

Fairness and Equalities Impact Assessment (FEIA)

Version 3.6 May 2017

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: Kirsty Jones **Role:** Education Information and Development Officer

Head of Service: Sarah Morgan

Date: 23/03/2018

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

Yes / No

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.

School Uniform Grant 2018/19 - To assess the impact on the LA and residents if we were or were not to continue the school uniform grant as a result of Welsh Government funding ending.

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

Internal stakeholders (Housing Benefits, School Admissions, Education Business Team, Web Team) have been engaged in ensuring correct information is displayed for public view. Letters to on time applicants to year 7 have already been issued with reference to the grant; on late application letters the reference will be removed. Currently there has been no involvement of external stakeholders. Future engagement could be with those who would be due to receive the grant should it continue.

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

Housing Benefits currently assess the eligibility for the grant. Stakeholders receiving certain benefits (which depends on their need) are eligible to receive the grant.

Those on the following benefits were eligible for the grant:





- Income Support
- Income-based Jobseeker’s Allowance
- Income-related Employment and Support Allowance
- Support under Part VI of the Immigration and Asylum Act 1999
- The guaranteed element of Pension Credit
- Child Tax Credit (provided they were not also entitled to Working Tax Credit and had an annual gross income of no more than £16,190)
- Working Tax Credit run-on - paid for 4 weeks after they stopped qualifying for Working Tax Credit
- Universal Credit


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 checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The policy will have a negative impact on young people aged 11 in families receiving</p> <ul style="list-style-type: none"> • Income Support • Income-based Jobseeker’s Allowance • Income-related Employment and Support Allowance • Support under Part VI of the Immigration and Asylum Act 1999 • The guaranteed element of Pension Credit • Child Tax Credit (provided they were not also entitled to Working Tax Credit and had an annual gross income of no more than £16,190) • Working Tax Credit run-on - paid for 4 weeks after they stopped qualifying for Working Tax Credit • Universal Credit <p>The policy will not promote equal opportunity between all 11 year olds in the LA as those from a lower socio economic background will be disadvantaged.</p> <p>In Newport Children living in workless households is higher than the Welsh average according to the Newport Community Well-being Profile.</p>
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy does not specifically treat anyone with a disability

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	
				less favourably than someone without as the grant was not assessed solely on a disability benefit. However, it is more likely that a child with a disability is living in a lower income household on the eligible benefits due to care restraints on the family.
Gender reassignment/ transgender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The policy does not treat anyone in this category less favourably than anyone else.
Marriage or civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy does not directly specify an impact on this protected characteristic; however it is more likely that a single parent household would have a lower income and be in receipt of the eligible benefits so this would negatively impact those families.
Pregnancy or maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The policy does not directly impact those who are pregnant or on maternity leave.
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Although the policy does not discriminate against race, it is more likely that those from an ethnic minority background would be receiving the benefits eligible for the grant. By removing the grant it will affect those of a certain race more than another.
Religion or Belief or non-belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The policy does not negatively or positively discriminate religion, belief or non-belief.
Sex/ Gender Identity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Although the policy does not impact gender type, single parents are more likely to be female and therefore receiving a low income and benefits. So removal of the grant could have a greater impact on females.
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This policy does not affect this protected characteristic.
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The policy does not promote negativity or positivity towards the Welsh language.

5 How has your proposal embedded and prioritised the sustainable development principle 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 needs</p>	<p>There are constant pressures on Newport City Council due to reduced budgets. If Newport City Council were to continue paying the grant from their budget, this would bring an extra strain to the Council in the current climate. By not spending the money now in the short term it balances longer term sustainability of the council.</p>
 <p>Collaboration</p> <p>Working together to deliver objectives</p>	<p>The grant was originally a partnership with Welsh Government. As Welsh Government has cut the funding there is no longer an opportunity to work collaboratively.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Residents in all areas of the LA will be affected; however it will affect those in specific areas more greatly. The Wellbeing profile shows peaks in areas receiving the eligible benefits so the grant cut would have a greater impact in these areas. If it was decided to cut the funding, those in these specific areas would need to be targeted.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The root cause of the issue is the removal of funding by Welsh Government which cannot be changed.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p data-bbox="229 663 320 685">Integration</p> <p data-bbox="129 701 408 842">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="451 342 1422 629">The proposal of removing the grant could help to make a resilient Wales as by saving the money, it protects sustainability of the Council for the future. The proposal would not promote a healthier Wales as families would need to re-evaluate family budgets to compensate to buy school uniform possibly affecting health. The proposal does not promote a more equal Wales as those on a lower income will have a further divide of having to find funds for school uniforms.</p>

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

The Newport Community well-being profile shows that there are specific wards in Newport that have a higher number of claimants than others. Removal of the grant will have a much bigger impact on these wards than others as the grant would be received if the family were in receipt of certain benefits. The maps in the profile show that this will have a greater impact in the centre of the city rather than those in surrounding areas.

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

Removal of the grant would mean that everyone in Newport would be treated exactly the same as no one would receive the grant which could be argued as fair. However, by treating everyone the same, it puts those receiving benefits at a significant disadvantage to those in higher income families. When receiving money from Welsh Government for the grant it was an obligation of the LA to provide the funding to eligible residents now the funding has been removed there is no obligation from the local authority to the citizens.

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

Options to consider keeping the grant will be explored however even without providing the grant to families Newport City Council will be in a deficit to previous year. By removing the grant this will ensure aiding sustainability for Newport City Council for future generations.

8 Monitoring, evaluating and reviewing

The briefing paper will go to Cabinet Member and be reported on following this briefing.

9 Involvement

As it only affects a cohort once a year. The cohort will not be told of the grant as in previous years where it was available if this were to be implemented.

10 Summary of Impact (for inclusion in any report)

Equality Act 2010 AND Welsh Language

The policy does not specifically marginalise any particular person in Newport as it would be a city wide policy that would affect all. Due to the diversity of Newport there would be many pockets of the city where there would be a greater impact than others therefore not all communities would have an equal outcome.

Welsh language is not affected by the policy as Welsh Medium Schools will be treated in the same way as English Medium Schools.

Wellbeing of Future Generations (Wales) Act 2015

Young people will be affected by the policy if Newport could not provide the uniform grant. In the present time this would have a negative impact, however preserving the Council's budget would positively impact the future generations by maintaining a sustainable council.