

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: Deborah Weston **Role:** Service Development Manager

Head of Service: Sarah Morgan **Date:** 13/02/2018

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.assessment@newport.gov.uk

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

The purpose of this proposal is to increase the number of primary school places available at Millbrook Primary School.

This FEIA supports the request for the Cabinet Member for Education and Skills to finally determine the school reorganisation proposal to increase the capacity of Millbrook Primary School from 210 to 315, therefore creating a permanent 1.5 form entry school from September 2018.

If approved, the proposal will be implemented on an incremental basis to reduce any impact on other schools, and to ensure that the increase in pupil numbers can be effectively managed by the governing body.

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

This proposal was subject to formal consultation with a range of stakeholders, the results of which were outlined in the Consultation Report which has been published on the Newport City Council website.

A statutory proposal was subsequently published for a period of 28 days, and this offered the opportunity for formal objections to be lodged. No such objections were lodged however.

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 proposal has been carried out in accordance with the School Standards and Organisation (Wales) Act 2013, and the statutory School Organisation Code 2013 and included consultation with a range of stakeholders. The results of this consultation process are outlined in the Consultation Report which has been prepared and published on the Newport City Council website.

The Council published a statutory proposal between 15th January 2018 and 12th February 2018 to increase the capacity of Millbrook Primary School from 210 to 315, therefore creating a permanent 1.5 form entry school from September 2018.

The statutory proposal was published on the Newport City Council website and copies were displayed at all main entrances to Millbrook Primary School. The notice was also shared with all stakeholders as outlined in the statutory School Organisation Code, including the pupils, staff and parents / carers of Millbrook Primary School.

The consultation passed through this statutory notice stage without objection and therefore a final decision can now be taken by the Cabinet Member for Education and Skills.





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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The provision of additional primary school places will support parental choice and the provision of local schools for local children. This should not have any significant detrimental impact on other schools across the City.</p> <p>Maintenance works have already been carried out on the site to improve existing facilities in terms of previously unused classrooms to ensure their suitability and appropriateness for delivery of the national curriculum across all year groups.</p> <p>All staff employed at the school will be treated equitably regardless of their status within this protected characteristic.</p>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The provision of additional primary school places will support parental choice and the provision of local schools for local children. This should not have any significant detrimental impact on other schools across the City.</p> <p>Maintenance works have already been carried out on the site to improve existing facilities in terms of previously</p>

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	
				<p>unused classrooms to ensure their suitability and appropriateness for delivery of the national curriculum across all year groups.</p> <p>All staff employed at the school will be treated equitably regardless of their status within this protected characteristic.</p>
Gender reassignment/ transgender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>If this proposal is approved, there will eventually be pupils, parents / carers and staff associated with the school.</p> <p>If any pupils, parents / carers or staff fall into this protected characteristic, their needs will be considered in line with the relevant policies as adopted by the governing body of the school.</p>
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	All staff employed at the school will be treated equitably regardless of their status within this protected characteristic.
Pregnancy or maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	All staff employed at the school will be treated equitably regardless of their status within this protected characteristic.
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The provision of additional primary school places will support parental choice and the provision of local schools for local children. This should not have any significant detrimental impact on other schools across the City.</p> <p>Maintenance works have already been carried out on the site to improve existing facilities in terms of previously unused classrooms to ensure their suitability and appropriateness for delivery of the national curriculum across all year groups.</p> <p>All pupils attending the school and staff employed at the school will be treated equitably regardless of their status within this protected characteristic.</p>
Religion or Belief or non-belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>There are currently eight faith based primary schools across the Newport school estate and the oversubscription criteria to support admission to these schools gives priority to pupils seeking faith based education.</p> <p>The Council works closely with the two representative diocesan bodies in the planning of faith based school places and this arrangement will continue when considering future provision.</p>

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	
Sex/ Gender Identity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>The provision of additional primary school places will support parental choice and the provision of local schools for local children. This should not have any significant detrimental impact on other schools across the City.</p> <p>Maintenance works have already been carried out on the site to improve existing facilities in terms of previously unused classrooms to ensure their suitability and appropriateness for delivery of the national curriculum across all year groups.</p> <p>All parents / carers and staff associated with the school and all will be treated equitably regardless of their status under this protected characteristic.</p>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	All pupils, parents / carers and staff associated with the school will be treated equitably regardless of their status within this protected characteristic.
Welsh Language	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>There are currently three Welsh-medium primary schools across the Newport school estate and the Council works to ensure that the arrangements for the planning of such school places are effective.</p> <p>There is an existing Welsh-medium primary school in very close proximity to Millbrook Primary School.</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><i>Yes by making additional school places available and therefore increasing provision for local children to attend local schools</i></p>
 <p>Collaboration</p> <p>Working together to deliver objectives</p>	<p><i>A formal consultation has already been carried out and included targeted stakeholder engagement.</i></p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p><i>A formal statutory consultation has already been carried out and included targeted stakeholder engagement.</i></p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p><i>Additional school places will be made available in an area of demand, enabling pupils to attend a local school, therefore increasing accessibility and reducing the number of home to school transport applications.</i></p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p data-bbox="229 678 322 701">Integration</p> <p data-bbox="129 719 408 857">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="451 304 1423 533"><i>A formal statutory consultation has been carried out with key stakeholders, the outcome of which is detailed in the consultation report. This proposal supports the “A prosperous Wales” and “A more equal Wales” Well-being Goals and has no adverse effect on any of the other Well-being Goals. In addition this proposal supports the Newport City Council Well-being Objective “To improve skills, educational outcomes and employment opportunities”.</i></p>

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

The proposed change will primarily impact on the Bettws area of the City, However applications for admission to the school can be made in respect of children living across the whole of the City. The Council aspires to provide local schools for local children and a single education journey for children during their time in Foundation Phase and Key Stage 2.

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

The provision of additional primary school places in an area of high demand will support the School Admissions Policy within which all applicants are treated fairly and equitably. There will be an improved equality of access to school places and a seamless learning pathway for children aged 3 – 11.

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

The proposal will be implemented on an incremental basis to reduce any impact on other schools, and to ensure that the increase in pupil numbers can be effectively managed by the governing body.

9 Monitoring, evaluating and reviewing

The impact of the proposal will be evaluated following full implementation. This FEIA has been reviewed and updated at stages throughout the proposal.

10 Involvement

Stakeholders were advised of the publication of the statutory notice and details of the determination will be shared as appropriate.

11 Summary of Impact (for inclusion in any report)

Equality Act 2010 AND Welsh Language

The proposed new school will primarily serve children and families living in the Bettws area, providing increased school places and supporting the continuation of positive relationships in and around the school environment. Places at the school will be allocated in accordance with the School Admissions Policy which supports a fair and equitable system for the allocation of school places.

There is an existing Welsh-medium primary school in very close proximity to Millbrook Primary School.

Wellbeing of Future Generations (Wales) Act 2015

In summary this proposal supports wellbeing by increasing the availability of school places in an area of high demand, supporting the principles of parental preference and local schools for local pupils. Attendance and punctuality are likely to be positively affected where children are able to attend a local school of their choice. In turn, high school attendance rates is a significant factor in attainment and this therefore impacts on educational outcomes and on longer term employment opportunities.