

Equality and Welsh Language Impact Assessment Summary

Area School Review: Brynford, Lixwm & Rhosesmor



Background

In June 2015 Cabinet determined that we enter into informal consultation for an area review for the following schools:

- Brynford C.P School
- Lixwm C.P. School
- Ysgol Rhos Helyg, Rhosesmor

The area school review will assess the education provision in the area of Brynford, Lixwm and Rhosesmor.

The options for the area are as follows:-

- Option 1 : Status Quo
- Option 2 : Area School on One Site
- Option 3 : Retain Ysgol Rhos Helyg, Rhosesmor and one Area School on one site (either Brynford C.P. or Lixwm C.P. School).

This would mean the following:-

- **Option 1 : Status Quo** – Each school remains as it is, retains its name, category, budget, governors, staff and remains in its community.
- **Option 2 : Area school on one site** – Area school – one site, the school would retain its category but would have a new name, governing body, head and budget and would remain in one of the communities either Brynford, Lixwm or Ysgol Rhos Helyg, Rhosesmor.
- **Option 3 : Area Schools on two sites** – Ysgol Rhos Helyg, Rhosesmor would remain as it is, retains its name, category, budget, governors, staff and would remain in its community. Brynford C.P. and Lixwm C.P. would amalgamate onto one site. The amalgamated school would remain in one of the communities either Brynford or Lixwm.

Key information, including an Options Appraisal, Equality and Welsh Language Impact Assessment, Community Impact Assessment, Transport Impact Assessment and Building Appraisal, have been undertaken in order to inform this report and is available to view on the following link, www.flintshire.gov.uk/schoolmodernisation.

Purpose

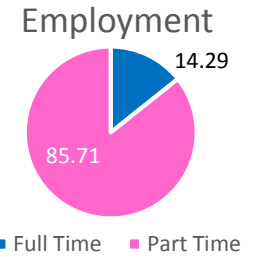
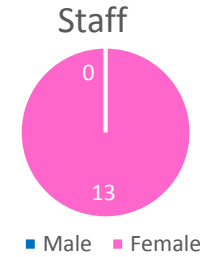
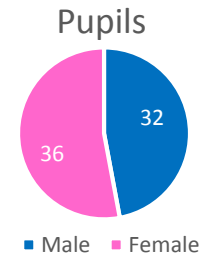
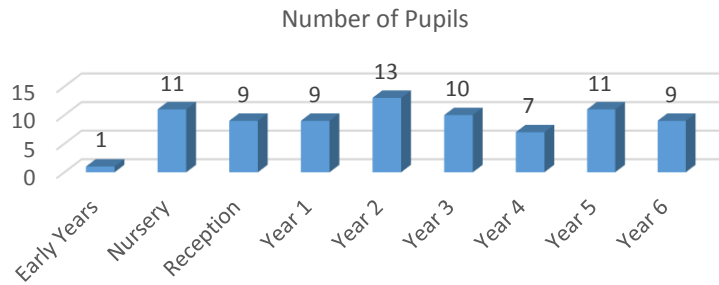
The purpose of the Equality and Welsh Language Impact Assessment is to identify how the potential options for the area school review would affect those with protected characteristics, both positively and negatively.

The Equality and Welsh Language Impact Assessment includes:

- A review of available data for each of the schools for pupils, teachers and support staff and Governors including data on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation, Welsh language and other relevant factors;
- Informal consultation with children and young people based at the school;
- Feedback on various network of support available;
- Community Impact.



BRYNFORD C.P. SCHOOL

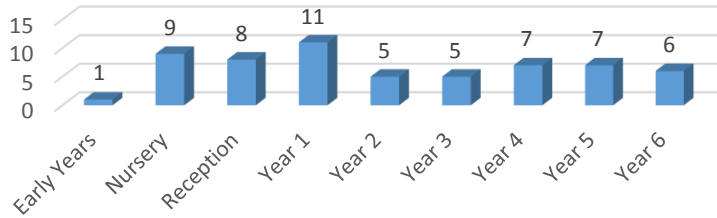


Protected Characteristic	Pupils	Staff	Governors	Parent/Carers
Age	68 Full time Pupils (Age range 3-11)	13 Members of staff (Age range 25-59)	No data available	No data available
Disability	Less than 10 Pupils with statement of Special Needs or support for additional learning needs Less than 10 Pupils have noted physical disabilities	53.85% Not declared disability 46.15% not stated a disability	No data available	No data available
Gender Reassignment	No data available	No data available	No data available	No data available
Marriage and Civil Partnership	No data available	53.85% Married or in Civil Partnership 7.69% Not Married or in Civil Partnership 38.46% Not Stated	No data available	No data available
Pregnancy & Maternity	No data available	0% on maternity leave	No data available	No data available
Race	95.59% of pupils White-British No Pupils requiring support as English as an additional language	53.85% of staff declared White 46.15% of staff not stated	No data available	No data available
Religion/Belief	No data available This school is a non-denominational school	23.08% of staff declared Christian 61.54% of staff not stated 7.69% of staff stated none 7.69% of staff stated other	No data available	No data available
Sex	32 Pupils are boys 36 Pupils are girls	100% Female	No data available	No data available
Sexual Orientation	No data available	38.46% of staff declared Heterosexual 61.54% of staff Not Stated	No data available	No data available
Welsh Language	Defined as an English Medium School – No impact			

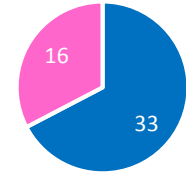


LIXWM C.P. SCHOOL

Number of Pupils

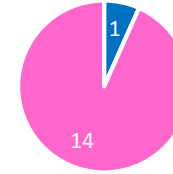


Pupils



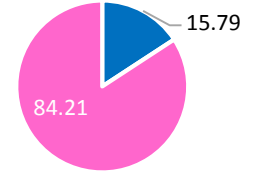
■ Male ■ Female

Staff



■ Male ■ Female

Employment

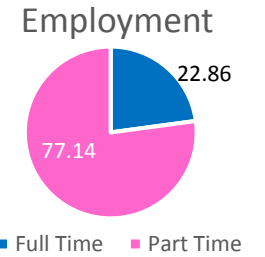
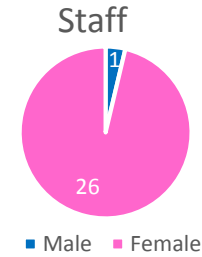
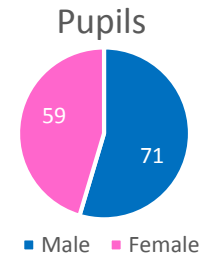
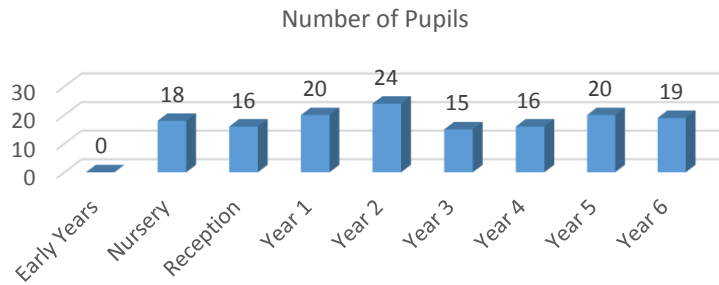


■ Full Time ■ Part Time

Protected Characteristic	Pupils	Staff	Governors	Parent/Carers
Age	49 Full time Pupils (Age range 3-11)	15 Members of staff (Age range 25-59)	No data available	No data available
Disability	Less than 10 Pupils with statement of Special Needs or support for additional learning needs Less than 10 Pupils have noted physical disabilities	60% declared no disability 40% Not stated any disability	No data available	No data available
Gender Reassignment	No data available	No data available	No data available	No data available
Marriage and Civil Partnership	No data available	53.33% Married or in Civil Partnership 46.67% Not Stated	No data available	No data available
Pregnancy & Maternity	No data available	6.6% of staff on maternity leave	No data available	No data available
Race	97.96% of pupils White-British No Pupils requiring support as English as an additional language	80% of staff declared White 20% of staff not stated	No data available	No data available
Religion/Belief	No data available This school is a non-denominational school	20% of staff declared Christian 60% of staff not stated 20% of staff stated none	No data available	No data available
Sex	33 Pupils are boys 16 Pupils are girls	93.33% of staff are female 6.67% of staff are male	No data available	No data available
Sexual Orientation	No data available	26.67% of staff stated Heterosexual 73.33% of staff did not State	No data available	No data available
Welsh Language	Defined as an English Medium School – No impact			



YSGOL RHOS HELYG



Protected Characteristic	Pupils	Staff	Governors	Parent/Carers
Age	130 Full time Pupils (Age range 3-11)	27 Members of staff (Age range 16-64)	No data available	No data available
Disability	Less than 10 Pupils with statement of Special Needs There are 35 pupils with required support for additional learning needs Less than 10 Pupils have noted physical disabilities	37.04% Not declared disability 59.26% Not stated if they have a disability	No data available	No data available
Gender Reassignment	No data available	No data available	No data available	No data available
Marriage and Civil Partnership	No data available	33.33% Married or in Civil Partnership 18.52% Not Married or in Civil Partnership 48.15% Not Stated	No data available	No data available
Pregnancy & Maternity	No data available	5.7% on maternity leave	No data available	No data available
Race	76.92% of pupils White-British No Pupils requiring support as English as an additional language	48.15% of staff declared White 51.85% of staff not stated	No data available	No data available
Religion/Belief	No data available This school is a non-denominational school	18.52% of staff declared Christian 74.07% of staff not stated 7.41% of staff stated none	No data available	No data available
Sex	71 Pupils are boys 59 Pupils are girls	96.30% of staff are Female 3.70% of staff are male	No data available	No data available
Sexual Orientation	No data available	11.11% of staff stated Heterosexual 85.19% of staff did not State 3.7% of staff stated other	No data available	No data available
Welsh Language	Defined as an English Medium School – No impact			

Impacts Page

If Option 1 is chosen there will be no impacts as the school will remain in its current form;

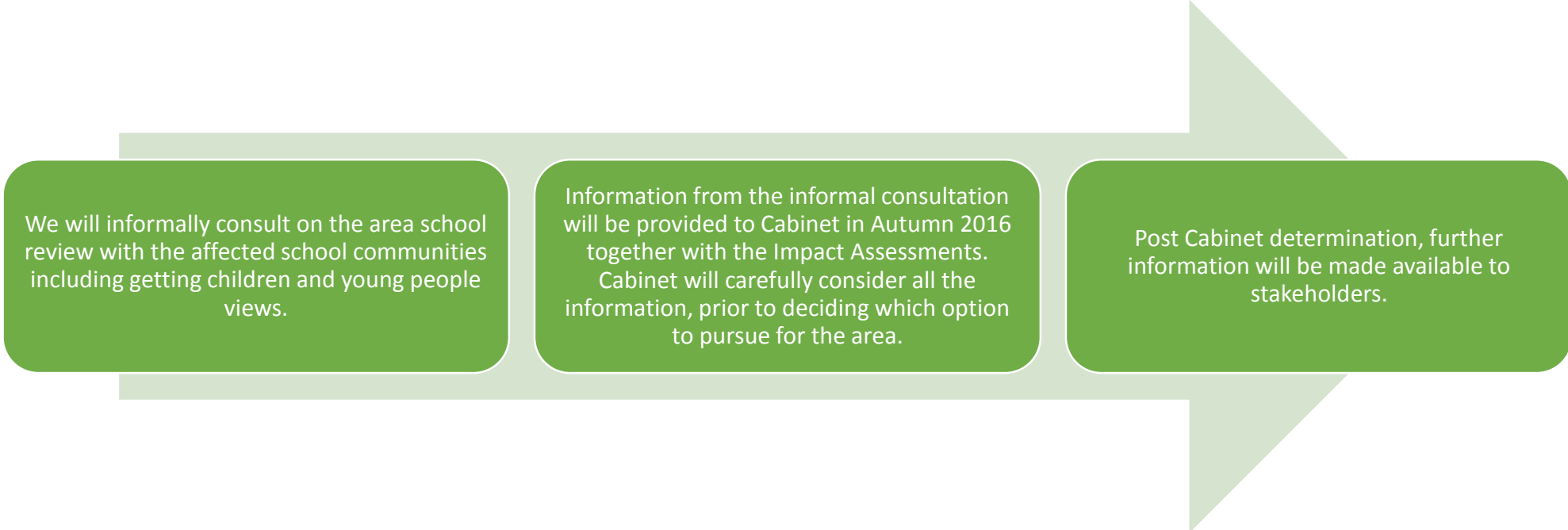
If either Option 2 or 3 is chosen, potential impacts for schools not chosen to host an area school include:

- Possible decrease in event attendance due to access to transport;
- Possible longer and shorter distances to travel to school for stakeholders;
- Loss of employment;
- New school uniform;
- New teachers and support staff for pupils;
- New and unfamiliar learning environment;
- Changes to friendship groups
- Disruption to all pupils with additional learning needs (ALN);
- Replicating support for pupils with ALN in their new learning environment
- Cost of implementing any required adaptations
- Redundancies for both men and women;
- Increased travel time for staff who are successfully redeployed;
- Individuals may be in lesbian, gay or bisexual relationships, or have undertaken gender reassignment and transition may be challenging to a new school environment;
- Closure of the buildings removing them from community use;
- Increased costs of new school uniforms for transferring pupils.

Potential Actions to Mitigate Impacts

- Providing transition support to pupils
- Providing regular information and support to all pupils, their families, staff, and governors, especially those with protected characteristics
- Providing access to a school uniform exchange programme
- Providing Inclusion Services support for pupils in particularly those with additional learning needs
- Providing access to both English and Welsh medium schools as well as faith education if desired
- Providing specialist interrelated services
- Providing Counselling Services, Sensory Services, English as an Additional Language / Gypsy Traveller Service, Additional Learning Needs Service, Speech, Language & Communication Service, Education Welfare Service, Behaviour Support Service, Education Otherwise Than At School and Autistic Spectrum Condition Service
- Redeployment and redundancy support should this be required
- Consulting staff through 1:1 meetings
- Community impacts mitigated through fostering wider community links depending on the options selected
- Consider asset transfers to a constituted community groups where they can demonstrate a need and ability to take over the running of the site;
- Development of a new Gender Reassignment Policy and subsequent training.
- Providing training via the Stonewall Education Champions Programme;
- Taking all practicable steps to minimise disruption

What we will do next.



We will informally consult on the area school review with the affected school communities including getting children and young people views.

Information from the informal consultation will be provided to Cabinet in Autumn 2016 together with the Impact Assessments. Cabinet will carefully consider all the information, prior to deciding which option to pursue for the area.

Post Cabinet determination, further information will be made available to stakeholders.

Details of where the full report of the Equality Impact is available

The full Equality and Welsh Language Impact Assessment is available to view on the following link, www.flintshire.gov.uk/schoolmodernisation. Hard copies are available by submitting a written or email request to the School Modernisation Team at the address below:

School Modernisation Team
Flintshire County Council
County Hall
Mold
Flintshire CH7 6NG
Telephone: 01352 704134 or 01352 704014
21stcenturyschools@flintshire.gov.uk