

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.

Service Area	Head of Service	Person responsible for the Assessment:	Date of Assessment Version (if applicable)
People and Business Change	Rhys Cornwall	Rachael Davies	January 2017

1. What is the policy/ service being assessed?

This Equality Impact Assessment relates to budget reduction from the core provision to the Workforce Development Training Unit, which when determined will result in reduced budget share for services to be delivered (note, not delivered to service users who access social services, but to the workforce providing those services)

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

To reduce the core budget within the provision.

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	Not applicable				
Gender	Not applicable				

reassignment					
Disability	Not applicable				
Marriage/Civil Partnership	Not applicable				
Pregnancy and Maternity	Not applicable				
Race	Not applicable				
Religion/belief (or the absence of)	Not applicable				
Sex	Not applicable				
Sexual Orientation	Not applicable				
Welsh language	Not applicable				

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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.

Public consultation on the business case to reduce the core budget provision has taken place throughout December/January 2017 as part of the Council's public engagement work on the 2017/18 budget allocation. Staff working within the provision are aware of the requirement to make budget savings for next year and the manager has been involved in discussions regarding the business case.

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

N/A

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

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N/A

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

N/A

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)?

N/A

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

N/A

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

N/A

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

N/A

Completed by/ Date:

Signed off by/ Date:

