



## Equality Impact Assessment form (updated April 2011)

<b>Service Area</b> Education Service	<b>Head of Service:</b> James Harris	<b>Person responsible for the assessment:</b> Amanda B Davies	<b>Date of Assessment:</b> February 2013	
<b>Name of the policy / practice to be assessed:</b> Proposed new nursery expansion programme with new nursery units within 4 – 11 primary schools, creating all-through 3 –11 primary schools.			<b>Is this a new, existing or policy / practice under review?</b>	Nursery is new, the school is existing
<b>1. Briefly describe the purpose of the policy / practice</b>  <b>If the policy / process is under review, please list any options under consideration</b>		The proposal is to establish a new nursery unit on the primary school site. The proposed nursery will lead to a change of the current age limit of 4 – 11 to a lower one of 3 – 11 on each primary school site.  [The process of establishing a nursery unit involves: statutory consultation process; move to statutory notices; and pending objection to the proposal, either the Cabinet Member or the Minister taking the decision to proceed]. We are currently moving through the Formal Consultation stage.		

<p><b>2. Name any associated policy, legislation, corporate objective etc.</b></p>	<p>NCC Improvement Plan  Education Service Improvement Plan  School Organisation and POSP (Planning of school places)  21<sup>st</sup> Century Schools Strategic Outline Programme (SOP)  CYP Plan</p>
<p><b>3. Who are the main stakeholders in relation to the policy / practice?</b></p>	<p>Primary School staff/pupils/parents/governing bodies  Proposed new nursery unit staff/pupils/parents  Community in the vicinity of the primary school  Non-maintained sector across the city  EYDC Partnership  Other primary schools with nurseries  Stand-alone community maintained nurseries</p>
<p><b>4. Who performs the service?</b></p>	<p>Teaching staff at each primary school and proposed new nursery unit  Governing bodies at each primary school and proposed new nursery unit  Local Authority (in terms of admissions, transport, and consultation and engagement for the proposal)  Non-maintained sector providing wrap around child care services to support the nursery provision on primary school sites</p>
<p><b>5. What outcomes are wanted from this policy / practice?</b></p>	<p>New nursery units will support families seeking education provision within their community. This programme will meet growing parental demand for this provision in Newport and will provide opportunities for children of all areas and backgrounds to access nursery education on school sites.</p> <p>To establish a unique working relationship between primary schools and the non-maintained sector to underpin the mixed economy in Newport.</p>

<p><b>6. What factors could contribute / detract from the outcomes (risks / opportunities)?</b></p>	<p>The proposed new nursery units will provide a location for nursery provision within the school site. If the proposal does not go ahead then the local authority could be in a position where it would have to turn away parents of those children seeking a nursery education and actively increase the number of non-maintained registered settings from which to deliver nursery provision.</p> <p>The population of Newport is burgeoning and additional early years places are required to support housing developments across the city.</p> <p>As a direct result of the Flying Start expansion programme there has been an increase in demand for nursery places.</p> <p>In the event that the nursery reorganisation programme is not delivered the Council would have some difficulties in implementing and monitoring the National Implementation Plan for 3 – 16 Education across the city.</p>
<p><b>7. Describe the steps you have taken to carry out this assessment e.g. consultation and involvement</b></p>	<p>Formal consultation stage is about to commence, as part of the statutory consultation process.</p> <p>This will be followed by a review of the formal consultation findings with the Cabinet Member before confirming the next step to publish statutory notices and take forward the statutory notice stage.</p> <p>If there are no objections the Cabinet Member is able to take the decision to establish a nursery on a specific school site.</p> <p>If there is but one objection the file will be conveyed to the Minister for a determination.</p>

<p><b>8. Give a summary of the information the council has taken into account for this assessment</b></p>	<p>Information on pupils and staff is available via the Councils database - EMS (pupils) and maintained by each School for staff. Governor information is maintained by the LA.</p> <p>Estyn Inspection reports to consider the most appropriate settings.</p> <p>Planning of school place data and the capacity of each school to identify if the nursery unit can be incorporated into surplus space or for additional capital (21CS) monies to be utilised</p> <p>The Childcare Sufficiency Audit and the Childcare Sufficiency Refresh which is to be published in March 2013 provide the evidence based judgement to support this programme.</p>
<p><b>9. Does the policy / practice eliminate discrimination and promote equality and good community relations due to:</b></p> <ul style="list-style-type: none"> <li>• <b>Age</b></li> <li>• <b>Gender</b></li> <li>• <b>Disability</b></li> <li>• <b>Race</b></li> <li>• <b>Religion / belief</b></li> <li>• <b>Welsh language</b></li> <li>• <b>Gender reassignment</b></li> <li>• <b>Marriage / civil partnership</b></li> <li>• <b>Sexual orientation</b></li> </ul>	<p><b>Yes/ No – include detail</b></p> <p>It should be noted that there has been no issue raised either during consultation or received in correspondence that would suggest any detrimental or negative impact on any of the listed equality strands.</p> <p>* The new provision will be for nursery age pupils with the anticipation that dependent upon capacity the provision could be supported by wrap around care on site or by non-maintained settings in the community. It will also be supported by the Breakfast Club initiative and after school clubs where appropriate.</p> <p>** The proposal will increase the provision of nursery education to meet parental demand in line with the aspirations and policy of NCC and aims to redress any gap in the current provision. To also meet the National Implementation Plan for 3 – 16 Education.</p> <p>The proposed all-through 3 – 11 primary school will be accessible to all nursery and primary age pupils across the City, regardless of gender, disability, race, religion or ability.</p>

**10 .Summary of the impact of the policy / practice on the general equality duty**

The uptake of nursery education will be monitored and visible via pupil placement and admission numbers.

The relationship between the schools and the non-maintained settings will be continuously and closely monitored to ensure any negative effect is kept to a minimum and any issues will be addressed and resolved as they arise.

<b>Equality Action Plan</b>		
<b>Key Actions</b>	<b>Actions (with dates) Any associated performance measures</b>	<b>Lead Officer(s)</b>
Further actions to eliminate discrimination, promote equality and good community relations on the grounds of :-		
Age	It is not anticipated that any negative impact will result from the nursery being established on a primary school site. The primary school governing body will ensure that there is reporting and accountability across all year groups within the schools and will provide process and guidelines for the schools function if it is to incorporate a nursery.  The school/community relationship can be monitored and reviewed as necessary.	Headteachers Chairs of Governors
Gender	All materials in the new nursery will ensure its suitability and accessibility for all children in the same way that each primary school already does.	
If there are decisions pending that will affect this policy / practice please state when and how the decision will be taken	Statutory consultation process, the results of the formal consultation do not preclude moving to statutory notice stage.  However, the publication of a statutory notice and the receipt of objections would preclude any local decision being taken.	Asst Head of Education (Planning)
How will the policy / practice be: <ul style="list-style-type: none"> <li>• Monitored</li> <li>• Performance assessed</li> <li>• Reported</li> </ul>	Head teachers/governing body monitoring of nursery service delivery. Usual monitoring and performance measures will be employed by the school.	Headteachers Chairs of Governors

Does the EIA need be revisited in 6 months/ a year ?	Yes, potentially one year after the school has been established – TBA.		Asst Head of Education (Planning)
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*AB Davie*

Signed (lead officer)

*James Harris.*

Signed (Head of Service)