

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	Head of Service	Person responsible for the Assessment:	Date of Assessment Version (if applicable)
Regeneration, Investment and Housing	Beverly Owen	Sarah Armstrong	July 2016

1. What is the policy/ service being assessed?

The policy being assessed is Newport City Council's Economic Growth Strategy.

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

The Economic Growth Strategy is a ten year strategy for the Council, looking at the economic growth of Newport both locally and regionally. It does not target specific groups but looks at strengthening the economy of Newport at a local level, and within a regional context. The Strategy will deliver through three priorities, and a number of identified aims:

- | | |
|--|--|
| <i>1) Deliver Shared Prosperity</i> | <i>Align physical, social and economic programmes more efficiently – aligning skills development to inward investment and physical growth
Respond to polarisation in our neighbourhoods</i> |
| <i>2) Create an excellent economic environment</i> | <i>Improve engagement with education and training providers
Creating an economic environment to support population growth
Grow the economy as part of the wider region – collaboration for competition
Increase connectivity – infrastructure & digital
Maintain our focus on regenerating the City Centre to become one of the UK's top cities
Maximise our environmental opportunities</i> |
| <i>3) Move Newport up 'the value chain</i> | <i>Specialise in high value business growth
Promote and innovate for entrepreneurship – support indigenous development</i> |

The Strategy has developed a Delivery Plan that sets out the first 3 years activities, but which is reviewed and updated on an annual basis. Activities within the Delivery Plan are wide ranging and impact across a number of service areas; activities such as the development of infrastructure, increasing business growth, addressing polarisation within Newport communities and the development of skills and education.

Whilst no impact on specific groups of service users has been identified, it is recognised that activities within the Delivery Plan will impact on service users and will need to be addressed at the point of delivery.

3. Protected Characteristics

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	The Strategy covers the whole of Newport's population, and does not differentiate across user groups.	Any economic growth arising from the implementation of the Strategy would be positive and would result in more opportunity for Newport's population, irrespective of age.	A number of actions have been outlined in the Delivery Plan of the Strategy. These will be reviewed annually, and future actions put in place. As the Strategy starts to deliver and achieve, impact across groups of users may be able to be measured.	Head of Service	Annual
Gender reassignment	The Strategy covers the whole of Newport's population, and does not differentiate across user groups.	Any economic growth arising from the implementation of the Strategy would be positive and would result in more opportunity for	A number of actions have been outlined in the Delivery Plan of the Strategy. These will be reviewed annually, and future actions put in place. As the Strategy starts to deliver	Head of Service	Annual

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
		Newport's population, irrespective of whether an individual has been subject to gender reassignment.	and achieve, impact across groups of users may be able to be measured.		
Disability	The Strategy covers the whole of Newport's population, and does not differentiate across user groups.	Any economic growth arising from the implementation of the Strategy would be positive and would result in more opportunity for Newport's population, irrespective of any disability.	A number of actions have been outlined in the Delivery Plan of the Strategy. These will be reviewed annually, and future actions put in place. As the Strategy starts to deliver and achieve, impact across groups of users may be able to be measured.	Head of Service	Annual
Marriage/Civil Partnership	The Strategy covers the whole of Newport's population, and does not differentiate across	Any economic growth arising from the implementation of the Strategy would be	A number of actions have been outlined in the Delivery Plan of the Strategy. These will be reviewed annually, and future	Head of Service	Annual

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
	user groups.	positive and would result in more opportunity for Newport's population, irrespective of marital status.	actions put in place. As the Strategy starts to deliver and achieve, impact across groups of users may be able to be measured.		
Pregnancy and Maternity	The Strategy covers the whole of Newport's population, and does not differentiate across user groups.	Any economic growth arising from the implementation of the Strategy would be positive and would result in more opportunity for Newport's population, irrespective of pregnancy and maternity status.	A number of actions have been outlined in the Delivery Plan of the Strategy. These will be reviewed annually, and future actions put in place. As the Strategy starts to deliver and achieve, impact across groups of users may be able to be measured.	Head of Service	Annual
Race	The Strategy covers the whole of Newport's	Any economic growth arising from the	A number of actions have been outlined in the Delivery Plan of	Head of Service	Annual

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
	population, and does not differentiate across user groups.	implementation of the Strategy would be positive and would result in more opportunity for Newport's population, irrespective of race.	the Strategy. These will be reviewed annually, and future actions put in place. As the Strategy starts to deliver and achieve, impact across groups of users may be able to be measured.		
Religion/belief (or the absence of)	The Strategy covers the whole of Newport's population, and does not differentiate across user groups.	Any economic growth arising from the implementation of the Strategy would be positive and would result in more opportunity for Newport's population, irrespective of religion and beliefs.	A number of actions have been outlined in the Delivery Plan of the Strategy. These will be reviewed annually, and future actions put in place. As the Strategy starts to deliver and achieve, impact across groups of users may be able to be measured.	Head of Service	Annual
Sex	The Strategy covers the	Any economic growth	A number of actions have been	Head of Service	Annual

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
	whole of Newport's population, and does not differentiate across user groups.	arising from the implementation of the Strategy would be positive and would result in more opportunity for Newport's population, irrespective of sex.	outlined in the Delivery Plan of the Strategy. These will be reviewed annually, and future actions put in place. As the Strategy starts to deliver and achieve, impact across groups of users may be able to be measured.		
Sexual Orientation	The Strategy covers the whole of Newport's population, and does not differentiate across user groups.	Any economic growth arising from the implementation of the Strategy would be positive and would result in more opportunity for Newport's population, irrespective of sexual orientation.	A number of actions have been outlined in the Delivery Plan of the Strategy. These will be reviewed annually, and future actions put in place. As the Strategy starts to deliver and achieve, impact across groups of users may be able to be measured.	Head of Service	Annual

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
Welsh language	The Strategy covers the whole of Newport's population, and does not differentiate across user groups.	Welsh Standards would apply to all Council activities	Welsh Standards would apply to all Council activities	Head of Service	Annual

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 Strategy was developed through a Scrutiny Policy Review Group made up of elected members, and supported by NCC Officers. Through research and data analysis, a number of key themes were identified for Newport. Following this and as part of the development process, relevant service areas were consulted upon. These services including Tourism, Planning (inc Planning Policy), and Community Development (inc Skills and Communities First).

Following the completion of the strategy through the Policy Review Group the Council engaged with key stakeholders as part of a wider consultation:

- Coleg Gwent
- University of South Wales
- Centre for Business
- Gwent Police
- Local Service Board
- Newport City Homes
- Seren Group (now Pobl)
- Welsh Government (did not respond)

Because the purpose of the consultation was to look at the Economic Growth Strategy as a whole, consultation was not undertaken with regards to specific groups. At this stage it would be too early to undertake this exercise. More detailed consultation should be undertaken in relation to the specific actions identified within the Delivery Plan and would be the responsibility of the Project Manager and Service Head undertaking the proposed activity/ actions.

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

In developing the policy and identifying key themes the following data and data sources were used:

Data Sources

- Unified Needs Assessment for Skills
- ONS
- Centre for Cities
- Citizens Panel
- Experian Economic Employment forecasts
- NCC Employment Land Review
- Welsh Index of Multiple Deprivation
- Census
- Institute of Economic and Social Research (Measuring the UK's Digital Economy with Big Data (Mapping the UK's Digital Economy))

Data analysed

- Employment Levels across sectors
- Key employment sectors by industry
- Average wage earnings (in comparison to neighbouring/ similar LA's)
- Economic activity and inactivity
- Business start-up (and closure) rates
- Size of employers
- JSA Claimant rates (Total population and 18-24 yr. olds)
- Skills levels and Qualifications (at Newport and ward level)
- Population by age and density
- Housing stock
- Residents perception of Newport
- Visitors to Newport (and Newport City Centre)
- Value of tourism to Newport
- Employment across Tourism industries
- Digital Inclusion (Newport and LSOA)
- GVA per worker
- Commuting rates (into and out of Newport)
- Carbon emissions

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

The purpose of the consultation was to look at the Economic Growth Strategy and the Newport area as a whole, and therefore consultation was not undertaken with regards to specific groups with protected characteristics.

This F&EIA will be available to view by any interested parties.

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

Health Inequalities: The EGS Delivery Plan identifies actions to:

- Increase the number of Newport residents in work through the delivery of the DWP Work Choice contract moving individuals with mild/moderate health issues into work. Annual targets: Supported/Unsupported Job starts 29, to progress 16, to sustain 25.
- Reduce polarisation by developing a community hub model. Potential partners identified include the Local Health Board

Child Poverty:

- To reduce the risk of NEETs within schools and FE in line with the Youth Engagement and Progression Framework (YEPF): Deliver Families First – Children and Young People Skills, to support young people to avoid becoming NEET. Target 852 (2015/16) Future targets tbc
- To deliver an integrated programme of support through our Families First Programme:
 - Children with additional needs: targets 120 families
 - Income Maximisation for families with a disabled child: target 200 2015/16
 - Young Carers: 120 2015/16

Skills and Work:

Skills is one of the key areas under the People ‘Delivering Shared Prosperity’ Priority. It is identified as an emerging trend within the EGS, noting the need to ensure that Newport is producing the right level of skills, to meet the demand for future employers, and for emerging growth sectors both for the city, and for the region. A key part of this will be to forward plan skills delivery, and to ensure that Further Education and Higher Education sectors have the structure and courses available to enable Newport to drive forward these sectors to support the economy of the city.

Actions within the Delivery Plan:

- To reduce the levels of individuals with no qualifications: Work with partners to identify skills gaps and to increase provision.
- To provide opportunities for up-skilling the Newport workforce:
- Secure ESF funding to develop and deliver a programme targeting 400 employed people with low or no skills
- Use VVP and Communities First funding to support local people gain skills and qualifications in the construction, retail and customer services sectors.
- Develop a Skills and Work group
- Deliver Family Skills Programme to help adults in families reduce the risk of poverty through the development of better skills.

Target 300 (2015/16)

Tackling Domestic Violence/ Alcohol and Substance misuse/ Homelessness/ Armed Forces Veterans

There are no specific actions within the EGS at this stage to address the four areas noted above; however it is reasonable to assume that measures within the strategy will impact upon and support these groups. The strategy refers to:

- Aligning social and economic programmes more efficiently to ensure greater cohesion between services
- Exploring community hub models to create local support networks, strengthening links between stakeholders and services to provide one to one support for customers
- Using the community hub model to provide an integrated approach to community based prevention programmes

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)?

With the exception of the City Centre, the policy does not focus on or directly affect specific areas within the city. The Policy looks at the economic growth of the city as a whole and how that can be achieved through a wide number of aims. The data used in identifying areas of need has been applied on a city wide basis, although specific activities within the strategy may focus on more localised areas (see 1 below); where this is the case then local data will be applied, and an assessment undertaken to determine local impact.

- 1) With regards to the overall policy, one of the aims is to address the need to reduce polarisation in communities across Newport, and therefore this will impact upon more disadvantaged areas of the city. A number of actions have been included in the Delivery Plan to address this:
 - Developing Community Hub models
 - Increasing Skills Levels in growth sectors to maximise job opportunities
 - Address NEET's and those at risk of NEET's to reduce the number of young people moving into unemployment or economic inactivity, and to increase their employment opportunities
 - To increase appropriate housing provision across the county
- 2) For the city centre, a specific aim has been included to focus on regenerating the City Centre. The focus of the aim is to

deliver physical projects, targeting derelict and vacant buildings, and to look at alternative uses for landmark buildings. The Aim also considers issues that will impact on individuals or groups such as city centre management; reducing anti-social behaviour; developing the night time economy; safety and security of visitors, residents and businesses, and creating a better environment for those that work and live in the city.

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

The policy aims to deliver a 10 year strategy for the economic growth of the city and wider county area. Whilst the Policy is a strategic document some actions for delivery have already been identified that will contribute to promoting good community relations:

Priority 1:

- Aligning social and economic programmes more efficiently to ensure greater cohesion between services
- Exploring community hub models to create local support networks, strengthening links between stakeholders and services to provide one to one support for customers
- Using the community hub model to provide an integrated approach to community based prevention programmes
- Addresses the issue of economic inactivity and in-work poverty through delivering initiatives that address young people not in education, employment or training; reduce those with basic skills or no qualifications; develop initiatives to upskill the workforce; develop training in line with identified growth sectors

Priority 2:

- Looks to improve engagement with and between schools and FE/HE
- Will develop a city wide Economy and Skills Group to discuss strategy for the city identifying skills needs and programmes
- Council services will be reviewed to ensure the demands of residents, indigenous businesses and inward investors are being effectively supported.
- To develop growth areas such as sport and leisure
- City centre initiatives will address issues such as safety and antisocial behaviour

Priority 3 aims to develop relations with the business community:

- Supporting the availability of suitable sites and premises

- Explore opportunities for the private sector and HE to work together
- Develop stronger links to ensure the needs of the private sector are met
- Strengthen partnership arrangements through initiatives such as the Newport Economic Network

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

The Policy looks at developing the economic growth of Newport within the wider South East Wales region. It identifies key actions to be delivered through the Works and Skills Service supporting Communities First, skills and employment opportunities and NEET's. The activities are non-discriminatory, and some activities will target specific groups of service users marginalised from society i.e. Carer's or Young People with a view to integrating them into society and providing them with the same opportunities as other service users across Newport.

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

The Policy looks at developing the economic growth of Newport within the wider South East Wales region. It addresses a number of key issues around polarisation within communities, and identifies key actions to be delivered through the Works and Skills Service supporting community hubs, Communities First, skills and employment opportunities and NEET's. The activities are non-discriminatory; however some activities will target specific groups i.e. Carer's, Young People or BME with a view to providing them the same opportunities afforded to other Newport residents.

Completed by/ Date:

Signed off by/ Date: