

# Fairness and Equalities Impact Assessment (FEIA)

Version 3.6 May 2017

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:** Sheree Davies **Role:** Education Information and Development Officer

**Head of Service:** Sarah Morgan **Date:** 22/12/2020

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

**Yes / No**

**When you complete this FEIA, it is your responsibility to submit it to**  
impact.assessments@newport.gov.uk

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

Formal consultation has now concluded on the school reorganisation proposal to increase the capacity of Bassaleg School to 2,050 with effect from September 2023. Consideration now needs to be given to taking this proposal to the next stage, which is the publication of a statutory notice.

Bassaleg School is a community maintained school in Newport for pupils aged 11-18 years. The measured capacity of the school is 1,747 and the published admission number (PAN) for years 7-11 is 270. Following the opening in 2017 of Jubilee Park Primary School on the housing development of the same name, the current admission number of Bassaleg School is no longer sufficient to meet in-catchment demand for pupil places. As a result, Newport City Council proposes to increase the admission number for years 7-11 to 330, and thereby ultimately increase the overall capacity of the school to 2,050, with effect from September 2023.

Bassaleg School is due to benefit from building replacement works under Band B of the Welsh Government 21st Century Schools and Colleges Programme. Under this arrangement, Welsh Government will provide 65% of the required funding, subject to business case approval. Newport City Council proposes to use this opportunity to provide the additional school capacity within the building replacement project.

**2. Outline how you have/will consult with stakeholders who will be affected by the policy/proposal. Please refer specifically to FEIA guidance in relation to relevant Welsh language duties.**

The proposal is being undertaken in accordance with the requirements of the statutory School Organisation Code.

The consultation process represented an opportunity for people to learn about the proposal, ask questions and make comments that have been recorded and summarised in a consultation report. This report will be published on the Council's website and will be considered when the Council decides on the way forward.

Stakeholder emails were sent to Newport City Council education partners including parents, children and staff of the affected schools. The consultation pack was published on the Newport City Council website.

A Children and Young People's Everyday Summary Version of this consultation was produced. Both this and the full version are available via the NCC website [www.newport.gov.uk/schoolreorganisation](http://www.newport.gov.uk/schoolreorganisation), and hard copies were available on request from the Civic Centre by emailing [school.reorg@newport.gov.uk](mailto:school.reorg@newport.gov.uk) or by telephoning 01633 656656.

Due to the current public health situation in the UK, and to help limit the spread of the Coronavirus, the Council did not undertake any public drop-in events during this consultation. Instead, questions could be submitted by e-mail to [school.reorg@newport.gov.uk](mailto:school.reorg@newport.gov.uk) and Council officers provided a response within 7 days. This enabled stakeholders to submit informed responses to the consultation. A list of *Frequently Asked Questions and Answers* are also published on the Council's webpages at [www.newport.gov.uk/schoolreorganisation](http://www.newport.gov.uk/schoolreorganisation)

Consultation responses could be submitted by completing an online survey; submitting an e-mail or by using a paper consultation response pro-forma included in the consultation document. Social media platforms such as Twitter and Facebook also shared information on the proposed changes.

Overall, a total of 184 responses were received during the consultation period, with 154 respondents (equivalent to 84%) supporting the proposal. 176 responses were made via the standard response pro-forma and 8 responses submitted by email.

The Council was committed to gaining the views of learners, and due to the current public health situation, this was facilitated through pupil Question and Answer sessions held via Microsoft Teams, rather than face-to-face workshops. Pupil sessions took place at Bassaleg School and the 6 cluster primary schools.

Two sessions were also arranged for the Bassaleg School Parent Forum via Microsoft Teams, although the sessions did not go ahead as no parents had expressed an interest in attending.

Following consultation, Newport City Council's Cabinet Member for Education and Skills will consider the views expressed and then decide whether to proceed with the proposal. If the decision is taken to proceed, a statutory notice will be published on the Newport City Council website and notices posted on the school gates at all affected schools. The statutory notice period will last for 28 days following

the date of publication and enables people to express their views in the form of supporting or objecting to the proposals. If no objections are received following the publication of the statutory notice, the Cabinet Member for Education and Skills will make the final decision as to whether to proceed. If any objections are received and not subsequently withdrawn during this notice period, the Council's Cabinet will determine the final decision.

**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 Statutory Code outlines the key stakeholders who should be consulted with as part of this process which includes schools, parents, elected members, community councils and trade unions. The list is not exclusive however, and the Council has identified and added to this because of feedback received in relation to previous proposals.

The key stakeholders that the proposal concerns are children, families and carers who currently attend Bassaleg School and/or live in the catchment area. Residents who live in the area of Bassaleg School could also have concerns regarding the proposal.

Consultation with pupils, were undertaken via Microsoft Teams meetings and through questionnaires. Two sessions were also arranged for the Bassaleg School Parent Forum via Microsoft Teams, although the sessions did not go ahead as no parents had expressed an interest in attending.

Bassaleg School is located in the Graig ward, although the school catchment area extends into the Marshfield and Rogerstone wards. The school attracts pupils from all across Newport and from neighbouring authorities.

The Graig ward represents approximately 7.5% of the total area of Newport and is home to 4.07% of Newport's population. ONS population figures show approximately 15.08% of the wards population are aged 5 to 15, this being the fourth highest population of 5 to 15 year olds in Newport and higher than the Newport average which is 13.72%.

The Marshfield ward represents approximately 18.63% of the total area of Newport and is home to 4.21% of Newport's population. ONS population figures show approximately 14.30% of the wards population are aged 5 to 15, higher than the Newport average which is 13.72%.

The Rogerstone ward represents approximately 4.54% of the total area of Newport and is home to 6.97% of Newport's population. ONS population figures show approximately 13.77% of the wards population are aged 5 to 15, higher than the Newport average which is 13.72%.

The proposal has been developed in light of increasing numbers in Bassaleg School which has already seen an increase in its Published Admission Number (PAN) from 247 to 270 in September 2014 and this matured throughout the school in September 2018. New housing developments (Jubilee Park and Tredegar Park Golf Club) in the Bassaleg catchment area have seen the demand for places in Bassaleg School increase even further.

The information collected on stakeholders has been sourced from:

- Newport community well-being profiles – Graig, Marshfield and Rogerstone wards

- Stats Wales
- Pupil Census

The majority; eighty-four percent; of stakeholders who responded to the consultation support the proposal. However a small number of local residents made clear their concerns around three key issues:

- Traffic, congestion and road safety
- Parking and the local environment
- Pupil wellbeing and attainment

These concerns are addressed within the consultation report and traffic, safety and environment issues will be considered in detail as part of the planning application process.

#### 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"/>	<p>The proposal will see an increase in Secondary school places within the Bassaleg catchment area helping to accommodate for the extra demand from new housing developments.</p> <p>Increasing the school capacity from 1,747 to 2,050 increases the likelihood of in-catchment children securing places in their catchment secondary school which would otherwise be oversubscribed.</p> <p>The increase in places available will be open to everyone in Newport and outside of Newport to apply for, with the places allocated via the Council's oversubscription criteria if more applications are received than places available. The oversubscription criteria is outlined in the School Admissions Policy.</p>
<b>Disability</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The proposal will have a significant beneficial impact for people living with disabilities. All works that are completed for the proposed expansion will be fully compliant with the Equality Act 2010. This includes replacing the current facilities that are outdated and spread across the school site with brand new facilities that will be fully accessible, compliant and closer together.</p>

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>Gender reassignment/transgender</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic.</p> <p>Students benefitting from the proposal will experience all aspects of the new National Curriculum to be introduced in Primary and Year 7 from 2022, rolling out year by year until it includes Year 11 in 2026.</p>
<b>Marriage or civil partnership</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic.</p>
<b>Pregnancy or maternity</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic.</p> <p>For expectant parents, it is anticipated that additional school places at Bassaleg School will have a positive impact on the possibilities of students achieving a place in their local school.</p>
<b>Race</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic.</p> <p>Students benefitting from the proposal will experience all aspects of the new National Curriculum to be introduced in Primary and Year 7 from 2022, rolling out year by year until it includes Year 11 in 2026.</p>
<b>Religion or Belief or non-belief</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic.</p> <p>Students benefitting from the proposal will experience all aspects of the new National Curriculum to be introduced in Primary and Year 7 from 2022, rolling out year by year until it includes Year 11 in 2026.</p>

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>Sex</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic.</p> <p>Students benefitting from the proposal will experience all aspects of the new National Curriculum to be introduced in Primary and Year 7 from 2022, rolling out year by year until it includes Year 11 in 2026.</p>
<b>Sexual Orientation</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic.</p> <p>Students benefitting from the proposal will experience all aspects of the new National Curriculum to be introduced in Primary and Year 7 from 2022, rolling out year by year until it includes Year 11 in 2026.</p>
<b>Welsh Language</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>Bassaleg School is an English-medium school. However, children benefitting from the proposal will experience all aspects of the National Curriculum, including Cwricwlwm Cymraeg.</p> <p>The proposal has no bearing on the Council's plans to develop and promote Welsh-medium language provision across the City. It is therefore acknowledged that this proposal will not contribute to the Council's targets in relation to Cymraeg 2050.</p>

## 5 How has your proposal embedded and prioritised the sustainable development principle 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 needs</p>	<p>The population of Newport grew by almost 3,500 people between 2011 and 2016, and the primary school population of Newport has grown by 1,475 between January 2014 and January 2019. As these pupils mature, the pressure on school places is transitioning into our secondary school estate, which is reflected in our pupil population forecasts.</p> <p>Over 1000 new homes are being built at the Jubilee Park development just one mile away from and within the catchment area of Bassaleg School. Other smaller developments in the area include the Carnegie Court development that will deliver another 150 homes. Jubilee Park Primary opened in September 2017 to provide primary school places for children living on that development, the school became the sixth primary school of the Bassaleg School cluster.</p> <p>High birth rates and new families moving to the Bassaleg and Rogerstone areas have resulted in a population increase, meaning the admission number for Bassaleg School is no longer sufficient to admit all of the pupils progressing to secondary school from the cluster primary schools. The population increase meant the creation of additional temporary primary school classes being introduced at High Cross, Mount Pleasant and Rogerstone primary schools between 2011 and 2016 to provide extra capacity. A bubble class for the September 2020 cohort has also been introduced at Mount Pleasant Primary.</p> <p>The proposal will extend Bassaleg School's capacity replacing current and outdated facilities with new facilities that are fully compliant and closer together on the school site. The school forecasts show that the Bassaleg cohort is bigger than the PAN for at least the next four years, if all pupils in the cohort applied for Bassaleg School then some in-catchment students who apply on time for a place at the school will not be able to secure a place at the school.</p>
 <p>Collaboration</p> <p>Working together to deliver objectives</p>	<p>A formal statutory consultation has been carried out with the opportunity of engagement with all stakeholders and was supported at each stage by a FEIA to consider impact.</p> <p>The proposal will be delivered through full engagement of the Bassaleg School leadership team.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The following stakeholders were engaged with as part of the consultation process:</p> <ul style="list-style-type: none"> <li>• Parents, carers and guardians of pupils attending all affected schools;</li> <li>• Pupils attending all schools affected by this proposal;</li> <li>• Members of staff currently employed at all schools affected by this proposal;</li> <li>• The Church in Wales, Diocese of Monmouth;</li> <li>• Roman Catholic Archdiocese;</li> <li>• Neighbouring Local Authorities across the South East Wales Consortium area;</li> <li>• The Headteacher and Governing Bodies of all Newport schools;</li> <li>• All Newport City Council elected members;</li> <li>• All Newport City Council Heads of Service;</li> <li>• The local Community Council;</li> <li>• The Welsh Ministers;</li> <li>• Assembly Members (AMs) and Members of Parliament (MPs) representing the area served by the schools subject to the proposals;</li> <li>• Estyn;</li> <li>• Teaching and staff trade unions representing teachers and staff employed at all schools affected by this proposal;</li> <li>• The South East Wales Education Achievement Service;</li> <li>• The Police and Crime Commissioner for Gwent;</li> <li>• Gwent Association of Voluntary Organisations;</li> <li>• Preventative services</li> </ul> <p>Following formal consultation, a Consultation Report was prepared and will be published on the Council website.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The Bassaleg and Rogerstone area is seeing housing developments being built; the biggest of these being the Jubilee Park development. There is a pressure on secondary school places in Newport with many secondary schools being full through on time applications, especially in the west of the city. Bassaleg School is a pressure point due to the increase in population within the catchment area, and as a result, additional capacity has already been created to support the September 2019 and September 2020 cohorts. Without this move, children living within the catchment area and submitting an on-time application would have been without an offer of a place. A permanent increase in the PAN will prevent this continuing in the future.</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>A formal statutory consultation has been carried out and was supported at each stage by a FEIA to consider impact. This proposal supports the “A prosperous Wales”, “A more equal Wales” and “A Wales of cohesive communities” Well-being Goals and has no adverse effect on any of the other Well-being Goals.</p> <p>In addition, this proposal supports the Newport City Council Well-being Objective “To improve skills, educational outcomes and employment opportunities”.</p>

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

Bassaleg School is already an established school accessible to pupils across the city. The proposal supports the replacement of currently poor quality facilities whilst also increasing the capacity of the school. The proposal will benefit the Bassaleg cluster as a whole, as more places will be made available in an area where housing developments are already underway, and where the capacity of the cluster primary schools exceeds the capacity of the secondary school.

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

### Parameter 1 – Equal treatment while recognising difference

The proposal supports a growing and diverse population where additional school places will be required, with pupil projections for Bassaleg School showing the school will be over capacity with a bigger cohort amongst the cluster schools than the secondary school can accommodate.

### Parameter 2 – Mutual Obligations between citizens and government

School places are available across of Newport for those who have parental responsibility for a child to apply for, with applications processed by the School Admissions team in accordance with the School Admissions Policy. The additional places created via this proposal will be allocated in this way. If the number of applications received exceeds the number of spaces available, the Council’s oversubscription criteria will be applied to determine priority.

### Parameter 3 – Interdependency and reciprocity within community relations

The additional places being proposed will have benefits across the Bassaleg cluster where housing developments are being built in areas where the local secondary schools are close to capacity, or are over capacity.

### Parameter 4 – Transparency and accountability in decision-making

The consultation document outlined the decision making process and is transparent and accountable in the information provided. It allows the effective democratic participation of citizens.

## 8. Equality Impacts and Actions

Please complete the below action plan which sets out steps that will/will not be taken in order to mitigate any negative impacts that your assessment has identified.

Impact identified	Who does it affect?	What will you do to mitigate the impact? If you plan to take no action, please justify your rationale	Who is responsible?
Environment	Local residents	<p>The proposed capacity increase for Bassaleg School is a direct response to the development of new housing in the immediate locality at Jubilee Park and Tredegar Park Golf Club, both of which are within easy walking distance of the school. As such, the traffic impact has largely already been accounted for in the planning applications for those two developments, in an area that has recently seen investment in road layout improvements implemented by Welsh Government. Nevertheless, respondents to the consultation have made clear their concerns over the impact of increased pupil capacity on traffic, safety and congestion in the area. There is an existing safe walking route between the Jubilee Park development and the school site, and consideration will be given to improvements to this as part of the proposed scheme.</p> <p>Improved access and parking is being included within the design proposals for the development, which will also seek to reduce the number of</p>	Newport City Council

		<p>sixth-form vehicles needing to be parked in the local streets outside of the school site.</p> <p>Safe routes to school and active travel arrangements are being considered in partnership with colleagues in City Services. Developing a coherent travel strategy and school travel plan to promote ecologically friendly travel choices is seen as integral to the proposed scheme and will be presented as part of the planning application package.</p>	
Welsh-language	Local Residents	<p>Bassaleg School is an English-medium school. As a result, the proposal has no bearing on the Council's plans to develop and promote Welsh-medium language provision across the City. It is therefore acknowledged that this proposal will not contribute to the Council's targets in relation to Cymraeg 2050. However, children benefiting from the proposal will experience all aspects of the National Curriculum, including Cwricwlwm Cymraeg.</p>	Newport City Council

## 9. Monitoring, evaluating and reviewing

Any questions or comments made throughout the consultation process were recorded and summarised in a consultation report. This report will be published on the Council's website and will be considered when the Council decides on the way forward.

Following consultation, Newport City Council's Cabinet Member for Education & Skills will consider the views expressed and then decide whether to proceed with the proposal. If the decision is taken to proceed, a statutory notice will be published in the local press and at the school.

The statutory notice period will last for 28 days following the date of publication and enables people to express their views in the form of supporting or objecting to the proposals.

If no objections are received following the publication of the statutory notice, Newport City Council's Cabinet Member for Education & Skills will make the final decision as to whether to proceed. If objections are received, the final decision will be referred to the Council's Cabinet.

## 10. Involvement

The consultation process represented an opportunity for people to learn about the proposal. The consultation document was available online in both English and Welsh, via the Newport City Council's website, email and social media, and as a hard copy.

Questions could be submitted at any point during the consultation process and were responded to within 7 days – this replaced the usual drop-in session due to the current public health situation.

Any questions or comments made throughout the process were recorded and summarised in a consultation report. This report will be published on the Council's website and will be considered when the Council decides on the way forward.