

# 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:** Service Development Manager

**Head of Service:** Sarah Morgan                      **Date:** 14/02/2018

**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 of this proposal is to increase the number of special school places available at Maes Ebbw School.

This FEIA supports the request for the Cabinet Member for Education and Skills to finally determine the school reorganisation proposal to increase the capacity of Maes Ebbw School from 100 to 150.

The original consultation suggested that, if approved, the decision would be effective from September 2018. The project has been delayed however and as a result, the statutory proposal was published with a modified implementation date of April 2019.

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

This proposal was subject to formal consultation with a range of stakeholders, the results of which were outlined in the Consultation Report which has been published on the Newport City Council website.

A statutory proposal was subsequently published for a period of 28 days, and this offered the opportunity for formal objections to be lodged. No such objections were lodged however.

**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 proposal has been carried out in accordance with the School Standards and Organisation (Wales) Act 2013, and the statutory School Organisation Code 2013 and included consultation with a range of stakeholders. The results of this consultation process are outlined in the Consultation Report which has been prepared and published on the Newport City Council website.

The Council published a statutory proposal between 15<sup>th</sup> January 2018 and 12<sup>th</sup> February 2018 to increase the capacity of Maes Ebbw School from 100 to 150 with effect from April 2019.

The statutory proposal was published on the Newport City Council website and copies were displayed at all main entrances to Maes Ebbw School. The notice was also shared with all stakeholders as outlined in the statutory School Organisation Code, including the pupils, staff and parents / carers of Maes Ebbw School.

The consultation passed through this statutory notice stage without objection and therefore a final decision can now be taken by the Cabinet Member for Education and Skills.

**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	
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The provision of additional special school places will benefit pupils across the whole of the Newport as additional facilities will be provided to support children who have specialist needs in an appropriate and secure environment.</p> <p>This will not have any detrimental impact on other schools and provision</p> <p>The proposal requires building work be carried out to extend the current school. All necessary actions will be taken to ensure that the school site is a safe environment for all pupils during these building works.</p> <p>All staff employed at the school will be treated equitably regardless of their status within this protected characteristic.</p>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The provision of additional special school places will benefit pupils across the whole of the Newport as additional facilities will be provided to support children who have specialist needs in an appropriate and secure environment.</p> <p>This will not have any detrimental impact on other schools</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	
				and provision  The proposal requires building work be carried out to extend the current school. All necessary actions will be taken to ensure that the school site is a safe environment for all pupils during these building works.  All staff employed at the school will be treated equitably regardless of their status within this protected characteristic.
<b>Gender reassignment/ transgender</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	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.
<b>Marriage or civil partnership</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	All staff employed at the school will be treated equitably regardless of their status within this protected characteristic.
<b>Pregnancy or maternity</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	All staff employed at the school will be treated equitably regardless of their status within this protected characteristic.
<b>Race</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The provision of additional special school places will benefit pupils across the whole of the Newport as additional facilities will be provided to support children who have specialist needs in an appropriate and secure environment.  This will not have any detrimental impact on other schools and provision  The proposal requires building work be carried out to extend the current school. All necessary actions will be taken to ensure that the school site is a safe environment for all pupils during these building works.  All pupils attending the school and staff employed at the school will be treated equitably regardless of their status within this protected characteristic.
<b>Religion or Belief or non-belief</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Maes Ebbw School is a community special school. However the school follows all aspects of the national curriculum.
<b>Sex/ Gender Identity</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The provision of additional special school places will benefit pupils across the whole of the Newport as additional facilities will be provided to support children who have

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	Positive	Negative	Neither	
				<p>specialist needs in an appropriate and secure environment.</p> <p>This will not have any detrimental impact on other schools and provision</p> <p>The proposal requires building work be carried out to extend the current school. All necessary actions will be taken to ensure that the school site is a safe environment for all pupils during these building works.</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"/>	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.
<b>Welsh Language</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Maes Ebbw School is a community special school. However the school follows all aspects of the national curriculum.

## 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 making additional specialist school places available to meet the needs of pupils living within Newport</i></p>
 <p>Collaboration</p> <p>Working together to deliver objectives</p>	<p><i>A formal consultation has already been carried out and included targeted stakeholder engagement.</i></p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p><i>A formal statutory consultation has already been carried out and included targeted stakeholder engagement.</i></p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p><i>Additional specialist school places are made available therefore increasing provision for children to attend a school within the City as opposed to an Out-of-County placement.</i></p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p data-bbox="229 678 320 701">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 1422 539"><i>A formal statutory consultation has been carried out with key stakeholders, the outcome of which is detailed in the consultation report. This proposal supports the “A prosperous Wales” and “A more equal Wales” 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?**

This proposal will benefit pupils across the whole of the Newport as additional facilities will be provided to support children who have specialist 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**

The provision of additional specialist places will increase provision across the City for pupils with additional educational needs reducing the need for out-of-county placements.

**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 requires building work be carried out to extend the current school. The original intention was that if approved, this building work would take place during the course of the 17/18 academic year, with the change being effective from September 2018. Unforeseen delays however mean that this implementation date is not likely to be achieved until April 2019. All necessary actions will be taken to ensure that the school site is a safe environment for all pupils during these building works.

## 9 Monitoring, evaluating and reviewing

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

## 10 Involvement

Stakeholders were advised of the publication of the statutory notice and details of the determination will be shared as appropriate.

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

### **Equality Act 2010 AND Welsh Language**

The proposed new school will serve children and families living across the city, providing increased specialist school places and supporting the continuation of positive relationships in and around the school environment. Places at the school will be allocated by the Local Authority following an assessment of individual need. The provision of increased places should reduce the number and cost of out-of-county placements.

The school will continue to promote the Welsh language in all ways possible.

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

In summary this proposal supports wellbeing by improving facilities and increasing the availability of specialist school places within the City. This will enable pupils with additional educational needs to be educated within the City rather than having to attend Out-of-County placements.