

# 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	Jennie Judd
Role of person completing the FEIA	<b>Parks &amp; Cemeteries Manager</b>
Date of completion	<b>28.10.21</b>
Head of Service who has approved this FEIA	<b>Paul Jones</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:*

Issuing a lease agreement to Caerleon AFC for a period of 10 years, to replace their spectator stand in order to comply with the Welsh League Football standards.

**2. Please describe the overall aims, objectives and intended outcomes of your decision**

Caerleon Recreation Fields are managed by the Newport City Council and are used the public all year round. Caerleon AFC currently use one football pitch and one stand and have done so for some years.

The Council own the leasehold interest in the land for a term of 999 years from 25 March 1922. The lease is from Caerleon Urban District Council which was abolished following local government reorganisation in 1974 was succeeded by Newport City Council. The Charles Williams Trust have registered their interest in the land and therefore for the Council to sublet the land they must have the prior written consent of the Charles Williams Trust. All rental income is payable to the Charles Williams Trust.

Caerleon AFC have approached Newport City Council about constructing a new football spectator stand to replace the existing one. In order for them to secure grant funding from Sport Wales, the club require a long lease from the Council to demonstrate a long term commitment in tenure through a lease agreement. The Council are agreeable to offering a lease for a 10 year term but this would be subject to the consent of the Charles Williams Trust. There has never been any formal agreement detailing that the sports club is responsible for the maintenance and upkeep of the spectators stand, therefore, in the event of an accident or the demise of the structure, the liability would sit with Newport City Council.

**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.**

Feedback has been provided from:-  
Charles Church Trust  
Caerleon AFC Football Club Management Committee  
Newport City Council Senior Officers (City Services)  
Newport City Council Legal Team

Cllr Jason Hughes (Ward Cllr in support of this lease)  
Newport Norse

## 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)?

Attending meetings and communication with the football club via email (due to the pandemic) assisted by Newport Norse and supported by Councils legal team.

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

The members of the management committee representing the football club are the main drivers behind this request, who, are obviously in support of their request. Charles Church Trust have also confirmed their support in writing and have stated that the new facility will continue to support a very successful football team within the City of Newport.

## 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>1. Promote equal opportunity across different groups .</li> <li>2. Promote community cohesion</li> <li>3. Help eliminate unlawful discrimination/ harassment/ victimisation</li> </ol>
	Positive	Negative	Neither	
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The sport of football can be played by all demographic and varying ages from youth through to senior teams.</p> <p>This sport provides an opportunity for physical activity, social inclusion which is highly popular and played actively by people aged four to late fifties. Spectators who support and watch the sport vary from a young age through to the elderly.</p> <p>We believe that giving the football club a lease agreement will help them to secure their position within the Welsh Standard League, continue to provide kudos for the City of Newport due to their sporting success,</p>

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	
				provide a modern and safe seating environment and enables them to seek grant funding. This project will have a positive impact upon all protect characteristics.
<b>Disability</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The sport of football can be played by all demographic and varying ages from youth through to senior teams.</p> <p>This sport provides an opportunity for physical activity, social inclusion which is highly popular and played actively by people aged four to late fifties. Spectators who support and watch the sport vary from a young age through to the elderly.</p> <p>We believe that giving the football club a lease agreement will help them to secure their position within the Welsh Standard League, continue to provide kudos for the City of Newport due to their sporting success, provide a modern and safe seating environment and enables them to seek grant funding. This project will have a positive impact upon all protect characteristics.</p>
<b>Gender Reassignment/ Transgender</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The sport of football can be played by all demographic and varying ages from youth through to senior teams.</p> <p>This sport provides an opportunity for physical activity, social inclusion which is highly popular and played actively by people aged four to late fifties. Spectators who support and watch the sport vary from a young age through to the elderly.</p> <p>The FAW (Football Association, Wales) are actively supporting clubs to help provide a safe environment, for everyone who is wishing to participate within this sport.</p>

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>1. Promote equal opportunity across different groups .</li> <li>2. Promote community cohesion</li> <li>3. Help eliminate unlawful discrimination/ harassment/ victimisation</li> </ol>
	Positive	Negative	Neither	
				<p>We believe that giving the football club a lease agreement will help them to secure their position within the Welsh Standard League, continue to provide kudos for the City of Newport due to their sporting success, provide a modern and safe seating environment and enables them to seek grant funding. This project will have a positive impact upon all protect characteristics.</p>
<b>Marriage or civil partnership</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The sport of football can be played by all demographic and varying ages from youth through to senior teams.</p> <p>This sport provides an opportunity for physical activity, social inclusion which is highly popular and played actively by people aged four to late fifties. Spectators who support and watch the sport vary from a young age through to the elderly.</p> <p>We believe that giving the football club a lease agreement will help them to secure their position within the Welsh Standard League, continue to provide kudos for the City of Newport due to their sporting success, provide a modern and safe seating environment and enables them to seek grant funding. This project will have a positive impact upon all protect characteristics.</p>
<b>Pregnancy or maternity</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>The sport of football can be played by all demographic and varying ages from youth through to senior teams.</p> <p>This sport provides an opportunity for physical activity, social inclusion which is highly popular and played actively by people aged four to late fifties. Spectators who support and watch the sport vary from a young age through to the elderly.</p>

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	
				<p>We believe that giving the football club a lease agreement will help them to secure their position within the Welsh Standard League, continue to provide kudos for the City of Newport due to their sporting success, provide a modern and safe seating environment and enables them to seek grant funding. This project will have a positive impact upon all protect characteristics, however, it is difficult to understand how this development will impact upon this characteristic.</p>
<b>Race</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The sport of football can be played by all demographic and varying ages from youth through to senior teams.</p> <p>This sport provides an opportunity for physical activity, social inclusion which is highly popular and played actively by people aged four to late fifties. Spectators who support and watch the sport vary from a young age through to the elderly.</p> <p>We believe that giving the football club a lease agreement will help them to secure their position within the Welsh Standard League, continue to provide kudos for the City of Newport due to their sporting success, provide a modern and safe seating environment and enables them to seek grant funding. This project will have a positive impact upon all protect characteristics.</p>
<b>Religion or Belief or non-belief</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The sport of football can be played by all demographic and varying ages from youth through to senior teams.</p>

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	
				<p>This sport provides an opportunity for physical activity, social inclusion which is highly popular and played actively by people aged four to late fifties. Spectators who support and watch the sport vary from a young age through to the elderly.</p> <p>We believe that giving the football club a lease agreement will help them to secure their position within the Welsh Standard League, continue to provide kudos for the City of Newport due to their sporting success, provide a modern and safe seating environment and enables them to seek grant funding. This project will have a positive impact upon all protect characteristics.</p>
<b>Sex</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The sport of football can be played by all demographic and varying ages from youth through to senior teams.</p> <p>This sport provides an opportunity for physical activity, social inclusion which is highly popular and played actively by people aged four to late fifties. Spectators who support and watch the sport vary from a young age through to the elderly.</p> <p>We believe that giving the football club a lease agreement will help them to secure their position within the Welsh Standard League, continue to provide kudos for the City of Newport due to their sporting success, provide a modern and safe seating environment and enables them to seek grant funding. This project will have a positive impact upon all protect characteristics.</p>
<b>Sexual Orientation</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The sport of football can be played by all demographic and varying ages from youth through to senior teams.</p>

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>1. Promote equal opportunity across different groups .</li> <li>2. Promote community cohesion</li> <li>3. Help eliminate unlawful discrimination/ harassment/ victimisation</li> </ol>
	Positive	Negative	Neither	
				<p>This sport provides an opportunity for physical activity, social inclusion which is highly popular and played actively by people aged four to late fifties. Spectators who support and watch the sport vary from a young age through to the elderly.</p> <p>The FAW (Football Association, Wales) are actively supporting clubs to help provide a safe environment, for everyone who is wishing to participate within this sport.</p> <p>We believe that giving the football club a lease agreement will help them to secure their position within the Welsh Standard League, continue to provide kudos for the City of Newport due to their sporting success, provide a modern and safe seating environment and enables them to seek grant funding. This project will have a positive impact upon all protect characteristics.</p>

## 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"/>	This report can be made available upon request in the Welsh language.

**1. Please describe how you have ensured your engagement has considered the view of Welsh speakers in Newport.**

All documentation will be provided in the Welsh language upon request.

### 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 order to ensure that the football remains within the high division of the Welsh League Standard they require this new spectators stand. This will provide a safe seating area, which will reduce the risk to the club for potential maintenance of litigations claims.</p>
<p>Prevention</p> 	<p><i>Putting resources into preventing problems occurring or getting worse</i></p>	<p>The Council has recommended that the Football Club consult and appoints a legal representative, to explain the implications of taking on a lease agreement.</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>	<ul style="list-style-type: none"> <li>• <i>A prosperous Wales</i> This proposal offers a diverse range in leisure services to the residents and non-residents of Newport. Services have been carefully considered with a full range of charges which reflects fairly upon the resources required to carry out each function.</li> <li>• <i>A resilient Wales</i> This proposal demonstrates the flexibility of providing leisure activates which are available to all demographics, which meets the needs and demands of those which we serve. Failure to listen and provide inclusive leisure service, could lead to the Council being deemed as acting inappropriately in failing to deliver a statutory function.</li> </ul>

		<ul style="list-style-type: none"> <li>• <i>A healthier Wales</i> Helping to support and provide a range of leisure facilities through an inclusive sport such as football, goes some way of helping to support people’s physical and mental well-being.</li> <li>• <i>A more equal Wales</i> Providing affordable leisure services ensures that this facility can be accessible by a wide range of people, thus ensures that the residents of Newport are being treated equally and fairly.</li> <li>• <i>A Wales of more cohesive communities</i> Providing services which the community need and requests, demonstrates the Councils commitment to working and listening to the people of Newport.</li> <li>• <i>A Wales of vibrant culture an thriving Welsh Language</i> This report can be made available in the Welsh language upon request, which will help to develop and promote the Welsh language.</li> <li>• <i>A globally responsible Wales</i> This proposal will help to ensure that income generated will be used to support the continuation of the football club.</li> </ul>
<p>Collaboration</p> 	<p><i>Working together to deliver objectives.</i></p>	<p>To continue to work closely with Sport Wales, Newport Live and the National Governing Bodies to ensure that the bowls stadium is supported as they move forward.</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>This whole process has been drive by the bowls club. Newport City Council Client Leisure Officer, has ensure that the appropriate parties such as Senior City Service Officers, Legal,</p>

		Newport Norse and the National Governing Bodies have been involved as part of this process.
--	--	---

## 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.

The provision of outdoor leisure is not a statutory function which has to be provided, however, there are extensive benefits for providing such a service.

The football club is an established facility and has run autonomously from the City Council for over twenty years.

We do not believe that that [Socio-economic Duty](#) section applies to this application.

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							
Low income households without dependent children							

Unemployed young people							
Long term unemployed							
Homeless households							
Refugees, migrants and asylum seekers							
Deprived neighbourhoods - WIMD rank in 10% most deprived LSOA							
People on Universal Credit / income related benefits							
Adults with no qualifications or low qualifications							
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.*

**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.**

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

*A. Consider your decision in the wider context of your service area and the organisation. Is this part of, or does it contribute to, a series of decisions that have negative impacts for the same groups of people, or the same area of Newport (e.g. withdrawal of multiple services).*

B. Consider whether your decision has a cumulative impact because of intersectionality – i.e. have you identified impacts on people that share Protected Characteristics who will be further disadvantaged by socio-economic impacts.

### Part 3: Actions and Outcomes

Considering any negative impacts that you have identified, indicate below how you will reduce these, and how you will monitor potential impact. 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	How this impact will be monitored	Owner
IMPACT ON WELSH LANGUAGE			
Summary of impact	Action to reduce negative impact	How this impact will be monitored	Owner
SOCIO-ECONOMIC IMPACTS			
Summary of impact	Action to reduce negative impact	How this impact will be monitored	Owner
SUSTAINABLE DEVELOPMENT PRINCIPLE			
Summary of impact	Action to reduce negative impact	How this impact will be monitored	Owner

Once your FEIA is complete, please forward to [nccequality@newport.gov.uk](mailto:nccequality@newport.gov.uk)