

Fairness and Equalities Impact Assessments F&EIAs (2015)

This form presents evidence that equalities, Welsh language and fairness have been considered when taking policy and service delivery decisions in Newport City Council.

Our Equalities focus is taken from the Equalities Act 2010: we consider the nine protected equalities characteristics- age, gender reassignment, disability, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation.

Under the General Equality Duty we have a duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity and
- Foster good relations

across the nine protected characteristics.

Under the Welsh Language Measure 2011 the Welsh language cannot be treated any less favourably than the English language

In Newport we focus on Fairness through the following themes: Health, Poverty, Skills and Work, Domestic Abuse and Tackling Area Based Deprivation.

Service Area People and Business Change	Head of Service Debra Wood-Lawson	Person responsible for the Assessment: Rhys Cornwall	Date of Assessment 22.1.16 Version (if applicable) 2
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1. What is the policy/ service being assessed?

Grants to voluntary sector organisations

2. What is the purpose of the policy/ service change?

The proposal is to make a saving against the core budget allocated to voluntary sector grants of £63k. These grants provide funding to a variety of organisations and are subject to a variety of agreements and arrangements. The proposal gives some options for consideration for reducing the budget which range from a blanket reduction across all grants to more targeted reductions. The proposal would also pave the way to implement a more structured commissioning process for services from third sector organisations, and could potentially result in more resource allocation being targeted at high need provision for vulnerable people in Newport.

Organisation	Amount
Citizens Advice Bureau	£125,700
GAVO	£27,540
SEWREC	£44,800
Shopmobility	£57,200
Alzheimer's Society	£5,000
Miscellaneous Grants	£27,409
Women's Aid	£30,000
Llamau	£15,000
14 Locks	£15,000
Various	£40,901
Allotment Association	£3,876
TOTAL	£392,426

Budget engagement and consultation with citizens during 2014 placed a high degree of importance on the role of the voluntary sector and volunteering. During specific consultation events with the third sector, organisations have shown a willingness to support NCC in the improvement of services to communities, whilst achieving budget savings. There are opportunities for the enhanced utilisation of the sector.

Reconfiguring the grant would enable savings to be made whilst refocusing the limited resources available. However, this will mean

that some services are reduced or removed and there is likely to be an impact on vulnerable sectors of the community. It should also be noted that third sector organisations are currently subject to a range of budgetary pressures and grant funding is reduced as public expenditure is reduced.

Feedback from third sector organisations is that they have effectively had budget reductions each year as the grant has not been increased whilst inflation has pushed up costs.

The impacts of budget reductions will be wide and varied and these will need further consideration. A reduction in the grant to Llamau, for example, may result in an increased burden to Housing and Social Services. Reductions in funding to Newport Women’s Aid may result in increased referrals through to the IDVA Service.

The wider impacts (not necessarily picked up within the FEIA) of support for vulnerable groups and tackling poverty measures should also be considered. Funding to CAB, SEWREC, Women’s Aid, Llamau, Alzheimer’s Society and Shop Mobility supports some of our most vulnerable whilst reducing the burden on acute services. Consideration also needs to be taken of the impact of a reduction of funding on cultural services and the knock on affect this may have with our ability to promote the culture and heritage of Newport – something that is one of the wellbeing goals within the Wellbeing of Future Generations Act.

3. Protected Characteristics

Protected Characteristic	Who are the customers/service users/ potential service users?	If we take this decision what is the potential impact?	Action Plan to address issues raised	Who is responsible?	Timeframe to review
		<p>The impact may be either positive or negative</p> <p>Explain how people may be affected and give the evidence for this</p>	<p>What changes or practical measures would reduce adverse impact on particular groups.</p> <p>What changes would increase positive impacts e.g. improve access or opportunity</p> <p>May be revisited post</p>		

			consultation		
Age	<p>Elderly service users for Shop Mobility</p> <p>Elderly users of Alzheimer's Society Memory Café – average of 21 users each week.</p>	<p>Dependant on results of commissioning exercise / budget reduction this could mean that there is a reduced service (or higher costs service) for mobility provision (Shop Mobility). However, any re-focusing of the grants could provide more services for this group, dependant on Council priorities. Similarly for the Memory Café – could result in a reduced provision or introduce a cost to this provision.</p> <p>CAB Evidence: The impact on both younger and older people should be considered. Newport CAB assists a great number of both older and younger people. 23% of CAB clients are over 55 and a further 9% are under 25 years of age. Many more</p>	<p>Work with providers to lessen the impact of any reduction in service or introduction of costs.</p> <p>Consider the data available and priorities areas of need.</p> <p>Work with the provider to identify other sources of funding.</p>	Partnership and Policy Manager	March 2016

		younger people are assisted through work with vulnerable families.			
Gender reassignment	Newport CAB provides specialist discrimination advice for trans clients which would be compromised by reduction in grant.	Whilst no specific data is available due to issues with collection it should be assumed that there will be an impact through loss of or reduction in support, information and advice services	This would need to be addressed through any commissioning process following the decision on the budget	Partnership and Policy Manager	March 2016
Disability	<p>People with disabilities or mobility issues for Shop Mobility</p> <p>Disabled people and or their families through CAB. 38% of all Newport CAB clients are disabled or have long term health conditions (such as would qualify as disability under the Equality Act). This is clearly a far greater proportion than in the population as a whole and it is thus clear that any reduction in service by Newport CAB would have a disproportionate impact on disabled</p>	Any budget reductions could result in a reduction in support services available for people with disabilities, either through practical and physical support or financial support. However, any re-focusing of the grants could provide more services for this group, dependant on Council priorities	<p>Consider the data available and priorities areas of need.</p> <p>Work with the provider to identify other sources of funding.</p> <p>Work with the providers to lessen the impact on services.</p>	Partnership and Policy Manager	March 2016

	<p>people.</p> <p>People with dementia</p>				
Marriage/Civil Partnership	Newport CAB provides specialist discrimination advice for trans clients which would be compromised by reduction in grant.	Whilst no specific data is available due to issues with collection it should be assumed that there will be an impact through loss of or reduction in support, information and advice services	This would need to be addressed through any commissioning process following the decision on the budget	Partnership and Policy Manager	March 2016
Pregnancy and Maternity	During periods of pregnancy and maternity women also need assistance with problems of discrimination and rights at work. Newport CAB provides specialist discrimination advice on these issues, and assists a significant number of women with problems relating to pregnancy or maternity. It is the only free provider of such specialist advice in Newport. to the service.	<p>Any reduction in budget could have an impact on the service available for pregnant women, although this would have to be determined. However, any re-focusing of the grants could provide more services for this group, dependant on Council priorities</p> <p>Although the specialist discrimination service is funded separately, reductions in the Newport CAB budget would limit the ability to identify and refer</p>	<p>Consider the data available and priorities areas of need.</p> <p>Work with the provider to identify other sources of funding.</p> <p>Work with the providers to lessen the impact on services.</p>	Partnership and Policy Manager	March 2016

		clients requiring such assistance and reduce access			
Race	<p>SEWREC work with minority ethnic communities and individuals through the grant support.</p> <p>17% of all Newport CAB clients are from minority ethnic communities and people from these communities are disproportionately affected by issues of long term health and disability and poverty. They are thus more likely to need access to services to assist with benefit and debt. Newport CAB also assists clients with discrimination issues on grounds of race or religion and belief.</p>	<p>A reduction in budget could have an impact on work with ethnic minority groups. However, any re-focusing of the grants could provide more services for this group, dependant on Council priorities</p>	<p>Consider the data available and priorities areas of need.</p> <p>Work with the provider to identify other sources of funding.</p>	Partnership and Policy Manager	March 2016
Religion/belief (or the absence of)	<p>SEWREC and CAB work with individuals and communities with a variety of religious beliefs</p>	<p>A reduction in budget could have an impact on the delivery of services. However, any re-focusing of the grants could provide</p>	<p>Consider the data available and priorities areas of need.</p> <p>Work with the provider to identify other sources of funding.</p>	Partnership and Policy Manager	March 2016

		more services for this group, dependant on Council priorities.	Work with the providers to lessen the impact of budget reductions		
Sex	<p>Any reduction to the budget for Women's Aid will clearly disproportionately impact on women</p> <p>Women are disproportionately impacted by workplace issues (part-time working, lower wages, discrimination issues) and caring responsibilities. 54.4% of all Newport CAB clients are women. Preservation of sources of advice to all women, not just those experiencing gender violence or abuse, is therefore critical</p>	Reduction in available budget will result in a reduction in capacity and responsiveness	<p>Consider the data available and priorities areas of need.</p> <p>Work with providers to identify other sources of funding.</p> <p>Work with the providers to lessen the impact of budget reductions</p> <p>Seek to ensure service provision is supported through the Pan Gwent VAWDASV Service</p>	Partnership and Policy Manager	March 2016
Sexual Orientation	Newport CAB provides specialist discrimination advice for those experiencing discrimination on grounds of their sexual orientation and access to this service would be	Reduction in available budget will result in a reduction in capacity and responsiveness	This would need to be addressed through any commissioning process following the decision on the budget	Partnership and Policy Manager	March 2016

	compromised by a reduction in grant.				
Welsh language	None of the grants has a specific impact on Welsh language	None at present. Could have a positive impact if becomes a focus. All new arrangements will need to ensure that providers can deliver services on behalf of NCC to the required standards as set out in the Welsh Language Standards, as they apply to that service provision	Dependant on re-focusing of grants. Could have a positive impact if becomes a focus	Partnership and Policy Manager	March 2016

4. Who has the service consulted regarding the proposed change? When should new consultation take place?

NB: It is essential that service users and other interested parties are involved in the planning process at the earliest opportunity.

Consultation at an initial stage should be along broad themes. It is appropriate to ask what services are valued, how services could be changed and or what could be done differently. This feedback should then inform your business case proposals and the F&EIA. When specific proposals have been drawn up, they too will need to be consulted upon. All stakeholders and their views need to be represented.

This proposal has been subject to full public consultation and individual discussions have taken place with the affected organisations. This has been included within the consultation report that will be presented to Cabinet February 15th 2016

5. What evidence/ data has been used to complete this F&EIA (This will include local and national guidance)

Information provided by organisations involved.

Spatial data through Unified Needs Assessment, Newport Overview and Ward Profiles.

6. How will the relevant groups be advised of the changes and the F&EIA?

Regular meetings to review the process and progress. This will be developed through the formal consultation process and updated on its completion

7 How will the policy/ practice make Newport more or less fair in relation to:

- Health Inequalities
- Child Poverty
- Skills and Work
- Tackling Domestic Violence
- Alcohol and Substance misuse
- Homelessness
- Armed Forces Veterans

The proposed changes are unlikely to impact on Skills and Work, Alcohol and Substance Misuse or Armed Forces Veterans. Should the grant to Women's Aid be reduced there will clearly be an impact on Domestic Abuse.

Reductions to services supporting financial inclusion are likely to have an impact on child poverty and relative deprivation (negative). However, a refocusing of the grants could result in a positive impact. This would be similar for health inequalities and homelessness.

8. How will the service / policy affect local areas of the city?

Will it have a positive or negative impact in terms of fairness and addressing local area deprivation (you will need to use spatial data available through the Newport Profile and specific Ward Profiles to address this question)?

Shop Mobility serves the city centre (Stow Hill Ward). Any reduction in service may have an impact on this area of the city although this would be hard to quantify, particularly as the new development is likely to mask any negative impacts.

Whilst SEWREC and CAB operate across the city, due to the nature of the services they provide and the characteristics of those who access them this is likely to disproportionately affect those areas of the city with (a) the greatest rates of deprivation and (b) the highest concentration of migrants, asylum seekers and refugees (MARS).

9. In summary, how does the changed service /policy promote good community relations (cohesion)?

Dependant on the focus for the grants in future. They could be used to enhance community relations and cohesion, particularly in light of the rising pressures on asylum services, likely in the event of increased refugees.

10. In summary, how does the changed service /policy promote equality?

The grants typically support a range of clients within the protected characteristics. Any reduction in service will have an impact – but re-focusing may enable us to mitigate this and potentially increase provision in certain areas

11. In summary, how does the changed service /policy eliminate discrimination?

Dependant on re-focusing of provision

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Completed by/ Date: Rhys Cornwall

Signed off by/ Date: Debra Wood-Lawson