

# 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.

<b>Equity</b>	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?
<b>Priority</b>	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?
<b>Inclusion</b>	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?
<b>Communication</b>	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	Matt Tribbeck
Role of person completing the FEIA	<b>Regeneration and Place Manager</b>
Date of completion	<b>4<sup>th</sup> July 2022</b>
Head of Service who has approved this FEIA	<b>Tracey Brooks</b>

### 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

In alignment with the Council's economic development and regeneration objectives, the Welsh Government International Trade and Investment and Enterprise teams have sought to create a 'soft landing' location to host new international businesses moving to Wales. The particular sectors of focus are software, cyber and fintech. The aim of the programme will ultimately be to encourage new or expanding international businesses to choose Wales as their UK base of operations. The location will be an opportunity to provide intensive support and mentorship and encourage in-migrating businesses to remain in Newport after they have completed the programme. The programme envisages attracting a minimum of ten international companies to Newport and for them to remain in place for a minimum of six months.

The management of the International Soft Landing programme will be competitively procured. The quality assessment of this procurement exercise will include assessing the ability of the tendering company to promote fairness and equality. Tender documents will require bidding companies to present their fairness and equality policy and detail how they will manage in-migration and support and mentor new arrivals to the UK – not only from a business perspective but also in terms of their settlement in Wales.

## 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.

The main stakeholders who may be impacted by this project are local residents, particularly those from minority ethnic backgrounds with language skills. Newport's Community Wellbeing Profiles summarise the following data relevant to the proposed Soft-Landing project:

1. The city wards with the highest proportion of their population of working age (16-64) are Pillgwenlly, Victoria and Stow Hill. The Soft Landing space is required to operate within the city centre and will therefore open in Stow Hill. Pillgwenlly and Victoria are in close immediate proximity.
2. These wards are also those with the greatest ethnic diversity, ranging from 44.7% from a minority ethnic background in Pillgwenlly to 31.8% in Stow Hill. By comparison, at the Wales level only 6.8% of the national population identify as minority ethnic.
3. These three wards have the lowest proportion of people born in Wales or the UK in Newport.
4. Victoria is the most densely populated ward in the city.

Further information about Newport's population 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)?

The Soft Landing Programme is informed by insight from previous public engagement as part of the City Centre Masterplan and Economic Growth Strategies. The development of these strategies included consultation with local residents and city centre stakeholders. Further consultation will be undertaken with city centre stakeholders as the Council refreshes these key documents over the coming administrative period.

At this stage, the international stakeholders affected by the programme cannot be identified, as the country of origin of any in-migrating companies remains unknown. In addition, the company that will operate the programme has also not yet been procured. Engagement with stakeholders identified above, such as work and skills teams and the Business Improvement District, can commence once the programme delivery partner is selected via competitive tender.

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

Public engagement around the existing City Centre Masterplan identified diversification of the local economy, business support and the reactivation of empty space as priorities. Delivered well, the Soft-Landing Project has the potential to address all these objectives.

Newport has a long history of welcoming migrant workers. Whilst the origin and background of any new workers entering the UK via the implementation of the International Soft Landing project remains unknown, the project can draw on a long-standing body of evidence around migrant workers to identify risks and requirements that may affect people moving to the UK to work and community cohesion, and use this evidence as part of the quality assessment of any companies tendering to deliver this opportunity.

## 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><b>Provide further details about the nature of the impact in the sections below, considering the Public Sector Equality Duty that the council has to:</b></p> <ol style="list-style-type: none"> <li>Promote equal opportunity across different groups</li> <li>Promote community cohesion</li> <li>Help eliminate unlawful discrimination/ harassment/ victimisation</li> </ol>
	Positive	Negative	Neither	
<b>Age</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence that suggests the International Soft Landing Programme will have a disproportionate impact on people that share this Protected Characteristic.
<b>Disability</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The International Soft Landing Programme will be required to operate from a fully accessible location that is safe to access and egress. In addition, this project will encourage inclusive recruitment and more employment opportunities for people who share this protected characteristic.
<b>Gender Reassignment</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence that suggests the International Soft Landing Programme will have a disproportionate impact on people that share this Protected Characteristic.

Protected characteristic	Impact:			<p><b>Provide further details about the nature of the impact in the sections below, considering the Public Sector Equality Duty that the council has to:</b></p> <ol style="list-style-type: none"> <li>Promote equal opportunity across different groups</li> <li>Promote community cohesion</li> <li>Help eliminate unlawful discrimination/ harassment/ victimisation</li> </ol>
	Positive	Negative	Neither	
<b>Marriage or civil partnership</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence that suggests the International Soft Landing Programme will have a disproportionate impact on people that share this Protected Characteristic.
<b>Pregnancy or maternity</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence that suggests the International Soft Landing Programme will have a disproportionate impact on people that share this Protected Characteristic.
<b>Race</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The International Soft Landing Programme will target international companies to encourage them to relocate/expand into Newport. Given current trading challenges with the EU, the project may approach companies outside the EU. As the sectors of focus are software, cyber and fintech, approaches will likely be made to markets in South East Asia, given these sectors' maturity internationally. Expansion and relocation will likely create new employment opportunities for people from diverse communities, including those from minority ethnic or underrepresented communities within Newport.
<b>Religion or Belief or non-belief</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There is no evidence that suggests the International Soft Landing Programme will have a disproportionate impact on people that share this Protected Characteristic.
<b>Sex</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence that suggests the International Soft Landing Programme will have a disproportionate impact on people that share this Protected Characteristic.
<b>Sexual Orientation</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence that suggests the International Soft Landing Programme will have a disproportionate impact on people that share this 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	
<b>Welsh Language</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The International Soft Landing Programme will operate bilingually. All information and branding will be available equally in Welsh or English. In addition, this project aims to raise the international profile of Wales and the Welsh language to international business investors. An awareness of the Welsh language will also form part of the engagement and mentoring of new arrivals to the UK in connection to the project.



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.

### 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>In light of the UK's exit from the EU, there is an economic development priority to identify new markets for international trade and investment to mitigate changes in access to EU markets. The International Soft Landing Programme will target global companies and aims to increase long-term trade and investment in Newport.</p>
<p>Prevention</p> 	<p><i>Putting resources into preventing problems occurring or getting worse</i></p>	<p>There is a trade deficit identified nationally following the exit from the common market. It is important to take steps now to mitigate for this loss of trade and investment to ensure issues around access to employment is not reduced.</p>
<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>Wellbeing of Future Generations/Wellbeing Goals:</p> <p>A Prosperous Wales: the over-arching objective of the project is to increase international trade and investment into Newport and therefore opportunities for high-value employment in the growth sectors of digital and fintech.</p> <p>A Resilient Wales: the programme aims to increase economic resilience in terms of replacing trade and investment at risk due to the EU exit.</p> <p>A Healthier Wales: improving prosperity correlates with improved outcomes for health. The city centre location naturally encourages active travel between home and the workplace.</p> <p>A More Equal Wales: the Soft Landing Programme will create opportunities for high-value employment within international companies. These</p>

		<p>companies may prioritise recruitment from community members who share a common background or language, which increases the likelihood of any forthcoming job opportunities being targeted at communities in Newport who are disproportionately affected by relative deprivation and experience of poverty.</p> <p>A Wales of Cohesive Communities: the International Soft Landing Programme will increase the number of international residents in the city for a minimum of six months, presenting a positive image of the city as a place of welcome and opportunity.</p> <p>A Wales of Vibrant Culture and a Thriving Welsh Language: the programme aims to increase the international standing and perception of Wales as a place to work and invest. The programme will at all times act in accordance with the Welsh Government's policy for international trade, and promote Wales as an entity with its own culture and language. All branding for the project will be bi-lingual.</p> <p>A Globally Responsible Wales: the project will potentially activate vacant space in the city centre, reducing the impact around the construction of a new facility to house international business.</p> <p><b><u>Newport City Council's Well-being Goals</u></b></p> <p>Focused on economic development in the key sectors of digital and fintech, the success of the project is inherently focused on increasing skills, attainment and employment opportunities in the city. Companies relocating to Newport over the longer term as a result of engagement with the Soft Landing platform will result in further opportunities.</p> <p>Economies that trade knowledge and create knowledge-intensive jobs focused on innovation are inherently low carbon, promoting economic growth and regeneration whilst protecting the environment. By Specifying the use of property in the city centre, the Programme will effectively</p>
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		<p>'recycle' an existing building, reducing vacant space and avoiding the need to build a new premises.</p> <p>The jobs created by the programme, if successful will similarly enable people to be healthy, independent and resilient as their employment will be in sectors predicted to grow and expand, yet cannot be automated.</p> <p>Finally, the international nature of the programme accords and aligns well with the need to build cohesive and sustainable communities.</p>
<p>Collaboration</p> 	<p><i>Working together to deliver objectives.</i></p>	<p>This project will be delivered in collaboration with the Welsh Government. The success of this project depends on effective partnership working with stakeholders to deliver our priorities. Feedback from the Welsh Government International Trade and Investment and Enterprise team has been critical in planning and development and will continue to be so as the project progresses. Once International Partners have been identified, they will be equally able to contribute to ongoing development.</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 Soft Landing Programme is informed by insight from previous public engagement as part of the City Centre Masterplan and Economic Growth Strategies. The development of these strategies included consultation with local residents and city centre stakeholders. Further consultation will be undertaken with city centre businesses via the Business Improvement District.</p> <p>Stakeholders cannot be directly engaged at this stage, but the involvement principle will be built into the procurement exercise to select a programme delivery partner, who will be required to set forth how they will promote inclusivity and community cohesion via the tender brief.</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							
<b>Education</b> :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							
<b>Work</b> : 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							
<b>Living Standards</b> : 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.							
<b>Justice, Personal Security and Community Safety</b> : The capability to avoid premature mortality, live in security, and knowing you will be protected and treated fairly by the law							
<b>Health</b> : 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							
<b>Participation</b> : 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			
Low income households without dependent children		P4		P4			
Unemployed young people		P4		P4			
Long term unemployed		P4		P4			
Homeless households		P4		P4			
Refugees, migrants and asylum seekers		P4		P4			
Deprived neighbourhoods - WIMD rank in 10% most deprived LSOA		P4		P4			
People on Universal Credit / income related benefits		P4		P4			

Adults with no qualifications or low qualifications		P4		P4			
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?**

*Please expand on the information provided in the matrix, giving reasons for your assessment of both positive and negative impacts. You may like to consider your experience of current service delivery, recent engagement or consultation or any national/local research relevant to your policy decision.*

*For any positive impacts, please indicate the [Wellbeing Goal](#) and/or [Wellbeing Objective](#) that this contributes to as set out in the previous section.*

The objectives of the programme are to increase employment opportunities and investment into the city centre. As noted above, given the nature of the companies the programme aims to attract to Newport, there

Community benefit will be required as part of the Council’s procurement policy and any tenders assessed from the perspective of maximising local opportunities for meaningful work and training opportunities.

The International Soft Landing Programme is anticipated to reduce inequalities of outcome for several groups likely to experience socio-economic disadvantage against the areas of work and education.

This project will reduce potential inequalities of outcome in work by increasing the range and quality of jobs available in the City Centre, driving footfall and potentially further investment in the City Centre which will assist existing businesses. These outcomes will positively impact on each of the national and local well-being goals and objectives by potentially reducing inequalities of outcome in work by supporting people to upskill, learn or develop their skills, increasing the number of potential employees for organisations looking to grow their workforce, and open new opportunities for those seeking employment or career progression.

**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.**



The Soft Landing Programme is informed by insight from previous public engagement as part of the City Centre Masterplan and Economic Growth Strategies. The development of these strategies included consultation with local residents, including those affected by socio-economic disadvantage. Further consultation will be undertaken with city centre businesses via the Business Improvement District.

### 3. Does this decision contribute to a cumulative impact?

This decision does not contribute to a cumulative impact – all potential 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](mailto:nccequality@newport.gov.uk)