

## Fairness and Equalities Impact Assessments

The purpose of an EIA is to improve service delivery and/or the experience of employees by making sure that it does not discriminate, intentionally or unintentionally and where possible promotes equality. EIA's can help identify direct and indirect discrimination and institutional discrimination

EIAs are a route to ensuring individuals and team members think carefully about the impact of the work on service users and staff to take appropriate action to improve services. By fully integrating impact assessments into the service planning process equality and diversity will be mainstreamed.

EIAs also help to anticipate and identify the consequences of projects and work streams and services and help ensure that as far as is possible any negative consequences are eliminated or minimised.

The EIA form has recently been revised to take account of wider potential impact on fairness, and will be known as Fairness and Equalities Impact Assessments.

1. What is the service/ policy being assessed?

STS18 - Cleansing Operations

Revised Street Cleansing provision across the city including cleanliness based assessment.

Changes in working hours of operatives, introducing a four day (9.25 hour) working day over a seven day period.

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

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To meet the additional budget and efficiency savings set out for 2016-17

### 3. Protected Characteristic

Protected Characteristic	Who are the customers/service users?	If we take this decision what is the potential impact? The impact may be either positive or negative. Explain in what way they may be affected and why you believe this to be the case.	Action Plan to address issues raised – what changes or practical measures would reduce adverse impact on particular groups. To include planned outcome. May be revisited post consultation	Who will be responsible?	Timeframe to review  ASB
Age	General Public	City Centre programmed schedule of cleansing service will not change significantly from the current schedule.	Streetscene services in some parts of Newport cannot be delivered efficiently during the normal working day (parked vehicles etc). Working the new shift pattern will solve this problem.	Operations Manager	April 2016
Gender	General Public	City Centre programmed schedule of cleansing service will not change significantly from the current schedule	Streetscene services in some parts of Newport cannot be delivered efficiently during the normal working day (parked vehicles etc). Working the new shift pattern will solve this problem.	Operations Manager	April 2016

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Gender reassignment	There is no participation data currently available.		Streetscene services in some parts of Newport cannot be delivered efficiently during the normal working day (parked vehicles etc). Working the new shift pattern will solve this problem.	Operations Manager	April 2016
Disability	General Public	City Centre programmed schedule of cleansing service will not change significantly from the current schedule	Streetscene services in some parts of Newport cannot be delivered efficiently during the normal working day (parked vehicles etc). Working the new shift pattern will solve this problem.	Operations Manager	April 2016
Marriage/Civil Partnership	Not Applicable				
Race	Not Applicable				
Religion/belief	Not Applicable				
Welsh Language	Not Applicable				
Sexual Orientation	Not Applicable				

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

No stakeholder or public consultation has been undertaken at this point in time.

The F&EIA will be re visited once the consultation has been completed.

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

No evidence or data has been collected at this point in time

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

Stakeholders and users will be informed of the proposal using agreed Council consultation processes.

Information will be produced in a range of formats for all Stakeholders and Users using NCC web site, twitter, and facebook along with the use of the electronic media

Revised working patterns will be consulted with the users in order to assess the impact due to weekend and evening working.

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

- Health Inequalities

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

There will be no discernible reductions in the opportunities for users.

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?

No negative impact on frontline services.

9. How does the changed service /policy promote good community relations (cohesion)

No affect.

10. How does the changed service /policy promote equality

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No affect.

11. How does the changed service /policy eliminate discrimination

No affect.

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