

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 | November 2017 |

1. What is the policy/ service being assessed?

To request permission to publish a statutory notice on the school reorganisation proposal to expand the main Maes Ebbw School site and therefore provide additional pupil places by increasing the capacity of the school from 100 to 150. The original intention was that if approved, the decision would be effective from September 2018. Unforeseen delays however mean that this implementation date is not likely to be achieved until April 2019.

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

To increase the number of special school places available at Maes Ebbw 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 | All pupils aged between 3 and 19 years of age and whose statements of SEN require their education to be provided at a specialist environment, and their parents / carers | <p>The decision to publish a statutory notice gives stakeholders the opportunity to object to the proposal having had the opportunity to find out more about the plans during the formal consultation period.</p> <p>The provision of additional special school places will benefit pupils across the whole of the Newport as additional facilitates 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>This proposal was subject to formal consultation with a range of stakeholders, the results of which are outlined in the Consultation Report which has been prepared and published on the Newport City Council website.</p> <p>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</p> | Chief Education Officer | January 2018 |

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|----------------------------|--|---|--|-------------------------|--------------|
| | | across the City. | 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. | | |
| Gender reassignment | Not applicable | | | | |
| Disability | All pupils aged between 3 and 19 years of age and whose statements of SEN require their education to be provided at a specialist environment, and their parents / carers | <p>The decision to publish a statutory notice gives stakeholders the opportunity to object to the proposal having had the opportunity to find out more about the plans during the formal consultation period.</p> <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 across the City.</p> | <p>This proposal was subject to formal consultation with a range of stakeholders, the results of which are outlined in the Consultation Report which has been prepared and published on the Newport City Council website.</p> <p>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.</p> | Chief Education Officer | January 2018 |
| Marriage/Civil Partnership | Not applicable | | | | |

| | | | | | |
|-------------------------------------|--|---|--|-------------------------|--------------|
| Pregnancy and Maternity | Not applicable | | | | |
| Race | All pupils aged between 3 and 19 years of age and whose statements of SEN require their education to be provided at a specialist environment, and their parents / carers | <p>The decision to publish a statutory notice gives stakeholders the opportunity to object to the proposal having had the opportunity to find out more about the plans during the formal consultation period.</p> <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 across the City.</p> | <p>This proposal was subject to formal consultation with a range of stakeholders, the results of which are outlined in the Consultation Report which has been prepared and published on the Newport City Council website.</p> <p>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.</p> | Chief Education Officer | January 2018 |
| Religion/belief (or the absence of) | Not applicable | | | | |
| Sex | All pupils aged between 3 and 19 years of age and whose statements of SEN require their education to be provided at a specialist environment, and their | The decision to publish a statutory notice gives stakeholders the opportunity to object to the proposal having had the opportunity to find out more about the plans during the formal | This proposal was subject to formal consultation with a range of stakeholders, the results of which are outlined in the Consultation Report which has been prepared and published on the Newport | Chief Education Officer | January 2018 |

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|--------------------|--|---|---|--|--|
| | parents / carers | <p>consultation period.</p> <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 across the City.</p> | <p>City Council website.</p> <p>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.</p> | | |
| Sexual Orientation | Not applicable | | | | |
| Welsh language | Not applicable. The proposal concerns special school places delivered through English-medium 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.

This proposal was subject to formal consultation with a range of stakeholders as defined in the Welsh Government statutory School Organisation Code. The feedback received during the formal consultation has been outlined in the Consultation Report which has been published on the Newport City Council website.

The next stage in this process is the publication of a Statutory Proposal for a period of 28 days. This will provide all stakeholders with an opportunity to further consider, and if necessary lodge legal objections to, the proposal.

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

A formal consultation document has been drafted. A formal consultation process will be 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.

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

Stakeholders have been made aware of the publication of the Consultation Report and that this will form part of the decision as to whether or not to move to the publication of the statutory proposal. Copies of the statutory notice will be shared with stakeholders and also published on the Newport City Council website and at the 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

The provision of additional specialist places will increase provision across the City for pupils with additional educational needs.

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)?

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.

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

The provision of additional specialist places will increase provision across the City for pupils with additional educational needs. Maes Ebbw School already successfully shares a site with Maesglas Primary School, and it is not considered that either school will be detrimentally affected by this proposal.

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


The provision of additional specialist places will increase provision across the City for pupils with additional educational needs.

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

The provision of additional specialist places will increase provision across the City for pupils with additional educational needs.

Completed by: Deborah Weston, Education Service Development Manager

Date: November 2017



Signed off by: Sarah Morgan: Chief Education Officer

Date: November 2017

