Fairness and Equalities Impact Assessment (FEIA)

This is an integrated Impact Assessment which aims to ensure Newport City Council makes decisions which are fair, take account of relevant evidence, and seek to secure the best outcomes for our communities. **An FEIA should be used to inform the first steps of decision-making, at concept stage, not when a decision is already made, or at the point when it cannot be influenced**. This impact assessment considers our legislative responsibilities under:

- The Equality Act (2010), including the Socio-economic Duty
- The Wellbeing of Future Generations (Wales) Act (2015)
- The Welsh Language (Wales) Measure (2011)

The FEIA process is not intended to prevent decisions being made, but to ensure we have considered their potential impact. An FEIA also helps us to focus on how we can reduce any negative impacts, and provides us with evidence that we have met our legal duties.

For support to complete your FEIA, please contact the [Equalities Team](#)

What do we mean by Fairness?

The Newport Fairness Commission is an independent body which advises the council on the best use of resources and powers to achieve the fairest outcomes for local people. The Fairness Commission has established four **Principles of Fairness** which should be considered as part of any decisions that the council make – the questions below are useful to reflect on before you start your FEIA.

Equity	Are people being treated in a consistent way, whilst acknowledging their differences (for example, need, barriers to accessing services)?
	Will the gap between those with more, and those with less be reduced?
	Have the interests of different groups affected (including minority or disadvantaged communities) been taken into account?
Priority	Have the needs of the most disadvantaged and vulnerable across the city been given priority?
	Have you considered possible indirect consequences for minority/disadvantaged communities when other priorities are directing decisions?
Inclusion	Will the voices of all those affected by your decision be heard?
	Are people able to participate in and shape a service, as well as receiving it?
	Have you considered the impact of your decision on the relationship between communities, and the spaces they share?
Communication	Are decisions being made transparently and consistently?
	How will decisions be communicated to people who are affected in a clear way, with the opportunity for feedback?

Part 1: Identification

Name of person completing the FEIA	Mark Bleazard
Role of person completing the FEIA	Digital Project Manager
Date of completion	February 2023
Head of Service who has approved this FEIA	Tracy Mckim

1. **What is being assessed?** *(Please double click on the relevant box(es) (X) and select 'checked' as appropriate)*

☒ New or revised policies, practices or procedures (which modify service delivery or employment practices)

☐ Service review or re-organisation proposals which affect the community and/or staff

☐ Efficiency or saving proposals

☐ Setting budget allocations for new financial year and strategic financial planning

☒ Decisions affecting service users, employees or the wider community including (de)commissioning or revising services

☒ New project proposals affecting staff, communities or access to the built environment

☐ Public events

☐ Local implementation of National Strategy/Plans/Legislation

☐ Strategic directive and intent, including those developed at Regional Partnership Boards and Public Service Boards

☒ Medium to long term plans (for example, corporate plans, development plans, service delivery and improvement plans)

☐ Setting objectives (for example, well-being objectives, equality objectives, Welsh language strategy)

☐ Major procurement and commissioning decisions

☐ Decisions that affect the ability (including external partners) to offer Welsh language opportunities and services

☐ Other *please explain in the box below:*

2. **Please describe the overall aims, objectives and intended outcomes of your decision**

Refresh of Newport City Council's 2015-2020 Digital Strategy.

The new Digital Strategy to reflect current and future requirements and the future role of technology in service delivery by the Council.
The Digital Strategy will take into consideration the Welsh Government's Digital Strategy and align the outcomes with other NCC plans and strategies such a
The Corporate Plan, Workforce Strategy, Local Development Plan Climate Change plan.

The Digital Strategy sets out the Council's vision in how it will utilise technology to transform the delivery of services, support improving the well-being of
residents, improve digital skills of its residents and enable businesses to thrive in Newport, supporting delivery of our well-being objectives as set out in
the 2022-2027 Corporate Plan

3. **Who are the main stakeholders who may be impacted by your decision and what data do you hold on them? Consider communities of place (people who live in the same geographic area) and communities of interest (people who share particular characteristics but may live in different geographic areas). Stakeholders may include residents, local businesses, community groups, staff or partners.**

All citizens and businesses of Newport, visitors to the City of Newport, NCC employees and our partners will be impacted by the implementation of the new Digital Strategy.

Newport is split into 20 Wards:

• Allt-yr-yn • Alway • Beechwood • Bettws • Caerleon • Gaer • Graig • Langstone • Llanwern • Lliswerry • Malpas • Marshfield • Pillgwenlly • Ringland • Rogerstone • Shaftesbury • St Julians • Stow Hill • Tredegar Park • Victoria.

Further details of the population and demographics of Newport are available at https://www.newport.gov.uk/en/About-Newport/About-Newport.aspx

Part 2: Engagement

When completing this section, you need to consider whether you have sufficient information about the views and experiences of people who your decision will impact upon. If you don't, you may need to undertake a period of engagement/consultation before continuing. An FEIA is a live document, so can be updated with consultation findings, and amended as needed during the decision-making process.

The council has a duty to consult and engage with people who may experience inequalities as a result of your decision. This includes people **who share Protected Characteristics** (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and people who **have lived experience of socio-economic disadvantage**. The council's Youth Promise also requires us to ensure **all young people in Newport are listened to and included in decisions affecting them**.

The council also has a duty to ensure that any consultation is available bilingually (in Welsh as well as English), and you may like to consider any other community languages that are spoken by people who may be impacted by your decision. Below are some questions that should be included in any public consultation relating to a decision which may impact on the use of Welsh language in Newport:

1.   Do you believe that the proposed decision/policy will have a positive or negative effect on opportunities to use the Welsh language?
2.   If you think it will have a negative effect, what steps could we take to lessen or remove this and improve positive effects?
3.   Do you believe that the proposed decision/policy will treat the Welsh language less favourably than the English language?

1. **How have you engaged with people who may be affected by your decision (the stakeholders you have identified)?**

- Consultation has taken place with all Heads of Service, service managers and employees in all service areas of the Council. This consultation was undertaken using MS Teams primarily.
- Colleagues were also given the opportunity to have 1-2-1 sessions which were scheduled over one week.
- Meetings were also conducted with all staff networks – Diversity, Pride and Accessibility networks
- An online public Survey, a micro Survey on the Bus wi-fi network and two surveys using the public Wi-Fi platform that is provided by Newport City Council. These surveys undertaken provided citizens and visitors with the opportunity to submit feedback in relation to the questions asked.
- Engaged with Newport Business Improvement District (BID).
- Surveys were printed out and left in community centers and hubs, and shared in community settings such as shops and mosques.
- Further feedback was sought from senior NCC managers at Newport Managers Network internal staff network meeting.

- Community Connectors and colleagues from the Policy and Partnership and Team also helped with feedback and engagement.

- Engaged through social media with various Ethnic Minorities Groups.

- Newport's current Digital Infrastructure is detailed on the council's website - NCC provides public Wi-Fi in over 50 buildings in Newport, this covers all the areas of social deprivation and high levels of people with protected characteristics. All the buildings that provide free Wi-Fi have notices up in the buildings and over 30 sites have been made "One Click Connect" to improve accessibility for people with protected characteristics and hidden disabilities.

- A series of engagement sessions were set up in the community hubs, for citizens and businesses to have their say. Information about events were shared on social media and printed out and displayed in community buildings and hubs.

Consultation for the Digital Strategy has taken place over a period of 4 months, taking into consideration those that are digitally excluded. As detailed above this lengthy consultation has taken place using a number of methods to maximise engagement.

1. Principle 4:

The strategy is still at draft stage but all of the strategy's themes and outcomes have been reviewed in line with fairness and equality.

2. What do you know about the views or experiences of people who may be affected by your decision?

Consultation findings:

Key findings from our Bus Wi-Fi survey indicated that:

- 37% of respondents felt digitally excluded.
- 25% of respondents stated they did not have good WiFi at home.
- 61% of respondents felt the cost of broadband is too high

Bus WiFI Demographics

- 44% of respondents were female, 39% were male, 6% were non-binary 6% preferred not to disclose their gender.

- The majority (31%) of respondents were aged between 18 -24 years of age; this age group together with respondents under 18 (20%) account for 51% of all respondents (*see Table 1*).
- The majority (58%) of respondents came from White: English, Welsh, Scottish, Northern Irish or British backgrounds (*see Table 2*).
- 21% of respondents identified as disabled, with 16% preferring not to provide information

Table 1: Bus WiFi Respondents by Age

Age Group	Number of respondents	Share %
Under 18	161	20
18-24 years old	253	31
25-34 years old	139	17
35-44 years old	102	12
45-54 years old	62	8
55-64 years old	43	5
65-74 years old	30	4
75 years or older	10	1
Prefer not to say	18	2

Source: Newport City Council, 2021. Digital Strategy Refresh Consultation

Table 2: Bus WiFi Ethnicity of Respondents

Ethnic Group	Number	Share %
White: Wel/Eng/ Sco /NI/British	475	58
White: Irish	70	9
Gypsy or Irish Traveller	18	2
Other White	47	6
White & Black Caribbean	29	4
White & Asian	28	3
White & African	27	3
Other mixed	25	3
Indian	8	1
Bangladeshi	13	2

Pakistani	14	2
Other Asian	8	1
Black African	10	1
Black Caribbean	0	0
Other Black	1	0
Arab	6	1
Chinese	3	0
Other ethnic group	5	1
Prefer not to say	31	4

Source: Newport City Council, 2021. Digital Strategy Refresh Consultation

Public SNAP Online Survey Results:

Key findings from the **SNAP** survey indicated that:

- The majority of respondents (97%) stated they had internet access at home via broadband, 1% only had internet access via mobile, and 2% did not have internet access.
- 68% of respondents felt the cost of broadband is too high
- 6% of respondents felt digitally excluded, and 8% stated they weren't sure.
- 58% of respondents rated their digital skills intermediate, 32% advanced, 5% beginner and 4% expert level.
- The majority of respondents (86%) stated they access council services via the website, 25% via the contact centre, 23% via social media, 18% via the My Newport (app), 4%via the Information Station and 7% via other platforms.

Question 13 of the Online Public SNAP survey asked survey participants : "What 3 key areas should the new Digital Strategy focus on?", data provided in answer to question 13 has been collated and placed into categories as to what areas the new Digital Strategy should focus on. These areas are: From the free text responses, we collated data and put them into categories of what areas the digital strategy should focus on, these were:
  Equipment issued to Newport City Council employees.
  The Newport City Council APP.
  Online Services.
  Newport City Council's Website.
  Digital Skills & Training.
  Public Wi-fi.
  Broadband.

Digital Inclusion.
Data & Security.

Public SNAP Survey Demographics

- 69% of respondents were female, 30% were male, 0.5% were non-binary 0.5% preferred not to disclose their gender.
- The majority (36%) of respondents were aged between 45-54 years of age; this age group together 35 - 44 (26%) account for 62% of all respondents (*see Table 3*).
- The majority (91%) of respondents came from White: English, Welsh, Scottish, Northern Irish or British backgrounds (*see Table 4*).

Table 1: Public SNAP Survey Respondents by Age

Age Group	Number of respondents	Share %
Under 18	0	0
18-24 years old	10	4
25-34 years old	24	9
35-44 years old	69	26
45-54 years old	94	36
55-64 years old	50	19
65-74 years old	13	5
75 years or older	3	1
Prefer not to say	1	0

Source: Newport City Council, 2021. Digital Strategy Refresh Consultation (Public SNAP Survey)

Table 4: Public SNAP Survey Ethnicity of Respondents

Ethnic Group	Number	Share %
White: Wel/Eng/ Sco /NI/British	239	91
White: Irish	1	0
Gypsy or Irish Traveller	0	0
Other White	0	0
White & Black Caribbean	1	4
White & Asian	0	0

White & African	1	0
Other mixed	0	0
Indian	2	1
Bangladeshi	0	0
Pakistani	5	2
Other Asian	1	0
Black African	2	1
Black Caribbean	0	0
Other Black	2	1
Arab	0	0
Chinese	1	0
Other ethnic group	0	0
Prefer not to say	3	1

Source: Newport City Council, 2021. Digital Strategy Refresh Consultation (Public SNAP Survey)

Part 3: Assessment

This section requires you to assess the potential impact of your decision on a range of groups who may experience specific disadvantages. Your assessment should be supported by evidence – either from your own engagement/consultation, similar or previous engagement, what you already know about the people who access your service, or from local and national sources of information.

Useful documents which set out information about how communities are impacted by inequalities include EHRC – Is Wales Fairer? and the council's COVID-19 Community Impact Assessment. Your decision may have both positive and negative impacts – if this is the case, please place a cross in both boxes.

1. Impact on people that share Protected Characteristics

Protected Characteristics are defined under the Equality Act 2010, and describe groups of people who are protected from discrimination, either in the workplace, or through the provision of goods and services. The council must consider how decisions may impact on people differently because of a protected characteristic, and how any negative impact could be reduced. National guidance on assessing equality impacts and the Public Sector Equality Duty can be found here. You can also access further advice and examples of positive and negative impacts here.

Protected characteristic	Impact:			Provide further details about the nature of the impact in the sections below, considering the Public Sector Equality Duty that the council has to: 1. Promote equal opportunity across different groups 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation
	Positive	Negative	Neither	
Age	☒	☐	☐	The implementation of the new Digital Strategy will positively impact all citizens of Newport, visitors to the City and all Newport City Council employees, regardless of the age of an individual. A variety of deliverables detailed in the action plan that sits underneath the strategy focus on: • those citizens receiving education and training in the City; • reducing digital exclusion for older people living in our City; • implementing support to enable those wishing to return to the workplace can do so with the digital skills they may need.

| Protected characteristic | Impact: | | | Provide further details about the nature of the impact in the sections below, considering the Public Sector Equality Duty that the council has to:

 1. Promote equal opportunity across different groups
 2. Promote community cohesion
 3. Help eliminate unlawful discrimination/ harassment/ victimisation |
	Positive	Negative	Neither	
				It is also worth highlighting here the statutory requirements of the section 12 Guidance issued by the Older Persons Commissioner for Wales, which highlights the importance of key themes covered within our Digital Strategy.
Disability	☒	☐	☐	The implementation of the new Digital Strategy will positively impact all citizens of Newport, visitors to the City and all Newport City Council employees and recognises the importance of disability and its impact. Theme 2 of the strategy is clear in our commitment to ensure inclusion as well as theme 4 which covers digital infrastructure and connectivity across the City. We are keen to deliver key projects under the Strategy that will enable the use of innovative technological developments which will see benefits in the social care sector as well in other areas of service delivery across our organisation.
Gender Reassignment	☐	☐	☒	There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic.
Marriage or civil partnership	☐	☐	☒	There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic.
Pregnancy or maternity	☐	☐	☒	There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic.
Race	☒	☐	☐	The implementation of the new Digital Strategy will positively impact all citizens of Newport, visitors to the City and all Newport City Council employees and recognises the importance of race and its impact.

| Protected characteristic | Impact: | | | Provide further details about the nature of the impact in the sections below, considering the Public Sector Equality Duty that the council has to:

1. Promote equal opportunity across different groups
2. Promote community cohesion
3. Help eliminate unlawful discrimination/ harassment/ victimisation |
	Positive	Negative	Neither	
				Theme 2 of the strategy is clear in our commitment to ensure inclusion.
Religion or Belief or non-belief	☐	☐	☒	There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic.
Sex	☐	☐	☒	There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic.
Sexual Orientation	☐	☐	☒	There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic.

2. Impact on Welsh Language

The Welsh Language (Wales) Measure specifies that for all policy decisions, the council must consider the effects (both positive and negative) on the Welsh language. For further guidance on Welsh language considerations see here.

	Impact:			
	Positive	**Negative**	**Neither**	
Welsh Language	☒	☐	☐	The implementation of the new Digital Strategy will positively impact all citizens of Newport, visitors to the City and all Newport City Council employees and recognises the importance of Welsh language and its impact. Throughout the Strategy there is a strong focus on Welsh language considerations in respect of: Procurement of systems and digital solutions. This includes the development and maintenance of our Corporate website(s)

1. **Please describe how you have ensured your engagement has considered the view of Welsh speakers in Newport and the impact of your decision on the Welsh language.**

All consultation supporting documents, information and the survey were available equally in Welsh, either through our website, social media or upon request of paper/alternative formats. The consultation was advertised bilingually, and participants were given the option to read and complete the SNAP survey in either Welsh or English.

Welsh speakers made up 1.1% of those participating in the public internet consultation survey.

3. The Sustainable Development Principle

The Well-being of Future Generations Act puts in place a sustainable development principle which helps organisations consider the impact they could have on people living in Wales in the future, and ensure they are focused on tackling long-term challenges. Below, consider how your decision promotes, advances, or contradicts the 5 ways of working which underpin the sustainable development principle. You can access further guidance on considering the sustainable development principle here.

Long term		*The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.*	The Digital Strategy will include short term and long-term key deliverables, with measurable outcomes. The strategy aims to improve sustainability and long-term thinking. The strategy will focus on key workstreams like infrastructure and systems, which will be utilised currently and will also futureproof NCC and the City. We will be continually reviewing all workstreams related to current and future outcomes. It will take into consideration legislative obligations set out by the Wellbeing of Future Generations Act and Socio-Economic Duty.
Prevention		*Putting resources into preventing problems occurring or getting worse*	The Digital Strategy has always addressed current and future needs. Theme 2 of the Strategy focuses on Digital Skills and Inclusion within the City and within our organisation. The action plan will specifically detail key deliverables that will aim to ensure our citizens and employees are prevented from being digitally excluded as well as implementing a range of interventions to increase our digital skills offerings across the City.
Integration		*Considering how the public body's well-being objectives may impact upon each of*	The Digital Strategy has always addressed current and future needs.

		the well-being goals, on their other objectives, or on the objectives of other public bodies.	Theme 2 of the Strategy focuses on Digital Skills and Inclusion within the City and within our organisation. The action plan will specifically detail key deliverables that will aim to ensure our citizens and employees are prevented from being digitally excluded as well as implementing a range of interventions to increase our digital skills offerings across the City.
Collaboration		*Working together to deliver objectives.*	The Digital Strategy will have a positive impact on the well-being goals for Wales and Newport's wellbeing objectives. The Digital Strategy will strive for a prosperous Wales where citizens and businesses will have access to broadband. The strategy will ensure a more equal Wales, focusing on digital inclusion and skills, bridging the gap, and leaving no one behind. The strategy aims to improve the economic, social, environmental, and cultural well-being of Newport which in turn will have a positive contribution to national well-being. The strategy will also allow the delivery and contribution to a Healthier Wales, by delivering value- based healthcare initiatives, by utilising assistive technology, "doing more with less".
Involvement		*Involving those with an interest and seeking their view - ensuring that those people reflect the diversity of the area.*	Internal and external stakeholders have been consulted through engagement and meetings. We have attended all the staff network meetings. We have reached out to ethnic minorities, asylum seekers and refugees. A thorough engagement plan was developed in order to ensure effective engagement activities were undertaken so as to include all communities affected by the new strategy were able to have a voice.

4. Socio-economic Duty

The Socio-economic Duty is set out in the Equality Act 2010, and requires the council, when making strategic decisions, to pay due regard to the need to reduce the inequalities of outcome that result from socio-economic disadvantage. Inequalities of outcome are felt most acutely in areas such as health, education, work, living standards, justice and personal security, and participation.

A 'strategic decision' is defined by Welsh Government as a decision **which affects how the council fulfils its statutory purpose over a significant period of time and does not include routine 'day to day' decisions.** Strategic decisions include:

- Corporate plans
- Setting wellbeing, equality and other strategic objectives
- Changes to, or development of public services
- Strategic financial planning
- Strategic policy development

If you do not think your decision meets this definition, and you do not plan on carrying out a Socio-economic Duty Assessment in this section, please provide your rationale below. Any decision which is presented to a Cabinet Member, at Cabinet or Council will be viewed as a strategic decision.

If your decision does meet the definition, please consider the impact of your decision on the socio-economically disadvantaged groups, and areas of inequality that may arise from socio-economic disadvantage contained in the matrix below. The groups listed are not exhaustive and you should consider any additional groups relevant to your decision who may experience socio-economic disadvantage in the following ways:

- **Low Income/Income Poverty** - cannot afford to maintain regular payments such as bills, food, clothing, transport etc.
- **Low and/or no Wealth** - enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provisions for the future
- **Material Deprivation** - unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, hobbies etc.)
- **Area Deprivation** - where you live (rural areas), where you work (accessibility of public transport)

- Socio-economic Background – for example, parents' education, employment and income

Indicate a positive or negative impact, or both where they apply, and the severity of this impact by coding the sections of the grid based on the below. *If there is no/neutral impact, please leave blank.*

Negative Impact		Positive Impact	
N1	Negative impact – mild	P1	Positive impact – mild
N2	Negative impact – moderate	P2	Positive impact – moderate
N3	Negative impact – significant	P3	Positive impact – significant
N4	Potential for negative impact (but unsure)	P4	Potential for positive impact (but unsure)

Areas of inequality that may arise from socio-economic disadvantage – definitions
Education :The capability to be knowledgeable, to understand and reason, and to have the skills and opportunity to participate in the labour market and in society
Work: The capability to work in just and favourable conditions, to have the value of your work recognised, even if unpaid, to not be prevented from working and to be free from slavery, forced labour and other forms of exploitation
Living Standards: The capability to enjoy a comfortable standard of living, in appropriate housing, with independence and security, and to be cared for and supported when necessary.
Justice, Personal Security and Community Safety: The capability to avoid premature mortality, live in security, and knowing you will be protected and treated fairly by the law
Health: The capability to be healthy, physically and mentally, being free in matters of sexual relationships and reproduction, and having autonomy over care and treatment and being cared for in the final stages of your life
Participation: The capability to participate in decision making and in communities, access services, know your privacy will be respected, and express yourself

Groups	Areas of inequality						
	Living Standards	Work	Health	Education	Justice and community safety	Participation	Physical Environment
Children living in poverty	P4		P4	P2		P2	P4
Low income households without dependent children	P4	P4	P4	P4		P2	P4
Unemployed young people	P4	P2	P4	P2		P2	P4
Long term unemployed	P4	P2	P4	P2		P2	P4
Homeless households	P4	P4	P4	P4		P4	P4
Refugees, migrants and asylum seekers	P4	P2	P4	P2		P2	P4

Deprived neighbourhoods - WIMD rank in 10% most deprived LSOA	P4	P2	P4	P2		P2	P4
People on Universal Credit / income related benefits	P4	P4	P2	P4		P2	P4
Adults with no qualifications or low qualifications	P4	P2	P4	P2		P2	P4
People living in low quality housing or in Houses of Multiple Occupation	P4	P2	P4	P2		P2	P4

1. What evidence do you have about socioeconomic disadvantage and inequalities of outcome in relation to this decision?

As part of the engagement plan we ensured that engagement activities were undertaken in such a way as to include as many citizens across the City as possible.
The demographic data captured through the surveys undertaken is detailed above within this document.

We also have access to data via the Newport Intelligence Hub relating to our demographic as a City, our areas of deprivation within the City, where inequalities currently exisit within the City.

As part of the development of the strategy we have also examined data from the 2021 Census relating to Newport and the National Survey for Wales 2021/2022.

2. Please describe how you have ensured your engagement has considered the views of people living in Newport who are affected by socio-economic disadvantage.

Public engagement and consultation were undertaken face to face in community hubs in areas within WIMD rank in 10% most deprived LSOAs Newport, as well as Online via a SNAP survey and Bus-Wifi Survey, promoted and sent through the Council's networks. This captured the views and opinions of a wide range of people, including people living in Newport who are likely to be affected by socio-economic disadvantage.

3. Does this decision contribute to a cumulative impact?

This decision does not contribute to a cumulative impact.

Part 3: Actions and Outcomes

Considering any negative impacts that you have identified, indicate below how you will reduce these, increase the potential for positive impacts, and how you will monitor those impacts. Further guidance on how to complete your action plan can be found here.

IMPACT ON PEOPLE THAT SHARE PROTECTED CHARACTERISTICS			
Summary of impact	**Action to reduce negative impact / opportunities to increase positive impacts**	**How this impact will be monitored**	**Owner**
Positive impact on various age groups	The proposed strategy will positively impact people of different ages and particularly including older people: • The Digital Skills and Inclusion theme of the strategy will focus on those who do not have the skills, devices and connectivity to interact digitally • A key principle of the strategy is to be Inclusive where services are available to meet individual needs	Monitor the impact of the strategy's implementation by the digital board	Digital Services Manager
Positive impact on disability	The proposed strategy will positively impact people with disabilities: • The Digital Transformation theme of the strategy will focus on standards for systems including accessibility and ease of use • A key principle of the strategy is to be Inclusive where services are available to meet individual needs	Monitor the impact of the strategy's implementation by the digital board	Digital Services Manager

Positive impact on race	The proposed strategy will positively impact people in relation to race: • The Digital Skills and Inclusion theme of the strategy will focus on those who do not have the skills, devices and connectivity to interact digitally • A key principle of the strategy is to be Inclusive where services are available to meet individual needs	Monitor the impact of the strategy's implementation by the digital board	Digital Services Manager
IMPACT ON WELSH LANGUAGE			
Summary of impact	**Action to reduce negative impact / opportunities to increase positive impacts**	**How this impact will be monitored**	**Owner**
Positive impact on Welsh language	The proposed strategy will positively impact on the Welsh language: • The Digital Transformation theme of the strategy will focus on standards for systems including Welsh language • A key principle of the strategy is to be Inclusive where services are available to meet individual needs	Monitor the impact of the strategy's implementation by the digital board	Digital Services Manager
SOCIO-ECONOMIC IMPACTS			
Summary of impact	**Action to reduce negative impact / opportunities to increase positive impacts**	**How this impact will be monitored**	**Owner**
SUSTAINABLE DEVELOPMENT PRINCIPLE			
Summary of impact	**Action to reduce negative impact / opportunities to increase positive impacts**	**How this impact will be monitored**	**Owner**

Once your FEIA is complete, please forward to nccequality@newport.gov.uk