

## 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.

<b>Service Area</b> <b>Regeneration, Investment &amp; Housing</b>	<b>Head of Service</b> <b>Kier Duffin</b>	<b>Person responsible for the Assessment:</b> <b>Susan Calnon / Natalie Brown</b>	<b>Date of Assessment</b>  <b>Version (if applicable)</b> <b>Draft 1</b>
--	--	--	---

1. What is the policy/ service being assessed?

Newport City Council's youth service employs qualified youth workers who provide information; support and guidance to young people aged 11 – 25, in a friendly and informal setting within a designated geographical area. This also includes the delivery of localised programmes reflecting the needs of both the young people and their community. The Service has recently agreed the mutual termination of a Community Youth Worker (1 x 35hrs x 52 weeks). A recent Community Regeneration Management restructure has seen the deletion of 2 Area Youth Development Posts (2 x 37hrs x 52 weeks) and the creation of a Youth Manager post (1 x 37hrs). Consequently this has resulted in one Area Youth Development

Officer being granted redundancy and one being offered the Youth Manager post. Also there is a requirement to provide savings around the deletion 2 x FTE City Youth Workers (2 x 37hrs x 52 weeks)

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

The overall purpose of the service change is to provide the required MTFP savings. Due to the ending of a number of posts within the service a reallocation of duties will be undertaken within the remaining staff team. The Youth Manager will assume the duties of the Youth Development Officers. The workload of the deleted City Youth Workers and Community Youth Worker will be redistributed within the remaining staff team.

One of the City Youth Worker posts will partly be replaced by external funding from our ESF bid Inspire to Work and Inspire to Achieve; alongside this the Youth Service will be undertaking an operational review in order to limit any change from losing the other FTEs.

## 3. Protected Characteristics

<b>Protected Characteristic</b>	<b>Who are the customers/service users/ potential service users?</b>	<b>If we take this decision what is the potential impact?</b>	<b>Action Plan to address issues raised</b>	<b>Who is responsible?</b>	<b>Timeframe to review</b>
		<p>The impact may be either positive or negative</p> <p>Explain how people may be affected and give the evidence for this</p>	<p>What changes or practical measures would reduce adverse impact on particular groups?</p> <p>What changes would increase positive impacts e.g. improve access or opportunity  <b>May be revisited post consultation</b></p>		
Age	Young People aged between 11 – 25 years.	Neutral / limited negative impact –	Timetabled 'drop-ins' in community hub buildings will	Youth Manager	March 2016

		services are still available to young people through the re-distribution of duties.	attract new clients	City Youth Worker	
Gender reassignment	Young People aged between 11 – 25 years	Neutral/limited negative impact – services are still available to young people through the re-distribution of duties.	Timetabled ‘drop-ins’ in community hub buildings will attract new clients	Youth Manager City Youth Worker	March 2016
Disability	Young People aged between 11 – 25 years	Neutral/ limited negative impact – services are still available to young people through the re-distribution of duties.	Timetabled ‘drop-ins’ in community hub buildings will attract new clients	Youth Manager City Youth Worker	March 2016
Marriage/Civil Partnership	N/A	N/A	N/A	N/A	N/A
Pregnancy and Maternity	Young People aged between 11 – 25 years	Neutral/limited negative impact – services are still available to young people through the re-distribution of duties.	Timetabled ‘drop-ins’ in community hub buildings will attract new clients	Youth Manager City Youth Worker	March 2016
Race	Young People aged between 11 – 25 years	Neutral/ limited negative impact – services are still available to young people through the re-distribution of duties.	Timetabled ‘drop-ins’ in community hub buildings will attract new clients	Youth Manager City Youth Worker	March 2016
Religion/belief (or the	Young People aged between 11 – 25 years	Neutral/ limited negative impact –	Timetabled ‘drop-ins’ in community hub buildings will	Youth Manager	March 2016

absence of)		services are still available to young people through the re-distribution of duties.	attract new clients	City Youth Worker	
Sex	Young People aged between 11 – 25 years	Neutral / limited negative impact – services are still available to young people through the re-distribution of duties.	Timetabled ‘drop-ins’ in community hub buildings will attract new clients	Youth Manager City Youth Worker	March 2016
Sexual Orientation	Young People aged between 11 – 25 years	Neutral/ limited Negative impact – services are still available to young people through the re-distribution of duties.	Timetabled ‘drop-ins’ in community hub buildings will attract new clients	Youth Manager City Youth Worker	March 2016
Welsh language	Young People aged between 11 – 25 years	Neutral / limited Negative impact – services are still available to young people through the re-distribution of duties.	Timetabled ‘drop-ins’ in community hub buildings will attract new clients	Youth Manager City Youth Worker	March 2016

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.

Due to the nature of the mutual termination of the Community Youth Worker post and the involvement of HR, young people were

unable to be consulted in terms of the loss of the post, however for the young people there has been no impact on Service delivery, but we will look to undertake consultation over the coming weeks, dependant on resource availability.

In terms of the Community Regeneration Management Restructure staff directly affected was consulted. In terms of the City Youth Workers consultation will be undertaken within the required timescales.

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

National Youth Work Strategy for Wales (2014 – 2018)  
Newport City Council Corporate Plan (2012 – 2017)  
Welsh Government Child Poverty Strategy (2011)  
NCC Strategic Equality Plan and Equality Objectives 2012 - 2016

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

Staff directly affected will be informed and consulted before and during the process. Staff indirectly affected will be offered the opportunity to attend information sessions around the changes.  
Young people have only seen a minimal impact on service delivery and the remaining staff team is unchanged specifically in terms of Youth Club provision. The young people will be informed that the individuals who were in post have moved out of the Service and the potential changes and impact.  
Within the operational review we will consult young people on their views and how best to make the potential savings, with the least amount of negative impact.

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 Policy / practice informs of a change due to the loss of posts will have some negative impact, but we hope that with the introduction of new external funding packages (ESF/ Communities 4 work) we will be able to mitigate this to a minimum.

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)?

There will be a minimal negative impact on addressing local area deprivation, but as discussed earlier we are confident that with the implementation of external funding we can mitigate this impact.

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

The Policy / practice informs of a change due to the loss of posts will have minimal impact in relation to the external funding.

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

The Policy / practice informs of a change due to the loss of posts will have minimal impact to the delivery of provision within the geographical area.

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

We are committed to making certain that all citizens within Newport are not discriminated against and we will be working with our local communities to put pro-active processes in place to support this approach.

Completed by/ Date:

**Signed off by/ Date:**