

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?

Streetscene Grounds Maintenance Operations

A proposal to reduce the number of grass cuts from 8 to 6 without affecting visibility splays, Schools Contracts and Leisure Parks.

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

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

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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	Standards of mowing will be reduced resulting in possible higher levels of complaints from residents. Aesthetic appearance may be affected, weather dependant.	New mechanical equipment which has recently been trialled will improve working conditions for operatives.	Operations Manager	April 2016
Gender	General Public	Standards of mowing will be reduced resulting in possible higher levels of complaints from residents. Aesthetic appearance may be affected, weather dependant.	New mechanical equipment which has recently been trialled will improve working conditions for operatives	Operations Manager	April 2016
Gender reassignment	There is no participation data			Operations Manager	April 2016

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	currently available.				
Disability	General Public	Standards of mowing will be reduced resulting in possible higher levels of complaints from residents. Aesthetic appearance may be affected, weather dependant.	New mechanical equipment which has recently been trialled will improve working conditions for operatives	Operations Manager	April 2016
Marriage/Civil Partnership	Not Applicable				
Race	Not Applicable				
Religion/belief	Not Applicable				
Welsh Language	Not Applicable				
Sexual Orientation	Not Applicable				

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.

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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.

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, and undertaken through relevant communication channels.

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

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

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- 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)

Supervisors will continue to take ownership of their areas for all front line services provided by Streetscene.

10. How does the changed service /policy promote equality

No affect.

11. How does the changed service /policy eliminate discrimination

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No affect.

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