

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.

Service Area	Head of Service	Person responsible for the Assessment	Date of Assessment
Education	James Harris	Deborah Weston	May 2017

1. What is the policy/ service being assessed?

To request permission to move to formal consultation on a school reorganisation proposal to establish a new two-form entry primary school on the Glan Llyn development for children aged between 3-11 years with effect from September 2018.

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

To provide a new primary school to serve the Glan Llyn development as per the section 106 planning agreement.

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	Pupils of primary school age and their parents / carers	The decision to move to formal consultation will enable the Council to seek the views of all stakeholders. The provision of additional primary school places will support parental choice and the provision of local schools for local children. This should not have any significant detrimental impact on other schools across the City and the expected impact is to provide seamless learning for primary aged pupils.	A full programme of stakeholder engagement will support the formal consultation process. Following this a consultation report will be drafted and published to support whether or not the proposal should be taken forward. If approved, the proposal will be implemented on a growing school basis.	Chief Education Officer	November 2017
Gender reassignment	Not applicable				

Disability	Pupils of primary school age who have a registered disability and their parents / carers	The decision to move to formal consultation will enable the Council to seek the views of all stakeholders. The provision of additional primary school places will support parental choice and the provision of local schools for local children. This should not have any significant detrimental impact on other schools across the City. The school will be fully accessible and capable of meeting all aspects of the mainstream school curriculum.	A full programme of stakeholder engagement will support the formal consultation process. Following this a consultation report will be drafted and published to support whether or not the proposal should be taken forward. If approved, the proposal will be implemented on a growing school basis.	Chief Education Officer	November 2017
Marriage/Civil Partnership	Not applicable				
Pregnancy and Maternity	Not applicable				
Race	Pupils of primary school age and their parents / carers	The decision to move to formal consultation will enable the Council to seek the views of all stakeholders. The provision of additional primary school places will support parental choice and the provision of local schools for local children. This should not have any significant detrimental impact on other schools across the City.	A full programme of stakeholder engagement will support the formal consultation process. Following this a consultation report will be drafted and published to support whether or not the proposal should be taken forward. If approved, the proposal will be implemented on a growing school basis.	Chief Education Officer	November 2017

Religion/belief (or the absence of)	Not applicable				
Sex	Pupils of primary school age and their parents / carers	The decision to move to formal consultation will enable the Council to seek the views of all stakeholders. The provision of additional primary school places will support parental choice and the provision of local schools for local children. This should not have any significant detrimental impact on other schools across the City and the expected impact is to provide seamless learning for primary aged pupils.	A full programme of stakeholder engagement will support the formal consultation process. Following this a consultation report will be drafted and published to support whether or not the proposal should be taken forward. If approved, the proposal will be implemented on a growing school basis.	Chief Education Officer	November 2017
Sexual Orientation	Not applicable				
Welsh language	Not applicable. The proposal concerns English language provision	The decision will not affect Welsh-medium education provision. The Welsh second language elements of the curriculum will apply to the new primary school for pupils in line with provision across the City	A full programme of stakeholder engagement will support the formal consultation process. Following this a consultation report will be drafted and published to support whether or not the proposal should be taken forward. If approved, the proposal will be implemented on a growing school basis.	Chief Education Officer	November 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.

This school reorganisation proposal will now be subject to formal consultation with key stakeholders as defined in the WG School Organisation Code.

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

A formal consultation document will be drafted, and a formal consultation will be carried out in accordance with the School Standards and Organisation (Wales) Act 2013, and the statutory School Organisation Code 2013.

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

Formal statutory consultation process with stakeholders as outlined in the statutory School Organisation Code 2013. This will include publication of all relevant documentation on the Council website.

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 provision of additional primary school places in an area of high demand will support the School Admissions Policy within which all applicants are treated fairly and equitably. There will be an improved equality of access to school places and a seamless learning pathway for children aged 3 – 11.

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)?

The proposed change will primarily impact on the Llanwern area of the City, However applications for admission to the school can be made in respect of children living across the whole of the City. The Council aspires to provide local schools for local children and a single education journey for children during their time in Foundation Phase and Key Stage 2,

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

The new school will primarily serve children and families living on the Glan Llyn development, providing a local primary school and building positive relationships in and around the school environment.

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

The School Admissions Policy supports a fair and equitable system for the allocation of school places.

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

The School Admissions Policy supports a fair and equitable system for the allocation of school places.

Completed by: Deborah Weston, Education Service Development Manager

Date: September 2017



Signed off by: Sarah Morgan, Interim Head of Education

Date: September 2017

