduce adverse impact on particular groups. What changes would increase positive impacts e.g. improve access or opportunity May be revisited post consultation	Who is responsible?	Timeframe to review
			<p>identified, suitable options would be explored.</p> <p>The Welsh Language Development Group are currently looking at ways to increase use of Welsh into the 'Active Offer'. This is moving the responsibility from the user to ask for the service, to the service provider offering the service.</p>		

3. Protected Characteristics CHILDRENS SERVICES – ALL STAFF GROUP DATA. The posts included for this assessment are as follows:

Teams:

Child Protection & Family Support Teams, Children with Disabilities, Duty & Assessment, Preventions & Assessment, Independent Reviewing Officers, Integrated Family Support Services, Looked After Children and 16+

Positions:

Family Support Worker, Social Worker

Total number of posts as at September 2015 = 60

Protected Characteristic	Who are the customers/service users?	If we take this decision what is the potential impact? The impact may be either positive or negative. Explain in what way they may be affected and the evidence of this	Action Plan to address issues raised What changes or practical measures would reduce adverse impact on particular groups. What changes would increase positive impacts e.g. improve access or opportunity May be revisited post consultation	Who will be responsible?	Timeframe to review
Age	20-24 = 5 25-29 = 18 30-34 = 9 35-39 = 8 40-44 = 6 45-49 = 4	Positive & negative – due to the age profile a lower than average volume of voluntary redundancies may	The processes followed in implementing the change will be in accordance with the Council’s policies on Job Security and Equal Opportunities. This includes	HR/Service Manager/Head of Service	Detailed assessment will be undertaken when posts are identified post budget

	<p>50-54 = 7 55-59 = 1 60-64 = 2</p>	<p>be realised, however there may be a challenge in re-employing that age group.</p> <p>72 % at of the group is 20-44 therefore reemployment opportunities for this proportion of the staff group may be less challenging; however there may be a challenge in re-employing depending on age group above this (28%).</p>	<p>using re-deployment to fill vacant posts, flexible working and job share.</p> <p>Any selection process required for voluntary redundancy will be based on cost, business need and any potential requests to job share, reduce hours or redeploy.</p>		<p>consultation and through formal consultation processes.</p>
Gender reassignment	<p>No information held for this protected characteristic.</p>	<p>The council policies and procedures will be followed in relation to Job Security and Equal Opportunities.</p>	<p>As above (age)</p>	<p>As above (age)</p>	<p>As above (age)</p>
Disability	<p>Declined to specify = 2 Disabled = 2 Not Disabled = 56</p>	<p>There is no disproportionate impact for disabled employees.</p>	<p>As above (age)</p>	<p>As above (age)</p>	<p>As above (age)</p>
Marriage/Civil Partnership	<p>Divorced = 2 Living with Partner = 8 Married = 22</p>	<p>There is no disproportionate impact for this protected</p>	<p>As above (age)</p>	<p>As above (age)</p>	<p>As above (age)</p>

	Separated = 2 Single = 26	characteristic group.			
Pregnancy and Maternity	There are 4 people on maternity leave at the time of this assessment	There is no disproportionate impact for this protected characteristic group.	As above (age)	As above (age)	As above (age)
Race	Asian or Asian British Bangladeshi = 1 Asian or Asian British Indian = 1 White British = 39 White English = 1 White Other = 1 White Welsh = 16 White Other European = 1	There is no disproportionate impact for this protected characteristic group.	As above (age)	As above (age)	As above (age)
Religion/belief (or the absence of)	Agnostic = 3 Atheist = 7 Christian Orthodox = 3 Christian Protestant = 4 Christian Roman Catholic = 2 Hinduism = 1	There is no disproportionate impact for this protected characteristic group.	As above (age)	As above (age)	As above (age)

	Not specified = 10 Other = 1				
Sex	Female = 50 Male = 10	The proposal will affect an existing staff group that is mainly female. Should there be any redundancy implications this would be disproportionate to female workforce.	As above (age)	As above (age)	As above (age)
Sexual Orientation	Declined to specify = 2 Heterosexual = 34 Blank = 24	As above (age)	As above (age)	As above (age)	As above (age)
Welsh language	This is assessment is made against the whole of Children & Family Services staff group: None 82.96% Intermediate = 2.24% Beginner = 12.17% Advanced = 2.63%	As above (age)	Newport City Council and the Welsh Language Development Group are committed to increasing the use of Welsh among employee groups. Welsh language training was offered to all employees during 2013-14. Further sessions have been undertaken through 2014, and are planned for 2015-16.	As above (age)	Ongoing

4. Who has the service consulted regarding the proposed change? When should new consultation take place?

NB: It is essential that service users and other interested parties are involved in the planning process at the earliest opportunity.

Consultation at an initial stage should be along broad themes. It is appropriate to ask what services are valued, how services could be changed and or what could be done differently. This feedback should then inform your business case proposals and the F&EIA.

When specific proposals have been drawn up, they too will need to be consulted upon. All stakeholders and their views need to be represented.

The service will consult with service area staff groups, service users, parents and families and other non-service users (general public), HR, senior management, union representatives and elected members in relation to the proposals (MTRP budget setting process and public consultation December 2015).

Formal consultation processes will be followed with affected staff groups upon notification of the decision based on these proposals.

5. What evidence/ data has been used to complete this F&EIA (This will include local and national guidance)

Information from customers, staff, general public and elected members.
Client demographic, equalities data and quantities of use - service area client data (SWIFT)
Business Case
Staff group data

6. How will the relevant groups be advised of the changes and the F&EIA?

Through an agreed communications plan, the service users and staff will be advised of the changes via a number of methods:

Face to face meetings (including formal consultation)
Regular informal engagement meetings with representatives and stakeholders
Written information where applicable

7 How will the policy/ practice make Newport more or less fair in relation to:

- Health Inequalities
- Child Poverty
- Skills and Work
- Tackling Domestic Violence

- Alcohol and Substance misuse
- Homelessness
- Armed Forces Veterans

There is no impact for staff in relation to the areas listed. In C&FS access to services does not discriminate against any particular group or characteristic, therefore in relation to the current profile of service user the impact is proportionate across all service users.

8. How will the service / policy affect local areas of the city?

Will it have a positive or negative impact in terms of fairness and addressing local area deprivation (you will need to use spatial data available through the Newport Profile and specific Ward Profiles to address this question)?

In C&FS access to services does not discriminate against any particular group or characteristic, therefore in relation to the current profile of service user the impact is proportionate across all service users.

9. In summary, how does the changed service /policy promote good community relations (cohesion)?

There is no negative or unfair impact for community relations and cohesion as a result of these changes.

10. In summary, how does the changed service /policy promote equality?

These changes have a neutral impact in relation to equality.

11. In summary, how does the changed service /policy eliminate discrimination?

This proposal has a neutral impact in relation to discrimination.

Completed by/ Date:

Signed off by/ Date: