

Fairness and Equalities Impact Assessments

The purpose of an EIA is to improve service delivery and/or the experience of employees by making sure that it does not discriminate, intentionally or unintentionally and where possible promotes equality. EIA's can help identify direct and indirect discrimination and institutional discrimination

EIAs are a route to ensuring individuals and team members think carefully about the impact of the work on service users and staff to take appropriate action to improve services. By fully integrating impact assessments into the service planning process equality and diversity will be mainstreamed.

EIAs also help to anticipate and identify the consequences of projects and work streams and services and help ensure that as far as is possible any negative consequences are eliminated or minimised.

The EIA form has recently been revised to take account of wider potential impact on fairness, and will be known as Fairness and Equalities Impact Assessments.

1. What is the service/ policy being assessed?

STS14_Drainage (Land Drainage / Canal Maintenance)

A reduction in two staff that are directly responsible for Land Drainage and Canal Maintenance. There is currently no budget for Canal Maintenance. The service is the managing and maintaining of reens, gratings, drainage ditches, culverts, canals and tow paths.

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

Currently no budget for Canal Maintenance, this was deleted two years ago and to meet the additional budget and efficiency savings set out for 2016-17

3. Protected Characteristic

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 why you believe this to be the case.	Action Plan to address issues raised – what changes or practical measures would reduce adverse impact on particular groups. To include planned outcome. May be revisited post consultation	Who will be responsible?	Timeframe to review ASB
Age	Children, Young people, adults and families that frequent and use the tow paths for recreational purposes (walking and cycling)	Stakeholders and users will see an immediate change in services as there will be an increase in grass / hedge overgrowth, weeds, litter, full bins and dog fouling.	Reactive maintenance to be carried out.	Operations Manager	April 2016
Gender	Male, Female, Adults, Children, Young people and families that use	Highway inspections will commence to pick up safety issues only.	Improved customer awareness will be developed using online web communications and through publication of Council	Operations Manager	April 2016

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	and frequent council provided facilities for recreational (walking and cycling)		reports on line.		
Gender reassignment	There is no participation data currently available.	However, it is anticipated that a reduction in staff will have a major effect on all users.	Improved customer awareness will be developed using online web communications and through publication of Council reports on line	Operations Manager	April 2016
Disability	Adults, Children, Young people, families and carers that frequent Council facilities for recreational, play and leisure purposes	Local children, disabled users and communities will be adversely affected by the reduction in staffing as this will reduction maintenance which will be an increase grass / hedge growth, litter and dog fouling.	Improved customer awareness will be developed online Remaining staff will be used reactively to keep the area safe only, which will include grass and hedger cutting, glass and dog fouling.	Operations Manager	April 2016
Marriage/Civil Partnership	Not Applicable				
Race	Not Applicable				
Religion/belief	Not Applicable				
Welsh Language	Not Applicable				
Sexual Orientation	Not Applicable				

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

No stakeholder or public consultation has been undertaken at this point in time.

~~The residents of the City will be consulted during the budget savings proposals for 2015-16. It is envisaged that consultation will take place electronically between July and November 2015.~~

The F&EIA will be re visited once the consultation has been completed.

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

No evidence or data has been collected at this point in time

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

Stakeholders and users will be informed of the proposal using agreed Council consultation processes.

Information will be produced in a range of formats for all Stakeholders and Users using NCC web site, twitter, and facebook along with the use of the electronic media

The 2 FTE posts are currently vacated.

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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 will be no discernible reductions in the opportunities for 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?

The loss of 2 members of staff will undoubtedly reduce the management and maintenance of the Canals and Tow Paths, they will be an increase in complaints, flooding and accidents.

9. How does the changed service /policy promote good community relations (cohesion)

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The tow paths will remain open.

10. How does the changed service /policy promote equality

The tow paths will remain open for all stakeholders and users to use as and when required.

11. How does the changed service /policy eliminate discrimination

Refer to point 10

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