



Equality Impact Assessment Form (updated April 2011)

This is where you evidence how a policy or practice, or a decision relating to a policy or practice, complies with the general equality duty to:

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

This form is intended to guide and prompt you about the questions and evidence that you need to think about. As indicated in the guidance, this assessment takes into consideration each of the "protected characteristics" listed in the Equality Act 2010 – race, age, gender etc. This assessment should be used to inform any relevant decision about the policy or practice. Please state policy options in the assessment.

Service Area: Regeneration and Regulatory Services	Head of Service: Susan Bolker	Person responsible for the assessment: Mike Jones	Date of Assessment January 2013	
Name of the policy/practice to be assessed: Future delivery of regeneration activity in Newport in the interim period prior to a new regeneration framework being launched by the Welsh Government		Is this a new, existing or policy/practice under review?	Under review	
1. Briefly describe the purpose of the policy/practice		To have a stable transitional period before the full framework is announced, in line with the medium term financial plan.		
If the policy/practice is under review, please list any options under consideration				

<p>2. Name any associated policy, legislation, corporate objective etc.</p>	<ul style="list-style-type: none"> • The regeneration of Newport • Vibrant and Viable Places • Community Strategy • 2020 Master Plan • Local Development Plan • Community Strategy • Local Housing Strategy • Skills and Work Strategy
<p>3. Who are the main stakeholders in relation to the policy/practice?</p>	<ul style="list-style-type: none"> • Newport Unlimited • Newport City Council • Welsh Government • Local Stakeholders • Businesses seeking to invest in Newport • Residents of and visitors to Newport
<p>4. Who performs the service?</p>	<p>Newport Unlimited in partnership with Newport City Council.</p>
<p>5. What outcomes are wanted from this policy/practice?</p>	<ul style="list-style-type: none"> • Support the objectives in key local authority strategic documents • Strengthen the economy of Newport • Attract inward investment • Improve the physical environment • Link skills, work and inward investment • Inspire confidence in communities

<p>6. What factors could contribute to/detract from the outcomes (risks/opportunities)?</p> <p>Please list the factors for each separate policy/process option under consideration</p>	<p><u>Risks</u></p> <ul style="list-style-type: none"> • Economic downturn • Welfare reform seeing increasing numbers of people with more complex needs returning to the job market. • Reductions in available funding <p><u>Opportunities</u></p> <ul style="list-style-type: none"> • Production of an Economic Development Strategy • Funding opportunities • Adoption of the Local Development Plan • Combining physical regeneration with social regeneration and the skills and work agenda. • Issuing of the new regeneration framework.
<p>7. Describe the steps you have taken to carry out this assessment e.g. consultation and involvement</p>	<ul style="list-style-type: none"> • Consultation with stakeholders on arrangements for the interim period and the way forward. • Work of the scrutiny committee and elected members.
<p>8. Give a summary of the information the council has taken into account for this assessment</p>	<ul style="list-style-type: none"> • Vibrant and viable places consultation document • Welsh Government proposed changes to regeneration framework • Scrutiny report • Objectives in key local authority plans and strategies.

9. Does the policy /practice eliminate discrimination and promote equality and good community relations due to:

- **Age**
- **Gender**
- **Disability**
- **Race**
- **Religion/belief**
- **Welsh language**
- **Gender reassignment**
- **Marriage/civil partnership**
- **Sexual orientation**

Age – The overarching regeneration framework supports the achievement of objectives in key strategic documents such as the Local Housing Strategy. One of the key elements of the strategy is the provision of suitable accommodation for older people in Newport. In December 2012 35% of people claiming Job Seekers Allowance (JSA) in Newport were aged 18 – 24. Combining physical regeneration with skills and work will allow for a targeted focus on the needs of this group.

Gender – Men are much more likely to be in receipt of Job Seekers Allowance than women, (in December 2012 72% of JSA claimants were men), but women are more likely to be economically inactive (37% of women aged 16 – 74 in Newport are economically inactive compared to 28% of men). The interim arrangements will allow closer working between regeneration and economic inactivity functions to address the issues that have caused these differential circumstances.

Disability – one of the aims of urban regeneration is to improve the physical environment, creating vibrant public spaces that can be accessed and enjoyed by all sectors of the community. With this in mind the needs of people with a disability are considered at all stages of the design and implementation process. For example the redevelopment of the market quarter will lead to a less cluttered street scheme and improved access both on foot and by public transport which will benefit people with a disability, particularly those with mobility issues.

Race – Newport has the second largest BME community in Wales. Many of the on-going regeneration works such as those in the city centre and the Victoria and Pilgrimage wards, are taking place in areas with significant BME populations. Some BME groups also have distinct issues when it comes to employment and economic activity. In December 2012 20% of people claiming JSA in Newport were from a BME group in Newport but according to the 2011 Census people from BME groups only made up 13% of Newport's population.

Religion/Belief – No differential impact anticipated. Urban regeneration works are carried out in an inclusive way and for the benefit of all the diverse communities on Newport.

Welsh Language – Information on regeneration activities is not currently routinely produced in Welsh but can be made available on request.

	<p>Gender Reassignment - No differential impact anticipated. Urban regeneration works are carried out in an inclusive way and for the benefit of all the diverse communities on Newport.</p> <p>Marriage / Civil Partnership – No differential impact anticipated. Urban regeneration works are carried out in an inclusive way and for the benefit of all the diverse communities on Newport.</p> <p>Sexual Orientation - No differential impact anticipated. Urban regeneration works are carried out in an inclusive way and for the benefit of all the diverse communities on Newport.</p>
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10. Summary of the impact of the policy/practice on the general equality duty

The proposed interim arrangements will have a positive impact on the General Duty. The close alignment of physical regeneration with social regeneration and the work and skills agenda will ensure that any physical regeneration initiatives carried out fall within the scope of the Public Sector Equality Duty. This will ensure that there is a clear focus and recognition of equality issues. These interim arrangements will set the groundwork for how regeneration activities are taken forward in Newport in the future.

Equality Action Plan -		Lead Officer(s)
Key Actions	Actions (with dates) Any associated performance measures	
Further actions to eliminate discrimination, promote equality and good community relations on the grounds of:-		
Age Gender Etc	Continued joint working with Economic Inactivity – including ensuring equality issues are considered in all regeneration activities.	Sue Botter?
if there are decisions pending that will affect this policy/practice please state when and how the decision will be taken	<ul style="list-style-type: none"> • Vibrant and Viable Places consultation • Budget 2013 - 2014 	
How will the policy/practice be: <ul style="list-style-type: none"> • Monitored • Performance assessed • reported 	Urban regeneration works support the achievement of key strategic documents such as the Community Strategy, Local Development Plan and Local Housing Strategy. Monitoring and assessment of regeneration activity will form part of the regular monitoring of these plans. Specific projects and initiatives will also be monitored. Asses and reported on through the Economic Development strategy.	
Does the EIA need to be revisited in 6 months/a year?	1 year.	

Signed (lead officer)  _____

30/1/13

Signed (Head of Service)  _____

Date 31/1/13

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