

# 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:** Kirsty Jones

**Role:** Education Information and Development Officer

**Head of Service:** Sarah Morgan

**Date:** 31/07/2020

**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.**

The purpose is to seek permission to take forward a school reorganisation proposal to increase the capacity of Bassaleg School to 2,050 with effect from September 2023.

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.**

If permission to take this proposal forward is granted, the proposal will be undertaken in accordance with the requirements of the statutory School Organisation Code.

The consultation process represents an opportunity for people to learn about the proposal, ask questions and make comments that will be 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 letters will be produced and distributed to the parents, children and staff of the affected schools. Stakeholder emails will be sent to Newport City Council education partners. The proposal will be published on the Newport City Council website.

A Children and Young People's Everyday Summary Version of this consultation will be produced. Both this and the full version will be available via the NCC website [www.newport.gov.uk/schoolreorganisation](http://www.newport.gov.uk/schoolreorganisation), from the Civic Centre, and the Information Station. Copies can also be requested 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 is not proposing any public drop-in events during this consultation. Instead, questions can be submitted by e-mail to [school.reorg@newport.gov.uk](mailto:school.reorg@newport.gov.uk) and Council officers will generally provide a response within 7 days. This should enable stakeholders to submit informed responses to the consultation. A list of *Frequently Asked Questions and Answers* will also be published on the Council's webpages at [www.newport.gov.uk/schoolreorganisation](http://www.newport.gov.uk/schoolreorganisation)

Comments and questions can be submitted by e-mail or by using a consultation response pro-forma. Social media platforms such as Twitter and Facebook will also share information on proposed changes.

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 stakeholder groups will also include pupils, via face-to-face meetings (where possible if measures can be put in place due to the current public health situation) and through questionnaires.

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 in 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

## 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>The pupil numbers across the school have remained stable even with a 21% decline in post-16 pupils over the last four years. The stability can be attributed to the larger cohorts that have been joining the school in year 7 each following an increase to the PAN.</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 with forecasted numbers for the next four years more than the current capacity of the school.</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>There is no evidence that suggests this proposal will have a disproportionate impact on people that share this Protected Characteristic.</p> <p>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> <p>The school will continue to implement its Accessibility Strategy.</p>
<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>

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	
				Children 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.
<b>Marriage or civil partnership</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic.
<b>Pregnancy or maternity</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic.  For expectant parents, it is anticipated that additional school places at Bassaleg School will have a positive impact on the possibilities of children achieving a place in their local school.
<b>Race</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic.  Children 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.
<b>Religion or Belief or non-belief</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic.  Children 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.
<b>Sex</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic.  Children benefitting from the proposal will experience all aspects of the new National Curriculum to be introduced in

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	
				Primary and Year 7 from 2022, rolling out year by year until it includes Year 11 in 2026.
<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>Children 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 checked="" type="checkbox"/>	<input 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 places 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 then there would be refusals and these could be in catchment on-time refusals.</p>
 <p>Collaboration</p> <p>Working together to deliver objectives</p>	<p>A formal statutory consultation will be carried out with the opportunity for engagement with all stakeholders and 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 data-bbox="245 875 354 898">Involvement</p> <p data-bbox="145 920 427 1025">Involving those with an interest and seeking their views</p>	<p data-bbox="459 302 1404 376">The following stakeholders will be engaged as part of the consultation process:</p> <ul data-bbox="507 383 1404 1339" 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 data-bbox="459 1384 1404 1458">Following formal consultation, a Consultation Report will be prepared and published on the Council website.</p>
 <p data-bbox="233 1659 333 1682">Prevention</p> <p data-bbox="145 1693 421 1839">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="459 1462 1404 1879">The Bassaleg and Rogerstone area is seeing housing developments being built and 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 will be carried out and 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 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 outlines 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. 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 sixth-form vehicles needing to be parked in the local streets outside of the school site.</p>	Newport City Council

		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.	
Welsh-language	Local Residents	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.	Newport City Council

## 9. Monitoring, evaluating and reviewing

Any questions or comments made throughout the process will be 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 represents an opportunity for people to learn about the proposal. The proposal will be available online in both English and Welsh, via the Newport City Council's website, email and social media, and as a hard copy.

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

Any questions or comments made throughout the process will be 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.

## 11. Summary of Impact (for inclusion in any report)

### Equality Act 2010

The proposal will provide sufficient capacity at Bassaleg School to meet the expected demand from in-catchment families for the near future. In addition, much of the existing poor quality accommodation will be replaced with a fully accessible, state of the art new build teaching block with dining and assembly facilities. All work will be fully compliant with the Equality Act 2010.

### Welsh Language

Children benefiting from the proposal will experience all aspects of the National Curriculum, including Cwricwlwm Cymraeg. However, 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.

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

- **Long term: the importance of balancing short- term needs with the need to safeguard the ability to also meet long – term needs:** Bassaleg School is consistently over-subscribed. This demand is expected to increase as new housing developments in the area continue to mature. Increasing the capacity will ensure that the projected demand from in-catchment pupils can be supported, both in the short and longer term.
- **Prevention: How acting to prevent problems occurring or getting worse may help us meet our objectives:** Pupil projection models show that Bassaleg School will continue to be over-subscribed, however moving forward this over-subscription correlates to pupils within the

designated catchment area. Failing to take action now could result in on-time in-catchment applications being refused in the future on a regular basis. This will affect pupil wellbeing, as well as increasing the number of school admission appeals and having an impact on home to school transport costs and arrangements.

- **Integration: Consider how the proposals will impact on our wellbeing objectives, our wellbeing goals, other objectives or those of other public bodies:** A formal statutory consultation will be carried out and 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. In addition, this proposal supports the Newport City Council Well-being Objective “To improve skills, educational outcomes and employment opportunities”.
- **Collaboration: have you considered how acting in collaboration with any other person or any other part of our organisation could help meet our wellbeing objectives:** There will be the opportunity to engage with all stakeholders through a formal statutory consultation. The full engagement of the Bassaleg School leadership team will play a part in helping to meet the wellbeing objectives.
- **Involvement: The importance of involving people with an interest in achieving the wellbeing goals, and ensuring that those people reflect the diversity of the City we serve:** A formal school reorganisation proposal will be undertaken and supported at each stage by a FEIA that will consider impact. This proposal will include a period of formal consultation that will offer the opportunity for all stakeholders to find out more information about the proposal and how it may affect them. Following conclusion of the formal consultation, a Consultation Report will be prepared, published and distributed to all identified stakeholders.

#### **Parameters of Fairness**

- **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 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 outlines the decision making process and is transparent and accountable in the information provided. It allows the effective democratic participation of citizens.