

# 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	Janice Dent Paul Flint
Role of person completing the FEIA	<b>Policy and Partnership Manager (JD)</b> <b>Performance and Research Business Partner (PF)</b>
Date of completion	<b>September 2022</b>
Head of Service who has approved this FEIA	Tracy McKim, Head of People, Policy and Transformation

### 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:*

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

To agree and implement a new 5 year Corporate Plan 2022-27 for 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.**

Newport City Residents and communities  
Businesses located in Newport  
Public sector organisations including Aneurin Bevan University Hospital Board, South Wales Fire & Rescue, Gwent Police  
Newport City Council staff  
Not for profit organisations undertaking work on behalf of Newport City Council including Newport Norse, Shared Resource Service, Newport Homes, Barnardos and others  
Gwent Regional Public Services Board  
Regional Partnership Board  
Cardiff Capital Region (CCR) Corporate Joint Committee  
Welsh Government  
Audit Wales  
Care Inspectorate Wales  
Estyn

## 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)?

#### Local Government Elections 2022

In May 2022, the Local Government elections were held across Wales. The purpose of the elections is to confirm the political administration that will be responsible for overseeing the delivery of services to residents, businesses and other stakeholders within a local authority boundary. Citizens eligible to vote in Newport were provided to vote on the political party which they consider best placed to deliver their needs and the needs of their community. Based upon the election results in May, the Labour party won the majority of ward seats in Newport to form the administration. The Labour party in Newport set out a Manifesto (Strategic Plan) on what their priorities will be for Newport over the next 5 year political term.

#### Newport Council – Preparatory Workshops

In June 2022, Newport Council held five workshops (Economy, Education and Skills / Communities and Housing / Adults, Children and Preventative services / Newport Council Workforce, Assets and Digital / Environment and Infrastructure) with senior officers and representatives of Newport

Council to consider the views of services delivered across the Council. These workshops were based upon broad themes delivered by Newport Council. The purpose of the workshops were to consider:

- The opportunities, challenges and risks that Newport Council will face over the next 5 to 20 years
- The strategic priorities should be for Newport Council to manage these opportunities and risks and support the delivery of the manifesto?
- The programmes, projects, and initiatives to deliver the strategic priorities of the Council.

The outcome(s) of the workshops is to enable and support senior officers and the Labour administration to consider what the strategic priorities of the Council should be in the Corporate Plan.

### **Gwent Public Services Board – Well-being Assessment**

To inform the strategic priorities of the Gwent Public Services Board in their Well-being Plan, they have undertaken a Well-being Assessment across Gwent including Newport. This data examines community based information and qualitative experiences to inform the Assessment. The results of the Assessment have been considered as part of the development and support of the strategic priorities of the Council.

### **Gwent Regional Partnership Board – Regional Population Needs Assessment (PNA)**

The Social Services and Well-being Act requires the Regional Partnership Board to produce one population assessment report per local government electoral cycle. The PNA examines the core themes under the Act around children and young people, older people, health / physical disabilities learning disability / autism, mental health, sensory impairment, carers who need support and violence against women, domestic abuse and sexual violence. The report considers the views of citizens and will support the Regional Area Plan in 2023.

### **National, Regional and Local Strategy Consultations and Community Engagement 2021 to Date**

To support the development of the Corporate Plan, the Council considers the strategic priorities of public, not for profit, and other organisations. In development of the Corporate Plan the following strategic priorities of organisations have been taken into consideration in the identification of the Council's Well-being Objectives and priorities:

- [Welsh Government's Programme for Government](#)
- UK Government strategic priorities including those that specifically impact Welsh local authorities e.g. [Shared Prosperity Fund](#).
- Regional priorities of the [Cardiff Capital Region](#), [Gwent Regional Public Services Board](#) including [One Newport](#) Action Plan; and [Regional Partnership Board Plan](#).
- [Newport Partnership](#) and not for profit organisation strategic priorities e.g. [Gwent Police](#), [South Wales Fire and Rescue](#), [Natural Resources Wales](#), [Newport City Homes](#), [Newport Live](#), [Shared Resource Service](#), [Newport Norse](#).
- Newport City Council service / strategic plans including not exclusive:

[Newport Council's Climate Change Plan](#)

Newport Local Area Energy Plan (In Development)

[Strategic Equalities Plan 2020-24](#)

[Welsh Language Strategy 2022-27](#)

[Welsh in Education Strategic Plan](#)

[Replacement Local Development Plan](#)

[Housing and Homelessness strategies](#)

[Adult and Children Services strategies](#)

[Participation Strategy](#)

Newport Council Digital Strategy (In Development)

City Centre Masterplan

Economic Growth Strategy

[Service Area Plans](#)

In the development of these strategies and plans, they would have each consulted with service users and key stakeholders to consider their views and opinions. The key priorities in these strategies are considered and aligned to the Corporate Plan.

### **Newport City Council Governance and Democratic Process**

Prior to the final approval of the Corporate Plan, the Administration is required to present a draft of the Corporate Plan to the Council's Overview and Scrutiny Management Committee. This committee includes representatives of Elected Members in Newport and it is their responsibility to examine and challenge how the Corporate Plan has been developed and considered the priorities of citizens in Newport. The recommendations and comments made by the Committee are considered by the administration and senior officers prior to finalisation of the Corporate Plan.

The Final version of the Corporate Plan must be agreed by the Council's Cabinet and then by Full Council in Newport Council. For the purpose of this Corporate Plan, it is intended for the Plan to be presented to Scrutiny, Cabinet and Council in quarters 2 and 3 of 2022/23.

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

*Include the main findings of your engagement here, including any demographic information that you collected as part of your engagement.*

Public Consultation completed between 9<sup>th</sup> September 2022 and 23<sup>rd</sup> September 2022 on the Well-being Objective themes and priorities of the Council. The consultation was delivered through the Council's Citizen Panel and Bus Wi-Fi on the Newport Bus network. In total the Council received 865 responses of which:

- 266 – Citizens Panel
- 599 – Bus Wi-Fi Survey

**Bus Wi-Fi & Snap Survey Results:**

Bus Wi-Fi & Public SNAP Surveys		
Age	Number of people	Percentage of people
Under 18 years old	67	7.82%
18-24 years old	166	19.37%
25-34 years old	141	16.45%
35-44 years old	167	19.49%
45-54 years old	109	12.72%
55-64 years old	87	10.15%
65+	65	7.58%
Prefer not to say	55	6.42%

<b>Total</b>	857
<b>No responses</b>	8

Bus Wi-Fi & Public SNAP Surveys		
Ethnicity	Number of people	Percentage of people
White - Wel / Eng / Sco / NI / British	523	61.10%
White - Irish	37	4.32%
Other White	31	3.62%
Gypsy or Irish Traveller	11	1.29%

Bus Wi-Fi & Public SNAP Surveys		
Ethnicity	Number of people	Percentage of people
Bangladeshi	23	2.69%
Other Asian	7	0.82%
Black African	14	1.64%
Black Caribbean	1	0.12%

White & Asian	30	3.50%
White & Black Caribbean	27	3.15%
White & Black African	27	3.15%
Other Mixed	3	0.35%
Indian	22	2.57%
Pakistani	17	1.99%

Other Black	4	0.47%
Arab	5	0.58%
Chinese	6	0.70%
Other Ethnic group	2	0.23%
Prefer not to say	66	7.71%

Total	856
No responses	9

Bus Wi-Fi & Public SNAP Surveys		
Gender	Number of people	Percentage of people
Male	317	37.08%
Female	405	47.37%
Non-binary	40	4.68%
Self-identify	18	2.11%
Prefer not to say	75	8.77%

Total responses	855
No responses	10

Four questions were asked in the survey in relation to the four Well-being Objective themes set out in the Corporate Plan. People were asked to rank these themes on their importance for Newport over the next 5 years ranging from: Very Important, Important, Unimportant, Very Unimportant, and Don't know.

**Well-being Objective Theme 1 – Economy, Education and Skills (Newport is a thriving city with skilled people, excellent education and a growing economy).**

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**How important is this theme for Newport in the next 5 years?**

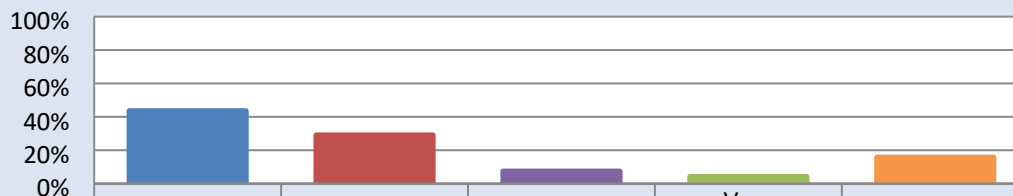


**Well-being Objective Theme 2- Environment and Infrastructure (Newport protects and improves the environment. Citizens benefits from sustainable travel and excellent digital connectivity)**

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**How important is this theme for Newport in the next 5 years?**

Bus Wi-Fi & Public SNAP Surveys



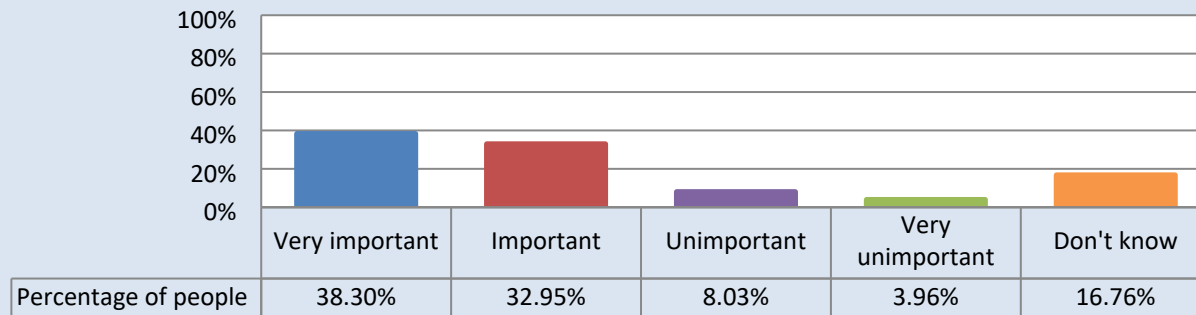
Percentage of people	Very important	Important	Unimportant	Very unimportant	Don't know
	43.57%	29.08%	7.42%	4.17%	15.76%

**Well-being Objective 3- Quality Social Care and Community Services (Newport offers quality social care, preventative services and community support for the benefit of all citizens)**

**Theme 3: Quality Social Care and Community Services (Newport offers quality social care, preventative services and community support for the benefit of all citizens)**

**How important is this theme for Newport in the next 5 years?**

Bus Wi-Fi & Public SNAP Survey

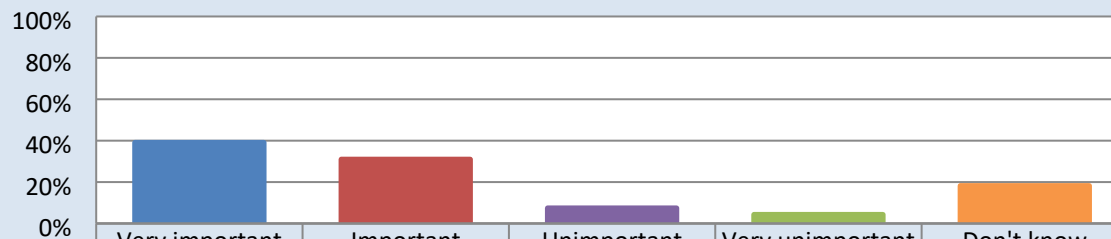


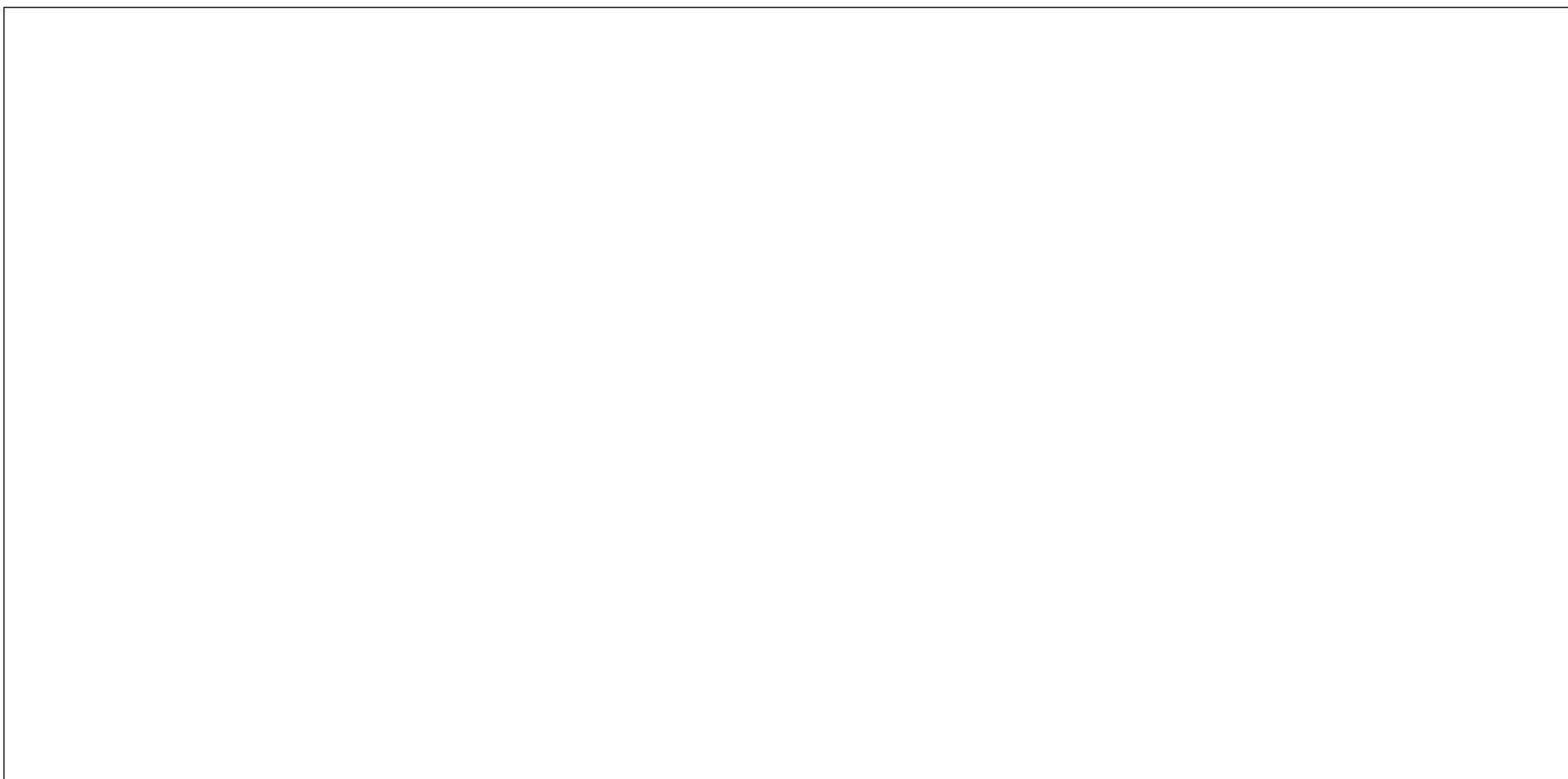
**Well-being Objective 4- An inclusive, Fair and Sustainable Council (Newport City Council is an inclusive employer that places social value, fairness and sustainability at the heart of everything it does)**

**Theme 4: An Inclusive, Fair and Sustainable Council (Newport City Council is an inclusive employer that places social value, fairness and sustainability at the heart of everything it does)**

**How important is this theme for Newport in the next 5 years?**

Bus Wi-





## 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>Promote equal opportunity across different groups</li> <li>Promote community cohesion</li> <li>Help eliminate unlawful discrimination/ harassment/ victimisation</li> </ol>
	Positive	Negative	Neither	
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The Corporate Plan supports the development and delivery of services that will impact citizens across the age ranges in Newport. The Well-being Objectives set out in the Plan aims to ensure people across all ages have fair and equitable access to services delivered by the Council and its strategic partners.</p> <p>In the delivery of the Corporate Plan service areas and decision makers of the Council will consider the impact of their decisions on the demographic of the population and service users. These decisions will be informed by their own FEIA prior to the final decision.</p> <p>The Plan itself will be made available electronically and in hard copy (if required) to inform citizens what the Council’s priorities will be. The Council will use modern and traditional forms of communication with citizens</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	
				and service users to ensure that they are informed of the Council's Corporate Plan. For example, NCC website, social media, newsletters and other communications.
<b>Disability</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The Corporate Plan supports the development and delivery of services that will seek to have a positive impact on disabled citizens in Newport. The Well-being objectives outline the Council's long term commitment to support Newport's most vulnerable and disadvantaged citizens including its disabled citizens. To deliver each of the priorities, service areas will need to consider the impact on the City's demographic population. Any projects, policy development and service changes will need to consider its impact on its own merit and must be informed by their own FEIA prior to the final decision</p> <p>The Corporate Plan itself will be made available online and can also be made available in other forms of media as required. The Council will also consider providing an easy read version for people to use. However, we will need to consider the impact of those who have sight and hearing difficulties and ensure any promotional material considers these options.</p>
<b>Gender Reassignment</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The Well-being Objectives are focused on providing equal opportunities to all citizens in Newport. The other strategies and plans supporting the Corporate Plan will have also considered the views of the LGBTQ+ community in its development. In the delivery of specific projects and strategic/operational decisions of the Plan, each will be informed by their own FEIA which LGBTQ+ community will have the opportunity to be involved.</p> <p>In the Corporate Plan itself, we will use non-binary language and not use any gender identity terms.</p>
<b>Marriage or civil partnership</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	In developing the Corporate Plan, we have considered the views of the city's communities. The other strategies and plans that the Corporate Plan has considered will have also considered their views.

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	
<b>Pregnancy or maternity</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	In developing the Corporate Plan, we have considered the views of the city's communities. The other strategies and plans that the Corporate Plan has considered will have also considered their views.
<b>Race</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>In the development of the Corporate Plan, we have considered the views of the Black, Asian and other minority ethnic backgrounds. The Corporate Plan also considers the strategic priorities of national, regional and local strategies which will have also considered the communities views prior to approval.</p> <p>In the promotion and delivery of the Plan, we will engage with Black, Asian, and other Minority ethnic community members, Gypsy and Traveller communities, and refugees, asylum seekers and migrants in the population.</p>
<b>Religion or Belief or non-belief</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>In the development of the Corporate Plan, we have considered the views of the diverse religious groups and beliefs in the city. The Corporate Plan also considers the strategic priorities of national, regional and local strategies which will have also considered their views prior to approval.</p> <p>In the promotion and delivery of the Plan, we will engage with religious groups and those holding diverse beliefs in the population.</p>
<b>Sex</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>In the development of the Corporate Plan, we have considered the views of male, female as well non-binary citizens in the city. The Corporate Plan also considers the strategic priorities of national, regional and local strategies which will have also considered their views prior to approval.</p> <p>In the promotion and delivery of the Plan, we will ensure that communications are not gender specific.</p>
<b>Sexual Orientation</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	In developing the Corporate Plan, we have considered the views of the city's LGBTQ+ communities and the Council's own LGBTQ+ community. The Well-being Objectives are focused on providing equal opportunities

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>to all citizens in Newport. The other strategies and plans that the Corporate Plan has considered will have also considered the views of the LGBTQ+ community in its development. In the delivery of specific projects and strategic/operational decisions of the Plan, each will be informed by their own FEIA which LGBTQ+ community will have the opportunity to be involved.</p> <p>In the Corporate Plan itself, we will use nonbinary language and not use any gender identity terms.</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"/>	<p>The Corporate Plan will align with the Council's Welsh Language Strategy and the Welsh in Education Strategic Plan. The Plan will consider the consultations that have already been undertaken in 2021/22 to support the development of the Corporate Plan.</p> <p>In the communication and promotion of the Corporate Plan, the key documents and promotional material will be available in Welsh and English.</p>

- 1. Please describe how you have ensured your engagement has considered the view of Welsh speakers in Newport and the impact of your decision on the Welsh language.**



The consultations undertaken as part of the Welsh Language Strategy and Welsh in Education Strategic Plan considered the views of Welsh Speakers. The strategic priorities of both strategic plans will be aligned in the Corporate Plan.


Individual decisions on Welsh Language matters will be taken on a case by case basis using the FEIA.





### 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>The last five years have demonstrated how quickly the world is changing and the need to respond to the short term needs of our communities and meet the longer term challenges in Newport, Wales and globally. It will be important to ensure the Council is in a position now and in future to deliver sustainable services to the residents and businesses of Newport.</p> <p>This Corporate Plan will look to deliver positive changes that will create a vibrant and resilient economy and creating places for communities to feel safe, enjoy and access the services they need. This also includes working towards breaking down the structural inequalities faced by disadvantaged and vulnerable groups in Newport through providing equitable access to services, education, training and jobs now and over the next 20 years.</p> <p>We are committed to becoming net carbon neutral by 2030 and to enhance the unique bio-diversity that our future generations can enjoy. It is important that we start making these changes over the next 5 years and enable Newport's communities and partners to reduce their carbon emissions and adapt to the impacts of climate change. This Plan will also take opportunities to start changing the way which we travel across Newport and the region ensuring people and businesses are able to connect and contribute towards a resilient and vibrant economy.</p> <p>It will be essential to address the short term impacts of the Covid pandemic, poverty and cost of living across our communities. This means ensuring people have access to early intervention and prevention services and ensuring that that they have control over their lives and can contribute towards their communities.</p>
<p>Prevention</p> 	<p><i>Putting resources into preventing problems occurring or getting worse</i></p>	<p>Each of the objectives have considered the actions that we will need to take now to prevent problems from taking place or getting worse across our communities and Council services in the long-term. The Corporate Plan provides many opportunities to tackle the increasing demand faced by our services and getting to the root causes of these pressures. The last 3 years has seen the impact which Covid, subsequent restrictions and cost of living</p>

		<p>increases have had on many communities in Newport. We are fully aware of the challenges faced by our economy, social care system, education and communities and have already taken steps to prevent the immediate impacts. This plan builds on the work delivered during this period and will be working collaboratively to provide prevent these areas from getting worse and improving the long term outcomes in health, socio-economic position and life expectancy in Newport.</p> <p>There is significant evidence that the changing climate is already having an impact on our communities, bio-diversity and environment in Newport. We will be working across all sectors to prevent further impacts on our ecosystem ensuring we find different ways to reduce our carbon emissions but also to enhance and protect our environment. This will not only provide opportunities for long term employment and economic benefits but will also contribute towards improving the health and well-being of citizens in Newport.</p> <p>Through involvement and collaboration with our partners, communities and businesses we will be designing and delivering early intervention and prevention services for people to take control of their lives and improve their outcomes but also as necessary for the Council to provide the additional help when they need it.</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>	<p>The development of the Corporate Plan has considered how each of the objectives and priorities will contribute towards Wales' Well-being Goals. The Plan outlines each Goal which they will be supporting over the next 5 years. As we progress with the delivery of the Corporate Plan we will be working with our local and regional partners to help support the achievement of ours and their vision and objectives. For example, Newport Council will be working with Cardiff Capital Region, Gwent Public Services Board, Regional Partnership Board and the individual organisations to ensure there is synergy in our aims for Newport and to ensure Newport maximises the opportunities offered through integrated approaches that will benefit Newport's communities.</p> <p>In the development of this Plan we have integrated the priorities of our strategic plans, service area priorities and the priorities of the Council's administration. As we deliver against our Well-being Objectives and priorities, the Corporate Plan will evolve, considering the ongoing external and internal changes of the organisation and the city. As an organisation we</p>

		<p>regularly review and challenge ourselves on our objectives, priorities and Plans to ensure they reflect the priorities of communities and the Council. This will also mean considering and integrating the Well-being Act's sustainable principles of 5 ways of working, Equality Impact Assessment including Socio-economic duty, and Marmot principles in the decisions we make.</p>
<p>Collaboration</p> 	<p><i>Working together to deliver objectives.</i></p>	<p>We recognise that we cannot achieve many of our objectives and priorities alone and that we will need to work collaboratively locally, regionally and nationally to make these changes a reality. Each objective will be overseen by the Council's Cabinet and Executive Board ensuring that we will collaborate together to provide best value and maximise the opportunities across the Council.</p> <p>This means using our existing networks such as the BID Newport, schools, Public Services Board, Cardiff Capital Region, Regional Partnership Board and Welsh Government as well as developing new networks and approaches across a variety of sectors and organisations. Many of the priorities, programmes and projects in the Plan are building on what the Council has set out in its strategies and plans as well as the priorities set at national and regional levels in Wales.</p> <p>As we progress in the delivery of this Plan we will be working across all sectors whether this is private, public sector, not for profit and voluntary groups to share ideas, find innovative and sustainable solutions to tackle the many issues faced by the Council, communities and businesses.</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>The achievement of our objectives, programmes and projects will be delivered with the service user and citizen at centre of decisions. This means involving those impacted throughout the process to help us shape the way services are delivered and the way our communities can contribute in creating exciting places to live, work and enjoy.</p> <p>The development and delivery of this Plan will use a variety of methods and opportunities for people to become involved in Council activities whether this is taking part in consultations, contributing towards the democratic process, or providing your feedback on the way we have delivered our services.</p> <p>It is important to Newport Council that we will ensure that views can be provided equitably and that the voices of everyone can be heard. Delivery of the Council's Strategic Equality Plan, and Participation Strategy are</p>

		<p>already enabling people from disadvantaged and protected characteristic groups to participate in the decisions that we make. Building on this positive approach, we will build on this work becoming an inclusive organisation which represents citizens of Newport. We have outlined in the Plan the Council's principles in involving and delivering the Well-being objectives.</p>
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## 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.

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	P3	P3	P3	P3	P3	P3	P3
Low income households without dependent children	P3	P3	P3	P3	P3	P3	P3
Unemployed young people	P3	P3	P3	P3	P3	P3	P3
Long term unemployed	P3	P3	P3	P3	P3	P3	P3
Homeless households	P3	P3	P3	P3	P3	P3	P3
Refugees, migrants and asylum seekers	P3	P3	P3	P3	P3	P3	P3
Deprived neighbourhoods - WIMD rank in 10% most deprived LSOA	P3	P3	P3	P3	P3	P3	P3
People on Universal Credit / income related benefits	P3	P3	P3	P3	P3	P3	P3

Adults with no qualifications or low qualifications	P3	P3	P3	P3	P3	P3	P3
People living in low quality housing or in Houses of Multiple Occupation	P3	P3	P3	P3	P3	P3	P3

**1. What evidence do you have about socioeconomic disadvantage and inequalities of outcome in relation to this decision?**

In developing the Corporate Plan we considered the results of the Gwent Public Services Board Wellbeing Assessment, Regional Partnership Board Population Needs Assessment and Welsh Index of Multiple Deprivation. These assessments have identified key themes of socio-economic inequalities and deprivation in Newport. The Corporate Plan provides strategic direction for the Council's services to improve the socio-economic position of communities in Newport. The four Well-being objectives in the Corporate Plan are based addressing these key themes identified in the table above.

As the Council delivers the Corporate Plan, programmes, projects and strategic decisions will consider the socio-economic impacts on Newport's communities.

**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.**

Local Government Elections completed in May 2022.  
 Consultations and engagement work completed in developing national, regional and local strategic plans.  
 Covid-19 Community Impact Assessment.  
 Gwent Public Services Board Well-being Assessment  
 Corporate Plan consultation (see section 2 above)

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

The delivery of the Corporate Plan will consider cumulative impact on communities and those who share Protected Characteristics. The decisions made in the delivery of the Corporate Plan e.g. delivery of projects, budget decisions, strategic / policy changes will be made on a case by case basis where a separate FEIA will be considered by the Council. Throughout the delivery of the Corporate Plan we will regularly monitor and report progress against the Plan that will consider the cumulative impact on services delivered across Newport.

## Part 3: Actions and Outcomes

Considering any negative impacts that you have identified, indicate below how you will reduce these, increase the potential for positive impacts, and how you will monitor those impacts. 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 / opportunities to increase positive impacts	How this impact will be monitored	Owner
Corporate Plan not communicated to communities that have shared protected characteristics.	Communication Plan and liaison with Communications team to ensure Corporate Plan is available to communities.	Liaison meetings with Communication Team to ensure the Corporate Plan will be available across communities in Newport.	Communications Team
Corporate Plan is not written in non-binary language resulting in exclusion of communities.	Corporate Plan written in non-binary language that does not identify gender or sex.	Communication Team to sense check and review Corporate Plan prior to final publication.	Communications Team
Corporate Plan has not fully consulted on the views of shared protected characteristic groups.	Consider whether further engagement and consultation is undertaken on the strategic priorities of the Council's Corporate Plan before it is finalised and approved by Council.	Agreement from Executive Board to proceed with a public consultation on the Well-being Objective themes	Policy and Partnership team
IMPACT ON WELSH LANGUAGE			
Summary of impact	Action to reduce negative impact / opportunities to increase positive impacts	How this impact will be monitored	Owner
Corporate Plan is not written and communicated in Welsh.	Communication Team and Policy and Partnership team ensure a Welsh Language version is developed and published.		
SOCIO-ECONOMIC IMPACTS			
Summary of impact	Action to reduce negative impact / opportunities to increase positive impacts	How this impact will be monitored	Owner



<b>SUSTAINABLE DEVELOPMENT PRINCIPLE</b>			
<b>Summary of impact</b>	<b>Action to reduce negative impact / opportunities to increase positive impacts</b>	<b>How this impact will be monitored</b>	<b>Owner</b>

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