

# 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:** Rhys Cornwall                      **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

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

Strategic Equality Plan: 2020 -2024

The purpose of this plan is to establish strategic equality objectives for Newport City Council that will extend over a four-year period.

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

The authority engaged with the public in two ways, a number of online public consultation exercises coupled with a series of focus groups targeted at specific groups that were likely to have an interest in the development of the plan.

**Focus groups:** The authority mapped a number of groups across protected characteristics to ensure they had good qualitative representation in the development of the strategy. Over the period of consultation the authority engaged with the following groups:

- Newport Access Group
- Newport People First
- Newport BAME Forum
- Newport Fairness Commission
- Newport Youth Council
- Newport City Council Strategic Equality Group

In addition to this, a number of organisations with specific interests in equality and diversity (such as Welsh Government's Community Cohesion Partners) were also consulted with, however this was done over email. These organisations were:

- Woman's Equality Network
- Chwarae Teg

**Online consultation:** This was administered over a 5 week period and was promoted on social media, specifically the council's Facebook and Twitter pages. Through this consultation process, any member of the public could contribute their thoughts to the authority's equality objectives.

In total 33 people responded to our dedicated SEP online consultation.

**Bus WiFi Consultations:** The authority is able to ask a series of questions before giving access to members of the public to free WiFi. The length of time these surveys run for varies. The responses received on these surveys were used to identify meaningful key actions within the Strategic Equality Plan and validate its equality objectives.

SEP Bus Wifi: In total 2765 people responded to our bus Wi-Fi survey on the strategic equality plan. This survey focused on the leadership that council shows on equality issues and how inclusive the authority seems as an employer. These responses helped shape our Equality Objectives on Leadership, Governance and Involvement and Representative Workforce in particular.

LGBTQ+ Bus Wifi Survey: In total 2036 people responded to our bus Wi-Fi survey on LGBTQ+ issues in Newport. Of these 397 identified as LGBT. This helped shape our fifth Equality Objective "Learn Well".

Migration Bus Wifi survey: In total 851 people responded to our survey on migration within Newport. This helped inform our Community Cohesion Equality Objective in particular.

In total the council received 5652 responses to Bus Wifi surveys.

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

This plan has been developed using the following data sets:

- Ward Profiles
- HR ITrent Data
- Strategic Equality Plan Annual Reports: 2018-19
- Newport's Well-being plan
- Customer Data (Customer Relationship Management System)
- Consultation data listen in section 2.

This plan has also been developed using key documents:

- Is Wales Fairer: The State of Equality and Human Rights in 2018.
- Action on Disability: The Right to Independent Living Framework and action plan
- Welsh Government's Strategic Equality Objectives 2020 – 2024

#### 4. Equalities and Welsh language impact



Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: <ol style="list-style-type: none"> <li>Promote equal opportunity</li> <li>Promote community cohesion</li> <li>Help eliminate unlawful discrimination/ harassment/ victimisation?</li> </ol>
	Positive	Negative	Neither	
<b>Age</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>This plan will have a positive impact against this protected characteristic, with explicit benefits to both younger people and older people identified throughout the plan.</p> <p>The strategy recognises explicit benefits to this protected characteristic within <b>five of our six</b> equality objectives.</p> <p>Equality objective 5 and 6 are closely aligned with a number of the authority’s strategic documents focussed on the protected characteristic of age. Namely the authority’s “Education Learn Well Strategy”, which focuses on younger people, and the authority’s “Independent Living Strategy”, which has a greater emphasis on older people.</p> <p>Further operational outcomes, in line with statutory obligations to uphold the general duty of the equality act, will be identified over the course of the strategy and developed within the operational action plans of each objective.</p>
<b>Disability</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>This plan will have a positive impact against this protected characteristic, with explicit benefits identified in <b>five of our six</b> equality objectives within the strategy.</p> <p>Benefits identified around the development of the authority’s Customer Service provision including the commitment to greater partnership working with Newport Live in the area of disability sport is a particular highlight that will facilitate both greater opportunity to access council services and wider recreational activities within the city.</p> <p>Further operational outcomes, in line with statutory obligations to uphold the general duty of the equality act, will be identified over the course of the strategy and developed within the operational action plans of each objective.</p> <p>It has also been agreed that progress against the authority’s School Accessibility Strategy will be reported on as part of this plan’s annual report, ensuring congruence across equality related agendas and giving the Accessibility Strategy a strengthened</p>

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	
				platform to highlight areas of achievement and required development.
<b>Gender reassignment/transgender</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>This plan will have a positive impact against this protected characteristic, with explicit benefits against this characteristic identified in <b>five of our six</b> equality objectives within the strategy.</p> <p>The commitments made within the strategy to develop a 'Transitioning at work' policy, to improve the monitoring of staff equality data and develop a corporately supported LGBTQ+ staff network are all tangible examples of how this strategy will help meet the duties laid out in the Equality Act.</p> <p>Further operational outcomes, in line with statutory obligations to uphold the general duty of the equality act, will be identified over the course of the strategy and developed within the operational action plans of each objective.</p>
<b>Marriage or civil partnership</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>This plan will have a positive impact against this protected characteristic, with benefits against this characteristic identified in <b>two of our six</b> equality objectives within the strategy.</p> <p>This strategy's commitment to improve the awareness of our staff of equality related issues through training, and improving the governance and engagement process that surrounds equality related issues, will positively impact how we are able to consider and address issues that relate to this protected characteristic.</p> <p>As is the case with all other protected characteristics, further operational outcomes, in line with statutory obligations to uphold the general duty of the equality act, will be identified over the course of the strategy and developed within the operational action plans of each objective.</p>
<b>Pregnancy or maternity</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>This plan will have a positive impact against this protected characteristic, with benefits against this characteristic identified in <b>two of our six</b> equality objectives within the strategy.</p> <p>This strategy's commitment to improve the awareness of our staff of equality related issues through training and improving the governance and engagement process that surrounds equality related issues, will impact positively on how we are able to</p>

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	
				<p>consider and deal with issues that relate to this protected characteristic.</p> <p>However, as is the case with all other protected characteristics, further operational outcomes, in line with statutory obligations to uphold the general duty of the equality act, will be identified over the course of the strategy and developed within the operational action plans of each objective.</p>
<b>Race</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>This plan will have a positive impact against this protected characteristic, with benefits against this characteristic identified in <b>all</b> equality objectives within the strategy.</p> <p>This strategy's commitment to improve the awareness of our staff of equality related issues through training and improving the governance and engagement process that surrounds equality related issues, will improve how we are able to consider and deal with issues that relate to this protected characteristic.</p> <p>Commitments made in Equality Objective 4 which relate improving community cohesion are also particularly relevant to this protected characteristic, including the development of an integration strategy for Newport, and work to address community tensions and hate speech.</p> <p>The commitments made within Equality Objective 3; Representative Workforce represent the most explicit commitments to improving workforce diversity to date, with commitments to extend the pay gap analysis that is already being taken on Gender to other characteristics and the move to a blind application process being a particular highlight.</p>
<b>Religion or Belief or non-belief</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>This plan will have a positive impact against this protected characteristic, with benefits against this characteristic identified in <b>four of our six</b> equality objectives within the strategy.</p> <p>This strategy's commitment to improve the awareness of our staff of equality related issues through training and improving the governance and engagement process that surrounds equality related issues, will improve how we are able to consider and deal with issues that relate to this protected characteristic.</p>


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	
<b>Sex/ Gender Identity</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>This plan will have a positive impact against this protected characteristic, with benefits against this characteristic identified in <b>four of our six</b> equality objectives within the strategy.</p> <p>This strategy's commitment to improve the awareness of our staff of equality related issues through training and improving the governance and engagement process that surrounds equality related issues, will improve how we are able to consider and deal with issues that relate to this protected characteristic.</p> <p>In addition to this, specific actions relating to domestic abuse demonstrates the authority's ongoing commitment to addressing this issue.</p>
<b>Sexual Orientation</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>This plan will have a positive impact against this protected characteristic, with benefits against this characteristic identified in <b>five of our six</b> equality objectives within the strategy.</p> <p>As well as our commitment to improve the awareness of our staff of equality related issues through training and the improvements that we will make to our governance and engagement processes, this protected characteristic will also benefit from the development of action plans and commitments within wider objectives.</p> <p>For example, the commitment to work with the NCC Youth Council and local people to establish a safe space for LGBTQ+ people is a particular highlight. Objective 5 (Learn Well) also focusses specifically on vulnerable learners, which is a term inclusive of LGBTQ+ pupils who may be more vulnerable to issues including identity based bullying.</p>
<b>Welsh Language</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>It is not anticipated that this plan will have a significant impact, either positively or negatively. Welsh Language featured as an equality objective within the previous Strategic Equality Plan. However this plan pre-dated the authority's first 5 Year Welsh Language Strategy, as such, content which previously featured within the Strategic Equality Plan, now reports into the authority's Welsh Language Implementation Group and is featured within the Welsh Language Annual Report.</p>

## 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 strategy has been developed in line with the statutory cycles (every four years) established within the Equality Act 2010. However, the objectives and commitments made within this strategy represent a positive and ambitious step in improving corporate diversity and the responsiveness of our services to an ever increasingly diverse city demographic.</p> <p>The objectives and commitments themselves balance the short term demand of needing to better communicate what the authority is doing to improve equality and diversity, both corporately and in terms of service provision, with the delivery of medium to long-term financially sustainable services. This has been achieved through the integration of equality objectives with various service area priorities, exploiting opportunities to maximise impact where those priorities intersect most explicitly with the equality agenda.</p>
 <p>Collaboration</p> <p>Working together to deliver objectives</p>	<p>In developing both the objectives and the various commitments which feature within the Strategy, the Connected Communities Team worked closely with teams and service areas from across the authority, establishing areas where their work agendas intersected most explicitly with the equalities agenda. Using this as our starting point, we were able to coproduce objectives which struck a balance between being both achievable and ambitious. The Team also actively engaged equality networks and organisations, as well as people that share protected characteristics, to ensure objectives and actions are reflective of local need. Proposals to establish both internal and external reference groups will ensure the ongoing involvement of people that share protected characteristics in delivering objectives.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The authority engaged with the public in two ways, an online public consultation and a series of focus groups targeted at specific groups that were likely to have a specific interest in the development of the plan.</p> <p><b>Online consultation:</b> This was administered over a 5 week period and was promoted on social media, specifically the council’s Facebook and Twitter pages. Through this consultation process, any member of the public could contribute their thoughts to the authority’s equality objectives.</p> <p><b>Focus groups:</b> The authority mapped a number of groups across protected characteristics to ensure they had good qualitative representation in the development of the strategy. Over the period of consultation the authority engaged with the following groups:</p> <ul style="list-style-type: none"> <li>- Newport Access Group</li> <li>- Newport People First</li> <li>- Newport BAME Forum</li> <li>- Newport Fairness Commission</li> <li>- Newport Youth Council</li> <li>- Woman’s Equality Network</li> <li>- Chwarae Teg</li> <li>- Newport City Council Strategic Equality Group</li> </ul> <p>In addition to this organisations with specific interests in equality and diversity (such as Welsh Government’s Equality partners) will also be engaged via the Strategic Equality Group, the authority’s working group which supports delivery of the current plan.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>This plan represents a positive step forward for the authority and an evolution of its previous Strategic Equality Plans. The plan has looked to establish tangible outcomes that will help demonstrate to the public that Newport City Council takes seriously the obligations it has under the Equality Act.</p> <p>It also takes steps, particularly within corporately focused objectives, to improve diversity within the organisation (bringing it more into line with the city’s demographic), and within its governance processes (by improving the skills of elected members and reducing opportunity for unconscious bias).</p>



Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p><b><u>A Resilient Wales</u></b>  This strategy can be seen to contribute to this objective through the alignment of Equality Objectives with Service Area and specific team objectives. This has helped ensure that the commitments and themes we are working towards are both practical and achievable within the strategy’s life cycle but also ambitious.</p> <p><b><u>A More Equal Wales</u></b>  This strategy has been developed in close conjunction with many of the wider equality priorities set by Welsh Government at a national level, and reflects many of the strategic priorities which feature in the EHRC’s “Is Wales Fairer” review.</p> <p><b><u>A Wales of more cohesive communities</u></b>  This strategy strongly reflects the priorities for delivery within the Welsh Government’s Community Cohesion programme (most explicitly within Equality Objective 4: Community Cohesion).</p> <p><b><u>A Wales of vibrant culture and thriving Welsh Language</u></b>  This strategy makes a number of commitments make explicit the authority’s commitment to being a leader in Equalities, and also makes clear that it will champion key dates in the equalities calendar.</p>

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

This strategy looks to improve council performance on equality related issues and the responsiveness of its services to the needs of diverse or marginalised groups. As the strategy’s equality objectives are organised around the protected characteristics that are set out within the Equality Act, it is reasonable to conclude that this policy will be most impactful in areas which have the highest proportion of those characteristics, for example, within wards that have a higher BAME population like Pillgwenlly, Stow Hill and Victoria. However, the nature of any disproportionate geographical impact will be positive, given that people that share protected characteristics are likely to face disadvantage and/or structural inequalities which the plan seeks to address.

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

**7 Monitoring, evaluating and reviewing**

Following the publication of this strategy, we will establish and agree action plans with Equality Objective leads. These action plans will be reviewed quarterly to evaluate progress and identify actions.

Progress on actions will then be discussed at the council's Strategic Equality Group, a member led group which supports work in relation to Equality and Diversity related issues across the city.

In line with statutory requirements, this plan and all of its objectives will also be subject to a full annual report, subject to review by our Oversight, Scrutiny and Management Committee and presented at Cabinet and full Council for approval.

## 8 Involvement

The strategy will be published online following its agreement by Cabinet and Council. Once agreed, the authority will publicise the publication of the strategy. Those groups who participated within the consultation exercise that informed the strategy will be contacted directly and informed of both the publication of the document and about the ways in which their comments informed the strategy.

## 9 Summary of Impact (for inclusion in any report)

**Equality Act 2010 AND Welsh Language**

**Wellbeing of Future Generations (Wales) Act 2015**