

# Equalities Impact Assessment and the Equalities Act 2010

## Fairness and Equalities Impact Assessment (FEIA)

The purpose of this assessment is to provide balanced information to support decision making and to promote better ways of working in line with equalities (Equalities Act 2010), Welsh language promotion (The Welsh Language (Wales) Measure 2011), sustainable development (Wellbeing of Future Generations (Wales) Act 2015), and the four parameters of debate about fairness identified by the Newport Fairness Commission (NFC Full Report to Council 2013).

**Completed by:** Lucy Jackson      **Role:** Service Manager

**Head of Service:** Sarah Morgan      **Date:** 21/05/2018

**I confirm that the above Head of Service has agreed the content of this assessment**  
Yes

**When you complete this FEIA, it is your responsibility to submit it to**  
[impact.assessment@newport.gov.uk](mailto:impact.assessment@newport.gov.uk)

**1. Name and description of the policy / proposal being assessed. Outline the policy's purpose.**

Welsh Education Strategic Plan (WESP): WESPs set out an authority's vision for how Welsh medium and Welsh language education is planned and developed.

**2. Outline how you have/ will involve stakeholders who will be affected by the policy/proposal**

Key stakeholders have already been consulted on the proposed policy, their feedback has been considered and used to update the WESP. Members of the Welsh Education Forum (WEF) in Newport will have an important role in delivering aspects of the WESP. Members of the WEF are actively working together to promote Welsh medium education.

**3. What information/evidence do you have on stakeholders? e.g. views, needs, service usage etc. Please include all the evidence you consider relevant.**

The feedback from key stakeholders was summarised within the Cabinet report considered in December 2017. Newport's WEF which includes key stakeholders is chaired by the Chief Education Officer and meets quarterly to consider issues pertinent to the WESP and Welsh medium education.

#### 4. Equalities and Welsh language impact

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
<b>Age</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The WESP in large part is concerned with school age children and increasing demand for Welsh medium education. The WESP, taken as a whole and including this amendment, will have a positive impact on this protected characteristic.
<b>Disability</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The WESP includes reference to working regionally to ensure that there are relevant strategies and resources in place to support children with Additional Learning Needs who are in Welsh medium education.
<b>Gender reassignment/ transgender</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There should be no impact on of the WESP
<b>Marriage or civil partnership</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	n/a
<b>Pregnancy or maternity</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	n/a
<b>Race</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Children from minority ethnic communities are currently under represented in Welsh medium education compared to English medium. The strategy for promoting Welsh language education will include work to specifically promote the Welsh language and Welsh medium education to these communities.
<b>Religion or Belief or non-belief</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	n/a
<b>Sex/ Gender Identity</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	n/a
<b>Sexual Orientation</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	n/a
<b>Welsh Language</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The WESP is concerned with the council's commitment to the development of the Welsh language and Welsh medium education and does so in the context of Cymraeg 2050. If a million Welsh speakers are to be achieved by the middle of the century the percentage of children being educated in Welsh medium schools in Newport will need to be about 40% (Cymdeithas yr Iaith Gymraeg). The commitments in this WESP will look to increase current capacity in Welsh medium schools.

**5 How has your proposal embedded and prioritised the sustainable governance principles in its development?**

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>Welsh Government is committed to achieving its vision of one million Welsh speakers across Wales by 2050. The WESP considers how Welsh language and Welsh medium education can be promoted in Newport. If the number of Welsh speakers are to increase in the city this will be as a result of increasing the number of children being educated in the medium of Welsh. This proposal will increase the number of Welsh medium school places by 50% if a bid for additional funding is successful. The funding is required to ensure that as the city grows there is confidence that there are enough places available for school aged children.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>Partnership with key stakeholders is critical to the successful delivery of the WESP. The Welsh in Education Forum in Newport is a requirement but member's feedback on the WESP has been critical in shaping it. These partners will also ensure that the objectives set out in the WESP are delivered.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Meetings with the WEF are held quarterly and are chaired by the Chief Education Officer. Members of the WEF are also involved, day to day in delivering the objectives set out in the WESP.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Data is utilised to project the demand for Welsh medium education. An annual demand survey of new parents is undertaken to ensure that places in Welsh education can be provided.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The proposal specifically supports the sustainability of and vibrancy of the Welsh language and culture by considering how Welsh medium education can be expanded.</p> <p>The WESP supports the well-being goals of a prosperous Wales by creating confident bi lingual citizens through Welsh medium education with greater opportunities for employment.</p> <p>By supporting Cymraeg 2050, the WESP seeks to create a community where there is equality between Welsh and English languages.</p> <p>In terms of developing cohesive communities, the WESP acknowledges that children from BME communities are currently under represented in Welsh medium schools and this is an area of need of development.</p> <p>The WESP is neutral in terms of issues of health, resilience and global responsiveness.</p>

**6 What will the impact be on the wellbeing goals (under Wellbeing of Future Generations Act 2015)?**

The WESP directly impacts on the long term sustainability of the Welsh language and supports the increasing numbers of people who are bilingual. By doing so, it supports the vibrancy of Welsh culture. The WESP acknowledges that children from BME communities are currently under represented in Welsh medium schools and that there is a need to promote the Welsh language across these communities. This work will support the goal of creating more cohesive communities.

More children and wider workforce who are bilingual will have greater employment opportunities which will in turn support the growing economy of Newport.

There would be no negative impact on either Welsh Government or Newport well-being goals.

**7 Will the proposal/policy have a disproportionate impact on a specific geographical area of Newport?**

All children are provided with the opportunity to attend a Welsh medium school. The number of schools and early years settings available at present are not currently evenly dispersed across the city. A decision on the location of the proposed new school has not yet been agreed.

**8 How does the proposal/policy relate to the parameters of debate about Fairness identified by the Newport Fairness Commission**

Stakeholders are actively engaged in discussions about the development of the WESP and work streams to deliver it.

**9 Taking this assessment as a whole, what could be done to mitigate any negative impacts of your policy and better contribute to positive impacts?**

A bid is being made for additional funding to enable the authority to establish a new Welsh medium school which if successful will increase the number of places in Welsh medium school by 50%.

## 10 Monitoring, evaluating and reviewing

The WESP has a three year time scale and specific targets. The WEF are critical both in delivering the WESP and monitoring its progress.

## 11 Involvement

Once approved by the Minister, it will be published on the council's website and used as a working document by the WEF. Members of the WEF will work together to support the establishment of the new school.

## 12 Summary of Impact (for inclusion in any report)

### **Equality Act 2010 AND Welsh Language**

The impact on the Welsh Language and its development in Newport is significant. The WESP is a vehicle through which the Welsh language and Welsh medium education will grow and develop.

### **Wellbeing of Future Generations (Wales) Act 2015**

The WESP is intended to ensure the long term sustainability of the Welsh language. More information about the WFG Act is detailed above.