**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:**  Click here to enter text. **Role**: Click here to enter text.

**Head of Service:** Click here to enter text. **Date:** Click here to enter a date.

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

**Yes / No**

**When you complete this FEIA, it is your responsibility to submit it to** impact.assessments@newport.gov.uk

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| **1.** **Name and description of the policy / proposal being assessed. Outline the policy’s purpose.** |

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| **2. Outline how you have/ will involve stakeholders who will be affected by the policy/proposal** |
| **3. What information/evidence do you have on stakeholders? e.g. views, needs, service usage etc. Please include all the evidence you consider relevant.** |

**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** | |  |  |  | Children 0-10  Young people 11-25  Older people  **Census categories**  0-9  10 - 24  25 - 34  35 – 44  45 – 54  55 – 64  65-74  75+ |
|  | | | | | |
| **Disability** | |  |  |  | **Disabled including:**  **Hearing Impaired**  **Learning Difficulties**  **Physical/ Mobility Impaired**  **Speech Impaired**  **Visually Impaired**  **Other impairment**  **Not disabled** |
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| **Gender reassignment/ transgender** | |  |  |  |  |
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| **Marriage or civil partnership** | |  |  |  | * **Never married and never registered in a same-sex civil partnership** * **Married** * **Separated, but still legally married** * **Divorced** * **Widowed** * **In a registered same-sex civil partnership** * **Separated but still legally in a same-sex civil partnership** * **Formally in a same-sex civil partnership which is now legally dissolved** * **Surviving partner from a same-sex civil partnership** |
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| **Pregnancy or maternity** | |  |  |  | **In employment a woman is protected from discrimination when she is pregnant and during a period of compulsory or additional maternity leave.**  **In the provision of services, goods and facilities, recreational or training facilities, a woman is protected from discrimination when she is pregnant and for 26 weeks from when she has given birth.** |
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| **Race** |  | |  |  | **A White**  British  Irish  Gypsy or Irish Traveller  Any other white background ………..  **B Mixed/ Multiple**  White and Asian  White and Black African  White and Black Caribbean????  Any other mixed background………………………….  **C Asian or Asian British**  Indian  Bangladeshi  Chinese  Pakistani  Any other Asian background  **D Black or Black British**  African  Caribbean  Any other Black background ………….  **E Other ethnic group**  Arab  Any other ethnic group …………… |
|  | | | | | |
| **Religion or Belief or non-belief** | |  |  |  | **Buddhist**  **Christian**  **Hindu**  **Jewish**  **Muslim**  **Sikh**  **Other religion or belief**  **Humanist**  **No religion nor belief** |
|  | | | | | |
| **Sex/ Gender Identity** | |  |  |  | **Female**  **Male**  **Prefer to self- describe e.g. Intersex** |
|  | | | | | |
| **Sexual Orientation** | |  |  |  | **Gay / Lesbian**  **Heterosexual/ Straight**  **Prefer to self-describe**  **Bisexual** |
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| **Welsh Language** | |  |  |  | * **What are the Welsh language related impacts/ effects (whether positive or negative or both)?** * **How does it mitigate any adverse impacts/ effects on the Welsh language?** * **Does it promote and facilitate the use of the Welsh language?** * **Does it increase the number of people speaking Welsh?** |

1. **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.** |
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| Long termBalancing short term need with long term needs | ***We are required to look beyond the short term timescales for financial planning and political cycles and instead plan with the longer term in mind (guidance says at least 10 years, but preferably 25). Consider what impact this will have on the community in the long term.*** |
| Working together to deliver objectives | ***Have you considered how acting in collaboration with any other person, organisation or any other part of our organisation could help meet this proposal and meet our well-being objectives?*** |
| Involving those with an interest and seeking their views | ***Who are the stakeholders who will be affected by your proposal? Have they been involved? Do you plan to involve them in the future? Do those people reflect the diversity of the area which is served?***   * **Residents** * **Local businesses** * **Community groups** * **partners** |
| Putting resources into preventing problems occurring or getting worse | ***When developing this proposal have you considered what the root causes of the issue are? Does this proposal address the root causes and prevent them from occurring?*** |
| Considering impact on all wellbeing goals together and on other bodies | ***How does this proposal impact on the Well-being Goals, the council’s Well-being Objectives and Well-being Objectives from other organisations***  ***Well-being Goals***   * *A prosperous Wales* * *A resilient Wales* * *A healthier Wales* * *A more equal Wales* * *A Wales of more cohesive communities* * *A Wales of vibrant culture an thriving Welsh Language* * *A globally responsible Wales*   *It is important to refer to the definitions of each of these goals to ensure that you are considering the full implications of each goal. These can in the guidance.*  ***Newport City Council Well-being Goals***   * *To improve skills, educational outcomes and employment opportunities* * *To promote economic growth and regeneration whilst protecting the environment* * *To enable people to be healthy, independent and resilient* * *To build cohesive and sustainable communities* |

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

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1. **How does the proposal/policy relate to the parameters of debate about Fairness identified by the Newport Fairness Commission**

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1. **Taking this assessment as a whole, what could be done to mitigate any negative impacts of your policy and better contribute to positive impacts?**

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1. **Monitoring, evaluating and reviewing**

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

1. **Involvement**

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

1. **Summary of Impact (for inclusion in any report)**

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| **Equality Act 2010 AND Welsh Language** |
| **Wellbeing of Future Generations (Wales) Act 2015** |