

Fairness and Equalities Impact Assessments F&EIA

This form provides an assessment of a policy or proposed change to see whether it promotes Fairness and the Equality, eliminates any unintended discrimination, and has positive outcomes for the population of Newport. This Impact Assessment should be used to affect policy and service planning decisions.

In Newport we focus on Fairness through the following themes: Health, Poverty, Skills and Work, Domestic Abuse and Tackling Area Based Deprivation.

Our Equalities focus is taken from the Equalities Act 2010: we consider the 9 protected equalities characteristics- age, gender reassignment, disability, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation. We also consider promoting the Welsh language.

This assessment provides evidence that we have considered the General Equality Duty (below) in our decisions.

To:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity and
- Foster good relations

Service Area Streetscene and City Services	Head of Service: Paul Jones	Person responsible for the assessment: Joanne Gossage	Date of Assessment October 2017 Version (if applicable) V1
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1. What is the service/ policy being assessed?

Review of Back office Cemetery Operations

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

Transfer of cemetery operations and closure of satellite offices, storage areas, changing and toilet facilities in parks and cemeteries.
 Community asset transfer of facilities where viable.
 To relocate services and re-let, mothball or demolish buildings and facilities that are surplus to operational requirements in parks and cemeteries..

3. Protected Characteristics

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 the evidence of 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 will be responsible ?	Timeframe to review
Age	All	Action will result in	The most adverse	Streetscene	6 -12

		with savings in rates, repairs, utility costs and overheads. Some short term impact on service performance but long term improvements in sites and facilities.	impact would be for those expecting to be able to access the office at St. woolos which until recently was open to the public. Service has been centralised at the civic centre where private rooms are available to undertake sensitive dicussions.	Service Manager environment and leisure and parks and recreation manager	months
Gender reassignment	All	NA	NA	NA	
Disability	All	NA.	NA	NA	
Marriage/Civil Partnership	All	NA	NA	NA	
Pregnancy and Maternity	All	NA	NA	NA	
Race	All	NA	NA	NA	

Religion/belief (or the absence of)	All	NA	NA	NA	
Sex	All	NA	NA	NA	
Sexual Orientation	All	NA	NA	NA	
Welsh language	All	In accordance with the Welsh Language Act signage and information provided will be bilingual.	Continue to monitor usage and any complaints feedback regarding the bilingual services		

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

No consultation has taken place at present on this specific proposal

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

NA

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

Through the MTRP Consultations.

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

NA

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?

NA

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

NA service will still be available but at a centralised location

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

NA service will still be available but at a centralised location

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

NA

Completed by/ Date: Joanne Gossage 06/11/17

Signed off by/ Date: