

## 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.

<b>Service Area</b>	<b>Head of Service</b>	<b>Person responsible for the Assessment:</b>	<b>Date of Assessment</b>
Education	James Harris	Jodi Pontin	13 <sup>th</sup> June 2017

1. What is the policy/ service being assessed?

The Council has a single contract with Chartwells for the delivery of a school meals service across all sites, with the exception of Caerleon Comprehensive School and Newport High School. Within these contractual arrangements, an annual price review must be carried out to take account of increased food costs and labour charges. Currently the Council does not subsidise the cost of either secondary school meals or adult meals.

This report considers the appropriateness of increasing school meal process across the City to accommodate the contract price

increase proposed by Chartwells with effect from September 2017.

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

To increase the school meal price from September 2017 to £2.10 for primary schools, £2.35 for secondary schools.

### 3. Protected Characteristics

Protected Characteristic	Who are the customers/service users/ potential service users?	If we take this decision what is the potential impact?  The impact may be either positive or negative  Explain how people may be affected and give the evidence for this	Action Plan to address issues raised  What changes or practical measures would reduce adverse impact on particular groups.  What changes would increase positive impacts e.g. improve access or opportunity  May be revisited post consultation	Who is responsible?	Timeframe to review
Age	All pupils attending any of Newport's schools.	The school meal price will be increased by 5p for all pupils across Newport from September 2017.	The decision will be communicated to all schools, parents and pupils as soon as possible to enable sufficient notice to be provided to all stakeholders. As part of this exercise, parents will be reminded about the application process for Free School Meals should this apply in their case.	Education Business Manager / Chartwells	September 2017

Gender reassignment	Not applicable				
Disability	All pupils attending any of Newport's schools, including the special school sector	The school meal price will be increased by 5p for all pupils across Newport from September 2017.	The decision will be communicated to all schools, parents and pupils as soon as possible to enable sufficient notice to be provided to all stakeholders. As part of this exercise, parents will be reminded about the application process for Free School Meals should this apply in their case.	Education Business Manager / Chartwells	September 2017
Marriage/Civil Partnership	Not applicable				
Pregnancy and Maternity	Not applicable				
Race	All pupils attending any of Newport's schools	The school meal price will be increased by 5p for all pupils across Newport from September 2017.	The decision will be communicated to all schools, parents and pupils as soon as possible to enable sufficient notice to be provided to all stakeholders. As part of this exercise, parents will be reminded about the application process for Free School Meals should this apply in their case.	Education Business Manager / Chartwells	September 2017
Religion/belief (or the absence of)	All pupils attending any of Newport's schools, including faith based schools	The school meal price will be increased by 5p for all pupils across Newport from September 2017.	The decision will be communicated to all schools, parents and pupils as soon as possible to enable sufficient notice to be provided to all stakeholders. As part of this exercise, parents will be reminded about the application	Education Business Manager / Chartwells	September 2017

			process for Free School Meals should this apply in their case.		
Sex	All pupils attending any of Newport's schools	The school meal price will be increased by 5p for all pupils across Newport from September 2017	The decision will be communicated to all schools, parents and pupils as soon as possible to enable sufficient notice to be provided to all stakeholders. As part of this exercise, parents will be reminded about the application process for Free School Meals should this apply in their case.	Education Business Manager / Chartwells	September 2017
Sexual Orientation	Not applicable				
Welsh language	All pupils attending any of Newport's schools, including Welsh-medium schools	The school meal price will be increased by 5p for all pupils across Newport from September 2017	The decision will be communicated to all schools, parents and pupils as soon as possible to enable sufficient notice to be provided to all stakeholders. As part of this exercise, parents will be reminded about the application process for Free School Meals should this apply in their case.	Education Business Manager / Chartwells	September 2017

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.

Under the terms of the contract and as part of the annual price review, Chartwells is able to claim an increase on the contract price based on the percentage increase on the office of National Statistics' Consumer Price Increase and the percentage increase in the
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NJC pay award for Local Authority employees. Chartwells has notified the Council of an intention to raise the school meal price by 5p from September 2017. This must be passed on to customers.

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

- School Meals Contract
- The percentage increase in the office of National Statistics' Consumer Price Index
- The percentage increase in the NJC pay award for Local Authority employees
- School meal prices across Wales

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

The proposed change will be subject to a formal report to the Cabinet Member for Education & Young People and thus will be taken through the Council's agreed democratic process. Once the outcome is confirmed, stakeholders will be advised as appropriate both by the Education Department and by the contractor, Chartwells.

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 recommendation is to increase the school meal price for pupils. This will ensure the subsidy in relation to primary school meals remains unpaid by the Local Authority therefore ensuring that all pupils are treated equitably and will ensure consistency in applying the proposed increase.

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)?

Not applicable – this proposal is City wide affecting all pupils and all schools.

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

Not applicable

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

Since the subsidy has been removed, all pupils accessing the school meals service will be treated equitably.

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

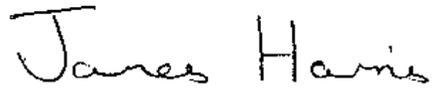
Since no pupil will now be benefitting from a subsidised meal provision, all children will be treated fairly and equitably.

**Completed by/ Date:**



13<sup>th</sup> June 2017

**Signed off by/ Date:**



13<sup>th</sup> June 2017