

# 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:** 17/12/2019

**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.**

Budget Proposal: Third Sector Grants

This proposal considers the removal of unrestricted grant funding to Newport People First and Deaf Clubs across the city. The proposal suggests removing, historical and non-statutory grant funding in order to make financial savings within the Service Area's budget.

**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 authority has signalled its intention to remove funding provision to the organisations concerned. However, this proposal is being considered as part of the wider budget proposals that are going to full public consultation for the 2020/21 budget.

This impact assessment will be amended to reflect the nature of responses received during that consultation process.

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

**Deaf Clubs**

This funding is used by Deaf Clubs to fund room hire at various venues across the city and is used for social activities, lunch clubs, parties and gatherings. Numbers attending social events are currently not known but further consultation and engagement will be undertaken and assisted by a BSL Interpreter.

**Newport People First**





The funding is used by Newport People First to cover the cost of an administrator and the cost of hiring a permanent office space in Newport Market. The organisation provides opportunity for self advocacy for up to 90 members (currently 20 active members) and promotes greater awareness of the needs of adults with learning disabilities principally within statutory organisations.


**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"/>	<p><b>Deaf Clubs</b> Many attendees at Deaf clubs are older, more socially isolated and less likely to access services due to low reading/writing ability. For many older Deaf people, Deaf clubs provide a valuable opportunity to socialise and share information with others</p>
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p><b>People First</b> The loss of this funding would impact on the organisations ability to organise external meetings and administer the work of the group. It could also affect their ability to retain their office space within Newport Market and hold meetings</p> <p><b>Deaf Clubs</b> As result of this proposal there will be a financial shortfall around the resourcing of venue hire for regular social gatherings. This is likely to have a negative impact on the clubs, as they will need to source funding from elsewhere to cover the costs associated with room hire. This may mean they fund fewer social events, and increase social isolation within the city’s Deaf community.</p> <p>There were a number of responses received as a result of the budget consultation process which identified the negative impact that the proposal would have on disabled people, particularly in</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	
				increasing social isolation, and decreasing opportunities to develop greater independence and life skills.
<b>Gender reassignment/transgender</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	We have no evidence to suggest that this proposal will negatively affect the protected characteristic of gender reassignment
<b>Marriage or civil partnership</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	We have no evidence to suggest that this proposal will negatively affect the protected characteristic of marriage or civil partnership
<b>Pregnancy or maternity</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	We have no evidence to suggest that this proposal will negatively affect the protected characteristic of pregnancy or maternity
<b>Race</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	We have no evidence to suggest that this proposal will negatively affect the protected characteristic of race
<b>Religion or Belief or non-belief</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	We have no evidence to suggest that this proposal will negatively affect the protected characteristic of religion or belief.
<b>Sex</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	We have no evidence to suggest that this proposal will negatively affect the protected characteristic of sex
<b>Sexual Orientation</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	We have no evidence to suggest that this proposal will negatively affect the protected characteristic of sexual orientation
<b>Welsh Language</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	These services are not delivered through the medium of Welsh/bilingually, and any reduction in the capacity of the above groups will not mean a reduction in opportunities to use Welsh socially.

## 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 will help the authority balance its budget and help ensure the council delivers financially sustainable services across the city.</p> <p>The mitigations identified within this Impact Assessment, particularly around working with the groups to identify alternative funding, goes some way to ensuring that this proposal is also considerate of short-term need.</p>
 <p>Collaboration</p> <p>Working together to deliver objectives</p>	<p>The mitigations identified within this Impact Assessment, particularly around working with the groups to identify alternative funding, will go some way to ensuring that this proposal is also considerate of short-term need and wider well-being goals.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>This proposal is being considered as part of the wider budget proposals that are going to full public consultation for the 2020/21 budget, and this impact assessment will be amended to reflect the nature of responses received during that consultation process.</p> <p>The authority will communicate further with the groups concerned to better understand the impacts of funding removal if it is deemed an appropriate outcome of the public consultation.</p> <p>Further consultation and engagement with the Deaf community will take place through a BSL Interpreter and will determine the numbers of people affected in each location where funding covers the cost of venue hire.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>This proposal is being made to ensure the council delivers sustainable public services in the future. Currently the authority has a budget deficit and the authority will need to make difficult decisions to ensure core services remain viable in the future.</p> <p>However the proposal to remove funding for the groups concerned, may contribute to increased levels of social isolation, and less opportunities to maximise independence, which may in turn create further pressures on other services.</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>	<ul style="list-style-type: none"> <li>• <b>A prosperous Wales</b> <i>This proposal ensures that public expenditure is appropriately managed</i></li> <li>• <b>A resilient Wales</b> <i>This proposal will help the Authority ensure sustainable services by delivering a balanced budget.</i></li> <li>• <b>A healthier Wales</b> <i>This proposal does not impact on the above well being goal</i></li> <li>• <b>A more equal Wales</b> <i>The proposal removes historical funding arrangements that are not equally offered to all community groups</i></li> <li>• <b>A Wales of more cohesive communities</b> <i>This proposal dos not impact on the above well being goal</i></li> <li>• <b>A Wales of vibrant culture an thriving Welsh Language</b> <i>This proposal does not impact negatively on this well being goal as the services in question are not delivered bi lingually.</i></li> <li>• <b>A globally responsible Wales</b> <i>This proposal does not impact negatively on this well being goal</i></li> </ul>

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? Describe how.</b>

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

**Deaf clubs**

The Deaf clubs social activities are delivered all over the city, and it is not anticipated that this proposal will have a disproportionate impact on a specific geographical area of Newport.

**Newport People First**

Whilst the meetings are held in central Newport, the people involved are from all parts of the city and this proposal will not have a disproportionate impact on a specific geographical area

## 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?
<b>1</b> Loss of funding for venue hire and negative impact on the ability to deliver social activities	<b>Attendees of the Deaf club</b>	Referral to GAVO to obtain advice about alternative sources of funding  Community Connectors intelligence around suitable alternative venues	Partnerships Team  Community Connectors
<b>2</b> Loss of funding for an administrative post and venue hire – negative impact on the ability to organise and hold meetings	<b>Members of Newport People First</b>	Referral to GAVO to obtain advice about alternative sources of funding  Community Connectors intelligence around suitable alternative venues	Partnerships Team  Community Connectors
<b>3</b>			
<b>4</b>			
<b>5</b>			
<b>6</b>			
<b>7</b>			





## 9. Monitoring, evaluating and reviewing

Potential intelligence via the Community Connectors in response to new demand for alternative community based services and venues

Dewis provides access to a database that details alternative activities and community groups

## 10. Involvement

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

Published in accordance with the Council's communication strategy

## 11. Summary of Impact (for inclusion in any report)

### **Equality Act 2010 Welsh**

Disability

### **Welsh Language**

These services are not delivered through the medium of Welsh/bilingually, and any reduction in the capacity of the above groups will not mean a reduction in opportunities to use Welsh socially.

### **Wellbeing of Future Generations (Wales) Act 2015**

As per report