

## Newport City Council Fairness and Equality Impact Assessment Form (F&EIA)

This form provides an assessment of policy or proposed change to see whether it promotes fairness and equality, and that outcomes for the people of Newport have been fully considered. The result of this Impact Assessment should influence future policy and service planning decisions.

In Newport we focus on fairness through the following themes: Health Inequalities, Child Poverty, Skills and Work, Tackling Domestic Violence, Alcohol and Substance misuse, Homelessness, former armed forces personnel  
Our Equalities focus is taken from the Equalities Act 2010: we consider the 9 protected equalities characteristics- age, gender, disability and carers and the Welsh Language and assess whether the policy or change promotes the General Equality Duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

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| <b>Service Area</b><br>Education Service                                                                                                                                                 | <b>Head of Service:</b><br>Chief Education Officer | <b>Person responsible for the assessment:</b><br>Assistant Head of Education<br>(Resources & Planning)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>Date of FINAL Assessment:</b><br>July 2015                           |                            |
| <b>Name of the proposal to be assessed:</b><br>Proposed new Welsh-medium Secondary School to be based in Newport, for pupils across the region.                                          |                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <b>Is this an existing policy/ practice or is it a proposed change?</b> | This is a proposed change. |
| <b>1. Briefly describe the outcomes wanted from policy / practice / proposal.</b><br><b>If the policy / practice/ proposal is under review, please list any options being considered</b> |                                                    | The proposal is to open a new Welsh-medium secondary school for pupils across the region to manage increased demand. The process of establishing a Welsh-medium Secondary involves: securing capital investment and following the statutory consultation process. NCC has submitted all WG business cases which have been approved by the WG Capital Panel – Strategic Outline Case; the Outline Business Case and the Full Business Case. The statutory consultation process was taken forward with the outcome of two formal objections to the proposal. Full Cabinet are now to take the final determination on whether to approve this proposal and establish the school. |                                                                         |                            |

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| <p><b>2. Name any associated policy, legislation, corporate objective etc.</b></p>   | <ul style="list-style-type: none"> <li>• Single Integrated Plan</li> <li>• Prospectus for Change – Improving People’s Lives</li> <li>• Welsh Government Welsh-medium Education strategy</li> <li>• Welsh Government School Organisation Statutory Code, July 2013</li> <li>• Welsh Education Strategic Plan – updated as at May 2015</li> <li>• NCC Improvement Plan</li> <li>• NCC Corporate Plan</li> <li>• Education Service Improvement Plan</li> <li>• School Organisation and POSP (Planning of school places)</li> <li>• 21<sup>st</sup> Century Schools Strategic Outline Programme (SOP)</li> <li>• 21<sup>st</sup> Century Schools Strategic Outline Programme Extension (SOP Ext)</li> <li>• 21<sup>st</sup> Century Schools Regional Strategic Outline Case</li> <li>• 21<sup>st</sup> Century Schools Outline Business Case</li> <li>• 21<sup>st</sup> Century Schools Full Business Case</li> <li>• Children &amp; Young People’s Plan</li> </ul> |
| <p><b>3. Who are the main stakeholders in relation to the policy / practice?</b></p> | <ul style="list-style-type: none"> <li>• SEWC Directors</li> <li>• Cabinet Member for Education and Young People, Newport City Council</li> <li>• Cabinet Member for Education, Monmouthshire County Council</li> <li>• Local authority Cabinets to support capital investment in a regional option</li> <li>• Welsh-medium Primary Schools staff / pupils / parents / governors</li> <li>• Welsh-medium Secondary Schools staff / pupils / parents / governors</li> <li>• Regional Headteachers / School staff / pupils / parents / governors</li> <li>• Coleg Gwent</li> <li>• Duffryn High School / School staff / pupils / parents / governors</li> <li>• Community in the vicinity of the proposed school location</li> <li>• WM Regional Planning Group</li> </ul>                                                                                                                                                                                        |

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| <p><b>4. Who delivers the service?</b></p>                                                                                                                                                               | <ul style="list-style-type: none"> <li>• Relevant Local Authority (in terms of decision making, planning, admissions, transport and consultation and engagement hosting the proposal)</li> <li>• Temporary Governing Body for the new WM School</li> <li>• Head teacher / Staff / pupils / parents at proposed new Secondary School site</li> <li>• Welsh-medium primary schools staff / pupils / staff / parents for transition</li> </ul>                                                                                                                                                                                                                                                                                                                 |
| <p><b>5. What factors could contribute / detract from the outcomes (risks / opportunities)?</b></p> <p><b>Please list the factors for each separate policy / process options under consideration</b></p> | <p>WG and LA Funding – all is now in place with full approvals of financing<br/> Objections to proposals – two formal objections received during the process<br/> Recruitment of staff – to be considered if the school is to be established<br/> Location of proposed new Welsh-medium secondary school</p> <p>In the event that the Welsh-medium Secondary School is not delivered each of the South East Wales local authorities would not meet their priority to ensure that all children seeking Welsh-medium secondary provision across the region are able to continue to do so and that it is of a high standard. Contingency planning is therefore in place across the region.</p>                                                                 |
| <p><b>6. Describe the steps you have taken to carry out this assessment e.g. consultation and engagement</b></p>                                                                                         | <p>Full option appraisal and scoping has been undertaken in conjunction with advisors in the specialist field of Welsh-medium education.</p> <p>NCC gained approval for:</p> <ul style="list-style-type: none"> <li>• a 21CS Strategic Outline Programme Extension to support the capital financing of a preferred option in Newport</li> <li>• a regional Strategic Outline Case to support the capital financing of a Newport solution which would also support Ysgol Y Ffin in south Monmouthshire</li> <li>• a regional Outline Business Case</li> <li>• a regional Full Business Case.</li> </ul> <p>The full statutory consultation process was carried out under the requirements of the WG School Organisation Code: Statutory Code, July 2013.</p> |

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| <p><b>7. Give a summary of the information the council has taken into account for this assessment</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <p>Primary to Secondary Planning of School Places data – Identifies projected numbers until 2016 using data on pupils currently within Welsh-medium education together with any planned expansion.</p> <p>Community Impact / Welsh Language impact assessments.</p> <p>Welsh Government Statutory School Organisation Code, July 2013</p> <p>ALN / Inclusion &amp; GEMS services to be provided through the preferred option</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <p><b>8. Does the proposal promote Equality by:</b></p> <p><b>1. promoting good community relations (community cohesion)</b></p> <p><b>2. promoting equality</b></p> <p><b>3. eliminating discrimination</b></p> <ul style="list-style-type: none"> <li>• <b>Age</b></li> <li>• <b>Gender</b></li> <li>• <b>Gender reassignment</b></li> <li>• <b>Disability</b></li> <li>• <b>Marriage / civil partnership</b></li> <li>• <b>Pregnancy and Maternity</b></li> <li>• <b>Race</b></li> <li>• <b>Religion / belief</b></li> <li>• <b>Welsh language</b></li> <li>• <b>Sexual orientation</b></li> </ul> | <p>NCC is committed to ensuring equality of access to its schools and services for all its stakeholders. It is critical that any new school is accessible to everyone regardless of gender, disability, race, religion, martial / civil partnership status, pregnancy &amp; maternity, sexual orientation or ability.</p> <p>The proposed development of a Welsh-medium secondary school will be accessible to all pupils of secondary school age across the South Gwent region, regardless of gender, disability, race, religion, pregnancy, sexual orientation or ability.</p> <p>It will initially however, be a seedling or growing school and in the first year of establishment take pupils of Year 7 age group circa 90 in total. The school will grow each year up to a full school population of circa 900.</p> <p>This proposal will not have any significant impact or adversely affect any other stakeholder regardless of gender, disability, race, religion, martial / civil partnership status, pregnancy &amp; maternity, sexual orientation or ability.</p> <p>This proposal promotes community cohesion, equality, and eliminates discrimination specifically with regard to Welsh Language provision.</p> |

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| <p><b>9. Does the proposal affect fairness in relation to:</b></p> <ul style="list-style-type: none"> <li>• Health Inequalities</li> <li>• Child Poverty</li> <li>• Skills and Work</li> <li>• Tackling Domestic Violence</li> <li>• Alcohol and Substance misuse</li> <li>• Homelessness</li> <li>• Armed Forces</li> <li>• Other fairness concerns</li> </ul> | <p>The business case submissions to the WG Capital Panel propose the preferred option of a Newport solution. All business cases were approved by WG.</p> <p>The proposed development of a Welsh-medium secondary school in Newport will assist in improving outcomes and life opportunities for people in Newport and south Monmouthshire specifically with regards to Health Inequalities, Child Poverty and Skills &amp; Works.</p> |
| <p><b>10. Does proposal affect local areas differently?</b></p> <p><b>If so, does it have a positive or negative impact in terms of fairness and addressing local area deprivation?</b></p>                                                                                                                                                                     | <p>The proposed new Welsh-medium Secondary School will be accessible to all pupils within Newport and south Monmouthshire regardless of deprivation levels so will not affect local areas differently.</p>                                                                                                                                                                                                                            |

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| <p><b>12. Summary</b><br/> <b>Provide a summary of the last 3 answers (8,9 and10)</b><br/> <b>Does the proposal have a positive outcomes for all people and communities on the groups on the ground of Equalities and Fairness</b><br/> <b>If not why, and what are the mitigating actions?</b></p> | <p>The proposed new Welsh-medium Secondary School will have positive outcomes for the people and communities, not only of Newport and south Monmouthshire but across the South East Wales region.</p>                                                                                                                                                                                                                                                                                                                                                                                                |
| <p><b>13. Reporting, monitoring and evaluating outcome.</b><br/> <b>Where is the Fairness Impact Assessment reported?</b><br/> <b>How will resulting actions be monitored?</b><br/> <b>When will the outcomes be evaluated?</b></p>                                                                 | <p>This Fairness and Equality impact assessment has been revised and reported to the Cabinet Member for Education and Young People at each stage. It will also be viewed by full Cabinet before taking the final determination on the proposal to establish this new school.</p> <p>All issues and in particular formal objections raised during the statutory consultation have been evaluated before Cabinet take the final decision.</p> <p>This FEIA has been published following each update on the Council web site and be in the public domain. This is the final FEIA for this proposal.</p> |

*AB Daniel*

Signed (lead officer) \_\_\_\_\_

dated 7<sup>th</sup> July 2015

*James Harris*

Signed (Chief Education Officer) \_\_\_\_\_

dated 7<sup>th</sup> July 2015