

## Newport City Council Fairness and Equality Impact Assessment Form (F&EIA)

This form provides an assessment of policy or proposed change to see whether it promotes fairness and equality, and that outcomes for the people of Newport have been fully considered. The result of this Impact Assessment should influence future policy and service planning decisions.

In Newport we focus on fairness through the following themes: Health Inequalities, Child Poverty, Skills and Work, Tackling Domestic Violence, Alcohol and Substance misuse, Homelessness, former armed forces personnel  
Our Equalities focus is taken from the Equalities Act 2010: we consider the 9 protected equalities characteristics- age, gender, disability and carers and the Welsh Language and assess whether the policy or change promotes the General Equality Duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

<b>Service Area</b> Education Service	<b>Head of Service:</b> Chief Education Officer	<b>Person responsible for the assessment:</b> Assistant Head of Education (Resources & Planning)	<b>Date of Assessment:</b> February 2016	
<b>Name of the proposal to be assessed:</b> Formal Consultation on the proposal “to establish a seedling Welsh-medium secondary school, sharing the site of Ysgol Gymraeg Bro Teyrnnon on a temporary basis from September 2016 and subsequent transfer to the original site on Duffryn Way, Newport as soon as possible, or to a permanent location yet to be determined, at the earliest available opportunity”.			<b>Is this an existing policy/ practice or is it a proposed change?</b>	This is a proposal for formal consultation of a change under the School Standards & Organisation (Wales) Act 2013.

<p><b>1. Briefly describe the outcomes wanted from policy / practice / proposal.</b>  <b>If the policy / practice/ proposal is under review, please list any options being considered</b></p>	<p>The formal consultation is part of the statutory consultation process on the proposal to establish a new Welsh-medium secondary school for pupils across the region to manage increased demand.</p>
<p><b>2. Name any associated policy, legislation, corporate objective etc.</b></p>	<ul style="list-style-type: none"> <li>• Welsh Government School Organisation Statutory Code, July 2013</li> <li>• Welsh Education Strategic Plan – updated as at May 2015</li> <li>• NCC Improvement Plan</li> <li>• Education Service Plan</li> </ul>

<p><b>3. Who are the main stakeholders in relation to the policy / practice?</b></p>	<ul style="list-style-type: none"> <li>• SEWC Directors</li> <li>• Cabinet Member for Education and Young People, Newport City Council</li> <li>• Elected Members of the Ward</li> <li>• Welsh-medium Primary Schools staff / pupils / parents / governors</li> <li>• Welsh-medium Secondary Schools staff / pupils / parents / governors</li> <li>• Regional Headteachers / School staff / pupils / parents / governors</li> <li>• Coleg Gwent</li> <li>• Community in the vicinity of the proposed school location</li> <li>• WM Regional Planning Group</li> </ul>
<p><b>4. Who delivers the service?</b></p>	<ul style="list-style-type: none"> <li>• Relevant Local Authority (in terms of decision making, planning, admissions, transport and consultation and engagement hosting the proposal)</li> <li>• Temporary Governing Body for the new WM School</li> <li>• Head teacher / Staff / pupils / parents at proposed new Secondary School site</li> <li>• Welsh-medium primary schools staff / pupils / staff / parents for transition</li> </ul>
<p><b>5. What factors could contribute / detract from the outcomes (risks / opportunities)?</b></p> <p><b>Please list the factors for each separate policy / process options under consideration</b></p>	<p>Objections to proposals – formal consultation allows for adverse comments to be received, if the proposal moves to the next stage of the publication of the statutory notice then legal objections can be set during that time.</p> <p>Recruitment of staff – to be continued subject to the establishment of the school</p> <p>Location of proposed new Welsh-medium secondary school</p> <p>In the event that the Welsh-medium Secondary School is not delivered, each of the South East Wales local authorities would not meet their priority to ensure that all children seeking Welsh-medium secondary provision across the region are able to continue to do so and that it is of a high standard. Contingency planning is therefore in place across the region.</p>

<p><b>6. Describe the steps you have taken to carry out this assessment e.g. consultation and engagement</b></p>	<p>Previously a full option appraisal and scoping has been undertaken in conjunction with advisors in the specialist field of Welsh-medium education.</p> <p>Previously, NCC gained approval for:</p> <ul style="list-style-type: none"> <li>• a 21CS Strategic Outline Programme Extension to support the capital financing of a preferred option in Newport</li> <li>• a regional Strategic Outline Case to support the capital financing of a Newport solution which would also support Ysgol Y Ffin in south Monmouthshire</li> <li>• a regional Outline Business Case</li> <li>• a regional Full Business Case.</li> </ul> <p>Previously, the full statutory consultation process was carried out under the requirements of the WG School Organisation Code: Statutory Code, July 2013 to establish the school at Duffryn Way. Then Planning Permission was refused but is to be re-submitted.</p> <p>This proposal is to formally consult on the establishment of the school at a temporary location and subject to planning permission transfer to the Duffryn Way location as a permanent location.</p> <p>If planning permission is not secured then there will be a separate formal consultation for the permanent location for the school to transfer within two academic years.</p>
<p><b>7. Give a summary of the information the council has taken into account for this assessment</b></p>	<p>Primary to Secondary Planning of School Places data – Identifies projected numbers until 2016 using data on pupils currently within Welsh-medium education together with any planned expansion.</p> <p>Community Impact / Welsh Language impact assessments.</p> <p>Welsh Government Statutory School Organisation Code, July 2013</p> <p>ALN / Inclusion &amp; GEMS services to be provided through the preferred option</p>

<p><b>8. Does the proposal promote Equality by:</b></p> <p><b>1. promoting good community relations (community cohesion)</b></p> <p><b>2. promoting equality</b></p> <p><b>3. eliminating discrimination</b></p> <ul style="list-style-type: none"> <li>• <b>Age</b></li> <li>• <b>Gender</b></li> <li>• <b>Gender reassignment</b></li> <li>• <b>Disability</b></li> <li>• <b>Marriage / civil partnership</b></li> <li>• <b>Pregnancy and Maternity</b></li> <li>• <b>Race</b></li> <li>• <b>Religion / belief</b></li> <li>• <b>Welsh language</b></li> <li>• <b>Sexual orientation</b></li> </ul>	<p>NCC is committed to ensuring equality of access to its schools and services for all its stakeholders. It is critical that any new school is accessible to everyone regardless of gender, disability, race, religion, martial / civil partnership status, pregnancy &amp; maternity, sexual orientation or ability.</p> <p>The proposed development of a Welsh-medium secondary school will be accessible to all pupils of secondary school age across the South Gwent region, regardless of gender, disability, race, religion, pregnancy, sexual orientation or ability.</p> <p>It will initially however, be a seedling or growing school and in the first year of establishment take pupils of Year 7 age group circa 90 in total. The school will grow each year up to a full school population of circa 900.</p> <p>This proposal will not have any significant impact or adversely affect any other stakeholder regardless of gender, disability, race, religion, martial / civil partnership status, pregnancy &amp; maternity, sexual orientation or ability.</p> <p>This proposal promotes community cohesion, equality, and eliminates discrimination specifically with regard to Welsh Language provision.</p>
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<p><b>9. Does the proposal affect fairness in relation to:</b></p> <ul style="list-style-type: none"> <li>• Health Inequalities</li> <li>• Child Poverty</li> <li>• Skills and Work</li> <li>• Tackling Domestic Violence</li> <li>• Alcohol and Substance misuse</li> <li>• Homelessness</li> <li>• Armed Forces</li> <li>• Other fairness concerns</li> </ul>	<p>The proposed development of a Welsh-medium secondary school in Newport will assist in improving outcomes and life opportunities for people in Newport and south Monmouthshire specifically with regards to Health Inequalities, Child Poverty and Skills &amp; Works.</p>
<p><b>10. Does proposal affect local areas differently?</b></p> <p><b>If so, does it have a positive or negative impact in terms of fairness and addressing local area deprivation?</b></p>	<p>The proposed new Welsh-medium Secondary School will be accessible to all pupils within Newport and south Monmouthshire regardless of deprivation levels so will not affect local areas differently.</p>

<p><b>12. Summary</b>  <b>Provide a summary of the last 3 answers (8,9 and10)</b>  <b>Does the proposal have a positive outcomes for all people and communities on the groups on the ground of Equalities and Fairness</b>  <b>If not why, and what are the mitigating actions?</b></p>	<p>The proposed new Welsh-medium Secondary School will have positive outcomes for the people and communities, not only of Newport and south Monmouthshire but across the South East Wales region.</p>
<p><b>13. Reporting, monitoring and evaluating outcome.</b>  <b>Where is the Fairness Impact Assessment reported?</b>  <b>How will resulting actions be monitored?</b>  <b>When will the outcomes be evaluated?</b></p>	<p>This Fairness and Equality impact assessment has been developed and reported to the Cabinet Member for Education and Young People at the first stage of decision making – that is to move to formal consultation on the proposal. It will continue to be developed to support each stage of decision making.</p> <p>This FEIA will be published following each update on the Council web site and be in the public domain. This is the first FEIA for this specific proposal.</p>

*Ab Daniel*

Signed (lead officer)

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24<sup>th</sup> February 2016

dated \_\_\_\_\_

*James Harris*

Signed (Chief Education Officer)

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24<sup>th</sup> February 2016

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