

Fairness and Equalities Impact Assessments F&EIAs (2016)

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 Streetscene	Head of Service Paul Symonds	Person responsible for the Assessment: Jo Gossage	Date of Assessment Version (if applicable) November 2016
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1. What is the policy/ service being assessed?

MTFP Streetscene Lodge Review

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

The plan is to look at the condition of the asset, the rental income of all the Streetscene Lodges (8) to determine if the current rental value is appropriate given the condition of the lodge. To identify where vacant lodges can be brought back into commercial use where appropriate and to identify if this overall is the best use of the asset.

To look at the lodges used for office accommodation and determine if this is the most appropriate use given current service needs

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	Various ages of tenants and office staff most are over 30. One tenant has two school age children living at the property (Christchurch Lodge)	This would have an impact on the tenants disposable income.	Plenty of notice of potential rental increases will be given to enable tenants to make other arrangements if required. Rental increases could be phased as required	Streetscene instructing Norse	Four months

Gender reassignment	No data available				
Disability	One tenant has a disabled partner (Shaftesbury Lodge)				
Marriage/Civil Partnership	No data available				
Pregnancy and Maternity	No data available				
Race	No data available				
Religion/belief (or the absence of)	No data available				
Sex	No data available				
Sexual Orientation	No data available				

Welsh language	No data available				
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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.

There has been no external consultation on this case so far. We have instructed Norse to begin a dialogue with the tenants regarding this business case and the potential rental increases.

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

NCC policies and strategy

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

They will be informed by the Norse group

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

All tenants are employees of NCC. All tenants have benefitted from subsidised rents for many years which they would not have had if they had rented through a housing association or a private landlord. This case simply brings rental income in line with the lower end of the rental market.

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)?

Will have no effect on this at all

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

Will have no impact

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

Rental values will be equal to current market values and therefore the staff that are currently tenants will not be benefitting from preferential rental values

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

We are showing that we are actively not discriminating as will affect all the tenants

Completed by/ Date: Jo Gossage, November 2016

Signed off by/ Date: