

# 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:** Brian Lovett                      **Role:** Project Manager

**Head of Service:** Chris Humphrey                      **Date:** 17/10/2017

**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.**

The proposal is to reduce the capacity of Newport City Council's internal supported living services from 4 homes to 2 homes in order to meet the changing needs of the tenants and to reflect a modernised approach to delivery of the supported living model.

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

Formal consultation will take place with each key stakeholder group, which includes:  
Tenants and their families  
Staff teams  
Registered Social Landlords for the 4 homes

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

Social care reviews and assessments of the tenants at each service have been completed. This has identified the need for some of the tenants to be move on from their current provision to services now more appropriate to their changing needs.



The service is already carrying 3 vacancies, which has raised doubts about the viability of the provision as it currently stands. The Registered Social Landlords, Charter Housing and Newport City Homes respectively, have raised some concerns about the rental voids that have been incurred and the potential viability of the services.



**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	
<b>Age</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The proposal promotes equal opportunities for younger adults with learning disabilities aged 25-34. Based on the assessments and reviews completed by social workers, tenants in this age category would benefit from alternative service provision in settings with an increased focus on further developing their independent living skills.</p> <p>The proposal promotes equal opportunities for older adults with learning disabilities aged 55-64 and 65-74. Based on the assessments and reviews completed by social workers, tenants in this age category would benefit from alternative service provision in settings more suited to their changing needs, particularly as they become more physically frail.</p>
<b>Disability</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The proposal promotes equal opportunities for adults with learning disabilities. It gives priority to promoting a more independent living support and accommodation model for those younger adults with the potential to move on. It also promotes supporting older adults with learning disabilities to access more appropriate care and accommodation that reflect their changing needs.</p>
<b>Gender reassignment/transgender</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>The proposal is not relevant to this characteristic.</p>

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	
<b>Marriage or civil partnership</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The proposal is not relevant to this characteristic.
<b>Pregnancy or maternity</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The proposal is not currently relevant to this characteristic. Should a tenant become pregnant, then an additional risk assessment will need to be carried out as part of the overall assessment to identify any additional risks and address appropriately
<b>Race</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The proposal is not relevant to this characteristic.
<b>Religion or Belief or non-belief</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The social work assessment process identifies where this characteristic is important to individuals. Where appropriate, this will be reflected in individual care and support plans.
<b>Sex/ Gender Identity</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Impact on users is equal regardless of their gender and mitigated through the reassessment process
<b>Sexual Orientation</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Impact on users is equal regardless of their gender and mitigated through the reassessment process
<b>Welsh Language</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The proposal is not relevant to this characteristic.

## 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>It offers a long term approach that acknowledges the imperative of the Social Services and Well-Being Act 2014 and the Future Generations Act to reduce dependency and promote long-term sustainability.</p> <p>The current supported living services have had 3 long-term vacancies, which raise significant doubts about the ongoing sustainability of the service. On a financial basis, the current service costs an hourly rate of £25, compared to an average £15.50 in the private / 3<sup>rd</sup> sector. This proposal would result in a more efficient use of resources.</p> <p>The private and 3<sup>rd</sup> sector provision also offer a demonstrable track record developing models of supported living that offer clear pathways through to independence for their tenants.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The proposal is based on some of the key strategic principles identified in Newport City Council's Independent Living Strategy 2017-22. It acknowledges the importance of building on the existing partnership work between the Council and Registered Social Landlords to develop models of supported living that are enabling and innovative. Similarly, the proposal recognises the important role of the private and voluntary sectors in developing new service models.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p data-bbox="229 719 338 741">Involvement</p> <p data-bbox="129 763 411 869">Involving those with an interest and seeking their views</p>	<p data-bbox="451 309 975 338">The key stakeholders are as follows:</p> <ul data-bbox="501 383 948 533" style="list-style-type: none"> <li data-bbox="501 383 660 412">• Tenants</li> <li data-bbox="501 421 823 450">• Families of Tenants</li> <li data-bbox="501 459 612 488">• Staff</li> <li data-bbox="501 497 948 526">• Registered Social Landlords</li> </ul> <p data-bbox="451 568 1417 819">The tenants have all been re-assessed or reviewed during the last 18 month period. This process has identified the need for people to move to more appropriate models of support to meet their needs as individuals. For some of the tenants, it will be particularly important to retain some of their existing links with the local community. Where possible, their care and support plans will reflect this.</p> <p data-bbox="451 862 1362 931">Formal consultation has yet to be undertaken with staff and the families of the tenants.</p> <p data-bbox="451 974 1331 1077">Some preliminary discussions have been held with the Registered Social Landlords, though not on a fully formal basis.</p>
 <p data-bbox="217 1339 320 1361">Prevention</p> <p data-bbox="129 1368 405 1514">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="451 1151 1369 1254">This proposal is consistent with the Council's focus on Improving People's Lives, as it promotes a pathway to increased independence for adults with learning disabilities.</p> <p data-bbox="451 1296 1398 1514">The proposal focusses on enabling adults with learning disabilities to have opportunities for greater independence and community participation, rather than excessive reliance on direct support provision. For those older adults who are becoming more frail, the proposal identifies the need for more appropriate accommodation solutions which can facilitate their changing health needs.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p data-bbox="229 539 322 562">Integration</p> <p data-bbox="129 580 408 719">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="451 340 1414 521">The proposal sets out a balanced approach to service provision by a phased reduction. Staff will be affected, with a reduction in services potentially resulting in job losses. However, this will result in a more viable service provision and the elimination of long term tenant vacancies in the homes.</p> <p data-bbox="451 562 1414 667">Reducing the service to 2 houses from 4 also enables the Registered Social Landlords to offer the housing stock to meet general housing needs, which will benefit the community.</p>

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

<p data-bbox="113 1037 312 1072"><b>Integration</b></p> <p data-bbox="113 1077 1401 1200">This proposal is consistent with the Council’s focus on Improving People’s Lives, as it promotes a pathway to increased independence for adults with learning disabilities.</p> <p data-bbox="113 1249 312 1285"><b>Long Term</b></p> <p data-bbox="113 1290 1369 1413">It offers a long term approach that acknowledges the imperative of the Social Services and Well-Being Act 2014 and the Future Generations Act to reduce dependency and promote long-term sustainability.</p> <p data-bbox="113 1462 312 1498"><b>Prevention</b></p> <p data-bbox="113 1503 1358 1756">The proposal focusses on enabling adults with learning disabilities to have opportunities for greater independence and community participation, rather than excessive reliance on direct support provision. For those older adults who are becoming more frail, the proposal identifies the need for more appropriate accommodation solutions which can facilitate their changing health needs.</p>
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**7 Will the proposal/policy have a disproportionate impact on a specific geographical area of Newport?**

As the services are all located in Bettws, the direct impact is restricted to that area.

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

The proposal is based upon meeting the needs of Individuals which have been identified through their Social Care assessment. A full risk assessment process will be applied which will ensure that there is equity within the decision making process.

This proposal supports people to lead more independent lives and exercise choice. It will aid integration into the wider community, breaking down barriers and promoting understanding within the wider community thereby reducing discrimination.

**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?**

A full formal consultation program will be essential to mitigate against adverse publicity and to accentuate the positive aspects of the proposal

**10 Monitoring, evaluating and reviewing**

The proposal, if accepted, will be delivered under the full governance structure of Programme and Project Management.

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**11 Involvement**

<p>How will people be advised of the changes and of the FEIA?</p> <p>The proposal, if accepted, will be delivered under the full governance structure of Programme and Project Management. This includes a formal public consultation process.</p>
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**12 Summary of Impact (for inclusion in any report)**

<p><b>Equality Act 2010 AND Welsh Language</b></p> <p>The proposal complies with the Equality Act 2010 by promoting greater opportunities for independent living for adults with learning disabilities.</p> <p>The proposal has no impact on Welsh Language requirements.</p>
<p><b>Wellbeing of Future Generations (Wales) Act 2015</b></p> <p>The proposal is consistent with the above Act as it focuses on the development of a viable, sustainable and long-term model of support and accommodation that reflects the changing needs of individuals. It builds upon the strong existing links with Registered Social Landlords to plan for future accommodation and support needs in a collaborative process to achieve greater efficiency of process.</p>