

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: Andrew Powles **Role:** Interim Deputy Head of Education

Head of Service: Sarah Morgan **Date:** 16/10/2017

I confirm that the above Head of Service has agreed the content of this assessment

Yes

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.

Reduce provision in the Pupil Referral Unit (PRU) and establish Social, Emotional and Behavioural Difficulties (SEBD) Specialist Provision in an SEBD Registered School

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

This proposal will be subject to standard Newport City Council consultation processes leading to a decision by Cabinet whether to proceed with the proposal. All stakeholders will be encouraged to participate in the public consultation.






3. What information/evidence do you have on stakeholders? e.g. views, needs, service usage etc. Please include all the evidence you consider relevant.

Stakeholders include the current staff; other school leaders; young people and families supported by the Pupil Referral Unit.

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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Children 0-10 Young people 11-25 Staff should be retained in the remaining PRU or re-deployed to the SEBD Registered School.
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Gender reassignment/ transgender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Pregnancy or maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	A White <input type="checkbox"/> British <input type="checkbox"/> Irish <input type="checkbox"/> Gypsy or Irish Traveller <input type="checkbox"/> Any other white background
Religion or Belief or non-belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Sex/ Gender Identity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

5 How has your proposal embedded and prioritised the sustainable governance principles 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 and planning for the future</p>	<p>The proposal establishes a permanent school for pupils with social, emotional and behavioural difficulties (SEBD) within Newport.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The SEBD school would complementary to provision offered by mainstream schools.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The proposal will be subject to public consultation.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The proposal invests in a specialist school for SEBD pupils within Newport.</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The wellbeing of pupils will be supported by their placement in a specialist school.</p>

6 What will the impact be on the wellbeing goals (under Wellbeing of Future Generations Act 2015)?

Pupils with SEBD will be able to be educated within Newport in a specialist school.

7 Will the proposal/policy have a disproportionate impact on a specific geographical area of Newport?

The SEBD school will be based in a non-residential area of Newport on the site of the existing Pupil Referral Unit.

8 How does the proposal/policy relate to the parameters of debate about Fairness identified by the Newport Fairness Commission

The proposal aims to provide a specialist education for pupils with specific needs.

9 Taking this assessment as a whole, what could be done to mitigate any negative impacts of your policy and better contribute to positive impacts?

This proposal presents a funding challenge to the overall schools budget.

10 Monitoring, evaluating and reviewing

How and when will the impact of the proposal/ policy be monitored and reported on?

School exclusion rates, attendance rates and academic performance data is regularly monitored by the Local Authority. The Bridge Achievement Centre pupil cohort is monitored on a daily basis.

11 Involvement

How will people be advised of the changes and of the FEIA?

The proposal will be subject to public consultation prior to a Cabinet decision on whether to proceed.

12 Summary of Impact (for inclusion in any report)

Equality Act 2010 AND Welsh Language

This proposal will establish a specialist school for pupils with social, emotional and behavioural difficulties.

Wellbeing of Future Generations (Wales) Act 2015

Integration – This proposal will establish a specialist school working in a complimentary manner to mainstream schools.

Long Term – This proposal will establish a specialist school working in a complimentary manner to mainstream schools. Non-attendance and low achievement at school increases the chance of a pupil becoming NEET (not in education, employment or training) as a young adult.

Prevention – This proposal will establish a specialist school working in a complimentary manner to mainstream schools. Non-attendance and low achievement at school increases the chance of a pupil becoming NEET (not in education, employment or training) as a young adult.

Collaboration – This proposal will establish a specialist school working in a complimentary manner to mainstream schools.

Involvement – This proposal will subject to wider consultation as part of the democratic process.