

Equality Impact Assessment
Corporate Assessment Template

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

Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function?	
Name: Janine Nightingale	Job Title: Head of School Organisation, Access and Planning
Service Team: SOAP	Service Area: Education
Assessment Date: February 2019	

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

To inform members regarding the background and strategic solution identified to reduce the surplus places in Llanrumney as set out in the Cabinet's recommendations at its meeting December 2018.

The Cabinet is recommended to:

- note that the process of federation with another Cardiff English-medium primary school (to be determined) is being pursued by Glan Yr Afon Primary School as part of a wider strategic solution to both reduce surplus places in Llanrumney and to improve pupil outcomes at Glan Yr Afon Primary School.
- agree to Officers exploring appropriate capital investment sources to consolidate and co-locate Early Years services delivered in the Llanrumney area onto the Glan Yr Afon site

Any proposal to federate English-medium primary schools in the area would be subject to consultation by the Governing Bodies of the schools concerned under the Federation of Maintained Schools (Wales) Regulations 2014 (Welsh Statutory Instrument 2014 No.1132 (W.111)).

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.]

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

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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 2018, the number of primary aged pupils on roll (excluding nursery) was 1073, resulting in an overall surplus capacity of 261 places (19.4%).

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 this report recommends federation there remains HR implications for the Governing Body of Glan-yr-Afon Primary School (or Governing body of any federation that may be pursued) to consider in 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

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 federate Glan-yr-Afon Primary School with another English-medium primary school is not expected to have any differential impact as pupils can continue to access the school as currently albeit under a different governance arrangement.

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.

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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.

The proposal to federate Glan-yr-Afon Primary School with another English-medium primary school would 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?

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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
<p>Transgender People (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)</p>		X	

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

The proposal to federate Glan-yr-Afon Primary School with another English-medium primary school would 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?

	Yes	No	N/A
Marriage			
Civil Partnership			

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

The proposal to federate Glan-yr-Afon Primary School with another English-medium primary school would 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	

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

The proposal to federate Glan-yr-Afon Primary School with another English-medium primary school would 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?

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 federate Glan-yr-Afon Primary School with another English-medium primary school would not have a differential impact as the school will continue to be 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

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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 federate Glan-yr-Afon Primary School with another English-medium primary school would 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?

3.8 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 federate Glan-yr-Afon Primary School with another English-medium primary school would 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

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proposals would be developed on this basis.

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

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	

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

The proposal to federate Glan-yr-Afon Primary School with another English-medium primary school would 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?

3.10 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 federate Glan-yr-Afon Primary School with another English-medium primary school would not have a differential impact on the Welsh language.

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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 proposal to federate Glan-yr-Afon Primary School with another English-medium primary school is subject to consultation with a range of stakeholders including staff, parent, children.

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]	

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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

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: February 2019
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