

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: Kate Wood **Role:** Project Manager

Head of Service: Tracey Brooks **Date:** 05/02/2020

I confirm that the above Head of Service has agreed the content of this assessment

Yes / No

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.

Relocation of services from Info Station to Central Library and Museum (CL&M).

This proposal considers the relocation of publically accessible services currently located in the Info Station to the CL&M. To accommodate this relocation of services the CL&M building will undergo renovation to accommodate additional provision. However, the existing library and museum services will not be affected by this relocation (other than potential disruption during the period of any adjacent building works) There are no anticipated impacts on staff.

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

Team managers of staff being relocated from the Info Station, have been involved in the early stages of planning and have fed into developing proposals with regards to relocation to the CL&M. We will continue to liaise and consult with staff as the proposals develop further, and during the planning stages of any relocation.

The existing library provision and range of services offered at the Info station will not be affected by these proposals.

As part of the council's budget proposal consultation, a public survey was made available from the 8th of January to the 12th 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.

2011 Census data

Ward profile data contained within the Well-being plan

Customer Data relating to the use of the Info Station

Staff data (existing staff based at Info Station who will relocate to CL&M).

Equality information – consultation respondents

Data correct at time of writing (4th 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

Out of 204 participants to the consultation survey, 89.7% selected Option 1; this was the recommended option to move the current services delivered and offered, along with staff, from the Information Station to the current Central Library and Museum in John Frost Square.

73% of those responding to the consultation survey agreed that the business plan and proposal was fully explained.

Feedback

Responses from the consultation survey highlighted a number of common themes, including:

1. Inclusive accessibility
2. Car parking locations
3. Good move for the benefit of traders and businesses in the city centre near the proposed location
4. That this move is permanent, to avoid further or future costs
5. Queries around the building's suitability (construction and stability)

Participants said:

- Where will staff park? It should be free for them
- This is a more accessible option
- Concerns over the safety and access for those who cannot easily use stairs
- Great news to increase footfall in the city centre
- Very old building that is falling apart
- Fully support / easy access
- Older building that will need (appropriate) toilet facilities

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 checked="" type="checkbox"/>	<input type="checkbox"/>	<p>It is anticipated that this proposal will have both positive and negative impacts against the protected characteristics of age.</p> <p>Positive The relocation of provision from the Info Station into the library will improve the accessibility of council services by placing them in a more central location with improved access to public transport, local shops and leisure provision as well as providing a safe, dedicated drop off point.</p> <p>The redevelopment of the Central Library will also:</p> <ol style="list-style-type: none"> 1) Increase the number of publically accessible toilets in the city center, with the number of toilets available in the library itself being increased. This includes additional accessible toilet provision. 2) Improve Wi-Fi and access to Digital services available within the building. This will be achieved through improvements to the infrastructure including increased connectivity throughout the building. 3) Improve access to community learning courses by developing online enrolment and payment facilities. <p>Negative The current redevelopment of the library will reduce publically available communal space from Level 04 of the library. This space is available for the public to use on an ad-hoc basis and is not required to be formally booked, this space is often utilised by a number of groups and clubs and likely contributes to the well-being of their members. These include, but are not limited to:</p> <ul style="list-style-type: none"> • Coffee clubs • Table top game clubs • Informal language groups (including Welsh Language) • Mindfulness groups
Disability	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>It is anticipated that this proposal will have both a positive and negative impact against the protected characteristic of disability.</p> <p>Positive The relocation of provision from the Info Station into the CL&M will improve the accessibility of council services by placing them</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	
				<p>in a more central location with improved access to public transport, local shops and leisure provision.</p> <p>The redevelopment of the CL&M will also:</p> <ol style="list-style-type: none"> 1) Increase the number of publically accessible toilets in the city centre, with the number of toilets available in the library itself being increased. This includes additional accessible toilet provision and potentially an adult changing facility, if possible. 2) Improve Wi-Fi and access to Digital services available for within the building. This will be achieved through improvements to the infrastructure including increased connectivity throughout the building. 3) Improve access to community learning courses by developing online enrolment and payment facilities. <p>The council's Accessibility Group has been engaged in early discussions about the move, and will be supporting the project's development as it continues to ensure that facilities are as inclusive and accessible as possible.</p> <p>Negative</p> <p>There are a limited number of free disabled parking bays for visitors and staff, available next to the current Info Station building. While there is not a similar facility directly adjacent to the CL&M building, there are multiple disabled parking bays available at the Friars Walk and Kingsway car-parks which are chargeable.</p> <p>Distance to travel from parking bays is further at the CL&M but there is a safe and dedicated drop off point as opposed to the bus stop bay that was used at the IS previously which has been raised as a concern previously by the council's accessibility group.</p>
Gender reassignment	<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
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 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	
Pregnancy or maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>It is anticipated that this proposal will have a positive impact against the protected characteristics of Pregnancy or Maternity.</p> <p>Positive The relocation of provision from the Info Station into the CL&M will improve the accessibility of council services by placing them in a more central location with improved access to public transport, local shops and leisure provision. This should make accessing services with a pram/buggy easier, and there will be a dedicated, safe, drop off point</p> <p>As well as the general benefit of the improved location, the redevelopment of the CL&M will also increase the number of publically accessible toilets in the city centre, with the number of toilets available in the library itself being increased. This includes additional accessible toilet provision.</p> <p>The redevelopment will also include dedicated baby changing and breast feeding provision on Level 02 of the library. This will be a new provision not currently available within either the library or the Info Station.</p>
Race	<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.
Religion or Belief or non-belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It is anticipated that this proposal will have a positive impact against the protected characteristics of Religion/Belief as the redevelopment will also include a prayer/reflection room on Level 02 of the library. This will be a new provision not currently available within either the library or the Info Station.
Sex	<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
Sexual Orientation	<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
Welsh Language	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It is anticipated that this proposal will have a slightly negative impact on the Welsh language.

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>Negative</p> <p>The current redevelopment plans of the library will reduce publically available communal space from Level 04 of the library. This space is available for the public to use on an ad hoc basis and is not required to be formally booked, it is understood that this space is utilised by a small number of Welsh language social groups. The reduction of this space could therefore have a negative impact on opportunities to use Welsh socially.</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 offer provides a sustainable future for a key city centre building and provides a different and important offer within Newport. Diversification of the economy, and support for knowledge intensive business trading is identified as a key factor driving the economic sustainability of town and city centres across the UK.</p>
 <p>Collaboration</p> <p>Working together to deliver objectives</p>	<p>Newport City Council have worked in partnership with a number of organisations to develop this potential offer, particularly private sector operators as well as both the Homes and Places and Economy and Transport divisions of the Welsh Government.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p data-bbox="245 510 354 533">Involvement</p> <p data-bbox="140 568 411 680">Involving those with an interest and seeking their views</p>	<p data-bbox="456 315 1406 501">The project has engaged with staff and the private business community to date to ensure the project is a long-term, viable option. Targeted consultation with regards to ongoing service development will be carried out with service users of the Museum and Library along with the current Information Station.</p> <p data-bbox="456 551 1378 696">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.</p>
 <p data-bbox="233 891 333 913">Prevention</p> <p data-bbox="140 943 400 1084">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="456 745 1350 891">The project will secure an enhanced provision of the current Information Station offer in the city centre and ensure the services accessed remain able to carry out key preventative services, such as housing options and migrant support.</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>The project is compliant with the well-being goals through improvements to economic, social and environmental aspects of both the immediate property and surrounding area as follows:</p> <p>Goal 1 – A Prosperous Wales</p> <p>By providing much needed, small-scale premises for start-up businesses, particularly those in the economically resilient knowledge-based tech and digital sector.</p> <p>Goal 2 - A Resilient Wales</p> <p>By seeking to generate a volume of new businesses domiciled in the City Centre able to take on redundant retail space and contribute to a sustainable and diverse economic base.</p> <p>Goal 3 - A Healthier Wales</p> <p>By encouraging access to each facility by sustainable transport – either rail, bus or active travel.</p> <p>Goal 5 - A Wales of Cohesive Communities</p> <p>By embedding a culture of collaboration within the local the business community.</p> <p>Goal 6 - A Wales of Vibrant Culture and Thriving Welsh Language</p> <p>By encouraging access to the current Museum and Library, offer by co-locating this provision alongside other key services.</p> <p>Goal 7 - A Globally Responsible Wales</p> <p>By securing investment for southeast Wales and the local supply chain and businesses. Applying sustainable regeneration principles based around this engagement of local suppliers will ensure that the objectives contribute fully to a globally responsible Wales.</p>

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

There is no evidence to suggest the proposal will have a disproportionate impact on a specific geographical area of Newport.

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?
Negative impact against the protected characteristic of 'age' owing to the reduction of free communal/social space on level 04	Older people + Younger people	Groups who currently use the library for group meetings i.e. coffee clubs will be signposted to alternative free local provision. i.e. the riverfront	Project team
Negative impact on the Welsh language owing to the reduction of free communal/social space on level 04	Welsh language social groups	Groups who currently use the library for group meetings i.e. Welsh language coffee clubs will be signposted to alternative free local provision. i.e. the riverfront	Project team
Negative impact against the protected characteristic of 'disability' owing to the loss of free disabled parking bays for visitors and staff, available next to the current Info Station building.	Disabled People	People who currently benefit from the free disabled parking bays will be signposted to multiple accessible/disabled parking bays available at the Friars Walk and Kingsway car-parks as well as a dedicated drop-off point located near to the new site.	Project team

9. Monitoring, evaluating and reviewing

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

Performance and use of the Customer Services provision will be monitored on an ongoing basis through the Councils annual performance monitoring process and feedback will be considered and welcomed through established customer satisfaction surveys.

Budget monitoring will also take place on a monthly basis in order to assess the financial impact of the proposal on an ongoing basis.

10. Involvement

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

Staff, customers, partner organisations, local businesses, residents and community groups will be informed of the proposal on an ongoing and regular basis through a variety of means, including, but not limited to:

1. Drop in communication sessions for staff and groups with protected characteristics who may be impacted by proposals
2. Press release statements
3. Staff engagement sessions
4. FAQ

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. FEIA and changes will be communicated via the original methods as stated.