

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: Kevin Howells **Role:** Senior HR& OD Business Partner

Head of Service: Beverley Owen **Date:** 14/06/2021

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.

The proposal sets out the intention to revise the senior management structure of the Council at Director and Head of Service level. The revisions are needed to support the current service priorities of the Council and provide much needed resilience at a senior level. There is no detrimental impact planned to the 7 current Heads of Service in post, although some services will be re-aligned to different reportees.

2. Outline how you have/will consult with stakeholders who will be affected by the policy/proposal. Please refer specifically to FEIA guidance in relation to relevant Welsh language duties.

The Chief Executive engaged an external advisor from the WLGA to support the restructure. Prior to formal consultation with the current 7 Heads of Service, engagement activity was undertaken by Jack Straw, appointed by the WLGA to support. Jack met with the 7 Heads of Service and senior managers to discuss the structure at present and presented his findings to the Chief Executive for consideration. These discussions have contributed to the proposal to restructure the senior tiers. Since drafting the proposals consultation has taken place with the staff members affected, trade unions and Elected Member. Feedback has been given, adjustments to the proposals made and responded accordingly where appropriate

Informal discussions also took place with the Leader and the Cabinet and they are supportive of the changes. Service delivery, and wider stakeholder impact will not be impacted by the structural re-alignments

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

7 Heads of Service are impacted by this proposal and views and concerns have been responded accordingly. Each Head of Service engaged in a formal period of consultation and attended individual one to one meetings to discuss the proposal with the Chief Executive.

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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are no known impactful issues but any restructure will fully consider any impact on a specific group.
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are no known issues but any restructure would be fully supportive and promote positive recruitment if identified and develop individual support plans when appointed or known
Gender reassignment/transgender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are no known issues but any restructure would be fully supportive and positive if identified and develop individual support plans when appointed or known
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Staffing restructures are inclusive and this characteristic is full supported in a positive way
Pregnancy or maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No member of staff affected is known to fall into this category at the time of restructure and any recruitment process would support this area.
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The current employees all identify as White British/Welsh. There is no deferential treatment within this group. As part of our workforce planning process we seek to attract and retain staff from diverse backgrounds and will seek to advertise as wide as possible for any vacant roles

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"/>	All staff are offered support with their beliefs and the current 7 staff are long serving members of the Council and fully aware of Council policy to support.
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is currently a reasonable gender balance of 3 females and 4 males in the Head of Service structure. Our regular Gender Pay reporting addresses any identify areas of concern
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Staffing restructures are inclusive and this characteristic is fully supported in a positive way and any individual support plans can be developed to consider this characteristic
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The restructure doesn't impact this characteristic, however the current team and any potential applicants will be expected to have any understanding, awareness and promote the Councils Welsh Language requirements.

Generally there is no evidence to suggest that this proposal will have either a positive or negative impact on people that share the Protected Characteristic.

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>	The proposal does not directly impact the community as services will continue to be delivered. In the short term and long term the restructure will provide greater capacity for the senior team to deliver against the Council aims and objectives and deliver longer term aims.
 <p>Collaboration</p> <p>Working together to deliver objectives</p>	A key part of our Corporate Plan relates to working alongside partners to deliver our services. Whilst the restructure does not directly impact partnership working it will provide structure and clarity to our partners to aid and develop further collaboration with our service board partners

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p data-bbox="244 443 347 465">Involvement</p> <p data-bbox="145 488 427 591">Involving those with an interest and seeking their views</p>	<p data-bbox="459 304 1394 483">External professional support has been sought to provide support with the review of the structure. Involvement has taken place with the Leader, Cabinet, Senior Officers (those impacted) and other Elected Members to consider the future of the senior management structure.</p>
 <p data-bbox="233 748 333 770">Prevention</p> <p data-bbox="145 786 421 920">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="459 636 1394 775">The Council has ambitious plans and for these to be achieved there must be a cohesive, resilient and robust senior management structure to prevent the Council from failing to deliver on our priorities</p>
 <p data-bbox="244 1072 338 1095">Integration</p> <p data-bbox="145 1115 424 1256">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="459 931 1401 1111">Our wellbeing objectives, goals and other objectives as outlined in our plans are not impacted by this proposal and will continue to be worked towards. The development of this senior management restructure will support the delivery of these plans and enhance our ability to deliver</p>

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

The restructure does not directly impact any geographical areas of the City.

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 Race balance	All	Ensure our recruitment adverts are accessible and available	Human Resources
2 Welsh Language	All	Promote the Welsh Language	Chief Officers
3 Identified Individual Support Plans	All	Support any individual identifying with any characteristic	All
4			
5			
6			
7			

9. Monitoring, evaluating and reviewing

The restructure is cross cutting and seeks to add resilience to the senior structure. Service delivery and performance will continue to be monitored in line with our commitments to reporting and delivering services.

10. Involvement

All stakeholders will be consulted as outlined above. The final report will be presented to Council for approval in June 2021.