

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	Amanda B Davies	June 2015 Version 1

1. What is the policy/ service being assessed?

Proposal to establish a nursery class at **Marshfield primary school** and so extend the age range to 3-11 years.

2. What is the purpose of the policy/ service change?

To increase the availability of funded nursery places in the Marshfield area.

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	Young children Parents	The impact of the change is to be positive: Increased early years education provision, increased availability of care to support parents into	N/A.	Chief Education Officer	

		work.			
Gender reassignment	N/A				
Disability	Parents and children	Positive – enabling accessible nursery places	N/A	Chief Education Officer	
Marriage/Civil Partnership	N/A				
Pregnancy and Maternity	Parents	Positive – availability of nursery places provides support and enhances choice for parents and prospective parents	N/A	Chief Education Officer	
Race	N/A				
Religion/belief (or the absence of)	N/A				
Sex	N/A				
Sexual	N/A				

Orientation					
Welsh language	No – English language nursery provision at English language school	The decision will not affect Welsh-medium provision	Welsh-medium nursery provision is provided at Newport's three Welsh-medium primary schools. This proposal concerns the demand for English language nursery provision within the catchment area of an English-medium primary school	Chief Education Officer	

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.

Formal statutory Consultation with identified stakeholders including local childcare providers, pupils, parents, carers and staff at the school concerned, Community councils, neighbouring Local Authority, education professionals, Welsh Ministers.

A 'children's consultation questionnaire will be produced to help engage school-age children in the consultation process. The Council will also engage with the pupils involved in the school council

5. What evidence/ data has been used to complete this F&EIA (This will include local and national guidance)

Evidence and data includes the number of funded pupil places provided by independent childcare providers, number of children attending the school, inspection outcomes of providers.

Consultation will be conducted in accordance with the School Standards and Organisation (Wales) Act 2013, and the Statutory Code, 2013.

Early Years (nursery) places are provided in accordance with Section 118(1) of the School Standards and Framework Act, 1998.

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

Formal statutory consultation process and publication of statutory notices on the internet and at school gates.

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

Improved equality of access to funded education places – increased provision

Improved equality of access to early years education – increased provision

Potential to improve provision of affordable 'wrap-around' childcare

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)?

Access to services has been identified as an area of concern for Marshfield ward, with all four LSOAs being in the top 25% most deprived areas in terms of access to services. Additional nursery provision will help to address this. Marshfield is characterised by low levels of deprivation, being in the top 11% least deprived in Wales. Unemployment is below the Wales and Newport averages

9. In summary, how does the changed service /policy promote good community relations (cohesion)?

The proposal will support access to early years education and benefit transition into school, forging relationships with peers, teachers and parents in the community. This will help to build positive relationships in and around the school. It is accepted that the increased traffic flow in the vicinity could cause some frustration to local residents. A travel plan explaining what efforts will be made to address this issue will be developed alongside the planning application.

10. In summary, how does the changed service /policy promote equality?

The proposal will create additional funded nursery places. Parents of any child of eligible age can apply for a place.

11. In summary, how does the changed service /policy eliminate discrimination?

The proposal will align nursery provision in Marshfield with that provided in neighbouring primary schools.

Completed by/ Date: Amanda B Davies; August 2015

Signed off by/ Date: James Harris; August 2015