

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 [Connected Communities 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	Sarah Armstrong
Role of person completing the FEIA	Project Manager
Date of completion	04/07/22
Head of Service who has approved this FEIA	Tracey Brooks

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 Shared Prosperity Fund (SPF) Local Action plan sets out a wide programme of proposals that meet the three key investment priorities of the SPF fund:

- 1. Communities and Place**
- 2. Supporting Local Business**
- 3. People and Skills**

Each investment propriety has a series of proposals that support local communities, local business, and people. The Outcome of the plan once put in to place will set in motion a programme of activities that will contribute to the local economy of Newport, it will invest and support local business growth, build the capacity of local community and community groups, and provide relevant skills and support to provide people with relevant life skills, qualifications, employment opportunities and higher skilled employment opportunities.

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.

Residents through skills and employment: proposals will be city wide and not specific to targeted wards, however there is an element of capacity building and skills and employment support, which by its nature will likely draw itself to wards with higher levels of deprivation. At present, specific target groups currently identified are:

- People with low and no skills requiring additional support to move into employment
- People in employment require higher level skills to maintain or progress in the workplace
- People working in high carbon industries requiring skills to retrain
- Young people at risk of dropping out of education, employment or training

Residents – through providing better access to facilities, including new sporting facilities across the borough

Once developed, the delivery plan will be continually under development and review, and part of this process will highlight further target groups within communities.

Local businesses – we will seek to implement business support in a way that will (i) increase the current business support offer, (ii) provide additional support to support business growth and encourage innovation, and (iii) improve the long-term resilience and sustainability of businesses across Newport.

Community groups – one of the Investment priorities within the plan aims to support Communities and place in order to build capacity within communities, making them more resilient, potentially through a number of means including:

- Tackling food poverty
- Tackling fuel poverty
- Upskilling local community champions
- Providing better access to facilities across the authority
- Helping groups to engage better with the local democracy processes

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)?

The SPF Local Investment Plan is a working document that covers the CCR region. At this stage it is an informative proposal with overarching interventions, that has not gone to wider consultation. Once the general principles and priority areas of work are approved, we will begin to develop a local delivery plan which will involve wider consultation, and will be done in conjunction with the Connected Communities Team to ensure the correct demographics of residents are captured in the consultation process. Feedback from this process will inform what is fed into the plan.

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

Through our continued engagement and work with these groups, we are able to identify common themes and areas of focus for the community consultation.

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"> Promote equal opportunity across different groups Promote community cohesion Help eliminate unlawful discrimination/ harassment/ victimisation
	Positive	Negative	Neither	
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The plan includes proposals that will:</p> <ul style="list-style-type: none"> support local cultural groups to engage with the elderly. Address fuel poverty and food poverty across all age groups Improve existing and create new sporting and leisure facilities for all age groups, taking into account accessibility
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

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	
				<p>The local delivery plan has the opportunity to deliver some physical projects. In doing so the Council is able to ensure that such facilities are fully accessible. For example:</p> <ul style="list-style-type: none"> - New green spaces will need to ensure that any area is created with accessibility in mind for all residents, not just those with physical disability. - Proposals for any new sporting facilities will require an amount of consultation to ensure that those with specific needs i.e., physical, sensory are accounted for.
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The SPF funding will not positively or negatively impact people who share this protected characteristic.
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The SPF funding will not positively or negatively impact people who share this protected characteristic.
Pregnancy or maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The SPF funding will not positively or negatively impact people who share this protected characteristic.
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The local delivery plan will need to incorporate a wide number of proposals, some of which may be impacted due to their race or religion. Wider consultation on the Local Plan will ensure we capture the views of communities that may be affected due to race or religion. We will ensure that the methods/ location of consultation does not discriminate against these groups.

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	
Religion or Belief or non-belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The local delivery plan will need to incorporate a wide number of proposals, some of which may be impacted due to their race or religion. Wider consultation on the Local Plan will ensure we capture the views of communities that may be affected due to race or religion. We will ensure that the methods/ location of consultation does not discriminate against these groups.
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The SPF funding will not have an impact on this specific protected characteristic.
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The SPF funding will not have an impact on this specific 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	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> - As a Local Authority we would ensure that any consultation is also offered in Welsh to residents. - Where projects provide a physical service, we would request that any signage would be bilingual, and therefore increase the visibility of Welsh language in the city


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.


As a Local Authority we would ensure that any consultation is also offered in Welsh to residents.


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](#).

<p>Long term</p> 	<p><i>The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.</i></p>	<p>The SPF funding will allow us to develop a local delivery plan which could address areas such as the following:</p> <ul style="list-style-type: none"> - Addressing and reducing fuel and poverty in the long term - Provide upskilling to those in high carbon industries to be able to alter their ways of working to be able to address zero carbon principles in their work - Facilities to assist people into employment thereby increasing long term employability opportunities - Supporting delivery of higher skills needs for the city - Consider future sporting needs
<p>Prevention</p> 	<p><i>Putting resources into preventing problems occurring or getting worse</i></p>	<p>The SPF funding will allow us to develop a local delivery plan which could address areas such as the following:</p> <ul style="list-style-type: none"> - Providing employment training and support, with the aim of preventing long term unemployment - Upskilling those in high carbon industries to ensure that they do not lose their employment due to outdated skills and qualifications. - Supporting the provision of cost of living advisors/ food poverty and fuel poverty support in order to prevent long term poverty for Newport residents - Increasing the business support offer which will improve the resilience of local businesses in the long term

<p>Integration</p> 	<p><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></p>	<p><u>Wales' Well-being Goals</u></p> <ul style="list-style-type: none"> • A prosperous Wales The overarching principle of the SPF is to improve the economy of Newport and thereby the region • A resilient Wales The funding and regional investment plan aims to increase the resilience of business to be more sustainable. It also includes measures to building the capacity of local communities. • A healthier Wales The funding gives us the opportunity to consider our future sporting needs . • A more equal Wales Providing intervention and support for people to have equal access to support, opportunities and facilities. • A Wales of more cohesive communities The funding is aimed at supporting communities and places and the views of our communities will be key to how we identify and deliver local projects. • A Wales of vibrant culture and thriving Welsh Language There is an opportunity to increase our cultural offer with local projects and looking to embed the Welsh Language in our projects and facilities. • A globally responsible Wales A local delivery plan has the ability to address current issues such as fuel and food poverty, for example by providing initiatives to grow your own food. We are also able to consider future environmental issues through interventions such as training and upskilling for those working in high carbon industries to meet future net zero targets and technologies.

		<p><u>Newport City Council's Well-being Objectives</u></p> <ul style="list-style-type: none"> • To improve skills, educational outcomes and employment opportunities <p>The SPF supports the implementation of measures to provide additional skills and employment support to residents.</p> <ul style="list-style-type: none"> • To promote economic growth and regeneration whilst protecting the environment <p>The SPF supports the implementation of measures to support more business to start up, to grow and to become more resilient in the long term.</p> <ul style="list-style-type: none"> • To enable people to be healthy, independent and resilient <p>The SPF supports the implementation of measures which will enable people to be healthy, independent and resilient.</p> <ul style="list-style-type: none"> • To build cohesive and sustainable communities <p>The SPF encourages us to consider ways in which we can support our communities and make them more resilient. This could be through direct community support as well as providing spaces for the community to support themselves.</p>
<p>Collaboration</p> 	<p><i>Working together to deliver objectives.</i></p>	<p>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?</p>

		<p>There is a requirement to work collaboratively with CCR partners and stakeholders on the overarching Investment plan. There will be open engagement on the local delivery plan for Newport which will include opportunities for us to deliver support and initiatives together.</p>
<p>Involvement</p>	 <p><i>Involving those with an interest and seeking their view - ensuring that those people reflect the diversity of the area.</i></p>	<p>The SPF Local Investment Plan is a regional plan that covers the CCR region. At this stage it is a strategic proposal, that has not gone to wider consultation. Once the overarching strategy is agreed by UK Government, we will start developing the Local Delivery Plan. This plan will be subject to wider consultation and will be undertaken in conjunction with the Connected Communities Team to ensure the correct demographics of residents are captured in the consultation process. Feedback from this process will inform the priorities and projects for the local delivery plan.</p> <p>.</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			P4	P4		P4	P4
Low income households without dependent children	P4		P4	P4		P4	P4
Unemployed young people	P4		P4	P4		P4	P4
Long term unemployed							
Homeless households			P4	P4		P4	P4
Refugees, migrants and asylum seekers			P4	P4		P4	P4
Deprived neighbourhoods - WIMD rank in 10% most deprived LSOA	P4		P4	P3		P3	P3
People on Universal Credit / income related benefits			P4	P4		P2	P2

Adults with no qualifications or low qualifications			P4	P3		P2	P2
People living in low quality housing or in Houses of Multiple Occupation			P4	P3		P2	P2

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

The plan is anticipated to reduce inequalities of outcome for several groups likely to experience socio-economic disadvantage in several areas.

As an SPF Local delivery plan, has the potential to reduce potential inequalities of outcome in:

- Living Standards by investment in initiatives to address fuel poverty, and food poverty.
- Health – through sporting facilities it is expected that various groups will have the capability to be physically, and mentally healthy.
- Education – skills and educational programmes for both unemployed people, and those looking to upskill
- Participation –Community & Place is one of the key priorities of the SPF and we will work with our communities to support community capacity building measures
- Physical Environment – Community & Place is one of the key priorities of the SPF and we will work with our communities to understand how our environment can be improved, how we can support a better living environment and community.
- The impact is currently set at P4. We recognise the potential for positive impact in these areas, but the level will be dependent upon the development of the facilities/ activities on offer.

This will positively impact on the five well-being goals and Newport Councils well-being objectives.

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

The SPF Local Investment Plan is a regional plan that covers the CCR region. At this stage it is a strategic proposal, that has not gone to wider consultation. Once the overarching strategy is agreed by UK Government, we will start developing the Local Delivery Plan. This plan will be subject

to wider consultation and will be undertaken in conjunction with the Connected Communities Team to ensure the correct demographics of residents are captured in the consultation process. Feedback from this process will inform the priorities and projects for the local delivery plan.

- **Does this decision contribute to a cumulative impact?**

This funding does not contribute to a negative cumulative impact as all outcomes will be positive

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
IMPACT ON WELSH LANGUAGE			
Summary of impact	Action to reduce negative impact / opportunities to increase positive impacts	How this impact will be monitored	Owner
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