

# 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:** Gareth Cooke **Role:** Service Manager

**Head of Service:** Chris Humphrey **Date:** 04/02/2021

**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.**

The Council's Day Opportunities service is currently delivered from two buildings at Brynglas site and provides specialist services for People with Profound and Multiple Learning Disabilities (PMLD) and people needing support with their Mental Health. Within the building used for the PMLD service, a number of rooms are also utilised by an Older Peoples group.

People attending the mental health service do so to access short term support to help them recover from mental health issues. The majority of the PMLD and older people who attend the Day Opportunities service do so to provide respite for their carers, with most living in their 'family home'. By attending the service, this allows their family carers to have respite as people need personal care and support on a 24 hour basis. Brynglas also allows people to socialise and take part in a range of activities.

A business proposal has been developed to redesign the day service to ensure it meets the needs of people needing the service. Brynglas day centre has been identified as surplus to requirements due to increasing maintenance and repair costs. There have been limited referrals to the day service over the past two years, resulting in under capacity of the service. There have however been a recent increase in the number of referrals for older persons respite. There is also an over deployment of staffing hours; the difference between people's assessed care needs and the total number of staffing hours available per week. This includes all staff within the service; care and support workers, managers, cooks and drivers.

Whilst a small number of people require a building based day service, younger people coming through transition require a different service model than what is provided at Brynglas and there is currently a provision in place to support this need.

An external respite contract comes to an end on 31st March 2021. This service delivers 166 hours of community respite per week. As part of the MTFP budget savings, this contract will lapse and the proposed reconfigured internal day service will deliver the 166 weekly hours. By decommissioning this service and utilising internal staff to deliver the service in a different way, a saving of £164,801 per annum will be made.

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

In consideration of this proposal, the service area has consulted, or will consult with:

- Staff and trade unions over the proposed changes
- Third sector organisations directly affected by the proposed changes
- People who currently use the service and their carers as part of the consultation process. Advocates will be sourced where appropriate

As part of the council's budget proposal consultation, a public survey was made available from the 8<sup>th</sup> of January to the 12<sup>th</sup> of February. The proposals and survey was made widely available in both Welsh and English, as well as being available on request in other formats. The information has been posted on the council's website, shared in the One Newport newsletter and on council social media platforms regularly. Proposals have also shared directly across BAME, disability and Welsh language networks and well as organisations who form part of the Public Services Board in Newport. The council's Fairness Commission and Youth council have also been consulted on proposals.

Ordinarily the council would look to facilitate focus groups and engagement sessions face to face at community level to ensure understanding, relay information and receive feedback, however this has not been feasible due to current COVID-19 restrictions. The council has been able to print and send documents and provide alternative versions of the proposal and survey if requested, for those unable to access the details online. Participation has been encouraged regularly from residents across Newport to ensure all members of the community, including those from marginalised or under-represented groups or those sharing protected characteristics as set out in the Equality Act are able to contribute.

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

- Referrals to the existing service have been negligible over the past 3 years. This has resulted in a service that has greater capacity than required
- Some discussions with staff have taken place during the last 6 months around the need to change the service in light of changes in demand for the type of service provided at the Brynglas site

### **Equality information – consultation respondents**

*Data correct at time of writing (4<sup>th</sup> February 2021)*

Considering the consultation data received, the following summarises equality information that we know about people who completed the consultation survey:

A total of 192 people completed the survey, 2 responses were received through the medium of Welsh.

**Age**

Of the participants to the surveys, 25-64 year olds made up the largest percentages, with no participants under the age of 18 taking. Less than 1% of people were aged over 75 and 4.61% preferred not to state their age range.

**Gender**

Over 52% of participants were female, 41% were male, less than 1% were non-binary and over 5% preferred not to state their gender.

**Disability**

More than 11% of people said that they were disabled and 5.56% preferred not to give this information.

**Race**

More than 88% of people who responded to this survey were of a range of White ethnic backgrounds. 3.7% of people were from a range of Black, Asian or Minority Ethnic backgrounds (compared to a population figure of more than 10%), and more than 7% preferred not to say.

**Sexual orientation**

77% of participants were heterosexual/straight, with 3.7% identifying as gay. Less than 3% stated they were lesbian, bisexual or identified in 'another way' and 16% preferred not to provide the information.

**Religion / belief**

Christian participants and those of 'no religion' made up the largest groups responding; over 39% in each group. No participants stated they were Hindu or Jewish. Less than 3% were humanist, Buddhist or Muslim and just over 5% were Agnostic or 'any other' religion.

**Gender identity**

Over 86% of people identified as the same gender that they were assigned at birth and 1.4% did not. More than 11% preferred not to give this information.

**Outcome and results of consultation**

Over 69% of participants advocated for option 2, which is the recommended proposal to move towards a mix of building and community-based support.

## 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The service supports adults aged 18 and over, and there is no proposed change to this. However, there may be the opportunity to transport disabled children to and from school as a result of the proposal.




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	
				<p>A number of comments were received as part of the consultation which relate to people that share this protected characteristic, including:</p> <ul style="list-style-type: none"> <li>• Concerns around levels of loneliness and depression increasing for older people as a result of the pandemic</li> <li>• Changes in routine of service provision have the potential to impact negatively on service users and carers, particularly younger people and older carers</li> <li>• A request for more clarity around what care provisions will look like for older people and carers</li> <li>• Opposing view that younger people do want/need a physical space to provide consistency and routine</li> </ul> <p>The service area has considered consultation feedback. The new outreach service will be flexible in order to respond to people's eligible care and support needs, meaning that if someone has been identified as needing support to combat loneliness and depression, this can be offered as part of someone's care and support plan.</p> <p>By delivering the outreach service from Spring Gardens, we will be able to offer both support in peoples own homes, the wider community and a building based day centre.</p> <p>The service can offer support for anyone aged 18 and over with eligible care and support needs. This means that younger people and their carers will be able to access the service, therefore having a positive impact on people of all ages.</p>
<b>Disability</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>The service currently supports people with learning disabilities, older people and people with mental health conditions. The proposal will still mean that these groups can be supported, however there will be more emphasis on supporting older people in the community due to the higher need of this specific area of service.</p> <p>Key themes arising from the public consultation included:</p>

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				<p>1. Concerns over the increase in need for mental health provision, especially since the pandemic</p> <p>2. Changes to consistency of provision and routine impacts those with learning disabilities and mental health conditions significantly</p> <p>3. Relationships and trust between clients, carers and current staff take time, effort and expertise to build - concerns that this will change with 'new' third party or external providers</p> <p>Participants voiced a number of concerns including:</p> <ul style="list-style-type: none"> <li>• that service users had a right to choose how they are either cared for or supported, and they were worried that this change would remove that choice</li> <li>• services being reduced from the most vulnerable, adding pressure to unpaid carers</li> <li>• several agreed with the proposal providing there was no reduction or 'drop' in services</li> <li>• A reduction in respite opportunities for families and carers, many of whom are already at breaking point</li> <li>• Lack of capacity across the third sector to be taking on additional service provision</li> </ul> <p>There were also a number of positive comments in relation to this proposal, specifically around the council's adaptation to changing need and proposed collaboration with other providers.</p> <p>The service area has considered consultation feedback. Alternative services for people with mental health conditions and learning disabilities have been identified, meaning that any person eligible for services will be able to continue to receive services to meet their assessed needs.</p> <p>We will continue to work with people accessing the service to ensure a smooth transition to any new service and to ensure relationships with new workers are developed.</p> <p>We have developed the new outreach service to support the current numbers of carers currently accessing the respite services, therefore there will not be a reduction in capacity.</p>



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	Positive	Negative	Neither	
				<ul style="list-style-type: none"> <li>• Service users have been engaged in the following ways:</li> <li>• Letters were sent out w/c 4th January to all people who use the service (and their carers) outlining that the proposed changes; people have the opportunity to feedback their views to a service manager (number/email contained in the letter)</li> <li>• Two meetings with the whole day service staff group have taken place (8th and 15th Jan), which included trade unions</li> <li>• Meetings with both GMB and Unison have taken place with local union reps</li> <li>• Specific meeting with the staff from the mental health day service took place on 25th Jan to listen to their views</li> <li>• Independent advocates are supporting some of the people who use the service to feedback their views into the consultation</li> </ul>
<b>Gender reassignment/transgender</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence to suggest that this proposal will have an impact on people that share this protected characteristic.
<b>Marriage or civil partnership</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence to suggest that this proposal will have an impact on people that share this protected characteristic.
<b>Pregnancy or maternity</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence to suggest that this proposal will have an impact on people that share this protected characteristic.
<b>Race</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence to suggest that this proposal will have an impact on people that share this protected characteristic.
<b>Religion or Belief or non-belief</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence to suggest that this proposal will have an impact on people that share this protected characteristic.

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>Sex</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence to suggest that this proposal will have an impact on people that share this protected characteristic.
<b>Sexual Orientation</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence to suggest that this proposal will have an impact on people that share this protected characteristic.
<b>Welsh Language</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No service users currently receive a service in Welsh. The council continues to ensure that people accessing adult services are offered a service in Welsh and that this is facilitated in line with our Welsh language duties.

## 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>This proposal considers the long term changing demands of citizens across Newport. By changing the service in the proposed manner, it will allow us to deliver modernised services to those people who most need statutory services.</p>
 <p>Collaboration</p> <p>Working together to deliver objectives</p>	<p>We have been working in partnership with local third sector organisations in order to coproduce a service for people with mental health conditions.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<ul style="list-style-type: none"> <li>• Staff</li> <li>• People who use services</li> <li>• Trade unions</li> </ul> <p>Consultation has taken place as part of the MTFP process. The council provided consultation via a number of methods when requested and launched the consultation on website, via social media, through partnerships and received local media coverage as well as writing to those who may be impacted or directly affected by any changes.</p> <p>Feedback is being reviewed and is balanced in regards to the changes suggested in the way services are accessed and the changes in provision. Some feedback suggests that there are users and families who rely on relationships built with current staff and highly value a consistent approach and routine in regards to current provision, who are concerned with incorporating third parties and external providers. However there is also feedback which suggest a more collaborative approach from building external partnerships would be a positive way forward.</p>



Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p data-bbox="233 712 333 734">Prevention</p> <p data-bbox="145 745 419 887">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="459 304 679 338">Change drivers</p> <p data-bbox="459 342 1342 412">a) Brynglas day centre has been identified as surplus to requirements due to increasing maintenance and repair costs.</p> <p data-bbox="459 416 1362 560">b) There have been limited referrals to the day service over the past two years, resulting in under capacity of the service. There have however been a recent increase in the number of referrals for older persons respite</p> <p data-bbox="459 564 1401 741">c) There is an over deployment of staffing hours; the difference between peoples assessed care needs and the total number of staffing hours available per week. This includes all staff within the service; care and support workers, managers, cooks and drivers</p> <p data-bbox="459 745 1369 889">d) Whilst a small number of people require a building based day service, younger people coming through transition require a different service model than what is provided at Brynglas and there is currently a provision in place to support this need</p> <p data-bbox="459 893 1398 1142">e) An external respite contract comes to an end on 31st March 2021. This service delivers 166 hours of community respite per week. As part of the MTFP budget savings, this contract will lapse and the proposed reconfigured internal day service will deliver the 166 weekly hours. By decommissioning this service and utilising internal staff to deliver the service in a different way, a saving of £164,801 per annum will be made.</p>
 <p data-bbox="245 1503 336 1525">Integration</p> <p data-bbox="145 1541 424 1684">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="459 1182 660 1216">Corporate Plan</p> <ul data-bbox="459 1220 1390 1559" style="list-style-type: none"> <li data-bbox="459 1220 1273 1254">• Our communities are strong and can look after themselves</li> <li data-bbox="459 1258 1390 1328">• Our city and surrounding communities feel safe and they are places where people want to make their lives</li> <li data-bbox="459 1332 1378 1444">• For citizens that need tailored specialist support we intervene early and work together with people to help stabilise, maintain and improve their lives as quickly as possible.</li> <li data-bbox="459 1449 1353 1559">• Early intervention and prevention: We act early to prevent issues from happening in the first place, and where they do occur we intervene</li> </ul>

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

The proposal is citywide and will therefore not have an impact on any specific geographical area

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

Provision of day care services for people who are in need of support will continue. A reduction in the number of referrals means that sustaining a service at Brynglas is not necessary. We will continue to support and work with those in need of support services for both older and disabled people, as well as working in partnership to provide people with mental health support across the city.

## 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.

<b>Impact identified</b>	<b>Who does it affect?</b>	<b>What will you do to mitigate the impact? If you plan to take no action, please justify your rationale</b>	<b>Who is responsible?</b>
1. Change in the way services are delivered for some people, or a change in venue	People who use services	Work with operational social work teams to ensure that people's assessed care needs are continued to be met	Operational social work teams
2. Overall staffing levels will reduce	Staff	Work with trade unions to ensure that staff can be redeployed where possible	Service manager

## 9. Monitoring, evaluating and reviewing

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

As part of the consultation process on the MTFP, and ongoing monitoring with Adult and Community Services.

## 10. Involvement

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

As part of the consultation process on the MTFP