



**CARDIFF COUNCIL**  
**Equality Impact Assessment**  
**Corporate Assessment Template**

<b>Policy/Strategy/Project/Procedure/Service/Function Title:</b>
<b>New/Existing/Updating/Amending:</b>

<b>Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function?</b>	
Name: Janine Nightingale	Job Title: Head of School Organisation, Access and Planning
Service Team: SOAP	Service Area: Education
Assessment Date: November 2018	

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

This report is to inform the Cabinet of responses received following consultation on proposals to rationalise English-medium primary school places in the Llanrumney area, including a proposal to close Glan-yr-Afon Primary School in August 2019.

The report recommends that Cabinet authorises officers to explore the viability of modified proposals to the closure of Glan-yr-Afon Primary School; and to bring a further report to Cabinet for consideration setting out details of how the provision of community English medium primary school places in the Llanrumney area can be addressed.

As a temporary measure, it is proposed to reduce the capacity of Glan-yr-Afon Primary School from 292 places (1.4 forms of entry) to 210 places (1 form of entry) from September 2020. Consultation on the 2020/21 admission arrangements for community schools will take place in December 2018 – January 2019 in accordance with the requirements of the Admissions Code. This consultation will include a proposed Published Admission Number of 30 places for Glan-yr-Afon Primary School.

Any new proposals to reorganise English-medium primary school places in the area would be subject to further consultation.

**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.]**

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The Llanrumney area is served by Bryn Hafod, Glan-yr-Afon, Pen-y-Bryn, St Cadoc's Catholic and St Mellon's CiW English-medium Primary Schools. Welsh medium provision is available at Ysgol Bro Eirwg and Ysgol Pen y Pil, which serve parts of Llanrumney, Rumney, Trowbridge and Old St Mellons.

Current English-medium primary school capacity in the Llanrumney area can accommodate up to 1,342 pupils (age 4-11). In January 2017, the number of primary aged pupils on roll (excluding nursery) was 1073, resulting in an overall surplus capacity of 269 places (20%).

The consultation on the provision of English-medium primary school places in the Llanrumney area invited comments on proposals, which included the closure of Glan-yr-Afon Primary School from 31 August 2019 and all pupils on roll at the school transferring to other schools in Llanrumney, or elsewhere depending on parental preference.

A clear majority of stakeholders in the Llanrumney community who responded to the consultation expressed opposition to the proposal to close Glan-yr-Afon Primary School.

Concerns expressed by stakeholders in respect of the proposal relate to:

- The removal of English-medium community primary school places in 'lower Llanrumney'. For parents of children at Glan-yr-Afon Primary School, home to school proximity is an important criterion when choosing a school and logistical issues associated with having to travel further to an alternative primary school is a major concern;
- The geography/topography of the local area and the distance needed to be walked by those families wanting to access English-medium community provision;
- The impact of closure on current pupils of the school, families of those children and school staff. There were particular concerns around those children in Year 5 who would have to make two transitions within a short period of time;
- Concerns that current sibling and friendship groups would be separated in particular for those families who would not want their children to transfer to a catholic school;
- The perception that the area has experienced a sequence of loss of educational and wider social provision, including Llanrumney High School, the closure of Rumney High School and the location of the new Eastern High some distance from the community;
- The potential for an increasing number of families to opt for English-medium primary school provision given the improving profile of Eastern High School;
- Uncertainty around the proposal to increase the admission number of St Cadoc's RC Primary School not being progressed;
- The limited community education options available to parents not wishing

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to take up places at a catholic school;

- Recent challenges faced by the school which in the view of those who responded to the consultation, have been a catalyst for the decline in pupil numbers;
- A desire from a number of respondents for the school to be provided with an opportunity to build on the recent progress in improving the standard of education;
- The impact of planned, and potential, housing developments in the local and wider area that would result in the need for additional places;
- The co-location of Flying Start provision and the benefits associated with such provision in this area;
- The future use of the site.

Respondents submitted a number of alternatives to closure which included:

- Amalgamation with another local community school;
- A reduction in the size of the school to one form of entry and federation with another school;
- A reduction in the size of the school to one form of entry and consolidation of accommodation in the Foundation Phase;
- Utilising part of the building for other educational purposes, or the transfer of another school onto the site.

The Council acknowledges the concerns raised by stakeholders. However the issue of surplus capacity in the Llanrumney area, with a greater number of places in primary schools than children who wish to attend those schools remains.

Where there is a higher than necessary number of school places, resources that are being deployed inefficiently could be better used to improve the quality of education for all learners. Whilst the report recommends not progressing a proposal for closure at this stage, there still remains significant HR implications for the Governing Body of Glan-yr-Afon Primary School to consider. The Governing Body will need to consider addressing their budget deficit position whilst reviewing their staffing establishment alongside the decline of the number of pupils currently on roll.

This will require full staff and trade union consultation and support will be provided by HR People Services.

### **3 Assess Impact on the Protected Characteristics**

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**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			

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

The Council's aim is to improve the match between the supply of and demand for English-medium schools places within the Llanrumney area.

The proposal to reduce the capacity of Glan-yr-Afon Primary School is not expected to have any differential impact as demand for places at the school is projected to be less than 30 per year group.

The report recommends not progressing the closure of Glan-yr-Afon Primary School and consulting on a proposed reduction in the school capacity as part of the 2020/21 admission arrangements.

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

Any future proposals would need to ensure an appropriate balance of places and provide the opportunity for children to attend schools with good quality accommodation and a high standard of education provision.

**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	

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

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The proposal to reduce the capacity of Glan-yr-Afon Primary School will not have a differential impact as the school will continue to be able to meet the needs of any children with a disability.

Any future proposals would include an assessment on the accessibility of any changes to school accommodation. This would take into account policies such as the Equality Act 2010, TAN12: Design June 20019 as well as building regulations such as BS8300, Part M and relevant Building Bulletins.

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

### 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	

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

The proposal to reduce the capacity of Glan-yr-Afon Primary School will not have a differential impact as the school will continue to apply the Council's policies on equal opportunities.

Any future proposals proposal would need to ensure compliance with the Council's policies on equal opportunities.

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

### 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?

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	Yes	No	N/A
Marriage			
Civil Partnership			

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

The proposal to reduce the capacity of Glan-yr-Afon Primary School will not have a differential impact as the school will continue to be apply the Council's policies on equal opportunities.

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

### 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 proposal to reduce the capacity of Glan-yr-Afon Primary School will not have a differential impact as the school will continue to be apply the Council's policies on equal opportunities.

Any future proposals would include an assessment on the accessibility of any changes to school accommodation. This would take into account policies such at the Equality Act 2010, TAN12: Design June 20019 as well as building regulations such as BS8300, Part M and relevant Building Bulletins.

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

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**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 proposal to reduce the capacity of Glan-yr-Afon Primary School will not have a differential impact as the school will continue to apply the Council's policies on equal opportunities.

Any future proposals would not have a differential impact upon one particular ethnic group as the provision would be available to all.

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

**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	
Muslim		X	
Sikh		X	
Other		X	

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

The proposal to reduce the capacity of Glan-yr-Afon Primary School will not have a differential impact as the school will continue to apply the Council's policies on equal opportunities.

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Any future proposals proposal would need to ensure compliance with the Council's policies on equal opportunities.

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

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### 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 proposal to reduce the capacity of Glan-yr-Afon Primary School will not have a differential impact as the school will continue to admit children of both sexes.

Maintained primary school provision admits pupils of both sexes and any future proposals would be developed on this basis.

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

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### 3.9 Sexual Orientation

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	



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

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

### 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			

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

The proposal to reduce the capacity of Glan-yr-Afon Primary School will not have a differential impact on the Welsh language.

Welsh-medium education is available at Ysgol Bro Eirwg and Ysgol Pen y Pil, which service parts of Llanrumney, Rumney, Trowbridge and Old St Mellons.

Council officers monitor birth rates, the number of extra pupils that may come from new housing and how many pupils wish to attend Welsh-medium schools. This allows the Council to bring forward suitable plans to deal with any increase in demand.

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

## 4. Consultation and Engagement

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

The proposed reduction in the capacity of Glan-yr-Afon Primary from September

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2020 will be included as part of the consultation on the 2020/21 admission arrangements for community schools will take place in December 2018 – January 2019 in accordance with the requirements of the Admissions Code.

Any future proposals would be subject to full consultation with stakeholders including:

- Members
- School governing bodies and staff
- Parents
- Children
- AMs and MPs
- Council service areas
- Future Generations Commissioner
- Welsh Language Commissioner
- Community groups

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

Groups	Actions
Age	
Disability	
Gender Reassignment	
Marriage & Civil Partnership	
Pregnancy & Maternity	
Race	
Religion/Belief	
Sex	
Sexual Orientation	
Welsh Language	
Generic Over-Arching [applicable to all the above groups]	

#### 6. Further Action

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

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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 : Rosalie Phillips	Date: November 2018
Designation: School Organisation Planning	
Approved By: Brett Andrewartha	
Designation: SOP Team Manager	
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 2536 / 3262 or email [equalityteam@cardiff.gov.uk](mailto:equalityteam@cardiff.gov.uk)