

## 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	Sarah Morgan	Deborah Weston	December 2017

### 1. What is the policy/ service being assessed?

To finally determine the proposal to permanently remove the Learning Resource Base provision that is currently at Llanwern High School, albeit with a modified implementation date of April 2018.

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

To implement the budget savings agreed by Cabinet to cease the funding attributable through the Individual Schools Budget (ISB) for the Learning Resource Base provision at Llanwern High School.

### 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	Secondary school age children in years 7 – 9 and their parents / carers	The Learning Resource Base is currently empty and there are no plans for children to be accommodated at this provision, pending a final decision on this proposal.	<p>This proposal was subject to formal consultation with a range of stakeholders, the result of which is outlined in the Consultation Report which has been prepared and published on the Newport City Council website.</p> <p>A statutory proposal was subsequently published which provided an opportunity for legal objections to be lodged. Only one objection was received, from a member of staff previously employed at the provision.</p> <p>The majority of pupils who were attending the LRB have now successfully moved to small group</p>	Chief Education Officer	Proposal will be implemented in April 2018

			provision in host schools. The one remaining pupil was not attending the provision regularly and has moved to a small nurture group for vulnerable pupils, which is more suitable to his specific needs.		
Gender reassignment	Not applicable				
Disability	Secondary school age children in years 7 – 9 who have a registered disability and their parents / carers	The Learning Resource Base is currently empty and there are no plans for children to be accommodated at this provision, pending a final decision on this proposal.	<p>This proposal was subject to formal consultation with a range of stakeholders, the result of which is outlined in the Consultation Report which has been prepared and published on the Newport City Council website.</p> <p>A statutory proposal was subsequently published which provided an opportunity for legal objections to be lodged. Only one objection was received, from a member of staff previously employed at the provision.</p> <p>The majority of pupils who were attending the LRB have now successfully moved to small group provision in host schools. The one remaining pupil was not attending the provision regularly and has moved to a small nurture group for vulnerable pupils, which is more suitable to his specific needs.</p>	Chief Education Officer	Proposal will be implemented in April 2018

Marriage/Civil Partnership	Not applicable				
Pregnancy and Maternity	Not applicable				
Race	Secondary school age children in years 7 – 9 and their parents / carers	The Learning Resource Base is currently empty and there are no plans for children to be accommodated at this provision, pending a final decision on this proposal.	<p>This proposal was subject to formal consultation with a range of stakeholders, the result of which is outlined in the Consultation Report which has been prepared and published on the Newport City Council website.</p> <p>A statutory proposal was subsequently published which provided an opportunity for legal objections to be lodged. Only one objection was received, from a member of staff previously employed at the provision.</p> <p>The majority of pupils who were attending the LRB have now successfully moved to small group provision in host schools. The one remaining pupil was not attending the provision regularly and has moved to a small nurture group for vulnerable pupils, which is more suitable to his specific needs.</p>	Chief Education Officer	Proposal will be implemented in April 2018
Religion/belief (or the absence of)	Not applicable				
Sex	All secondary school age	The Learning Resource	This proposal was subject to formal consultation with a range of	Chief Education Officer	Proposal will be implemented in

	children in years 7 – 9 and their parents / carers	Base is currently empty and there are no plans for children to be accommodated at this provision, pending a final decision on this proposal.	<p>stakeholders, the result of which is outlined in the Consultation Report which has been prepared and published on the Newport City Council website.</p> <p>A statutory proposal was subsequently published which provided an opportunity for legal objections to be lodged. Only one objection was received, from a member of staff previously employed at the provision.</p> <p>The majority of pupils who were attending the LRB have now successfully moved to small group provision in host schools. The one remaining pupil was not attending the provision regularly and has moved to a small nurture group for vulnerable pupils, which is more suitable to his specific needs.</p>		April 2018
Sexual Orientation	Not applicable				
Welsh language	Not applicable. The proposal concerns English language provision				

#### **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.

The cessation of funding was included in the Council's budget proposals for 17/18, and this was subject to public consultation. Notwithstanding this however, this proposal was subject to formal consultation with a range of stakeholders as defined in the WG School Organisation Code. The feedback received during the formal consultation is outlined in a Consultation Report which has been prepared and published on the Newport City Council website.

The Council then published a statutory proposal for 28 days to permanently discontinue the LRB. One objection was lodged during the statutory notice stage, and was received from a member of staff who was employed to work within the LRB at Llanwern High School. The reasons for this objection and the Council's responses are outlined within the Objection Report which will be published on the Newport City Council website following final determination.

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

Business cases were drafted as part of the Council's budget proposals for 2017/18.

A formal consultation has been carried out in accordance with the School Standards and Organisation (Wales) Act 2013 and the statutory School Organisation Code 2013. The results of this consultation are outlined in the Consultation Report which has been prepared and published on the Council website.

A statutory proposal was subsequently published, and this provided stakeholders with the opportunity to lodge any legal objections against the proposal. A single objection was received, the details of which are outlined in the Objection Report.

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

Stakeholders were made aware of the initial consultation and engagement session arranged for them to find out more information. At the end of the consultation period, a Consultation Report was prepared and published, and stakeholders made aware of this.

The Council then decided to publish a statutory proposal. This was published on the Newport City Council website and copies were displayed at all main entrances to Llanwern High School. The notice was also shared with all stakeholders as outlined in the statutory School Organisation Code, including pupils, staff and parents / carers of Llanwern High School and the parents of pupils currently attending the five cluster primary schools: Alway Primary, Eveswell Primary, Llanmartin Primary, Milton Primary and Ringland Primary.

Details of the final determination will also be shared with stakeholders as outlined and defined within the statutory School Organisation Code.

### **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 costly provision will cease and funding targeted appropriately elsewhere.

### **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)?

Whilst the provision is based at Llanwern High School, it can be accessed by pupils across the City according to their level of need. It is likely however that these pupils will now be accommodated in small group placements in their catchment schools, meaning that there will be more interaction with their local peer groups.

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

Pupils will now be accommodated in small group placements in their catchment schools, meaning that there will be more interaction with their local peer groups.

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

Pupils will now be accommodated in small group placements in their catchment schools, meaning that there will be more interaction with their local peer groups.

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

Pupils will now be accommodated in small group placements in their catchment schools, meaning that there will be more interaction with their local peer groups.

**Completed by: Deborah Weston, Education Service Development Manager**

**Date: December 2017**



**Signed off by: Sarah Morgan, Interim Head of Education**

**Date: December 2017**

