

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	Natalie Poyner
Role of person completing the FEIA	Head of Children Services
Date of completion	7.12.22
Head of Service who has approved this FEIA	As above

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

To reduce the staffing in children's social care by 8 posts.

Seven social worker posts and one social work assistant posts have been identified from across our children's services frontline teams. These posts are currently vacant.

These proposals are part of the wider Children Services contributions towards the Council wide savings. This proposal will result in a saving in the Children 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.

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.**

Children Services provides statutorily required services for Children. These proposals may impact on the service users and their families. The vulnerability of wider families is part of the consideration of how remodelling and community support is being considered.

These are city wide proposals and while they may impact on particular groups linked to age and socioeconomic disadvantage, they cross all ward and community boundaries. The issues which lead to the involvement of social services are not confined to one particular group and so these savings could impact on any citizen if their life circumstances change.

All within Social Services work with a broad range of partner agencies including colleagues in health and police, third sector partners, community groups, residents groups and key businesses. Changes in social care may impact on some of these partners particularly those working in health and some third sector partners.

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

There have been a range of letters and emails sent with views of the service and with examples of the impact of the proposed changes on individuals, professionals, judiciary, and families. Examples have been submitted of both the potential impact on individuals and likely impact for families and other agencies. Within the responses there are illustrations of how future costs are likely to be incurred by the Council because of the possible escalation of pressures on families.

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

Consultation findings

From the emails, letters and views expressed in the meetings those directly impacted by the changes expressed considerable concern and distress. There were no positive views about this proposed change. In summary responses stressed the direct impact on children and families due to reduced time social workers were able to assess and spend time providing an intervention. A future cost due to escalating safeguarding risks and children coming into care.

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:

Staffing across Children Services	No. of people	% of people
A: Make the full budget saving	235	37.78%
B: Make a smaller budget saving	147	23.63%
C: Avoid making any budget savings for this service	198	31.83%

D: Not sure	42	6.75%
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A selection of comments, in the respondent's own words, that indicate the range of responses received:

- Runs the risk of increased workloads on existing staff, results in losing staff which are hard to find and train, plus risks long term sick on stress which is either covered by agency workers at high cost or absorbed by already stretched staff which again ends up with either sickness absence or leaving the workforce.
- I feel that the most investment should be in preventative services that will, in the long term, reduce the cost and impact of the service user and the community at large. Spending on reactive issues, and cutting those services just creates issues for the long term.
- There are likely to be vacancies due to the recruitment crisis across health and social care in Wales. It feels unfair to penalise an already stretched service due to vacancies showing. Are these posts filled via agency? Could a better recruitment campaign be devised? Cardiff and Vale councils have changed their recruitment approach, perhaps Newport needs to look at this?
- Concern would be the additional stress on remaining staff may lead to people leaving the profession.
- The posts are vacant, so this seems sensible – so long as harm can be mitigated.
- Most of the other proposals increase the workload of existing staff. Surely these posts are required to absorb the additional workload and maintain a safe system?

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"/>	This proposal may have a negative impact on young people as it may lead to a reduction of service
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This proposal may have a negative impact on young people with disabilities as it may lead to a reduction of service

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	
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<i>There is no evidence to suggest that the proposed budget proposal will positively or negatively impact on people who share this protected characteristic.</i>
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<i>There is no evidence to suggest that the proposed budget proposal will positively or negatively impact on people who share this protected characteristic.</i>
Pregnancy or maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<i>There will be a likely be a negative impact due to a reduction of service</i>
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<i>There is no evidence to suggest that the proposed budget proposal will positively or negatively impact on people who share this protected characteristic.</i>
Religion or Belief or non-belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<i>There is no evidence to suggest that the proposed budget proposal will positively or negatively impact on people who share this protected characteristic.</i>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<i>There is no evidence to suggest that the proposed budget proposal will positively or negatively impact on people who share this protected characteristic.</i>

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: <ol style="list-style-type: none"> Promote equal opportunity across different groups Promote community cohesion Help eliminate unlawful discrimination/ harassment/ victimisation
	Positive	Negative	Neither	
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<i>There is no evidence to suggest that the proposed budget proposal will positively or negatively impact on people who share this protected characteristic.</i>

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"/>	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

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 Children 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 Children Services lies and the best way to consider the ways of working. All of Children 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>	

		<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>
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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	N3		N3		N3	N3	
Low-income households without dependent children							
Unemployed young people							
Long term unemployed							
Homeless households			N3		N3	N3	N3
Refugees, migrants, and asylum seekers	N3		N3	N3	N3	N3	N3
Deprived neighbourhoods - WIMD rank in 10% most deprived LSOA							
People on Universal Credit / income related benefits							

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 children and young people poverty is a key factor in precipitating involvement with social care and hence engagement with statutory services. Work by Cascade, Professor Paul Bywater, Professor Jonathan Scourfield and Dr Martin Elliott highlight the links to poverty for children at risk of becoming looked after while the work of Professor Andy Bilson demonstrates the links between poverty and involvement in child protection processes.

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 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.

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 proposals are likely to have a negative impact on children and parents, children with disabilities and pregnant women due to a reduction in social workers	We will continue to work with the third sector in order to consider opportunities to develop services through alternative funding streams. Alternative provisions will be considered to meet the assessed need to mitigate the risks.	Quarterly reviews of the service are required to monitor the impact.	Head of Children 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	Head of Children services
SOCIO-ECONOMIC IMPACTS			
Summary of impact	Action to reduce negative impact / opportunities to increase positive impacts	How this impact will be monitored	Owner
There will be a negative impact on children living in poverty and those seeking asylum. A reduction in service may impact on children and family's wellbeing due to unmet need and timely intervention to deescalate risk of family breakdown.	Work with the service area and third sector organisations will continue and alternative funding streams considered from grants to enhance the service to mitigate risks.	Quarterly reviews of the service are required to monitor the impact.	Head of Children 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	Head of Children Services

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