

# 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:** Sheree Davies **Role:** Education Information and Development Officer

**Head of Service:** Sarah Morgan **Date:** 22/04/2021

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

**Yes / No**

**When you complete this FEIA, it is your responsibility to submit it to**  
impact.assessments@newport.gov.uk

## **1. Name and description of the policy / proposal being assessed. Outline the policy's purpose.**

Newport City Council has consulted upon a school reorganisation proposal to increase the capacity of Bassaleg School to 2,050 with effect from September 2023. This consultation enabled Newport City Council to seek views on the proposal. The proposal was subsequently published by way of a statutory notice from 3<sup>rd</sup> March to 1<sup>st</sup> April 2021. As objections were received, an objection report has been written and the Council's Cabinet will take this into consideration when making the final decision as to whether to proceed.

Bassaleg School is a community maintained school in Newport for pupils aged 11-18 years. The measured capacity of the school is 1,747 and the published admission number (PAN) for years 7-11 is 270. Following the opening in 2017 of Jubilee Park Primary School on the housing development of the same name, the current admission number of Bassaleg School is no longer sufficient to meet in-catchment demand for pupil places. As a result, Newport City Council proposes to increase the admission number for years 7-11 to 330, and thereby ultimately increase the overall capacity of the school to 2,050, with effect from September 2023.

Bassaleg School is due to benefit from building replacement works under Band B of the Welsh Government 21st Century Schools and Colleges Programme. Under this arrangement, Welsh Government will provide 65% of the required funding, subject to business case approval. Newport City Council proposes to use this opportunity to provide the additional school capacity within the building replacement project.

**2. Outline how you have/will consult with stakeholders who will be affected by the policy/proposal. Please refer specifically to FEIA guidance in relation to relevant Welsh language duties.**

The proposal is being undertaken in accordance with the requirements of the statutory School Organisation Code.

The consultation process represented an opportunity for people to learn about the proposal, ask questions and make comments that have been recorded and summarised in a consultation report. This report has been published on the Council's website and was considered when the Council decided on the way forward.

Stakeholder emails were sent to Newport City Council education partners including parents, children and staff of the affected schools. The consultation pack was published on the Newport City Council website.

A Children and Young People's Everyday Summary Version of this consultation was produced. Both this and the full version were available via the NCC website [www.newport.gov.uk/schoolreorganisation](http://www.newport.gov.uk/schoolreorganisation), and hard copies were available on request from the Civic Centre by emailing [school.reorg@newport.gov.uk](mailto:school.reorg@newport.gov.uk) or by telephoning 01633 656656.

Due to the current public health situation in the UK, and to help limit the spread of the Coronavirus, the Council did not undertake any public drop-in events during this consultation. Instead, questions could be submitted by e-mail to [school.reorg@newport.gov.uk](mailto:school.reorg@newport.gov.uk) and Council officers provided a response within 7 days. This enabled stakeholders to submit informed responses to the consultation. A list of *Frequently Asked Questions and Answers* are also published on the Council's webpages at [www.newport.gov.uk/schoolreorganisation](http://www.newport.gov.uk/schoolreorganisation)

Consultation responses could be submitted by completing an online survey; submitting an e-mail or by using a paper consultation response pro-forma included in the consultation document. Social media platforms such as Twitter and Facebook also shared information on the proposed changes.

Overall, a total of 184 responses were received during the consultation period, with 154 respondents (equivalent to 84%) supporting the proposal. 176 responses were made via the standard response pro-forma and 8 responses submitted by email.

The Council is committed to gaining the views of learners, and due to the current public health situation, this was facilitated through pupil Question and Answer sessions held via Microsoft Teams, rather than face-to-face workshops. Pupil sessions took place at Bassaleg School and the 6 cluster primary schools.

Two sessions were also arranged for the Bassaleg School Parent Forum via Microsoft Teams, although the sessions did not go ahead as no parents registered.

Following consultation, Newport City Council's Cabinet Member for Education and Skills considered the views expressed and presented in the consultation report and then decided to proceed with the proposal. A statutory notice was published on the Newport City Council website and notices posted on the school gates of Bassaleg School. The statutory notice period lasted for 28 days from 3<sup>rd</sup> March to 1<sup>st</sup> April 2021 and enabled people to express their views in the form of supporting or objecting to the proposal. During the objection period, two objections were received, along with concerns raised by two other parties, although these were not submitted explicitly as objections. As objections were received, an objection report has been written and the Council's Cabinet will take this into consideration when making the final decision as to whether to proceed.

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

The Statutory Code outlines the key stakeholders who should be consulted with as part of this process which includes schools, parents, elected members, community councils and trade unions. The list is not exclusive however, and the Council has identified and added to this because of feedback received in relation to previous proposals.

The key stakeholders that the proposal concerns are children, families and carers who currently attend Bassaleg School and/or live in the catchment area. Residents who live in the area of Bassaleg School also have concerns regarding the proposal.

Bassaleg School is located in the Graig ward, although the school catchment area extends into the Marshfield and Rogerstone wards.

The Graig ward represents approximately 7.5% of the total area of Newport and is home to 4.07% of Newport's population. ONS population figures show approximately 15.08% of the wards population are aged 5 to 15, this being the fourth highest population of 5 to 15 year olds in Newport and higher than the Newport average which is 13.72%.

The Marshfield ward represents approximately 18.63% of the total area of Newport and is home to 4.21% of Newport's population. ONS population figures show approximately 14.30% of the wards population are aged 5 to 15, higher than the Newport average which is 13.72%.

The Rogerstone ward represents approximately 4.54% of the total area of Newport and is home to 6.97% of Newport's population. ONS population figures show approximately 13.77% of the wards population are aged 5 to 15, higher than the Newport average which is 13.72%.

The proposal has been developed in light of increasing numbers in Bassaleg School which has already seen an increase in its Published Admission Number (PAN) from 247 to 270 in September 2014 and this matured throughout the school in September 2018. New housing developments (Jubilee Park and Tredegar Park Golf Club) in the Bassaleg catchment area have seen the demand for places in Bassaleg School increase even further.

The information collected on stakeholders has been sourced from:

- Newport community well-being profiles – Graig, Marshfield and Rogerstone wards
- Stats Wales
- Pupil Census

The majority; eighty-four percent; of stakeholders who responded to the consultation support the proposal. However a small number of local residents made clear their concerns around three key issues:

- Traffic, congestion and road safety
- Parking and the local environment
- Pupil wellbeing and attainment

These concerns are addressed within the consultation report and traffic, safety and environment issues will be considered in detail as part of the planning application process.

The statutory notice period lasted for 28 days following the date of publication and enabled people to express their views in the form of supporting or objecting to the proposal. During the objection period, two objections were received, along with concerns raised by two other parties, although these were not submitted explicitly as objections. The formal objections and areas of concern covered a wide range of subjects as listed below:

1. Traffic impact in the local area
2. Size of the school catchment area
3. Potential school size and impact on attainment
4. Alternative options for secondary provision in the area
5. Opportunity for collaboration with a neighbouring LA
6. Potential opportunity for reorganisation of Post-16 provision
7. Concerns over impact of proposed 3G pitches
8. Inability of the Council to deliver the planned proposal
9. Exacerbation of anti-social behaviour issues
10. Insufficient and weak Options Analysis

The objections and Newport City Council's responses have been summarised in an objection report which will be published on the Council's website. The objection report will be considered when the Council's Cabinet make the final decision as to whether to proceed.



#### 4. Equalities and Welsh language impact


Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: <ol style="list-style-type: none"> <li>1. Promote equal opportunity</li> <li>2. Promote community cohesion</li> <li>3. Help eliminate unlawful discrimination/ harassment/ victimisation?</li> </ol>
	Positive	Negative	Neither	
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The proposal will see an increase in Secondary school places within the Bassaleg catchment area helping to accommodate for the extra demand from new housing developments. Increasing the school capacity from 1,747 to 2,050 increases the likelihood of in-catchment children securing places in their catchment secondary school which would otherwise be oversubscribed. The increase in places available will be open to everyone in Newport and outside of Newport to apply for, with the places allocated via the Council's oversubscription criteria if more applications are received than places available. The oversubscription criteria is outlined in the School Admissions Policy.
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The proposal will have a significant beneficial impact for people living with disabilities. All works that are completed for the proposed expansion will be fully compliant with the Equality Act 2010. This includes replacing the current facilities that are outdated and spread across the school site with brand new facilities that will be fully accessible, compliant and closer together.

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	
<b>Gender reassignment/transgender</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic.  Students benefitting from the proposal will experience all aspects of the new National Curriculum to be introduced in Primary and Year 7 from 2022, rolling out year by year until it includes Year 11 in 2026.
<b>Marriage or civil partnership</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic.
<b>Pregnancy or maternity</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic. For expectant parents, it is anticipated that additional school places at Bassaleg School will have a positive impact on the possibilities of students achieving a place in their local school.
<b>Race</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic.  Students benefitting from the proposal will experience all aspects of the new National Curriculum to be introduced in Primary and Year 7 from 2022, rolling out year by year until it includes Year 11 in 2026.
<b>Religion or Belief or non-belief</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic.  Students benefitting from the proposal will experience all aspects of the new National Curriculum to be introduced in Primary and Year 7 from 2022, rolling out year by year until it includes Year 11 in 2026.
<b>Sex</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic.  Students benefitting from the proposal will experience all aspects of the new National Curriculum to be introduced in Primary and Year 7 from 2022, rolling out year by year until it includes Year 11 in 2026.



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	
<b>Sexual Orientation</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic.</p> <p>Students benefitting from the proposal will experience all aspects of the new National Curriculum to be introduced in Primary and Year 7 from 2022, rolling out year by year until it includes Year 11 in 2026.</p>
<b>Welsh Language</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>Bassaleg School is an English-medium school. However, children benefitting from the proposal will experience all aspects of the National Curriculum, including Cwricwlwm Cymraeg.</p> <p>The proposal has no bearing on the Council's plans to develop and promote Welsh-medium language provision across the City. It is therefore acknowledged that this proposal will not contribute to the Council's targets in relation to Cymraeg 2050.</p>

## 5 How has your proposal embedded and prioritised the sustainable development principle 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 needs</p>	<p>The population of Newport grew by almost 3,500 people between 2011 and 2016, and the primary school population of Newport has grown by 1,475 between January 2014 and January 2019. As these pupils mature, the pressure on school places is transitioning into our secondary school estate, which is reflected in our pupil population forecasts.</p> <p>Over 1000 new homes are being built at the Jubilee Park development just one mile away from and within the catchment area of Bassaleg School. Other smaller developments in the area include the Carnegie Court development that will deliver another 150 homes. Jubilee Park Primary opened in September 2017 to provide primary school places for children living on that development, the school became the sixth primary school of the Bassaleg School cluster.</p> <p>High birth rates and new families moving to the Bassaleg and Rogerstone areas have resulted in a population increase, meaning the admission number for Bassaleg School is no longer sufficient to admit all of the pupils progressing to secondary school from the cluster primary schools. The population increase meant the creation of additional temporary primary school classes being introduced at High Cross, Mount Pleasant and Rogerstone primary schools between 2011 and 2016 to provide extra capacity. A bubble class for the September 2020 cohort was introduced at Mount Pleasant Primary and another will be created at High Cross Primary to support the September 2021 cohort.</p> <p>The proposal will extend Bassaleg School's capacity replacing current and outdated facilities with new facilities that are fully compliant and closer together on the school site. The school forecasts show that the Bassaleg cohort is bigger than the PAN for at least the next four years, if all pupils in the cohort applied for Bassaleg School then some in-catchment students who apply on time for a place at the school will not be able to secure a place at the school.</p>
 <p>Collaboration</p> <p>Working together to deliver objectives</p>	<p>A formal statutory consultation has been carried out with the opportunity of engagement with all stakeholders and was supported at each stage by a FEIA to consider impact.</p> <p>The proposal will be delivered through full engagement of the Bassaleg School leadership team.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Involving those with an interest and seeking their views</p>	<p>The following stakeholders were engaged with as part of the consultation process:</p> <ul style="list-style-type: none"> <li>• Parents, carers and guardians of pupils attending all affected schools;</li> <li>• Pupils attending all schools affected by this proposal;</li> <li>• Members of staff currently employed at all schools affected by this proposal;</li> <li>• The Church in Wales, Diocese of Monmouth;</li> <li>• Roman Catholic Archdiocese;</li> <li>• Neighbouring Local Authorities across the South East Wales Consortium area;</li> <li>• The Headteacher and Governing Bodies of all Newport schools;</li> <li>• All Newport City Council elected members;</li> <li>• All Newport City Council Heads of Service;</li> <li>• The local Community Council;</li> <li>• The Welsh Ministers;</li> <li>• Assembly Members (AMs) and Members of Parliament (MPs) representing the area served by the schools subject to the proposals;</li> <li>• Estyn;</li> <li>• Teaching and staff trade unions representing teachers and staff employed at all schools affected by this proposal;</li> <li>• The South East Wales Education Achievement Service;</li> <li>• The Police and Crime Commissioner for Gwent;</li> <li>• Gwent Association of Voluntary Organisations;</li> <li>• Preventative services</li> </ul> <p>Following formal consultation, a Consultation Report was prepared and has been published on the Council website. Newport City Council's Cabinet Member for Education &amp; Skills made the decision to proceed and a statutory notice was published.</p> <p>Following the publication of a statutory notice, as objections were received, an objection report has been written and the Council's Cabinet will take this into consideration when making the final decision as to whether to proceed.</p>



Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p data-bbox="233 544 333 566">Prevention</p> <p data-bbox="145 577 421 719">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="459 309 1407 772">The Bassaleg and Rogerstone area is seeing housing developments being built; the biggest of these being the Jubilee Park development. There is a pressure on secondary school places in Newport with many secondary schools being full through on time applications, especially in the west of the city. Bassaleg School is a pressure point due to the increase in population within the catchment area, and as a result, additional capacity has already been created to support the September 2019 and September 2020 cohorts. Without this move, children living within the catchment area and submitting an on-time application would have been without an offer of a place. A permanent increase in the PAN will prevent this continuing in the future. Although the school places are needed, local residents have raised concerns over traffic problems in the area being exacerbated. The traffic impact and appropriate counter measures will be considered as part of the planning application process.</p>
 <p data-bbox="245 992 336 1014">Integration</p> <p data-bbox="145 1025 421 1167">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="459 813 1407 974">A formal statutory consultation has been carried out and was supported at each stage by a FEIA to consider impact. This proposal supports the “A prosperous Wales”, “A more equal Wales” and “A Wales of cohesive communities” Well-being Goals and has no adverse effect on any of the other Well-being Goals.</p> <p data-bbox="459 1014 1407 1108">In addition, this proposal supports the Newport City Council Well-being Objective “To improve skills, educational outcomes and employment opportunities”.</p>

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

Bassaleg School is already an established school accessible to pupils across the city. The proposal supports the replacement of currently poor quality facilities whilst also increasing the capacity of the school. The proposal will benefit the Bassaleg cluster as a whole, as more places will be made available in an area where housing developments are already underway, and where the capacity of the cluster primary schools exceeds the capacity of the secondary school.

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

### **Parameter 1 – Equal treatment while recognising difference**

The proposal supports a growing and diverse population where additional school places will be required, with pupil projections for Bassaleg School showing the school will be over capacity with a bigger cohort amongst the cluster schools than the secondary school can accommodate.

### **Parameter 2 – Mutual Obligations between citizens and government**

School places are available across of Newport for those who have parental responsibility for a child to apply for, with applications processed by the School Admissions team in accordance with the School Admissions Policy. The additional places created via this proposal will be allocated in this way. If the number of applications received exceeds the number of spaces available, the Council's oversubscription criteria will be applied to determine priority.

### **Parameter 3 – Interdependency and reciprocity within community relations**

The additional places being proposed will have benefits across the Bassaleg cluster where housing developments are being built in areas where the local secondary schools are close to capacity, or are over capacity.

### **Parameter 4 – Transparency and accountability in decision-making**

The consultation document outlined the decision making process and is transparent and accountable in the information provided. It allows the effective democratic participation of citizens.

## 8. Equality Impacts and Actions

Please complete the below action plan which sets out steps that will/will not be taken in order to mitigate any negative impacts that your assessment has identified.

Impact identified	Who does it affect?	What will you do to mitigate the impact? If you plan to take no action, please justify your rationale	Who is responsible?
Environment	Local residents	<p>The proposed capacity increase for Bassaleg School is a direct response to the development of new housing in the immediate locality at Jubilee Park and Tredegar Park Golf Club, both of which are within easy walking distance of the school. As such, the traffic impact has largely already been accounted for in the planning applications for those two developments, in an area that has recently seen investment in road layout improvements implemented by Welsh Government. Nevertheless, respondents to the consultation have made clear their concerns over the impact of increased pupil capacity on traffic, safety and congestion in the area. There is an existing safe walking route between the Jubilee Park development and the school site, and consideration will be given to improvements to this as part of the proposed scheme.</p> <p>Improved access and parking is being included within the design proposals for the development, which will also seek to reduce the number of sixth-form vehicles needing to be parked in the local streets outside of the school site.</p>	Newport City Council

		Safe routes to school and active travel arrangements are being considered in partnership with colleagues in City Services. Developing a coherent travel strategy and school travel plan to promote ecologically friendly travel choices is seen as integral to the proposed scheme and will be presented as part of the planning application package.	
Welsh-language	Pupils	Bassaleg School is an English-medium school. As a result, the proposal has no bearing on the Council's plans to develop and promote Welsh-medium language provision across the City. It is therefore acknowledged that this proposal will not contribute to the Council's targets in relation to Cymraeg 2050. However, children benefiting from the proposal will experience all aspects of the National Curriculum, including Cwricwlwm Cymraeg.	Newport City Council

## 9. Monitoring, evaluating and reviewing

Any questions or comments made throughout the consultation process were recorded and summarised in a consultation report. This report has been published on the Council's website and was considered when the Council decided on the way forward.

Following consultation, Newport City Council's Cabinet Member for Education & Skills considered the views expressed and decided to proceed with the publication of a statutory notice. The statutory notice period lasted for 28 days following the date of publication and was published on the Newport City Council's website and posted at the school gates of Bassaleg School. This enabled people to express their views in the form of supporting or objecting to the proposal. As objections were received, an Objection report has been written and the Council's Cabinet will take this into consideration when making the final decision as to whether to proceed.

## 10. Involvement

The consultation process represented an opportunity for people to learn about the proposal. The consultation document was available online in both English and Welsh, via the Newport City Council's website, email and social media, and as a hard copy. Questions could be submitted at any point during the consultation process and were responded to within 7 days – this replaced the usual drop-in session due to the current public health situation. Consultation with pupils, were undertaken via Microsoft Teams meetings and through questionnaires. Two sessions were also arranged for the Bassaleg School Parent Forum via Microsoft Teams, although the sessions did not go ahead as no parents had expressed an interest in attending. Any questions or comments made throughout the process were recorded and summarised in a consultation report which has been published on the Council's website. The majority; eighty-four percent; of stakeholders who responded to the consultation support the proposal. However a small number of local residents made clear their concerns around three key issues:

- Traffic, congestion and road safety
- Parking and the local environment
- Pupil wellbeing and attainment

These concerns are addressed within the consultation report and the traffic, safety and environment issues will be considered in detail as part of the planning application process.

The statutory notice period lasted for 28 days following the date of publication and enabled people to express their views in the form of supporting or objecting to the proposal. During the objection period, two objections were received, along with concerns raised by two other parties, although these were not submitted explicitly as objections. The formal objections and areas of concern covered a wide range of subjects as listed below:

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The objections and Newport City Council's responses have been summarised in an objection report which will be published on the Council's website. The objection report will be considered when the Council's Cabinet make the final decision as to whether to proceed.