

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: Lucy Jackson **Role:** Service Manager

Head of Service: Sarah Morgan **Date:** 19/10/2017

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.

To reduce funding of Additional Learning Needs services so that the Council provides only what is required statutorily.

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

Formal consultation will take place as part of the Council's budget setting process for 2018/19.

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

Welsh Government White Paper: Legislative proposals for additional learning needs, May 2014

A curriculum for all learners: Guidance to support teachers of learners with additional learning needs, Welsh Government 2009





National Strategic Indicators and Public Accountability Measures Report 2014/15.


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"/>	There are no employees aged under 30 within the affected teams. 79% of employees are between 35 – 55; 21% over 55
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are no employees that class themselves as disabled.
Gender reassignment/ transgender	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We do not have this data on employees
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	From the data we have on our employee records, half of the affected employees are married.
Pregnancy or maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are no employees that are pregnant or on maternity leave to our knowledge at the time of drafting the business case.
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	85% of employees identify themselves as White British; 10% White Welsh; 5% White other

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	
Religion or Belief or non-belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	We do not have information on the majority of employees' religion. Of those employees that state they have a religion, 6% state they are atheist; 12% orthodox Christian, 6% Catholic.
Sex/ Gender Identity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	21 % of the employees are men; 79% women
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We do not have this information for employees
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	From employee surveys that have been undertaken, the majority of employees state they have no Welsh language skills. 20% describe themselves as a learner and 12% either have intermediate or advanced Welsh language skills

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>Whilst this proposal provides a long term, financially sustainable solution for the provision of these services, there are risks around the long term impact of the children if schools are not able to provide the support they require. This may have an impact on their attendance, exam results, employability and wellbeing.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>This proposal requires that schools will have an increased role in providing support for affected children, whilst receiving less training and support from the reduced central team.</p> <p>Individual schools and clusters of schools should work together to ensure that learners needs can be met. The removal of the service should not have a large adverse effect on individual communities – however SpLD is a small scale service which is likely to be missed by the small group (approx. 200) of pupils who access the service each year.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>This proposal is part of the Council’s 2018/19 budget setting process and will be subject of consultation and engagement as part of this.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The business case highlights that there is a significant risk as this proposal represents reduction in early intervention services for children and young people. The AEN and SpLD Team’s work contributes to the preventions of exclusions, supporting behavioural and learning needs and promote positive well-being and attendance.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The impact will be on schools, health and Children's Social services who will potentially be under greater pressure to provide long term for the affected children</p>

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

This proposal reduces funding of affected services to statutory requirements, which is the basis on which they are delivered by other Authorities in Wales. The long term sustainability of the services for these children rely upon schools and partners working more collaboratively.

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

No – these are city wide services.

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

The budget process considers where the Council's reducing financial resources should be spent. This service affects children that are vulnerable by ensuring that statutory only services will be provided and so ensuring that the Authority meets its legal responsibilities. The proposal should be seen collectively alongside other proposals.

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?

This proposal relies upon schools working together to ensure the needs of individual children are met.

10 Monitoring, evaluating and reviewing

How and when will the impact of the proposal/ policy be monitored and reported on?
Monitoring of the children impacted will be on-going by their schools and by the central education team.

11 Involvement

How will people be advised of the changes and of the FEIA?
This proposal is being made as part of the Council’s 2018/19 budget process which will include consultation and engagement with relevant key stakeholders.

12 Summary of Impact (for inclusion in any report)

Equality Act 2010 AND Welsh Language
The removal of the service(s) could make Newport less fair in relation to Child Poverty and Health Inequalities. Individual schools should take responsibility for ensuring teaching and learning is inclusive, learner’s needs are met and that Free School Meal learners are not disadvantaged in the classroom. There should not be an impact on Welsh language.