

Fairness and Equalities Impact Assessments F&EIA (2014)

This form provides an assessment of a policy or proposed change to see whether it promotes fairness and equality, eliminates any unintended discrimination and has positive outcomes for the population of Newport. This Impact Assessment should be used to affect policy and service planning decisions.

In Newport we focus on Fairness through the following themes: Health, Poverty, Skills and Work, Domestic Abuse and Tackling Area Based Deprivation.

Our Equalities focus is taken from the Equalities Act 2010: we consider the nine protected equalities characteristics- age, gender reassignment, disability, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation. We also consider promoting the Welsh language.

This assessment provides evidence that we have considered the General Equality Duty (below) in our decisions, to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity and
- Foster good relations

Service Area Adult Social Care	Head of Service: Chris Humphrey	Person responsible for the assessment: Brian Lovett	Date of Assessment 22nd June 2018 Version 1
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1. What is the service/ policy being assessed?

Independent Living Strategy 2017-2022

2. What is the purpose of the policy/ service change?

The purpose of this strategy is to identify the means by which the Council will meet the eligible needs of adults with learning disabilities in Newport, while developing opportunities for independence and community resilience.

3. Protected Characteristics

Protected Characteristic	Who are the customers/service users?	If we take this decision what is the potential impact? The impact may be either positive or negative. Explain in what way they may be affected and the evidence of this	Action Plan to address issues raised What changes or practical measures would reduce adverse impact on particular groups. What changes would increase positive impacts e.g. improve access or opportunity May be revisited post consultation	Who will be responsible?	Timeframe to review
Age	Older people Young adults	The Independent Living Strategy will have a positive impact as it recognises the need to plan for current and future needs of	Consultation with user groups was highly positive as the strategy is focussed on enhancing choice of services and development of a broader range of support and accommodation models.	Head of Adult Services	Annual

		adults with learning disabilities. The strategy acknowledges the need to develop more opportunities for independence, through the provision of a diverse range of care and support models and accommodation.			
Gender reassignment	No breakdown available for this category	No specific impact identified other than that highlighted for the general cohort.			Annual
Disability	Adults with Learning Disability Adults with Learning Disability and Physical Disabilities, Complex Autism (where there is an eligible social care need)	The Independent Living Strategy will have a positive impact as it recognises the need to plan for current and future needs of adults with learning disabilities. The strategy acknowledges the need to develop more opportunities for independence, through the provision of a	Consultation with user groups was highly positive as the strategy is focussed on enhancing choice of services and development of a broader range of support and accommodation models.	Head of Adult Services	Annual

		diverse range of care and support models and accommodation. This includes accommodation and support models to meet the needs of adults with learning disabilities with physical disabilities or restricted mobility, and those with complex autism.			
Marriage/Civil Partnership	N/A	N/A	N/A	N/A	N/A
Pregnancy and Maternity	Adults with Learning Disabilities	No specific impact identified other than that highlighted for the general cohort.			
Race	Some service users will have particular cultural or language needs which will mean they need to have specific consideration	The Strategy proposes development of a broader range of choices and focus on more cohesive communities. This will include any culturally specific requirements.	The strategy has a long-term focus, not only on developing service and accommodation models, but also ensuring that systems are in place to map specific needs.	Head of Adult Services	Annual
Religion/belief	Some service	The Strategy	The strategy has a long-term	Head of Adult	Annual

(or the absence of)	users will have particular religious faith or culture which will mean they need to have specific consideration	proposes development of a broader range of choices and focus on more cohesive communities. This will include religious or belief systems.	focus, not only on developing service and accommodation models, but also ensuring that systems are in place to map specific needs.	Services	
Sex	Adults with Learning Disabilities	Impact on users is equal regardless of their gender and mitigated through the reassessment process. Where specific needs are identified through the social work assessment process, this will inform the planning process.	As above	Head of Adult Services	Annual
Sexual Orientation	No breakdown of sexual orientation of users identified	Impact on users is equal regardless of their sexual orientation and mitigated through the reassessment process	As Above	Head of Adult Services	Annual
Welsh language	No breakdown of Welsh speakers within the user group available	Impact on users is equal regardless of their language needs and mitigated through the reassessment	As above with Welsh language requirements forming part of the reassessment and risk assessment	Head of Adult Services	Annual

		process			
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4. Who has the service consulted regarding the proposed change? When should new consultation take place?

NB: It is essential that service users and other interested parties are involved in the planning process at the earliest opportunity. Consultation and at this stage should be along broad themes, rather than specific proposals. It is appropriate to ask what services are valued, how services could be changed and / or what could be done differently within a specific range of services. This feedback should then inform your business case proposals and the F&EIA. However, you will also have to note here the specific groups you will need to consult with once proposals are formulated and the timescales for doing so.

This strategy was prepared after consultation with:

Representative Groups of Adults with Learning Disabilities
Registered Social Landlords (RSL's)
Social Care Providers
Newport City Council NCN Social Work Teams

5. What evidence/ data has been used to complete this F&EIA (This will include local and national guidance)

This strategy employed empirical data from the Council's Performance Information systems.

2. Legal Framework

The Independent Living Strategy is based upon the following legislation:

Social Services and Well-being (Wales) Act 2014

This act drives the way in which local authorities need to discharge its social care functions.

-Well-being of Future Generations (Wales) Act 2015

The Independent Living Strategy is thematically consistent with this Act, as it sets out a pathway to meet long-term need

on a more sustainable basis. It focusses on supporting individuals to be more independent in the long term, and less reliant on the Council as a provider of services. It is preventative in scope, and this reduced dependency is accompanied by a focus on greater participation in the community and will enhance wellbeing.

- Autism Spectrum Disorders Strategic Action Plan for Wales 2008

This Action Plan identifies steps to improve educational and employment opportunities for people with autism, as well as developing better awareness of available information and resources

6. How will the relevant groups be advised of the changes and the F&EIA?

The Strategy has been subject to a consultation with key stakeholders. The Strategy will be published on Newport City Council's website.

7 How will the policy/ practice make Newport more or less fair in relation to:

- Health Inequalities
- Child Poverty
- Skills and Work
- Tackling Domestic Violence
- Alcohol and Substance misuse
- Homelessness
- Armed Forces Veterans

Some adults with learning disabilities may be directly affected by some of these issues. The Independent Living Strategy will have a fairer impact on many of these issues, particular as it emphasises equality of opportunity for a potentially marginalised group of people.

8. How will the service / policy affect local areas of the city?

Will it have a positive or negative impact in terms of fairness and addressing local area deprivation (you will need to use spatial data available through the Newport Profile and specific Ward Profiles to address this question)?

This change seeks to promote a fairer and more equitable approach to the provision of support and provide choice to adults with learning disabilities to access more local community based services. There is no negative impact on local area deprivation, with the Strategy's focus on development of local care, support and accommodation solutions providing employment opportunities in Newport.

9. In summary, how does the changed service /policy promote good community relations (cohesion)?

This policy will help to foster good relations between those who share a relevant protected characteristic and those who don't. The Policy also takes account of the need to eliminate discrimination against those individuals such as carers and family members, who may be affected through their association with older or disabled people.

This policy will help service users who share a protected characteristic to be more independent and integrate into the wider community, in some cases making use of mainstream transport options and breaking down barriers with the general population. It is anticipated that this will create a greater understanding of the issues faced by people with disabilities and promote a more cohesive community.

10. In summary, how does the changed service /policy promote equality?

This Strategy aims to promote equality through:

- Promoting independence
- Maximising choice and control
- Supporting a healthy lifestyle
- Improved quality of life
- Maximising dignity and respect
- The provision of local accessible services, support and accommodation

We believe that the introduction of this Strategy will provide a more fair and equitable service to all by:

- Advancing equality of opportunity between those individuals who share a relevant protected characteristic (this Strategy is particularly relevant to those who have the protected characteristic of age or disability) and those individuals who do not share it
- Fostering good relations between those who share a relevant protected characteristic and those who don't. The Policy also takes account of the need to eliminate discrimination against those individuals, like carers and family members, who may be affected through their association with older or disabled people.

11. In summary, how does the changed service /policy eliminate discrimination?

Individuals will be assessed according to their need, with a equity within the decision making process.

This Strategy supports people to lead more independent lives and exercise choice. It will aid integration into the wider community, breaking down barriers and promoting understanding within the wider community thereby reducing discrimination.

Signed off by/ Date: