

Fairness and Equalities Impact Assessment (FEIA)

The purpose of this assessment is to provide balanced information to support decision making and to promote better ways of working in line with equalities (Equalities Act 2010), Welsh language promotion (The Welsh Language (Wales) Measure 2011), sustainable development (Wellbeing of Future Generations (Wales) Act 2015), and the four parameters of debate about fairness identified by the Newport Fairness Commission (NFC Full Report to Council 2013).

Completed by: Sally Jenkins **Role:** Head of Service Manager

Head of Service: see above **Date:** [Click here to enter a date.](#)

I confirm that the above Head of Service has agreed the content of this assessment

Yes

When you complete this FEIA, it is your responsibility to submit it to
impact.assessment@newport.gov.uk

1. Name and description of the policy / proposal being assessed. Outline the policy's purpose.

CFS181901- Review of Oaklands short breaks service

2. Outline how you have/ will involve stakeholders who will be affected by the policy/proposal

Employees, service users and families will be engaged in consultation. Formal consultation will be undertaken within the budget setting timescales during 2017/18.






3. What information/evidence do you have on stakeholders? e.g. views, needs, service usage etc. Please include all the evidence you consider relevant.

4. Equalities and Welsh language impact

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The impact on the employees will not be dependant upon their age The impact on service users will not be dependent upon their age
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The proposal in respect of Oaklands will impact on disabled children as the short breaks service is only available to disabled children.
Gender reassignment/ transgender	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The proposal is indiscriminate in its impact
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The proposal is indiscriminate in its impact
Pregnancy or maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	In employment a woman is protected from discrimination when she is pregnant and during a period of compulsory or additional maternity leave. In the provision of services, goods and facilities, recreational or training facilities, a woman is protected

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
				from discrimination when she is pregnant and for 26 weeks from when she has given birth.
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The proposal is indiscriminate in its impact
Religion or Belief or non-belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The proposal is indiscriminate in its impact
Sex/ Gender Identity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The proposal is indiscriminate in its impact
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The proposal is indiscriminate in its impact
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The Active offer records on service users files that none have requested a service through the medium of Welsh

5 How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>The proposals represent a more cost effective and so long term sustainable solution for the provision of short breaks for service users and their families</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The savings potentially will have an adverse impact on children's and young people's lives in the future and so may have a negative impact on relationships with partners</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The key stakeholders are service users and their families and the employees</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	

6 What will the impact be on the wellbeing goals (under Wellbeing of Future Generations Act 2015)?

7 Will the proposal/policy have a disproportionate impact on a specific geographical area of Newport?

No – the service supports all of Newport children with a disability from 0-18 years

8 How does the proposal/policy relate to the parameters of debate about Fairness identified by the Newport Fairness Commission

9 Taking this assessment as a whole, what could be done to mitigate any negative impacts of your policy and better contribute to positive impacts?

10 Monitoring, evaluating and reviewing

How and when will the impact of the proposal/ policy be monitored and reported on?

This would be part of service reviews and registered visits via the internal team and CSSIW

11 Involvement

How will people be advised of the changes and of the FEIA?

Through the Budget setting process for 2018/19.

12 Summary of Impact (for inclusion in any report)

Equality Act 2010 AND Welsh Language

The impact on issues of equality and Welsh Language are minimal – no protected characteristics are impacted more or less than any other by these proposals. All new service users will be asked, through the Active Offer whether they require a service in Welsh.

Wellbeing of Future Generations (Wales) Act 2015