

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.

Closure of Cambridge House Children's Home

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.

As a children's home CH is a very large building which is out of kilter with best practice in children's residential care. The building layout is challenging to manage with children who have more difficult behaviours. The building is in poor condition and in order for continued safe use requires extensive capital spend. Being sited in the middle of the City poses extensive challenges because of the risks of children being exploited and targeted.

As a Local Authority Newport City Council has undertaken extensive works to maintain and enhance the residential care in Newport. This includes Forest Lodge and Rose Cottage with Rosedale due to come into operation at the end of November 2020. Windmill Farm is progressing and it is anticipated will come into operation during the Autumn of 2021. Oaklands provides short breaks for disabled children. The proposed closure of Cambridge House would be in line with the developments of smaller children's homes with focussed methodologies of care set in the more rural areas of the City. Smaller homes are more able to meet the needs of children and are better suited to developing a family environment. Children's homes in close proximity to the City Centre do have advantages in terms of access to facilities, public transport and other services. However, these advantages are outweighed by risks because of being close to areas of the City with inherent risks and

difficulties for children and young people. Children's homes a little out of the City Centre provide children with the advantages of more space, some rural activities and distance from more difficult aspects of the City Centre. The developments within Newport are all within easy distance of services and facilities and do not suffer from isolation.

NCC currently holds the largest number of residential homes of any Welsh LA with a commitment to quality of practice and safe care for children. The commitment to providing residential care for children within Newport will not be diminished by this proposal - rather it protects the long term development of safe care in line with research and evidence as to the most appropriate forms of provision.

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.

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.

Across Wales there is a shortage of placements for some groups of children, in particular, older children and sibling groups. Ensuring the right profile of residential care is in line with National and regional developments for small homes able to safely meet the needs of older children.

Children in residential care are part of the decision making in both their own lives and the direction of their home. While many children have benefitted from care in Cambridge House the current arrangements are not ideal and do not provide the kind of environment children want and cannot offer the same settled environments as smaller homes.

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"/>	For a short period there will be numerically fewer beds available in Newport. However, this is mitigated by plans for 21/22 and the fact that the current beds in Cambridge House cannot all be used because of the challenges in the setting.
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.

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	
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>This proposal will have no impact specifically on this protected characteristic.</p> <p>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 do have staff able to work through the Welsh language when the need arises.</p> <p>Therefore this proposal will have no impact on this protected characteristic.</p>

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 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>
 <p>Collaboration</p> <p>Working together to deliver objectives</p>	<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>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p data-bbox="245 443 354 465">Involvement</p> <p data-bbox="145 488 427 591">Involving those with an interest and seeking their views</p>	<p data-bbox="459 338 1398 667">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 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="459 707 1398 813">The developments in Children’s Services to develop and improve residential care are all clearly in line with sustainable development principles.</p>
 <p data-bbox="233 750 333 772">Prevention</p> <p data-bbox="145 784 421 925">Putting resources into preventing problems occurring or getting worse</p>	
 <p data-bbox="245 1391 336 1413">Integration</p> <p data-bbox="145 1429 421 1570">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?
For a short period there will be numerically fewer beds available in Newport.	Children who are looked after	This is mitigated by plans for 21/22 and the fact that the current beds in Cambridge House cannot all be used because of the challenges in the setting.	Head of Children's Services
2			
3			
4			
5			
6			
7			

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.