

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 | Lucy Jackson |
| Role of person completing the FEIA | Service Manager |
| Date of completion | 22 November 2022 updated 10.02.2023 |
| Head of Service who has approved this FEIA | Mary Ryan |

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

The short break service provides support for older adults and their unpaid carers, both by offering services at one of our residential homes, and by providing support for people in their own home or their local community. The proposal is to close the short breaks service completely. The short breaks service is a support service for families with a family member experiencing dementia. This service is part of the provision for families which might include domiciliary care, residential care, carers groups and access to other agency support for example health and third sector.

These proposals are part of the wider Adult and Community Services contributions towards the Council wide savings. This proposal will result in a saving in the Adult Services core budget with consideration for savings which have the least negative impact. The focus throughout is ensuring the care and support needs of vulnerable citizens are assessed in a timely way and needs are addressed safely and as effectively as possible within the parameters of the service.

Where possible we have sought to consider posts without front line responsibilities and where we can consider absorbing elements of roles into other areas of delivery. This approach should to some extent minimise impact on service users. There will be determined efforts to

avoid compulsory redundancies and given current vacancies and the possible consideration of voluntary redundancy these efforts should be successful.

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.

Adult and Community Services provides statutorily required services for people over the age of 18. Currently 70 individuals access this provision. Each of those individuals will have a network of family and friends. The proposed savings proposal may impact:

- Older adults with dementia living in the community and their families
- Adults who access Adult and Community Services
- Wider partners and multi-agency groups who support individuals with dementia and their families in particular health providers

Information about the population of Newport can be found here:

<https://www.newport.gov.uk/documents/One-Newport/Profiles/Community-Wellbeing-Profile-2019-Newport-Population.pdf>

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)?

Public engagement was undertaken following Newport City Council Cabinet's agreement of budget proposals as a basis for consultation. This process took two forms: an online public-wide SNAP survey for all citizens and a shortened survey accessible to free bus Wi-Fi users. The opportunity to contribute to the consultation was advertised across various social media platforms (in both Welsh and English). In addition, it was promoted on the landing page of the council website for ease of access.

The main aim of this consultation was to capture the views and opinions of Newport residents on the draft budget and medium-term financial plan, particularly their thoughts on each budget-saving proposal. The consultation ran from 15 December 2022 until 02 February 2023. 1,473 responses were received, including 820 through the online consultation survey and 653 through the bus Wi-Fi survey. The

feedback received is reflected in this FEIA and will be considered by Cabinet before agreement on final budget savings proposals (see Table 1).

Table 1: Budget consultation 2023/24 Timetable

| | |
|---|-------------------------------------|
| Cabinet agrees budget proposals as a basis for consultation | 14 December 2022 |
| Consultation Period | 14 December 2022 to 2 February 2023 |
| Cabinet considers feedback from consultation and agrees final budget proposals and recommends resulting overall budget and council tax required to full Council | 15 February 2023 |
| Council approves the 2022/23 overall budget and resulting council tax level required | 28 February 2023 |

In addition, Adult Services completed further engagement through two open meetings to ensure engagement with people directly impacted by this savings proposal. The first was held at the Civic Centre, and the second at the setting. Individuals and family members affected attended both sessions. These groups also submitted feedback via email and in writing with their views of the service and examples of the proposed changes' impact on individuals and families.

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

Consultation Findings

The views expressed by those who may be directly impacted by this savings proposal highlighted considerable concern and distress over the possible escalation of pressures on individuals and families. In emails, letters and public meetings, responses stressed the direct impact on families of no break from caring, poorer social and well-being outcomes for those accessing the service and flagging future

costs because of the breakdown of existing caring arrangements. There were some who commented on perhaps this type of service should be a lower priority but the majority of comments expressed unease at the potential closure.

- These services are very important to people who need this support as it gets them out into the community and gives them a sense of purpose to their lives.
- A sensible and necessary cut during these difficult times.
- There is a big assumption 'other services' will pick up the slack but with ESF ending in March the voluntary sector is staring into a 'back-hole' of their funding ending. If this is not a statutory responsibility, then the cut is justified. If it is a statutory duty, then this service needs to be retained. Again – what about back-office? What about non-statutory services? What about leaner admin and management across the Council?
- Although day services are a lifeline for elderly people's families, to have that respite for a day or 2 a week, I believe EMI and children with additional needs services are more important and make a bigger difference to families.
- Respite services are so vital to those who need it. Without services like this, the cost will likely reappear in mental health services as the people who can no longer benefit from these services will be struggling mentally with a poorer quality of life.
- The carers employed by Newport Council have immense experience and are of immense value to the social care community that should not be lost. If this service is withdrawn it will put more pressure on the family carers and other services like the NHS and social care. I think it will result in more hospitalisations and have dire consequences for the health of family carers. The service offers a lifeline to those who use it.

In the public meetings the families of those currently accessing the services were angry and fearful at the prospect of the loss of the service. They consistently expressed the view that without the support the need for domiciliary care would escalate and there would be a heightened risk of admissions to residential/nursing care and hospital.

Public SNAP Survey Findings

820 responses were received through the online public-wide SNAP survey. This survey specifically asked respondents:

- What they think the Council should do with this saving proposal
- How important is protecting funding for this service compared to other services in the Council's budget savings proposal; and
- Any other comments about this savings proposal.

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

- 35% agreed with the Council making the full budget saving.
- 31% agreed with the Council making a smaller budget saving
- 25 % felt the Council should avoid making any budget savings for this service
- 9 % of respondents were unsure what the Council should do with this savings proposal
- 47% of respondents felt protecting funding for this service was the most or fairly important compared to other services in the Council's budget savings proposals

A separate consultation summary which sets out feedback in more detail is available separately to this impact assessment.

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: | | | <p>Provide further details about the nature of the impact in the sections below, considering the Public Sector Equality Duty that the council has to:</p> <ol style="list-style-type: none"> 1. Promote equal opportunity across different groups 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"/> | The service supports older adults. The on-going provision for support for people living at home and the support the service provides for unpaid carers will need to be considered within all care and support plans produced individually by the social work staff. People would need to be sign posted to services run by community groups although there will be significant challenges in sourcing alternative care. |

| Protected characteristic | Impact: | | | <p>Provide further details about the nature of the impact in the sections below, considering the Public Sector Equality Duty that the council has to:</p> <ol style="list-style-type: none"> Promote equal opportunity across different groups Promote community cohesion Help eliminate unlawful discrimination/ harassment/ victimisation |
|--------------------------------------|--------------------------|-------------------------------------|-------------------------------------|--|
| | Positive | Negative | Neither | |
| Disability | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | Many of the people supported by this service have a physical disability or a diagnosis of dementia. The on-going support will need to be considered within all care and support plans produced individually by social work staff. People would need to be sign posted to services run by community groups although there will be significant challenges in sourcing alternative care with organisations with necessary facilities and training/qualifications. |
| Gender Reassignment | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | There is no evidence to suggest that the proposed savings proposal will positively or negatively impact people who 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 the proposed savings proposal will positively or negatively impact people who share this protected characteristic. |
| Pregnancy or maternity | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Female employees are protected from discrimination when pregnant and during a period of compulsory or additional maternity leave. The people supported by this service are generally older adults. |
| Race | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | The on-going support of current and new service users will need to be considered within all care and support plans produced individually by social work staff. People will be sign posted to appropriate services run by community groups although there will be significant challenges in sourcing alternative care. |

| Protected characteristic | Impact: | | | <p>Provide further details about the nature of the impact in the sections below, considering the Public Sector Equality Duty that the council has to:</p> <ol style="list-style-type: none"> Promote equal opportunity across different groups Promote community cohesion Help eliminate unlawful discrimination/ harassment/ victimisation |
|---|--------------------------|-------------------------------------|-------------------------------------|---|
| | Positive | Negative | Neither | |
| Religion or Belief or non-belief | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | The on-going support of current and new service users will need to be considered within all care and support plans produced individually by social work staff. People will be sign posted to appropriate services run by community groups although there will be significant challenges in sourcing alternative care. |
| Sex | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <p>Around 2/3s of the staff team are women; 1/3 men. Alternative employment for staff can be considered where we have vacancies.</p> <p>Around 2/3s of the people supported by the service are women and 1/3 men. The on-going support of current and new service users will need to be considered within all care and support plans produced individually by social work staff. People will be sign posted to appropriate services run by community groups although there will be significant challenges in sourcing alternative care.</p> |
| Sexual Orientation | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | The on-going support of current and new service users will need to be considered within all care and support plans produced individually by social work staff. People will be sign posted to appropriate services run by community groups although there will be significant challenges in sourcing alternative care. |

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 | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | There is no evidence to suggest that the proposed budget savings will positively or negatively impact the Welsh Language or compliance to Welsh Language Standards |

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 surveys 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 this in either Welsh or English. Welsh speakers made up 2% of those participating the online public-wide SNAP 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 |  | <i>The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.</i> | <p>This proposal reflects a saving in the Adult and Community 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>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> <p>This proposal is a way of considering where the overall spend within Adult and Community Services lies and the best way to consider the ways of working. All of Adult Services works to the earliest possible</p> |
| Prevention |  | <i>Putting resources into preventing problems occurring or getting worse</i> | |
| Integration |  | <i>Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.</i> | |
| Collaboration |  | <i>Working together to deliver objectives.</i> | |
| Involvement |  | <i>Involving those with an interest and seeking their view - ensuring that those people reflect the diversity of the area.</i> | |

| | | |
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| | | <p>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 proactive use of 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> |
|--|--|---|

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 | | | | | | | |
| Low-income households without dependent children | | | | | | | |
| Unemployed young people | | | | | | | |
| Long term unemployed | N2 | | N2 | | N4 | N2 | |
| Homeless households | | | | | | | |
| Refugees, migrants, and asylum seekers | | | | | | | |
| Deprived neighbourhoods - WIMD rank in 10% most deprived LSOA | N2 | | N2 | | N4 | N2 | |
| People on Universal Credit / income related benefits | N2 | | N2 | | N4 | N2 | |

| | | | | | | | |
|--|--|--|--|--|--|--|--|
| Adults with no qualifications or low qualifications | | | | | | | |
| People living in low quality housing or in Houses of Multiple Occupation | | | | | | | |

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

Social Services support citizens across all ages, from all areas of society and in all socio-economic groups. However, the most vulnerable citizens who are most likely to access Social Services and who are most likely to receive care and support are those who experience disadvantage and inequality of outcome.

Ill health is a significant contributory factor in the need for social care in all areas of provisions and socioeconomic disadvantage drives earlier and greater ill health. Work undertaken by the Institute of Health Inequality clearly demonstrates the correlation between socioeconomic disadvantage and ill health while the assessments undertaken daily by social workers evidence the prevalence of ill health as a factor in the need for care and support.

For all of the Social Services proposals they will have a greater impact on those already experiencing socio economic disadvantage. Accessing alternative services is considerably more challenging without personal and financial resources so the reduction in Council provision will impact on those without personal and financial resources.

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 was undertaken following Newport City Council Cabinet’s agreement of budget proposals as a basis for consultation. This process took two forms: an online public-wide SNAP survey for all citizens and a shortened survey accessible to free bus Wi-Fi users. This engagement captured the views and opinions of a wide range of people, including people living in areas of Newport ranked within the 10% most deprived in Wales by the WIMD, who are likely to be affected by socio-economic disadvantage.

3. Does this decision contribute to a cumulative impact?

This savings proposal is part of a series of council decisions around budget savings that may contribute to a cumulative impact. Residents often access more than one service so as savings proposals are spread across a number of areas it is highly likely there will be a cumulative impact on individuals and families affected by socio-economic disadvantage. Given the span of those who access Social Services intersectionality is inevitable. This will particularly be the case in relation to age, sex, and disability.

The Council will review the cumulative impact of this decision in relation to all budget savings proposals following Cabinet's agreement of the final budget proposals for 2023 -24. As part of our FEIA process, we will continue to monitor the impact of this budget savings proposal, including any potential impacts identified at this stage, actual impacts if implemented and the potential cumulative impact. This document will be reviewed and may be updated to reflect any changes.

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 |
| The proposal to close the service will have greatest impact on older adults who have or who are the unpaid carer of someone with a disability. | The on-going support will be considered within all care and support plans produced individually by social work staff. Where possible people will need to be sign posted to services run by community groups. Work will continue with partner agencies to consider how to support older adults and the care pathways for those living with dementia. | A report of the reviews of care and support will monitor alternative services obtained | Head of Adult and Community Services |
| The proposal to close the service will have greatest impact of women who make up 2/3 of the workforce | Alternative employment for staff will be considered as part of the change process. | A change management process will monitor redeployment | Head of Adult and Community Services |
| IMPACT ON WELSH LANGUAGE | | | |
| Summary of impact | Action to reduce negative impact / opportunities to increase positive impacts | How this impact will be monitored | Owner |
| The proposals will be neutral in relation to opportunities to use the Welsh language and will not treat the Welsh language less favourably than the English language | N/A | N/A | N/A |

| SOCIO-ECONOMIC IMPACTS | | | |
|--|--|--|--------------------------------------|
| Summary of impact | Action to reduce negative impact / opportunities to increase positive impacts | How this impact will be monitored | Owner |
| The proposals will have greatest impact on people who have experienced long term unemployment, living on benefits and in deprived areas. | The on-going support will need to be considered within all care and support plans produced individually by social work staff. People would need to be sign posted to services run by community groups. | A report of the reviews of care and support will monitor alternative services obtained | Head of Adult and Community Services |
| SUSTAINABLE DEVELOPMENT PRINCIPLE | | | |
| Summary of impact | Action to reduce negative impact / opportunities to increase positive impacts | How this impact will be monitored | Owner |
| The proposals will be neutral in relation to sustainable development | N/A | N/A | N/A |

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