

Fairness and Equalities Impact Assessments F&EIA (2016)

This form provides an assessment of a policy or proposed change to see whether it promotes Fairness and the Equality, eliminates any unintended discrimination, and has positive outcomes for the population of Newport. This Impact Assessment should be used to affect policy and service planning decisions.

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

Our Equalities focus is taken from the Equalities Act 2010: we consider the 9 protected equalities characteristics- age, gender reassignment, disability, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation. We also consider promoting the Welsh language.

This assessment provides evidence that we have considered the General Equality Duty (below) in our decisions.

To:

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

Service Area People & Business Change	Head of Service: Rhys Cornwall	Person responsible for the assessment: Rachel Kalahar	Date of Assessment March 2016
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1. What is the service/ policy being assessed?

Improvement Plan 2016-18

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

The Local Government Measure 2009 redefines the duty placed on the Council to make arrangements to secure continuous improvement and account for it. At the start of each financial year the Council must publish a forward facing improvement plan setting out its improvement objectives for the year ahead.

3. Protected Characteristics

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, gender reassignment, disability, marriage/civil partnership, pregnancy and maternity, race,	Policy impacts entire City and all stakeholders	Positive, the IP aims to address inequalities and ensure that the services are	The Plan aims to mitigate any negative impacts on any particular group; by its nature it addresses the needs to particularly vulnerable sections	All	The Plan is for 2 years – a new F&EIA will be completed for when a new

<p>religion/belief, sex, sexual orientation, Welsh language</p>		<p>delivered fairly and efficiently and that NCC can demonstrate continuous improvement as is required by the Welsh Government. Many of the selected themes specifically target groups that fall within the protected characteristics (e.g. ensuring vulnerable adults receive the right social care to meet their needs).</p>	<p>of society</p>		<p>Plan is produced.</p>
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4. Who has the service consulted regarding the proposed change? When should new consultation take place?

Citizens of Newport, Elected Members, the Fairness Commission, Staff. New consultation will take place annually in line with the next Plan.

At the beginning of December 2015 consultation began with members of the public through a survey on the Council's website. An online staff survey was launched.

In December 2015 members of the Performance Team attended a meeting of Fairness Commission to discuss the Improvement Plan and ask for their views.

All Elected Members where emailed the survey and also issued with a paper copy of the survey.

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

Local Government Measure (2009)
NCC Strategic Equality Plan
NCC Welsh Language Scheme
Single Integrated Plan
Corporate Plan 2012-17

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

The F&EIA will be published and once completed, the Annual Improvement Plan will be published on NCC external website and made available in different languages and formats on request.

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

The Plan has specific objectives in place which address pockets of inequality and/or deprivation in relation to the above themes. As the Plan directly reflects the Corporate Plan themes and the overarching Single Integrated Plan is a key driver, each of the above is considered and reflected therein.

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?

The Plan is intended to positively impact all areas of the City. The key objectives include: Improving independent living for older people, supporting older people leaving hospital, ensuring people have the right social services to meet their needs, improving outcomes for looked after children, education attainment, city regeneration and development, supporting young people into education, employment and training, helping children have the best start in life, making the city centre safer at night, preventing offending and reoffending of young people.

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

In line with the requirements of the LGM (2009) and the commitments to NCC's SEP, the Plan will naturally promote good community relations by aiming to eliminate actual and perceived inequality and draw communities together.

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

By ensuring that some of the most vulnerable people the Council represents are given equal and fair access to the services they need

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

The Plan aims to improve on many aspects of the lives of each citizen the council represent across many aspects: by improving the local environment, improving education for all, improving access to services for vulnerable people, increasing employment and training opportunities and making the city safer.

Completed by/ Date: Rachel Kalahar March 2016

Signed off by/ Date: