

# 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:** Deborah Weston      **Role:** Education Service Manager

**Head of Service:** Sarah Morgan      **Date:** 01/06/2018

**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.assessment@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 establish a generic 10-place Learning Resource Base class for pupils aged between 4 years and 11 years with additional learning needs at Caerleon Lodge Hill Primary School with effect from April 2019

**2. Outline how you have/ will involve stakeholders who will be affected by the policy/proposal**

Discussions have already taken place with the Headteacher and Chair of Governors of the school. If permission to take this forward is granted, the proposal will be undertaken in accordance with the requirements of the statutory School Organisation Code. This will include a period of formal consultation with key stakeholders.

**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. This list is not exclusive however, and the Council has identified and added to this as a result of feedback received in relation to previous proposals. These stakeholder groups will also include pupils, via face-to-face meetings with the school council and through questionnaires

Following this period of formal consultation, a Consultation Report will be prepared and published on the Council website, and will be used to determine whether or not to move to publication of a statutory proposal. The FEIA will also be updated at this stage. The publication of a statutory proposal enables stakeholders to lodge legal objections against a proposal.

## 4. Equalities and Welsh language impact

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: <ol style="list-style-type: none"> <li>1. Promote equal opportunity</li> <li>2. Promote community cohesion</li> <li>3. Help eliminate unlawful discrimination/ harassment/ victimisation?</li> </ol>
	Positive	Negative	Neither	
<b>Age</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The establishment of a new Learning Resource Base will support the increasing demand for primary specialist education provision across the city of Newport, a need which has grown significantly over the past 5-10 years. There is currently no such Learning Resource Base provision within the Caerleon or St Julian's cluster areas. This proposal will therefore benefit pupils living locally but is not exclusive to those living within this cluster area. It can be accessed by pupils across the city to support specific education needs in an appropriate and secure environment.</p> <p>All staff employed at the school will be treated equitably regardless of their status within this protected characteristic.</p>
<b>Disability</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The Council is committed to providing Learning Resource Base facilities in all new school builds as this supports a more inclusive approach for pupils with additional learning needs. There is also a desire to move to a position where there is a least one Learning Resource Base class in each cluster of primary schools. There is currently no such provision within the Caerleon cluster, or in the neighbouring St Julian's cluster.</p> <p>The new school building will be fully DDA compliant.</p> <p>All staff employed at the school will be treated equitably regardless of their status within this protected characteristic.</p>
<b>Gender reassignment/ transgender</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>Any pupils, parents / carers and staff falling into this protected characteristic will be treated equitably in line with the relevant policies as adopted by the governing body of the school.</p>
<b>Marriage or civil partnership</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>All staff employed at the school will be treated equitably regardless of their status within this protected characteristic.</p>
<b>Pregnancy or maternity</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>All staff employed at the school will be treated equitably regardless of their status within this protected characteristic.</p>
<b>Race</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The establishment of a new Learning Resource Base will support the increasing demand for primary specialist education provision across the city of Newport, a need</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	
				<p>which has grown significantly over the past 5-10 years. There is currently no such Learning Resource Base provision within the Caerleon or St Julian's cluster areas. This proposal will therefore benefit pupils living locally but is not exclusive to those living within this cluster area. It can be accessed by pupils across the city to support specific education needs in an appropriate and secure environment.</p> <p>All pupils attending the school and staff employed at the school will be treated equitably regardless of their status within this protected characteristic.</p>
<b>Religion or Belief or non-belief</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Caerleon Lodge Hill Primary School is a community primary school. However the school follows all aspects of the national curriculum.</p> <p>All pupils attending the school and staff employed at the school will be treated equitably regardless of their status within this protected characteristic.</p>
<b>Sex/ Gender Identity</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>The establishment of a new Learning Resource Base will support the increasing demand for primary specialist education provision across the city of Newport, a need which has grown significantly over the past 5-10 years. There is currently no such Learning Resource Base provision within the Caerleon or St Julian's cluster areas. This proposal will therefore benefit pupils living locally but is not exclusive to those living within this cluster area. It can be accessed by pupils across the city to support specific education needs in an appropriate and secure environment.</p> <p>All stakeholders associated with the school and all will be treated equitably regardless of their status under this protected characteristic.</p>
<b>Sexual Orientation</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>Any stakeholders falling into this protected characteristic will be treated equitably in line with the relevant policies as adopted by the governing body of the school.</p>
<b>Welsh Language</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Caerleon Lodge Hill Primary School is an English-medium school. It does however follow all aspects of the national curriculum in relation to Welsh as a Second Language.</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><i>Yes by supporting the increasing demand for specialist education provision across the primary school sector.</i></p>
 <p>Collaboration</p> <p>Working together to deliver objectives</p>	<p><i>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.</i></p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p><i>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.</i></p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p><i>The need for specialist education provision has grown significantly over the past 5-10 years and there is currently no primary Learning Resource Base provision within the Caerleon or St Julian's cluster areas. The proposal will therefore benefit pupils living locally but will not be exclusive to those living in these areas. The new provision will be available to be accessed by pupils living across the city to support specific education needs in an appropriate and secure environment. This will enable children to attend a school more local to their home address.</i></p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p data-bbox="229 678 322 701">Integration</p> <p data-bbox="129 719 408 860">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="451 304 1423 539"><i>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”.</i></p>

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

The Council is committed to providing Learning Resource Base facilities in all new school builds as this supports a more inclusive approach for pupils with additional learning needs. There is also a desire to move to a position where there is a least one Learning Resource Base class in each cluster of primary schools. There is currently no such provision within the Caerleon cluster, or in the neighbouring St Julian’s cluster.

This proposal will therefore benefit pupils living locally but is not exclusive to those living within this cluster area. It can be accessed by pupils across the city to support specific education needs in an appropriate and secure environment.

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

This proposal supports the increasing demand for specialist education provision across the city of Newport, a need which has grown significantly over the past 5-10 years. There is currently no such Learning Resource Base provision within the Caerleon or St Julian’s cluster areas. This proposal will therefore benefit pupils living locally but is not exclusive to those living within this cluster area. It can be accessed by pupils across the city to support specific education needs in an appropriate and secure environment.

## 8 Taking this assessment as a whole, what could be done to mitigate any negative impacts of your policy and better contribute to positive impacts?

The proposal will be subject to full stakeholder consultation and any feedback received will be taken into consideration when deciding how to proceed.

## 9 Monitoring, evaluating and reviewing

The impact of the proposal will be evaluated following full implementation. This FEIA will be reviewed and updated at stages throughout the proposal.

## 10 Involvement

A full programme of stakeholder engagement will be implemented to support the formal consultation and will include drop-in sessions where people can find out more about the proposal. There will also be an opportunity to hear the pupil voice through the school council.

Further information will be shared with stakeholders as the proposal progresses.

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

### Equality Act 2010 AND Welsh Language

The Council is committed to providing Learning Resource Base facilities in all new school builds as this supports a more inclusive approach for pupils with additional learning needs. There is also a desire to move to a position where there is a least one Learning Resource Base class in each cluster of primary schools. There is currently no such provision within the Caerleon cluster, or in the neighbouring St Julian's cluster.

In order to support teaching pupils with additional learning needs where full-time mainstream education is not deemed appropriate, the Local Authority has numerous Learning Resource Bases across the City, hosted by individual schools. These Learning Resource Bases are attached to mainstream schools and provide learning environments that have fewer pupil numbers with enhanced adult ratios. The Learning Resource Bases are generic in nature and meet the needs of pupils with a range of difficulties. The ethos is to provide targeted support to the individual pupils based on their needs with the intention of integrating the pupil back into mainstream classes as appropriate. There is an on-going demand for primary Learning Resource Base placements across Newport.

This proposal supports the increasing demand for specialist education provision across the city of Newport, a need which has grown significantly over the past 5-10 years. There is currently no such Learning Resource Base provision within the Caerleon or St Julian's cluster areas. This proposal will therefore benefit pupils living locally but is not exclusive to those living within this cluster area. It can be accessed by pupils across the city to support specific education needs in an appropriate and secure environment.

Caerleon Lodge Hill Primary School is an English-medium community school. The school will continue to promote the Welsh language in all ways possible and will follow all aspects of the national curriculum.

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

In summary this proposal supports wellbeing by supporting a more inclusive approach for pupils with additional learning needs. The Council is committed to providing Learning Resource Base facilities in all new school builds. There is also a desire to move to a position where there is a least one Learning Resource Base class in each cluster of primary schools. There is currently no such provision within the Caerleon cluster, or in the neighbouring St Julian's cluster. The establishment of this Learning Resource Base will enable pupils with additional learning needs to be taught in schools more local to their home addresses.