

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: Kirsty Jones **Role:** Education Information and Development Officer

Head of Service: Sarah Morgan **Date:** 05/02/2021

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.

The purpose is to seek permission to take forward a school reorganisation proposal to increase the capacity of Ysgol Bryn Derw by 28 places, and thereby increase the capacity of the school from 68 to 96 with effect from April 2022.

This proposal supports the increasing demand for specialist education provision across the city of Newport. The demand for places in ASD specialist provision, due to the identified needs of pupils currently in Newport schools, is higher than current provision available within the city.

The 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.

The consultation period will enable Newport City Council to seek views on the proposal.

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.

If permission to take this proposal forward is granted, the proposal will be undertaken in accordance with the requirements of the statutory School Organisation Code.

The consultation process represents an opportunity for people to learn about the proposal, ask questions and make comments that will be recorded and summarised in a consultation report. This report will be published on the Council's website and will be considered when the Council decides on the way forward.

An invitation to engage in the consultation process will be emailed to the parents, children and staff of the affected schools. Stakeholder emails will also be sent to Newport City Council education partners. The proposal will be published on the Newport City Council website.

A Children and Young People's Everyday Summary Version of this consultation will be produced, along with an ASD friendly version. Both of these and the full version will be available via the NCC website www.newport.gov.uk/schoolreorganisation. Copies can also be requested by emailing school.reorg@newport.gov.uk or by telephoning 01633 656656. The Council will consult with pupils at Ysgol Bryn Derw through the Headteacher and in conjunction with SNAP Cymru.

Due to the current public health situation in the UK, and to help limit the spread of the Coronavirus, the Council is not proposing any public drop-in events during this consultation. Instead, questions can be submitted by e-mail to school.reorg@newport.gov.uk and Council officers will generally provide a response within 7 days. This should enable stakeholders to submit informed responses to the consultation. A list of *Frequently Asked Questions and Answers* will also be published on the Council's webpages at www.newport.gov.uk/schoolreorganisation if required.

Comments and questions can be submitted by e-mail or by using a consultation response pro-forma. Social media platforms such as Twitter and Facebook will also share information on proposed changes.

Following consultation, Newport City Council's Cabinet Member for Education and Skills will consider the views expressed and then decide whether to proceed with the proposal. If the decision is taken to proceed, a statutory notice will be published on the Newport City Council website and notices posted on the school gates at all affected schools. The statutory notice period will last for 28 days following the date of publication and enables people to express their views in the form of supporting or objecting to the proposals. If no objections are received following the publication of the statutory notice, the Cabinet Member for Education and Skills will make the final decision as to whether to proceed. If any objections are received and not subsequently withdrawn during this notice period, the Council's Cabinet will determine the final decision.

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 Ysgol Bryn Derw and those who potentially may attend the school such as those in the communication class at Kimberley Nursery. Residents who live in the area of the Kimberley Building may also have views regarding the proposal.

An invitation to engage with the consultation process will be sent to the following stakeholder groups:

- The Headteacher, teachers, staff and the governing body of Ysgol Bryn Derw
- Pupils at Ysgol Bryn Derw;
- Parents, carers and guardians of pupils attending Ysgol Bryn Derw;
- Parents, carers and guardians of pupils attending Maes Ebbw School;
- Parents, carers and guardians of pupils attending the Nursery Communication Class;
- Parents, carers and guardians of pupils attending Learning Resource Base classes across the City;
- Parents, carers and guardians of pupils with a diagnosis of ASD and attending placements outside the City;
- The Headteachers and Governing Bodies of all other Newport schools;
- All Newport City Council elected members;
- All Newport Community Councils;
- The Welsh Ministers;
- Assembly Members (AMs) and Members of Parliament (MPs) representing the area served by the school subject to the proposal;
- Other Local Authorities across the South East Wales Consortium region, including relevant Transport departments;
- The South East Wales Education Achievement Service;
- The Church in Wales, Diocese of Monmouth;
- Roman Catholic Archdiocese;
- Estyn;
- Teaching and staff trade unions representing teachers and staff at Ysgol Bryn Derw;
- The Early Years Development and Childcare Partnership
- The Police and Crime Commissioner for Gwent;
- Gwent Police;
- South Wales Fire and Rescue Service;
- Aneurin Bevan University Health Board;
- Public Health Wales;
- Newport Serennu Centre;
- SNAP Cymru;
- Gwent Association of Voluntary Organisations;
- Preventative Services.



Consultation with stakeholder groups will also include pupils, with the assistance of affected schools via Microsoft Teams and through questionnaires.

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"/>	Ysgol Bryn Derw serves the whole of the City and supports the provision of education for children aged from 3 years and 19 years who have a diagnosis of Autistic Spectrum Disorder (ASD) and associated learning difficulties whose needs cannot successfully be met within either mainstream or Learning Resource Base (LRB) provision. Expansion of the school will provide additional pupil places and reduce the need to provide out of county placements for pupils living in Newport. The proposal will therefore have a positive impact on children with ASD by increasing provision of a rich learning environment which Estyn rates as 'excellent' in 4 out of 5 inspection areas.
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Ysgol Bryn Derw serves the whole of the City and supports the provision of education for children aged from 3 years and 19 years who have a diagnosis of Autistic Spectrum Disorder (ASD) and associated learning difficulties whose needs cannot successfully be met within either mainstream or Learning Resource Base (LRB) provision. Expansion of the school will reduce the need to provide out of county placements for pupils living in Newport. The proposal will ensure that more children with ASD and associated learning difficulties are able to be educated within Newport. The new satellite base will be fully accessible and DDA compliant. The proposal will therefore have a positive impact on children with ASD by increasing provision of a rich learning environment which Estyn rates as 'excellent' in 4 out of 5 inspection areas.
Gender reassignment/transgender	<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.
Marriage or civil partnership	<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.

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	
Pregnancy or maternity	<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.
Race	<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.
Religion or Belief or non-belief	<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.
Sex	<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.
Sexual Orientation	<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.
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Children benefiting from the proposal will experience all aspects of the National Curriculum, including Cwricwlwm Cymraeg. 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.

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 data-bbox="256 692 347 714">Long Term</p> <p data-bbox="145 736 429 842">Balancing short term need with long term needs</p>	<p data-bbox="459 427 1406 770">The school opened in September 2017 with a capacity for 48 learners across the 3-19 age range and is currently able to accommodate 68 pupils following a refurbishment of the on-site Annexe. As per PLASC 2020, 69 pupils were registered as attending the school meaning the school is oversubscribed. There is currently a waiting list for pupils needing a specialist ASD placement who are in our local Primary Learning Resource Bases. These pupils are having to be placed in out of county provisions, which are costly and can be a significant distance away from a pupil's home address.</p> <p data-bbox="459 815 1406 920">Expanding the school will help alleviate the costs of Out-of-County provision in the long term, and make effective use of an existing education facility.</p>
 <p data-bbox="240 1106 347 1128">Collaboration</p> <p data-bbox="145 1162 429 1236">Working together to deliver objectives</p>	<p data-bbox="459 969 1406 1075">A formal statutory consultation will be carried out with the opportunity for engagement with all stakeholders and supported at each stage by a FEIA to consider impact.</p> <p data-bbox="459 1120 1406 1236">The proposal is being developed and will be delivered through full engagement of the Headteacher at Ysgol Bryn Derw and Newport City Council Officers.</p>





Involving those with an interest and seeking their views

The following stakeholders will be engaged as part of the consultation process:

- The Headteacher, teachers, staff and the governing body of Ysgol Bryn Derw;
- Pupils at Ysgol Bryn Derw;
- Parents, carers and guardians of pupils attending Ysgol Bryn Derw;
- Parents, carers and guardians of pupils attending Maes Ebbw School;
- Parents, carers and guardians of pupils attending the Communication Class;
- Parents, carers and guardians of pupils attending Learning Resource Base classes across the City;
- Parents, carers and guardians of pupils with a diagnosis of ASD and attending placements outside the City;
- The Headteachers and Governing Bodies of all other Newport schools;
- The Headteacher and Governing Body of Maes Ebbw School;
- All Newport City Council elected members;
- All Newport Community Councils;
- The Welsh Ministers;
- Assembly Members (AMs) and Members of Parliament (MPs) representing the area served by the school subject to the proposal;
- Other Local Authorities across the South East Wales Consortium region, including relevant Transport departments;
- The South East Wales Education Achievement Service;
- The Church in Wales, Diocese of Monmouth;
- Roman Catholic Archdiocese;
- Estyn;
- Teaching and staff trade unions representing teachers and staff at Ysgol Bryn Derw;
- The Newport Early Years Development and Childcare Partnership
- The Police and Crime Commissioner for Gwent;
- Gwent Police;
- South Wales Fire and Rescue Service;
- Aneurin Bevan University Health Board;
- Public Health Wales;
- Newport Serennu Centre;
- SNAP Cymru;
- Gwent Association of Voluntary Organisations;
- Preventative Services.

Following formal consultation, a Consultation Report will be prepared and published on the Council website.

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>There is predicted to be an on-going demand for placements at Ysgol Bryn Derw across Newport. Increasing provision will reduce the number of future out-of-county placements and will also support more pupils being able to be educated within the city.</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>A formal statutory consultation will be carried out and 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>In addition, this proposal supports the Newport City Council Well-being Objective “To improve skills, educational outcomes and employment opportunities”.</p> <p>Wellbeing and attitudes to learning have been judged to be excellent at Ysgol Bryn Derw. The refurbished building will be designed with input from the school to ensure that it will have a positive impact on pupil wellbeing and attitudes to learning, in line with the foundation phase curriculum. Further, with this being a proposal to establish a dedicated Foundation Phase base, we believe this will have a positive impact on wellbeing and attitudes to learning as the whole site will be age-appropriate.</p>

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

Ysgol Bryn Derw is an established school accessible to pupils across the city. The proposal supports the development of additional facilities without any detrimental impact on provision at the school, and indeed at any other school within the city. This proposal will benefit pupils across the whole of Newport as additional facilities will be provided to support children who have specialist needs in an appropriate and secure environment.

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 recognises that the children affected by the proposal require a different style of education whilst giving them the same opportunities to receive a rich and nurturing education as all other children have access to in Newport.

Parameter 2 – Mutual Obligations between citizens and government

Admission to Ysgol Bryn Derw is based on individual need following an assessment undertaken by the Education Inclusion Team. All pupils attending the school have a statement of Special Educational Needs. The Council determines admission taking parental preference into consideration and following consultation with the Headteacher and Governing Body as to the appropriateness of the placement. The system requires understanding and co-operation from parents, carers and families in order for children to be provided the most appropriate level of education and care

Parameter 3 – Interdependency and reciprocity within community relations

Perceived benefits of the proposal include:

- Provision of additional specialist education places in an appropriate dedicated school where placement in supported mainstream environments is not deemed appropriate;
- The subsequent potential availability of places in Learning Resource Bases to support pupils who require supported mainstream environments;
- Development of an existing education asset;
- Reduction in current and / or future out-of-county placements and an opportunity for pupils who are currently attending out-of-county provision to re-integrate back into their local area to continue their education;
- Reduced travel time for pupils who are attending out-of-county placements;
- Provision of a wider range of spaces for pupils with ASD who find noisy and busy areas difficult.

The proposal involves the use of the current Kimberley Nursery School building as a satellite base of Ysgol Bryn Derw for children aged 3-7 years. Some members of the local community raised concerns during the formal consultation to amalgamate Kimberley and Fair oak nursery schools and thereby vacate the site, that this would represent a loss to the community. The proposal provides continuity in the site being used to provide education for some of our youngest learners.

Parameter 4 – Transparency and accountability in decision-making

The consultation document outlines 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?
Welsh-language	Pupils	Ysgol Bryn Derw is an English-medium community maintained special 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 process will be recorded and summarised in a consultation report. This report will be published on the Council's website and will be considered when the Council decides on the way forward.

Following consultation, Newport City Council's Cabinet Member for Education & Skills will consider the views expressed and then decide whether to proceed with the proposal. If the decision is taken to proceed, a statutory notice will be published in the local press and at the school.

The statutory notice period will last for 28 days following the date of publication and enables people to express their views in the form of supporting or objecting to the proposals.

If no objections are received following the publication of the statutory notice, Newport City Council's Cabinet Member for Education & Skills will make the final decision as to whether to proceed. If objections are received, the final decision will be referred to the Council's Cabinet.

10. Involvement

The consultation process represents an opportunity for people to learn about the proposal. The proposal will be available online in both English and Welsh, via the Newport City Council's website, email and social media, and as a hard copy.

Questions can be submitted at any point during the consultation process and will be responded to within 7 days – this will replace the usual drop-in sessions due to the current public health situation.

Any questions or comments made throughout the process will be recorded and summarised in a consultation report. This report will be published on the Council's website and will be considered when the Council decides on the way forward.