

## Equality Impact Assessment form

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.

<b>Service Area:</b> HR Policy & Performance	<b>Head of Service:</b> Debra Wood-Lawson	<b>Person responsible for the assessment:</b> Rhys Cornwall	<b>Date of Assessment:</b> 05/07/2012	
<b>Name of the policy / practice to be assessed:</b> Single Integrated Plan			<b>Is this a new, existing or policy / practice under review?</b>	New
<b>1. Briefly describe the purpose of the policy / practice If the policy / process is under review, please list any options under consideration</b>		<p>In June 2012 the Welsh Government issued guidance on Integrating Partnerships and Plans called “Shared Purpose – Shared Delivery”.</p> <p>This guidance sets out how in each Local Authority area a Single Integrated Plan should replace at least four of the existing statutory plans and strategies:</p> <ul style="list-style-type: none"> <li>• The Community Strategy;</li> <li>• The Children and Young People’s (CYP) Plan;</li> <li>• The Health, Social Care &amp; Wellbeing (HSCWB) Strategy;</li> <li>• The Community Safety Plan</li> </ul> <p>Single Integrated Plans should be in place by April 2013.</p>		
<b>2. Name any associated policy, legislation, corporate objective etc.</b>		<p>Welsh Government guidance “Shared Purpose-Shared Delivery” issued under:</p> <ul style="list-style-type: none"> <li>• Section 45 of the Local Government (Wales) Measure 2009</li> <li>• Section 40(7)(b) of the National Health Service (Wales) Act 2006</li> <li>• Section 25(8) of the Children Act 2004.</li> </ul>		
<b>3. Who are the main stakeholders in relation to the policy / practice?</b>		Newport City Council Aneurin Bevan Health Board		

	<p>Gwent Police  One Newport (Local Service Board)  Third Sector Organisations  Population of Newport</p>
<b>4. Who performs the service?</b>	<p>One Newport Local Service Board  One Newport Partnership</p>
<b>5. What outcomes are wanted from this policy / practice?</b>	<p>The Welsh Government guidance states that:</p> <p>The foundation for moving forward sustainably is a well-evidenced, single integrated plan for the area that clearly reflects the needs of the local population, and that local government and partners must focus their efforts most forcefully on early intervention and prevention, in order to break cycles of dependency and prevent the persistence of poor outcomes from one generation to the next.</p> <p>The introduction of single integrated plan is for local authorities and their partners to take their collective leadership to the next level and provide the focus and impetus for making a real and measurable difference by delivering effective services and improving the outcomes of people living in their communities.</p>
<b>6. What factors could contribute / detract from the outcomes (risks / opportunities)? Please list the factors for each separate policy / process options under consideration</b>	<ol style="list-style-type: none"> <li>1) Current financial climate</li> <li>2) Non engagement of one or more partners</li> <li>3) Partners not reaching agreement</li> <li>4) Workforce resources</li> </ol>
<b>7. Describe the steps you have taken to carry out this assessment e.g. consultation and involvement</b>	<p>Welsh Government guidance sets out that a single integrated plan should be underpinned by a single assessment of population need, but this should be viewed as part of a more innovative and thorough approach to evidence and analysis. This should include stratifying data where feasible, into categories e.g. vulnerable social groups, age groups ethnic minorities etc. As part of the needs assessment it is essential that data is included on the basis of groups protected by the Equality Act 2010. This will assist with a better understanding the needs and barriers to participation of these groups.</p> <p>This process has already been completed in Newport for this year as part of the development process of the Single Integrated Plan. A robust evidence base of the needs of the population has been developed called the Unified Needs Assessment (UNA). The UNA sets out a summary of the issues facing the local population of Newport and presents public opinion,</p>

	background information and baseline data. This information will be used to determine a core set of shared priorities and a common set of outcomes for Newport and its residents which will be set out in the Single Plan.
<b>8. Give a summary of the information the council has taken into account for this assessment</b>	<ol style="list-style-type: none"> <li>1) Shared Purpose – Shared Delivery Welsh Government Guidance</li> <li>2) One Newport Unified Needs Assessment</li> <li>3) One Newport Partnership Performance Management Framework</li> <li>4) One Newport Partnership Terms of Reference and Governance</li> </ol>
<b>9. Does the policy / practice eliminate discrimination and promote equality and good community relations due to:</b> <ul style="list-style-type: none"> <li>• Age, Gender, Disability, Race, Religion / belief, Welsh language, Gender reassignment, Marriage / civil partnership, Sexual orientation</li> </ul>	<b>Yes</b> See above
<b>10 .Summary of the impact of the policy / practice on the general equality duty</b>	This should not have a negative impact and should ensure more joined up working between partners, reduce complexity and duplication and free up resources.

<b>Equality Action Plan</b>		
<b>Key Actions</b>	<b>Actions (with dates) Any associated performance measures</b>	<b>Lead Officer(s)</b>
Further actions to eliminate discrimination, promote equality and good community relations on the grounds of :-		
Age, Gender, Disability, Race Religion / belief, Welsh language, Gender reassignment, Marriage / civil partnership, Sexual orientation	Ensure that Unified Needs Assessment takes full account of the groups protected by the Equality Act 2010	
	Ensure that the Engagement strategy and any engagement activities are inclusive the groups protected by the Equality Act 2010	
If there are decisions pending that will affect this policy / practice please state when and how the decision will be taken	none	
How will the policy / practice be: <ul style="list-style-type: none"> <li>• Monitored</li> <li>• Performance assessed</li> <li>• Reported</li> </ul>	Terms of reference, governance process and a performance management framework have been developed to report, monitor and assess performance.	Rhys Cornwall
Does the EIA need be revisited in 6 months / a year?	Annually as part of the Single Plan review process	Rhys Cornwall

Signed (lead officer) \_\_\_\_\_

Signed (Head of Service) \_\_\_\_\_