

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	Head of Service	Person responsible for the Assessment:	Date of Assessment Version (if applicable)
Adult Social Care	Chris Humphrey	Helen Lloyd & Nigel Stannard	25.11.16

1. What is the policy/ service being assessed?

The contribution that the Supporting People Programme makes to funding of Adult Social Services Learning Disability schemes.

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

To maximise the benefits and opportunities of Supporting People Programme Grant funding by helping people to remain independent in the community and to ensure equity for citizens across funded services.

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	Young people Adults of working age Older People	Positive impact – offer more choice and alternative provision. Extend the scope of Supporting People funding to provide for a wider range of service groups.	Provide people who use services and their families the support and assistance required to make changes. A larger number of people with a wider range of issues will be able to access support.	Service Manager Programme Manager	2017/2018

		Negative impact – people who access services will have to change the way in which they receive services.	Communication strategy and timescales will be used to best effect to mitigate this risk.		
Gender reassignment	N/A				
Disability	All recipients of Supporting People funding will have a level of disability	<p>Positive impact – offer more choice and alternative provision.</p> <p>Extend the scope of Supporting People funding to provide for a wider range of service groups.</p> <p>Negative impact – people who access services will have to change the way in which they receive services.</p>	<p>Provide people who use services and their families the support and assistance required to make changes.</p> <p>A larger number of people with a wider range of issues will be able to access support.</p> <p>Communication strategy and timescales will be used to best effect to mitigate this risk</p>	<p>Service Manager</p> <p>Programme Manager</p>	2017/2018
Marriage/Civil Partnership	N/A				

Pregnancy and Maternity	N/A				
Race	N/A				
Religion/belief (or the absence of)	N/A				
Sex	N/A				
Sexual Orientation	N/A				
Welsh language	People who are eligible for Supporting People funding who request a service in Welsh.	<p>Positive Impact – Welsh speakers have their service through the medium of Welsh</p> <p>Negative Impact – There may be a delay in accessing the appropriate service</p>	<p>To identify people who would want a service in Welsh.</p> <p>To ensure that there are resources / providers in place to deliver the services.</p>	<p>Service Manager</p> <p>Programme Manager</p>	2017/2018

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.

The Aylward Review of Supporting People (2011) commissioned by the Welsh Government made a key recommendation that the Supporting People Programme Grant should only pay for housing-related support and that this should be allocated to support providers based on an individual's support needs and not age and tenure.

The Regional Collaborative Committee has agreed the subsequent report and accepted the recommendations.

The programme of re-assessments has been agreed by the local Supporting People Programme Group.

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

The approach set out in this project is informed by and directed by the Social Services and Well-Being Act Wales 2014.

The re-assessments to date have identified varying levels of housing related support activity which confirms the findings of the Aylward review.

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

Direct discussions with services users and their families

Discussion on developing community options with third and private sector providers where appropriate

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 changes will have a positive impact on

- Health Inequalities
- Skills and Work
- Tackling Domestic Violence
- Alcohol and Substance misuse
- Homelessness
- Armed Forces Veterans

And enable referral on to specialist Supporting People agencies who address these issues e.g. the Night Shelter for homelessness.

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)?

This change seeks to promote a fairer and more equitable approach to the provision of Supporting People funding and services and to promote local community based opportunities across Newport.

There is no negative impact on local area deprivation.

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

The changed service will result in improved engagement with the wider community for people who have housing related needs, with local community support networks being promoted.

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

The changes will extend the scope of supporting people projects to encompass more vulnerable people who need housing related support.

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

The Supporting People Programme has robust reviewing and monitoring processes, including assessing support provider's policies, procedures and working practices in relation to equality.

The changes will ensure a fairer distribution of resources for vulnerable people.

Completed by/ Date: Helen Lloyd and Nigel Stannard 25/11/2016

Signed off by/ Date: