

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: Joseph Lewis **Role:** Equalities Officer

Head of Service: Gareth Price **Date:** 28/10/2019

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

Yes

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

1. Name and description of the policy / proposal being assessed. Outline the policy's purpose.

EUSS Document Identity Verification Service (Charging Policy)

This proposal considers the introduction of an over the counter identification verification service for eligible applicants to the Home Office's European Union Settlement Scheme (EUSS). The proposal also considers the impact of charging members of the public £14 (including VAT) to use the service. This charge will not be applicable to individuals under the age of 18.

The decision to charge £14 is based upon the additional demand that the Registrar service may have as a result of offering the service and impact on existing registrar services currently offered to the public in Newport.

2. Outline how you have/will consult with stakeholders who will be affected by the policy/proposal.

In the development of the proposal the Council has consulted with other local authorities that have already established the service in Wales to determine how the service is delivered and the charging policy applied. The £14 charge is a standard charge that has been adopted by different local authorities in England and Wales to cover the cost of delivering the service. We have also engaged with the Community Cohesion team that work with the city's EU community groups and third sector organisations to assess the impact of the service being offered.

3. What information/evidence do you have on stakeholders? e.g. views, needs, service usage etc. Please include all the evidence you consider relevant.

Cabinet Member report.
Community Well-being Profiles
ONS EEA population estimates

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 | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | This proposal contains an exemption for under 18s. |
| Disability | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | It is anticipated that this proposal will have no differential impacts against the protected characteristic of Disability |
| Gender reassignment/transgender | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | It is anticipated that this proposal will have no differential impacts against the protected characteristic of Gender Reassignment. |
| Marriage or civil partnership | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | It is not anticipated that this proposal will have a differential impact against those who are married or in civil partnerships. |
| Pregnancy or maternity | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | The payment exemption for individuals under the age of 18, means that this proposal will not negatively impact the protected characteristic of pregnancy or maternity (maternity defined as a period of 26 weeks after birth). |
| Race | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | While it is difficult to accurately measure the number of EEA nationals currently residing in Newport (ONS estimates suggest the figure is around 5000. This scheme is only accessible to EEA nationals who wish to continue living in the UK after the 30 th of June 2021. As such cost to access a service facilitating accessing the service is likely to have a negative impact against the protected characteristic of "Race". |

| 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 | |
| | | | | |
| Religion or Belief or non-belief | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | It is anticipated that this proposal will have no differential impacts against the protected characteristic of Religion or Belief. |
| Sex | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | It is anticipated that this proposal will have no differential impacts against the protected characteristic of Sex. |
| Sexual Orientation | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | It is anticipated that this proposal will have no differential impacts against the protected characteristic of Sexual Orientation. |
| Welsh Language | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | It is anticipated that this proposal will have no differential impacts against the Welsh Language. |

5 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. |
|--|--|
|  <p>Long Term</p> <p>Balancing short term need with long term needs</p> | <p>This proposal looks to balance the short term needs of the authority's population, with the longer term financial requirements of running a financially sustainable registrar service within Mansion House.</p> |
|  <p>Collaboration</p> <p>Working together to deliver objectives</p> | <p>As part of its general preparations for Brexit, the local authority is working closely with statutory and voluntary sector partners to ensure residents of Newport has multiple avenues available to them in accessing the EUSS scheme.</p> |
|  <p>Involvement</p> <p>Involving those with an interest and seeking their views</p> | <p>The final decision relating to this proposal will be communicated to practitioners through the Brexit Community Tensions group that is coordinated by the local authority. The outcome of the proposal will be communicated to the public via the Council's Website, Council publications such as Newport Matters and internal staff news. We also aim to utilise the Council's networks across the business community, Newport events, partnership work and Community Cohesion Officers.</p> |
|  <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p> | <p>The proposal's broad aims (to agree the establishment of a document identification validation service at Mansion House) will help ensure that as many individuals as possible have access to the EUSS scheme before the statutory deadlines associated with the evolving situation of Brexit.</p> |

| Sustainable Development Principle | Does your proposal demonstrate you have met this principle? Describe how. |
|--|---|
|  <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p> | <p><i>A prosperous Wales</i> The proposal will help EEA Nationals working in Newport to maintain their employment rights.</p> <p><i>A healthier Wales</i> The proposal will help EEA Nationals working in Newport to maintain their rights and access to health services.</p> |

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

The proposal will impact areas of the city with the highest concentrations of EEA nationals greatest.

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

8. Equality Impacts and Actions

Please complete the below action plan which sets out steps that will/will not be taken in order to mitigate any negative impacts that your assessment has identified.

| Impact identified | Who does it affect? | What will you do to mitigate the impact? If you plan to take no action, please justify your rationale | Who is responsible? |
|--|--|--|----------------------------|
| 1. Disproportionate impact against the protected characteristic of race | EEA nationals accessing the service | This will be mitigated through close partnership with other organisations offering similar services that do not have a cost. | Heather Powell |
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9. Monitoring, evaluating and reviewing

This policy will be monitored through the Registrar's Service.

10. Involvement

The final decision relating to this proposal will be communicated to practitioners through the EU citizens group that is coordinated by the local authority. The outcome of the proposal will be communicated to the public initially via the Cabinet Member report. In collaboration between the Council's Registrar Service, Communication team and Community Cohesion Officers we will deliver a campaign promoting EUSS and the Identity document verification service offered by the Council. This will include the Council's website, Council publications such as Newport Matters and other promotional activities undertaken by the Council.

Community Cohesion Officers and our partners are engaging with the EU citizens living in Newport and are signposting staff to appropriate organisations and services.

11. Summary of Impact (for inclusion in any report)

Equality Act 2010 Welsh

Welsh Language

Wellbeing of Future Generations (Wales) Act 2015

Parameters of Fairness

