

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: Jenny Jenkins **Role:** Service Manager

Head of Service: Chris Humphrey **Date:** 01/01/2021

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.

Newport City Council currently commissions a range of community-based services supporting approximately 200 adults with learning disabilities and physical disabilities. The savings linked to this proposal represents a small reduction to the total annual expenditure. It is expected to be achieved through contract re-negotiation and changes to the provider/commissioner relationship as opposed to service changes that will impact on citizens who currently access them.

A mixture of provision is currently offered to suit differing needs and preferences including 1-1 support in the community and buildings based activities.

The approach taken

- undertake service level reviews of the support currently provided
- explore opportunities for developing alternative models of support with existing providers in accordance with the evidenced needs and preferences of citizens and their families.

The service level review will revisit current service pricing models to establish value for money and to identify other sources of funding i.e Housing Support Grant (HSG) and additional funding streams that providers may be able to access to complement community care budgets.

It will also offer the opportunity to open up new negotiations with existing providers to assess the potential for expansion/development based on a re-evaluation of opportunities, needs, and preferences.

The Council's Independent Living Strategy 2017-22 identifies the need to increase opportunities for adults with disabilities to live independently. This outcome is supported through a range of community services that offer educational opportunities and activities that help to develop life and social skills.

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.

- Consultation with people who use current services has also taken place, and feedback from new service models which have already been implemented will be taken into account when developing this project

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

- In order to develop the Independent Living Strategy we consulted with people who use services to determine their current and future needs. We have received a lot of positive feedback on some of the new service models that we have commissioned in recent times to support independent living and we are applying those principles to this project.
- As an intrinsic feature of the Commissioning Cycle, we have engaged with care and support providers and collaborated on the type of support models that will be required in the future to meet changing needs and to ensure services are sustainable.





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 proposal recognises the need to ensure that all commissioned services are appropriate, effective, and focus on positive outcomes for adults with learning disabilities. It emphasises the importance of community cohesion and promoting independence.

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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The proposal recognises the need to ensure that all commissioned services are appropriate, effective, and focus on positive outcomes for adults with learning disabilities. It emphasises the importance of community cohesion and promoting independence.
Gender reassignment/transgender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence to suggest that this proposal will have a positive or negative impact on people that share this protected characteristic
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence to suggest that this proposal will have a positive or negative impact on people that share this protected characteristic
Pregnancy or maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence to suggest that this proposal will have a positive or negative impact on people that share this protected characteristic
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence to suggest that this proposal will have a positive or negative impact on people that share this protected characteristic
Religion or Belief or non-belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence to suggest that this proposal will have a positive or negative impact on people that share this protected characteristic
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence to suggest that this proposal will have a positive or negative 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	
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence to suggest that this proposal will have a positive or negative impact on people that share this protected characteristic
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No service users currently receive a service in Welsh. Where there is an assessed need to provide a service in the Welsh language for an individual, we will seek to provide this in line with our statutory 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, as reflected in the Independent Living Strategy 2017-2022. The use of service level reviews will enable us to ensure that the way in which we commission services for adults with learning disabilities is sustainable in the years ahead.</p>
 <p>Collaboration</p> <p>Working together to deliver objectives</p>	<p>The proposal includes a collaborative approach with key stakeholders to ensure that we continue to develop sustainable and enduring models of care and support.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<ul style="list-style-type: none"> • Private care and support providers • Third sector providers • People who use services <p>Consultation will take place as part of the process of review and through the Independent Living Strategy.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The proposal recognises the need to ensure that the services we commission for adults with learning disabilities are meeting eligible needs, are cost-effective and fit for the future. This approach will ensure that the services do not nurture a long-term dependency, but will instead focus on promoting independence.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>Corporate Plan</p> <ul style="list-style-type: none"> • Our communities are strong and can look after themselves • Our city and surrounding communities feel safe and they are places where people want to make their lives • 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. • Early intervention and prevention: We act early to prevent issues from happening in the first place, and where they do occur we intervene

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

We will continue to commission services to support the needs of adults with learning disabilities and to maximise their independence.

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?
1. Change in the way services are commissioned for some people	People who use services and care providers	Work with operational social work teams to ensure that people's assessed care needs continue to be met	Operational social work teams Service Manager
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?

As part of the consultation process on the MTFP, and ongoing monitoring through the Independent Living Strategy.

10. Involvement

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

As part of the consultation process on the MTFP