

## 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	James Harris	Deborah Weston	May 2017

1. What is the policy/ service being assessed?

To request permission to move to formal consultation on a 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 with effect from September 2018.

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	The decision to move to formal consultation will enable the Council to seek the views of all stakeholders. 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 across the City.	A full programme of stakeholder engagement will support the formal consultation process. Following this a consultation report will be drafted and published to support whether or not the proposal should be taken forward.	Chief Education Officer	July / August 2017
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	The decision to move to formal consultation will enable the Council to seek the views of all stakeholders. 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 that is accessible and DDA compliant. This will not have any detrimental impact on other schools and provision across the City.	A full programme of stakeholder engagement will support the formal consultation process. Following this a consultation report will be drafted and published to support whether or not the proposal should be taken forward.	Chief Education Officer	July / August 2017
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	The decision to move to formal consultation will enable the Council to seek the views of all stakeholders. 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 across the City.	A full programme of stakeholder engagement will support the formal consultation process. Following this a consultation report will be drafted and published to support whether or not the proposal should be taken forward.	Chief Education Officer	July / August 2017
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	The decision to move to formal consultation will enable the Council to seek the views of all stakeholders. 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 across the City.	A full programme of stakeholder engagement will support the formal consultation process. Following this a consultation report will be drafted and published to support whether or not the proposal should be taken forward.	Chief Education Officer	July / August 2017
Sexual Orientation	Not applicable				
Welsh language	Not applicable. The proposal concerns English language 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.

The proposed change has been discussed with the Headteacher and Governing Body of Maes Ebbw School. Notwithstanding this however, the school reorganisation proposal will now be subject to formal consultation with key stakeholders as defined in the WG School Organisation Code.

## **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.

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

Formal statutory consultation process with stakeholders as outlined in the statutory School Organisation Code 2013.

## **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:**

**Date: May 2017**

*Deborah Weston*

**Signed off by: James Harris: Chief Education Officer**

**Date: May 2017**

*James Harris*