

## CARDIFF COUNCIL

**Equality Impact Assessment  
Corporate Assessment Template**



**Policy/Strategy/Project/Procedure/Service/Function Title: Proposed change of status of St David's Catholic Sixth Form College – Implications for the Local Authority**

**Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function? Education Directorate**

Name: Neil Hardee	Job Title: Head of Performance, Resources and Services
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Service Team: PRS	Service Area: Education
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Assessment Date: December 2017

**1. What are the objectives of the Policy/Strategy/Project/ Procedure/ Service/Function?**

1. Prior to the 1992 Further and Higher Education Act St David's Catholic College had voluntary Aided status within the Local Authority Area of South Glamorgan, following the 1992 Act the College joined the Further Education Sector in Wales.
2. St David's Catholic College currently resides in the Further Education sector. The governing body is responsible for the College's funding. The nature of the organisation, in terms of both size and ethos, and the pattern of its provision differs markedly to other Further Education Institutions ("FEIs"). St David's is a sixth form college in character and mode of operation. In England a sixth form college sector is identified which is distinct from General Further Education institutions. In Wales St David's has resided in the Further Education sector since 1992. This sector has undergone significant change since 1992. As recently as 2008 there were 25 FEIs in Wales, now there are just 14. The largest FEIs have turnovers in excess of £50m and are able to act as large corporations. From their position of size and market influence such institutions are able to plan from a strategic context.
3. The mission of St David's Catholic College is to be: "*A Catholic college for the community, seeking to discover and realise the full potential of all in an atmosphere of love, service and respect inspired by Christ.*" It is in order to assist in securing the achievement of this mission that the consultation on a return of the College to voluntary aided status under local authority is being undertaken.
4. The governing body of Saint David's Catholic Sixth Form College have commenced a consultation on the proposal to dissolve the College as a "designated FE Institution" and reconstitute itself as a voluntary aided

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school under the Education legislation, under the control of the City of Cardiff Council. A copy of the consultation document is attached as Appendix A.

5. The purpose of the Equality Impact Assessment is to ensure that the Council has understood the potential impacts of the proposal in terms of equality so that it can ensure that it is making proportionate and rational decisions having due regard to its public sector equality duty. The decision maker must have due regard to the Equality Impact Assessment in making its decision. As such the decision on whether to proceed to publish intention to implement the proposal has to be made in the context of the Council's public sector equality duties.

2. Please provide background information on the Policy/Strategy/Project/Procedure/Service/Function and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]

Attached to this document is an analysis of pupil numbers at St David's Catholic Sixth Form College showing gender, ethnicity and language statistics compared to the current pupil numbers on roll in Cardiff's School Sixth forms.

### 3 Assess Impact on the Protected Characteristics

#### 3.1 Age

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative/]** on younger/older people?

	Yes	No	N/A
Up to 18 years	x		
18 - 65 years		x	
Over 65 years		x	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

If the change of status does take place then potentially the commissioning of all post 16 A level provision across the City will be determined by the Local Authority. This could positively affect the range of A level courses on offer across the City.

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<b>What action(s) can you take to address the differential impact?</b>
Not applicable

**3.2 Disability**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on disabled people?

	Yes	No	N/A
Hearing Impairment		x	
Physical Impairment		x	
Visual Impairment		x	
Learning Disability		x	
Long-Standing Illness or Health Condition		x	
Mental Health		x	
Substance Misuse		x	
Other		x	

<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
The proposed change of status will not have a differential impact on disabled people.
<b>What action(s) can you take to address the differential impact?</b>
Not applicable

**3.3 Gender Reassignment**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on transgender people?

	Yes	No	N/A
<b>Transgender People</b> (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)		x	

<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
The proposed change of status will not have a differential impact on transgender people.
<b>What action(s) can you take to address the differential impact?</b>

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Not applicable

### 3.4. Marriage and Civil Partnership

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage		X	
Civil Partnership		x	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

The proposed change of status will not have a differential impact on marriage and civil partnership.

**What action(s) can you take to address the differential impact?**

Not applicable

### 3.5 Pregnancy and Maternity

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy		x	
Maternity		x	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

The proposed change of status will not have a differential impact on pregnancy and maternity.

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<b>What action(s) can you take to address the differential impact?</b>
Not applicable

**3.6 Race**

Will this Policy/Strategy/Project//Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
White		X	
Mixed / Multiple Ethnic Groups		X	
Asian / Asian British		X	
Black / African / Caribbean / Black British		X	
Other Ethnic Groups		X	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

The proposed change of status will not have a differential impact on any group listed above.

<b>What action(s) can you take to address the differential impact?</b>
Not applicable

**3.7 Religion, Belief or Non-Belief**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A
Buddhist		X	
Christian		X	
Hindu		X	
Humanist		X	
Jewish		X	

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Muslim		X	
Sikh		X	
Other		X	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

The proposed change of status will not have a differential impact on people with differing religions, beliefs or non-beliefs.

**What action(s) can you take to address the differential impact?**

Not applicable

**3.8 Sex**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on men and/or women?

	Yes	No	N/A
Men		x	
Women		x	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

The proposed change of status will not have a differential impact on men and or women.

**What action(s) can you take to address the differential impact?**

Not applicable

**3.9 Sexual Orientation**

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Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
Bisexual		X	
Gay Men		X	
Gay Women/Lesbians		X	
Heterosexual/Straight		x	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

The proposed change of status will not have a differential impact on any of the groups listed above.

**What action(s) can you take to address the differential impact?**

Not applicable

**3.10 Welsh Language**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on Welsh Language?

	Yes	No	N/A
Welsh Language		x	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

The proposed change of status will not have a differential impact on Welsh Language.

**What action(s) can you take to address the differential impact?**

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Not applicable

### 4. Consultation and Engagement

What arrangements have been made to consult/engage with the various Equalities Groups?

Any consultation undertaken by the Council as consequence of these recommendations will follow Council procedure and provide an equal opportunity to each of the equalities groups to respond.

### 5. Summary of Actions [Listed in the Sections above]

Groups	Actions
Age	None
Disability	None
Gender Reassignment	None
Marriage & Civil Partnership	None
Pregnancy & Maternity	None
Race	None
Religion/Belief	None
Sex	None
Sexual Orientation	None
Welsh Language	None
Generic Over-Arching [applicable to all the above groups]	None

### 6. Further Action

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Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

#### 7. Authorisation

The Template should be completed by the Lead Officer of the identified Policy/Strategy/Project/Function and approved by the appropriate Manager in each Service Area.

Completed By : Neil Hardee	Date: 19 <sup>th</sup> December 2017
Designation:	Head of PRS
Approved By:	Jackie Turner
Designation:	Assistant Director of Education
Service Area:	Education

- 7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council.

For further information or assistance, please contact the Citizen Focus Team on 029 2087 3059 or email [citizenfocus@cardiff.gov.uk](mailto:citizenfocus@cardiff.gov.uk)