

## 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>Head of Service</b>	<b>Person responsible for the Assessment</b>	<b>Date of Assessment</b> 16.11.2016
Children's Services	Head of Service	Sally Jenkins	<b>Version (if applicable)</b>

1. What is the policy/ service being assessed?

Children's Services business cases for the MTRP

- Preventions
- Fostering and MAPS
- Specialist and career carers
- IFSS

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

Savings proposals.

**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	Children and young people aged 0 – 18.	Reduced level of service and hence the potential for poorer life outcomes.	There is no potential mitigation.	Head of Service	N/A
Gender reassignment	The proposals are indiscriminate in their impact.				
Disability	The proposals are indiscriminate in their impact.				
Marriage/Civil Partnership	The proposals are indiscriminate in their impact. The proposals are indiscriminate in their impact.				

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
Pregnancy and Maternity	The proposals are indiscriminate in their impact.				
Race	The proposals are indiscriminate in their impact.				
Religion/belief (or the absence of)	The proposals are indiscriminate in their impact.				
Sex	The proposals are indiscriminate in their impact.				
Sexual Orientation	The proposals are indiscriminate in their impact.				
Welsh language	The proposals are indiscriminate in their impact.				

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.

Consultation will take place as part of the statutory consultation.

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

Benchmarking data across comparable LAs.

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

Given the nature of the services such a step is both impractical and unnecessary.

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 savings potentially will have an adverse impact on children and young people's lives in the future and so will increase unfairness in relation to all of the factors other than Armed Forces Veterans

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)?

They are city wide proposals.

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

The savings potentially will have an adverse impact on children and young people's lives in the future and so may have a negative impact on community relations and cohesion.

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

The savings potentially will have an adverse impact on children and young people's lives in the future however there is an indiscriminate impact across all protected characteristics other than age.

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

The savings potentially will have an adverse impact on children and young people's lives in the future however there is an indiscriminate impact across all protected characteristics other than age.

Completed by/ Date: Sally Jenkins 16.11.2016

**Signed off by/ Date:**