

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	Amanda B Davies	1 st March 2016

1. What is the policy/ service being assessed?

To formally consult on the proposal to establish a nursery class at **Langstone primary school** by extending the age range from 4 – 11 to 3-11 years.

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

To create the seamless transition from 3 – 11 for every community maintained school in Newport.

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	Pre-school and school aged children Parents	The expected impact of the proposal is to create a seamless transition of nursery and primary school places at this school.			

Gender reassignment					
Disability		Any new construction on site to support a nursery will be DDA compliant			
Marriage/Civil Partnership					
Pregnancy and Maternity	Prospective parents	The availability of nursery places at this school will be positive for prospective parents.			
Race					
Religion/belief (or the absence of)					
Sex					
Sexual Orientation					

Welsh language	No – the proposal concerns English language provision	The decision will not affect Welsh-medium education provision; the Welsh language elements of the curriculum will apply to the Langstone Primary nursery cohort in line with provision across the city	Welsh-medium nursery provision is available at Newport's three Welsh-medium primary schools. This proposal concerns the demand for English language nursery provision within the catchment area of an English-medium primary school – however they will all benefit from Welsh language education through the curriculum aimed at nursery aged pupils	Chief Education Officer	
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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.

Formal statutory Consultation with identified stakeholders including local childcare providers, pupils, parents, carers and staff at the school concerned, Community councils, neighbouring Local Authority, education professionals, Welsh Ministers.

A children & young people everyday summary version will be produced to help engage school-age children and young people in the consultation process. The Council will also engage with the pupils involved in the Langstone Primary school council

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

Consultation will be conducted in accordance with the School Standards and Organisation (Wales) Act 2013, and the Statutory Code, 2013.

Early Years (nursery) places are provided in accordance with Section 118(1) of the School Standards and Framework Act, 1998.

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

Formal statutory consultation process and publication of statutory notices on the internet and at school gates.

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

Improved equality of access to funded education places – all community maintained schools have nursery provision
Improved equality of access to early years education – local provision and more choice within the mixed economy including school
Improved equality of access – seamless transition through the school for ages 3 – 11
Potential to increase provision of affordable ‘wrap around’ childcare on site

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)?

Access to services has been identified as an area for concern for Langstone, with all 3 LSOAs being in the top 14% most deprived in Wales in terms of access to services. School nursery provision will support seamless transition for all families.

Langstone is characterised by low levels of deprivation, with its 3 LSOAs ranking in the top 10% of least deprived in Wales and the unemployment rate is lower than Newport and Wales averages.

Langstone ward borders the ward of Llanwern to the south, which is served in its northern area by Llanwern and Bishtop Community Councils. The Welsh Index of Multiple Deprivation does not identify the ward as being particularly deprived and the level of unemployment is below the Newport and Wales averages.

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

The proposal will support access to early years education and benefit transition into school, forging relationships with peers, teachers and parents in the community. This will help to build positive relationships in and around the school. It is accepted that the increased traffic flow in the vicinity could cause some frustration to local residents. A travel plan explaining what efforts will be made to address this issue will be developed alongside the planning application.

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

The proposal will create seamless transition for pre-school and school pupil places to the same level as all other community maintained schools in Newport. Parents of any child of eligible age can apply for a place.

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

The proposal will align nursery provision in Langstone with that provided in all community maintained primary schools.

Completed by: Amanda B Davies: Assistant Head of Education (Resources & Planning)

Date: 1st March 2016

AB Davies

Signed off by: James Harris: Chief Education Officer

Date: 1st March 2016

James Harris