

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: Sally Jenkins **Role:** Head of Children's Services

Head of Service: Sally Jenkins **Date:** 08/01/2021

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.assessments@newport.gov.uk

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

Staffing

This proposal is part of the wider Children's Services contributions towards the Council wide savings. This proposal will result in a saving in the Children's Services core budget with consideration for savings which have the least negative impact and thus is a damage limitation exercise.

Reducing the number of posts across Children's Services is challenging against a background of rising referral numbers and increasing caseloads. However, this post has been identified because some mitigation is possible and so the risk to service is minimised.

Senior Practitioner Mentoring Assessment and Consultancy (MAC)

The post holder undertakes parenting assessments within the court arena. This work can be picked up by social workers which does create additional pressure but is manageable. There is an element of this post supporting newly qualified social workers and this will require absorbing within other areas of social worker support.

2. Outline how you have/will consult with stakeholders who will be affected by the policy/proposal. Please refer specifically to FEIA guidance in relation to relevant Welsh language duties.

The Council wide consultation in respect of the savings proposals is currently ongoing. These proposals are included within the wider consultation.

There has already been some consultation with practitioners in the relevant areas of Children's Services.

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

Children's Services provides statutorily required services for children and their families. During consultations for CIW inspections and engagement sessions the views of those accessing services is positive and overall reflects a high level of direct engagement and involvement from staff. Children and families are well informed and aware of the elements of service provision.

Within families there can be conflicting views of services provided by Children's Services because of the nature of the involvement with work driven by child protection and set within the court arena.

Children's Services receives between 850 and 1100 referrals a week. There are currently 157 children on the Child Protection register, 376 children looked after and 42 children involved in court proceedings. At any one time Children's Services will directly be supporting around 2500 children and their families. The majority of this involvement will involve some element of statutory engagement.

The proposal for the savings linked to this post will reduce the capacity of the service to provide a response but the reduction has been minimised as this is not a case holding post.




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"/>	Children's Services provide services for children and young people and their families. Any change in CS impacts on provision for children and young people aged under 25 with a less responsive service.

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	
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal will have no impact specifically on this protected characteristic.
Gender reassignment/ transgender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal will have no impact specifically on this protected characteristic.
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal will have no impact specifically on this protected characteristic.
Pregnancy or maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal will have no impact specifically on this protected characteristic.
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal will have no impact specifically on this protected characteristic. The work of Children's Services reflects the ethnicity of Newport. As this is a city wide proposal and will be across CS there is no impact specifically on this protected characteristic.
Religion or Belief or non-belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal will have no impact specifically on this protected characteristic.
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal will have no impact specifically on this protected characteristic.
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal will have no impact specifically on this protected characteristic.
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal will have no impact specifically on this protected characteristic. We complete the Active Offer at the point of referral for all referred to Children's Services as of 08.01.2021 we have had one request for provision of a service in Welsh. We continue to monitor once we are working with families. We

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	
				do have staff able to work through the Welsh language when the need arises. Therefore this proposal will have no impact on this protected characteristic.

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.
 Long Term Balancing short term need with long term needs	<p>This proposal reflects a saving in the Children’s Services core budget. In terms of the sustainable development principle the link is the contribution the saving makes to ensuring the Council as a whole is able to deliver a balanced budget and thus is a sustainable organisation to effectively support citizens.</p>
 Collaboration Working together to deliver objectives	<p>Officers have looked at the five key ways of working Integration, Long Term, Prevention, Collaboration and Involvement when considering the savings and sought to ensure the proposals have the least negative impact. However, at core these savings are necessary steps towards a balanced budget as opposed to any form of improvement or positive changes to delivery. While officers are cognisant of the principles the proposals are the least damaging options as opposed to desirable steps of change.</p>
 Involvement Involving those with an interest and seeking their views	<p>This proposal is a way of considering where the overall spend within Children’s Services lies and the best way to consider the ways of working. All of Children’s Services works to the earliest possible intervention and so focusses on prevention. Services are integrated within the Council and more widely regionally and Nationally with other agencies including looking at the use of Transformation and ICF grant monies. While the principles have</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p data-bbox="233 456 333 479">Prevention</p> <p data-bbox="145 488 421 629">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="459 304 1394 376">been considered the proposed saving is part of the overall picture rather than a positive step towards working within the principles.</p>
 <p data-bbox="245 1088 336 1111">Integration</p> <p data-bbox="145 1128 421 1270">Considering impact on all wellbeing goals together and on other bodies</p>	

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

This is a city wide proposal

8. Equality Impacts and Actions

Please complete the below action plan which sets out steps that will/will not be taken in order to mitigate any negative impacts that your assessment has identified.

Impact identified	Who does it affect?	What will you do to mitigate the impact? If you plan to take no action, please justify your rationale	Who is responsible?
Children's Services provide services for children and young people and their families. Any change in CS impacts on provision for children and young people aged under 25 with a less responsive service.	Children supported by CS	The reduction in service has been minimised as this is not a case holding post. Arrangements will be made to absorb responsibilities within the wider CS team.	Head of Children's Services
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9. Monitoring, evaluating and reviewing

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

This proposal will be part of the ongoing Children's Services monitoring of the Service Plan.

10. Involvement

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

Via the wider public consultation of the budget proposals.