# Equality Impact Assessment

Ysgol Gymraeg Mornant, Picton

Proposal to close Ysgol Gymraeg Mornant, Picton (Welsh Medium Community) as of 31st August 2016

**Version 2: Updated APRIL 2016**

# Equality Impact Assessment

## Summary

**1. Name of Proposal/policy:**

Flintshire County Council wishes to seek the views of interested parties regarding the proposal to close Ysgol Gymraeg Mornant, Picton of 31st of August 2016 with existing pupils transferring to other schools in the local area, subject to parental preference.

The process follows regulatory guidance as set out in the Welsh Government's School Organisation Code 2013.

The formal consultation period commenced on Wednesday 11th November 2015 and ended on Wednesday 23rd December 2015.

The proposal is to close Ysgol Gymraeg Mornant, Picton (Welsh Medium, Community School) as of 31st August 2016, with the pupils transferring to the local network of schools based on parental preference.

**2. Directorate/Section:**

Education and Youth Service.

**3. Lead Officer:**

Ian Budd, Chief Officer - Education and Youth.

**4. Main Aims/purposes/outcomes of the policy:**

The proposal is put forward, as the school meets a number of triggers contained in the Council's School Modernisation Strategy, namely:-

- Unfilled places across the primary school portfolio – Ysgol Gymraeg Mornant, Picton, as at January 2015 (PLASC) had 48 full time pupils with unfilled places at 57%. As at September 2015 the school is 43 full time pupils, with unfilled places at 61.26% (based on the current school capacity assessment of 111 full time pupils);
- Diminishing resource criteria (small numbers within the community raise concern regarding sustainability within the school's portfolio);
- Small School – The school population of Ysgol Gymraeg Mornant, Picton is lower than national designation of a small school, additionally school numbers do not meet the minimum requirements of primary school models as noted in the Council's School Modernisation Strategy.
- Ysgol Gymraeg Mornant, Picton is currently (July 2015) in Welsh Government categorisation 4 (out of 1-4) with 4 being the lowest for standards. Welsh Government review their categorisation annually, at the time of writing this document, the categorisation Of Ysgol Gymraeg Mornant, Picton had not been reviewed by Welsh Government.

**5. Have employees/ service users/public been engaged/consulted on proposed changes:** YES/ NO

No

A consultation event was arranged for children and young people with members of the School Council of schools named within the proposal. Ysgol Gymraeg Mornant and Ysgol Y Llys sessions were facilitated by officers from Flintshire County Council whose roles includes engagement and consultation specifically tailored for children and young people. Ysgol Gwenffrwd, Holywell elected to facilitate their own engagement with their School Council. Children and young people also had the opportunity to respond to the consultation using the children and young people's version of the consultation document. The children and young people at those affected schools were able to express their views on the proposal.

A consultation event was also arranged for parents/carers/guardians/teachers/support staff and governors of Ysgol Gymraeg Mornant, Picton. This was facilitated by Officers from Flintshire County Council. Parents/carers/guardians/teachers/support staff and governors had the opportunity to discuss the proposal with Officers. Other interested parties were able to respond via the consultation response form, available in paper format and online.

Consultation and sharing of the Equality Impact Assessment with the Flintshire County Council Corporate Equality Impact Assessment Quality Assurance Group was also completed during the consultation period. This group consists of Officers of the Council and public members of the community from protected characteristics and considered the identified impacts and provide feedback on any possible ways to limit the negative impact or promote a positive impact on Welsh Language and/or protected groups. This assessment will be an organic process throughout the process.

As a result of meeting with the Council Corporate Equality Impact Assessment Quality Assurance Group an amended version 2 of the Equality Impact Assessment for this proposal has been produced.

A separate detailed welsh language impact assessment has already been completed and can be found at the following link www.flintshire.gov.uk/schoolmodernisation

**6. What is being done to limit any negative impact or promote positive impact on Welsh language and/or protected groups (See section 2):**

Ysgol Gymraeg Mornant, Picton is located in the village of Gwespyr Picton it is a Welsh Medium primary school for pupils aged 3-11 years of age. It is currently Category 4 for standards in the Welsh Government categorisation model.

The alternative nearby schools identified as alternative schools which may potentially take pupils from Ysgol Gymraeg Mornant, Picton should it close are as follows:-

Ysgol Gwenffrwd, Holywell is located in the town of Holywell, approximately 6.69 miles from Ysgol Gymraeg Mornant, Picton. Ysgol Gwenffrwd, is a Welsh Medium primary school for pupils aged 3-11 years of age. It is currently Category 3 for standards in the Welsh Government categorisation model.

Ysgol Y Llys, Prestatyn is located in the town of Prestatyn within Denbighshire County Council, approximately 4.37 miles from Ysgol Gymraeg Mornant, Picton. Ysgol Y Llys is a Welsh Medium primary school for pupils aged 3-11 years of age. It is currently Category 3 for standards in the Welsh Government categorisation model.

Ysgol Gymraeg Mornant, Picton and the local primary schools above whom are likely to accept Ysgol Gymraeg Mornant, Picton pupils should it close are classified as community based, welsh medium schools therefore there are no obvious negative impacts on Welsh Language.

The detailed Welsh Language Impact Assessment can be found in the main consultation document can be viewed at the following link www.flintshire.gov.uk/schoolmodernisation

**7. How will the proposals help promote equality, eliminate discrimination and promote good relations?**

Local primary schools within the local area (Ysgol Gwenffrwd, Holywell and Ysgol Y Llys, Prestatyn) to which the pupils will potentially select should Ysgol Gymraeg Mornant, Picton close have their own equality and diversity statements. Each school will have their own ethos around promoting equality, eliminating discrimination and promoting good relations.

**8. Is there an action plan in place?**

Yes

**Name**: Ian Budd

**Signature:**

**Job Title**: Chief Officer – Education and Youth

**Equality Impact Assessment**

The aim of an equality impact assessment (EIA) is to ensure that policies help to promote equality and Welsh language (a separate detailed welsh language impact assessment has already been completed). The EIA contributes to effective policy making by providing an opportunity to minimise risk and maximise the benefits of a policy, therefore ensuring we have the best possible policy in place. It also helps us to meet our requirements under the general equality duties of the Equality Act 2010 and Welsh Language Act 1993. **Throughout this document we use the word 'policy' to refer to what we are assessing. In this context, the term includes the different things that we do, including strategies, functions, procedures, practices, decisions, initiatives and projects.**

All EIAs should consider the potential impact of policies in respect of all areas of equality and Welsh language including human rights and socio economic issues. When carrying out an assessment you should consider negative and positive consequences of your proposals. Our approach to EIAs will help us to strengthen our work to promote equality and Welsh language. It will also help to identify and address any potential discriminatory effects before introducing a policy and reduce the risk of potential legal challenges. When carrying out an EIA you should consider both the negative and positive consequences of your proposals

If a project is designed for a specific group, you also need to think about what potential effects it could have on other areas of equality. Further advice, guidance and training is available and should be used when conducting EIAs.

The detailed Welsh Language Impact Assessment can be found in the main consultation document can be viewed at the following link www.flintshire.gov.uk/schoolmodernisation.

## 1. Data Collection and Evidence

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| **What evidence e.g. data, research , results of engagement and consultation have you used to consider how this policy might affect:-**<br><br>**i) people with protected characteristics**<br><br>**ii) opportunities for individuals/communities to use the Welsh language**<br><br>Please link to any relevant documents. Describe who you engaged with and the results? **(It is a statutory requirement to engage with people with protected characteristics).** | To analyse the evidence and consider the impacts of the proposal of pupils with protected characteristics, the Pupil Level Annual School Census or PLASC (January 2015) data for Ysgol Gymraeg Mornant, Picton has been analysed.<br><br>Also considered was<br><br>• the attainment levels of pupils at Ysgol Mornant and proposed alternative Welsh medium schools<br>• access surveys of Ysgol Mornant and alternatives<br>• Community impact assessment, and<br>• Transport impact assessment<br><br>Consultation and sharing of the Equality Impact Assessment with the Flintshire County Council Corporate Equality Impact Assessment Quality Assurance Group has already been completed during the consultation period. This group consists of Officers of the Council and public members of the community from protected characteristics.<br><br>Pupil data from the Inclusion Services has also been analysed. The data sets do not include the nursery pupils.<br><br>Workforce Information from the HR Business Partner team has also been analysed.<br><br>There is no available equality data for Governors at the school. Information is collected from Governors when they commence as new Governors and annually. The collection of data is anonymous and is not compulsory – data that is available is not attributable to a specific school.<br><br>Consultation Feedback can be found in the Consultation Report at the following link<br><br>www.flintshire.gov.uk/schoolmodernisation |
| **What additional research, data or consultation is required to fill any gaps in understanding the effects of the policy?** | ESTYN Inspection reports |

## 2 Assessment of impact and strengthening policy

This section asks you to assess the impact of the policy on each of the protected groups and the Welsh language. **Using the information available, identify the effects on this policy on the following groups**

| **Please indicate impact** | | | | | | |
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| | **+ positive impact**<br><br>**Y/N** | **- negative impact**<br><br>**Y/N** | **No impact**<br><br>**Y/N** | **How is the group affected and what is the evidence?** | **How could you limit the negative impact** | **How can you promote positive impact[1]** |
| **Age**<br><br>*(across the whole age spectrum)* | Y | Y | N | <u>Pupils</u><br><br>The January 2015 PLASC data tells us that of the 48 Full Time pupils (excludes Early Years and Nursery) attended Ysgol Gymraeg Mornant, Picton the following number of pupils are within the following age ranges:-<br><br>Early Years (approx. age 3) = 0<br><br>Nursery (approx. age 4) = 5<br><br>Reception (approx. age 5) = 3<br><br>Year 1 (approx. age 6) = 6<br><br>Year 2 (approx. age 7) = 7<br><br>Year 3 (approx. age 8) = 5<br><br>Year 4 (approx. age 9) = 11<br><br>Year 5 (approx. age 10) = 9<br><br>Year 6 (approx. age 11) = 7 | All Local Authorities have a statutory duty to offer all children aged 5 to 16 full-time education.<br><br>When proposing changes to school organisation it is acknowledged that there will be some changes for pupils such as<br><br>• A marginal longer route to school for pupils<br>• A shorter journey time for pupils who reside in the Denbighshire area<br>• A new school uniform<br>• New teachers and support staff<br>• New learning environment<br>• Friendship groups may be affected, however, new friendships can be formed<br><br>Parents/carers will also be provided with information and support through the school during the process.<br><br>The alternative Welsh medium provision has been identified as Ysgol Gwenffrwd, | Pupils across the different age ranges will be offered alternative Primary School provision and transition support, including visits to the selected alternative schools.<br><br>The Council and affected schools have a duty to support appropriate transition support should the school close.<br><br>Parents/carers will also be provided with information and support through the school during the process. |

[1] **What measures does the policy include to help promote equality and Welsh language, eliminate discrimination and promote good relations?**

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| | | | | Feedback from consultees and also the Corporate EIA group raised concerns about the impact on young children travelling further to school and impact on Welsh medium schools.<br><br>Should the proposal be implemented attainment levels at key stages at each of the alternative schools demonstrate that there will be a positive impact and will promote equality by enabling children to access high quality of teaching and improved outcomes.<br><br><u>Staff & Governors</u><br><br>There are 11 members of school staff at Ysgol Gymraeg Mornant and their age ranges from 25-74.<br><br>There is no available information on this protected characteristic for the school Governors, but there is a minimum age of 18 years.<br><br><u>Parents/Carers</u><br><br>There is no available information on this protected characteristic for parents/carers.<br><br>Some parents/carers/grandparents may not have access to their own transport which may affect their ability to pick/up drop off outside of the transport services, this may have an impact on attendance at events. | Holywell (Welsh medium) and Ysgol Y Llys, Prestatyn.<br><br>Both Ysgol Gwenffrwd and Ysgol Y Llys offer pre-school provision on their sites through the medium of Welsh.<br><br>Should the proposal be implemented, the Council will work and support the Governors and current members of staff at Ysgol Gymraeg Mornant including teaching and support staff, should the staff wish to seek redeployment opportunities.<br><br>Staff displaced by the proposal may have the opportunity to be employed in the local primary network, or explore retirement options. The School has its own policy to support staff at risk of redundancy including support to find suitable alternative employment. | |

| | +ive impact<br><br>Y/N | -ive impact<br><br>Y/N | No impact<br><br>Y/N | How is the group affected and what is the evidence? | How could you limit the negative impact | How can you promote positive impact[2] |
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| **Disability** | Y | Y/N | Y | <u>Pupils</u><br><br>The PLASC January 2015 confirms that there are fewer than 10 pupils at Ysgol Gymraeg Mornant, Picton who have a Statement of Special Needs.<br><br>Additionally, there are 12 pupils who do not have a statement of special education but currently receive some support for Additional Learning Needs (ALN).<br><br>* This data set has been set at fewer than 10 as this may lead to identification of individual pupils due to low numbers within the related cohort.<br><br><u>Staff & Governors</u><br><br>Workforce statistics indicates the following breakdown of staff who have declared that they have a disability.<br><br>No = 81.62%<br><br>Not stated = 18.18%<br><br>There is no available information on this protected characteristic for the school Governors.<br><br>From the census, staffing and Governors information there are no known issues relating to physical mobility issues. | The Council's Inclusion Service has a number of specialist interrelated services which support children and young people with a range of additional learning needs. These include the following: Education Psychology Service, Young Persons, Counselling Service, Sensory Service, 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.<br><br>They ensure the Council discharges its duty in line with the SEN Code of Practice for Wales (2002) and are committed to developing policies and practices that ensure equality of educational opportunity and access, along with the safeguarding of vulnerable pupils. There is also a clear focus on raising the achievement of all learners and increasing participation in their schools and local communities.<br><br>Support through the Council's Inclusion Service is available to children and young people within all of its educational setting, i.e. Primary and Secondary Schools, Specialist Schools and the Portfolio of Pupil Referral Units. | Pupils across the different age ranges will be offered alternative Primary School provision and transition support. The alternative provision has been identified as Ysgol Gwenffrwd, Holywell (welsh medium) and Ysgol Y Llys, Prestatyn (welsh medium)<br><br>The Council will take all practicable steps to minimise disruption to all pupils with specific consideration given to pupils with additional learning needs.<br><br>Any pupils with ALN currently receiving additional support would be replicated in their new learning environment.<br><br>Reference to the accessibility issues for Ysgol Gwenffrwd have already been documented and |

[2] **What measures does the policy include to help promote equality and Welsh language, eliminate discrimination and promote good relations?**

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| | | | | <u>Parents/Carers</u><br><br>There is no available information on this protected characteristic for parents/carers.<br><br>Consultees and the Corporate EIA group raised concerns about accessibility issues at Ysgol Gwenffrwd – evidenced by access surveys and feedback about the site. Disabled Employees/Parents/Carers – will have difficulty accessing Ysgol Gwenffrwd.<br><br>School Governors have made temporary measures to support existing disabled parents access Ysgol Gwenffrwd.<br><br>This will potentially have a negative impact on disabled pupils, parents, carers and teachers. Unless they transfer to Ysgol Y Llys, Prestatyn which is this fully accessible and has been modernised. | Denbighshire County Council Inclusion Services also provide similar services for pupils with Additional learning needs.<br><br>The Council is aware of the duties placed on it by the Equality Act 2010 and works within the confines of the Act to secure accessible school buildings for its pupils, parents and carers, staff and governors. Pupils falling within the medical definition of “disability” will have a wide range of needs and requirement, transition policies are in place for pupils who require adaptations. Inclusion Service work with pupils to find suitable adapted school. A budget is available to adapt schools for pupils to access the curriculum. However, adaptations to buildings needs to be proportionate and reasonable as budget serves all of Flintshire and has to meet needs of all pupils with a disability. It is recognised that Ysgol Gwenffrwd is not fully accessible. Any pupil with a disability is assessed on an individual basis and relevant modifications, adaptation or reasonable adjustments are made were applicable on the case by case basis.<br><br>Reasonable adaptations will need to be made if any employees are redeployed to Ysgol Gwenffrwd and Department of Work and Pension’s Access to Work scheme will need to be involved. The design of the school means that it will be unaffordable to make the school fully accessible. Adaptations needed will be considered on a case by case basis. | recognised in the consultation report. |

| | +ive impact<br><br>Y/N | -ive impact<br><br>Y/N | No impact<br><br>Y/N | How is the group affected and what is the evidence? | How could you limit the negative impact | How can you promote positive impact* |
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| **Gender Reassignment (GR)** | N | N | Y | <u>Pupils</u><br><br>The PLASC January 2015 data does not include data on this protected characteristic.<br><br><u>Staff & Governors</u><br><br>There is no available gender reassignment data for staff.<br><br>There is no available information on this protected characteristic for the school Governors.<br><br><u>Parents/Carers</u><br><br>There is no available information on this protected characteristic for parents/carers.<br><br>Feedback from the Corporate EIA Group highlighted potential negative impact on:<br><br>Parents/Carers/Siblings/Employees- individuals may have transitioned and may be accepted in the local community. May not be so welcoming in a new school environment. | Should there be any pupils or parents/carers from Ysgol Gymraeg Mornant, Picton with this protected characteristic they would be provided with the appropriate pastoral support/family support from the nearby alternative schools or another school chosen through parental preference.<br><br>Should the proposal be implemented, the Council will work and support the Governors and current members of staff at Ysgol Gymraeg Mornant including teaching and support staff should they have this protected characteristic. | Flintshire County Council is a member of the Stonewall Education Champions Programme. Each school is being offered training on Stonewall Train the Trainer Course which will provide participants with the tools, confidence and technique to train other staff on tackling homophobic, biphobic and Transphobic bullying.<br><br>The Council is currently developing a gender reassignment policy for schools. Training will be made available to schools. |

| | +ive impact<br><br>Y/N | -ive impact<br><br>Y/N | No impact<br><br>Y/N | How is the group affected and what is the evidence? | How could you limit the negative impact | How can you promote positive impact* |
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| **Marriage and civil partnership**<br><br>**(M&CP)** | N | N | **Y** | <u>Pupils</u><br><br>The PLASC January 2015 data does not include data on this protected characteristic.<br><br>Pupils cannot legally enter marriage and civil partnership under the age of 16; under the age of 18 parental consent is required, therefore this protected characteristic would not apply.<br><br><u>Staff & Governors</u><br><br>Workforce statistics indicates the following breakdown of staff who have declared their marital or civil partnership status.<br><br>Married or in a civil partnership = 36.36%<br><br>Not stated = 63.64%<br><br>There is no available information on this protected characteristic for the school Governors.<br><br><u>Parents/Carers</u><br><br>There is no available information on this protected characteristic for parents/carers.<br><br>Feedback from the Corporate EIA Group consultation highlighted<br><br>Parents/Carers/employees - if school closes and children move to a new school (Welsh medium or English medium) possible negative attitudes to any parents/carers/employees who are in same sex relationships. | Should the proposal be implemented, the Council will work and support the Governors and current members of staff at Ysgol Gymraeg Mornant including teaching and support staff should they have this protected characteristic.<br><br>Should there be any parents/carers from Ysgol Gymraeg Mornant, Picton with this protected characteristic they would be provided with the appropriate support from the nearby alternative schools or another school chosen through parental preference. | All schools have at least one Teacher attending training through Stonewall Cymru. School Governors are also being offered a place. This should support schools to identify any discrimination or bullying and take action to address it. |

| | +ive impact<br><br>Y/N | -ive impact<br><br>Y/N | No impact<br><br>Y/N | How is the group affected and what is the evidence? | How could you limit the negative impact | How can you promote positive impact* |
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| **Pregnancy and maternity**<br><br>**(P&M)** | N | N | **Y** | <u>Pupils</u><br><br>The PLASC January 2015 data does not include data on this protected characteristic.<br><br><u>Staff & Governors</u><br><br>Workforce statistics indicates the following breakdown of staff who are currently in maternity, paternity of adoption leave.<br><br>Maternity Leave = 9.09%<br><br>There is no available information on this protected characteristic for the school Governors.<br><br><u>Parents/Carers</u><br><br>There is no available information on this protected characteristic for parents/carers.<br><br>No issues raised during consultation. | Should the proposal be implemented, the Council will work and support the Governors and current members of staff at Ysgol Gymraeg Mornant including teaching and support staff should they have this protected characteristic to ensure that individuals on maternity leave are informed of key communications during the process.<br><br>Should there be any parents/carers from Ysgol Gymraeg Mornant, Picton with this protected characteristic they would be provided with the appropriate support from the nearby alternative schools or another school chosen through parental preference. | N/A |

| | +ive impact<br><br>Y/N | -ive impact<br><br>Y/N | No impact<br><br>Y/N | How is the group affected and what is the evidence? | How could you limit the negative impact | How can you promote positive impact* |
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| **Race** | N | N | Y | <u>Pupils</u><br><br>The PLASC January 2015 data confirms that 89% of pupils based at Ysgol Gymraeg Mornant, Picton are White-British.<br><br>The data from PLASC indicates that there are fewer than 10 pupils from Ysgol Gymraeg Mornant, Picton that receive support for English as an Additional Language.<br><br>The Inclusion Services have confirmed that there is a small cohort of Gypsy/Traveller pupils based at Ysgol Gymraeg Mornant, Picton.<br><br><u>Staff & Governors</u><br><br>Workforce statistics indicates the following breakdown of staff by their ethnicity.<br><br>White = 81.82%<br><br>Not Stated = 18.18%<br><br>There is no available information on this protected characteristic for the school Governors.<br><br><u>Parents/Carers</u><br><br>There is no available information on this protected characteristic for parents/carers.<br><br>Feedback from the Corporate EIA Group included<br><br>Pupils from the Traveller community may experience bullying if moving to a new school, there may be a risk of them not continuing with Welsh medium education and transfer to a local English medium school. | Flintshire County Council provides support for children for whom English is not their 1st language through the 'English as an Additional Language' team based in the Inclusion Service.<br><br>Should the proposal be implemented, the Council will work and support Governors and current members of staff at Ysgol Gymraeg Mornant including teaching and support staff should they have this protected characteristic.<br><br>Should there be any parents/carers from Ysgol Gymraeg Mornant, Picton with this protected characteristic they would be provided with the appropriate support from the nearby alternative schools or another school chosen through parental preference.<br><br>New schools will need to receive training on Traveller culture if they have not had previous experience of working with the Travelling community. | Pupils across the different ethnic backgrounds will be offered alternative Primary Schools provision and transition support based on their curriculum year.<br><br>The Inclusion Services has a dedicated support service for pupils requiring additional support from the Gypsy/traveller community. |

| | +ive impact<br><br>Y/N | -ive impact<br><br>Y/N | No impact<br><br>Y/N | How is the group affected and what is the evidence? | How could you limit the negative impact | How can you promote positive impact* |
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| **Religion / Belief** | N | N | Y | <u>Pupils</u><br><br>The PLASC January 2015 data does not include data on this protected characteristic.<br><br>Ysgol Gymraeg Mornant, Picton is not an affiliated denominational school.<br><br><u>Staff & Governors</u><br><br>Workforce statistics indicates the following breakdown of staff by their religion or belief.<br><br>Christian = 45.45%<br><br>None = 9.09%<br><br>Not Stated = 45.45%<br><br>There is no available information on this protected characteristic for the school Governors.<br><br><u>Parents/Carers</u><br><br>There is no available information on this protected characteristic for parents/carers.<br><br>No issues raised during consultation. | The local authority has a statutory duty to monitor the provision and achievement of pupils and schools relating to the agreed Religious Education syllabus.<br><br>Should the proposal be implemented, the Council will work and support the Governors and current members of staff at Ysgol Gymraeg Mornant including teaching and support staff should they have this protected characteristic.<br><br>Should there be any parents/carers from Ysgol Gymraeg Mornant, Picton with this protected characteristic they would be provided with the appropriate support from the nearby alternative schools or another school chosen through parental preference. | There is denominational and non-denominational Primary Schools 3 - 11 available within Flintshire and Denbighshire should pupils wish to access faith education should Ysgol Gymraeg Mornant, Picton close. |

| | +ive impact<br><br>Y/N | -ive impact<br><br>Y/N | No impact<br><br>Y/N | How is the group affected and what is the evidence? | How could you limit the negative impact | How can you promote positive impact* |
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| **Sex** *(Men, women, boys ,girls* | N | N | Y | <u>Pupils</u><br><br>The January 2015 PLASC data indicates that at Ysgol Gymraeg Mornant, Picton has 48 Full time pupils attending (excluding Early Years and Nursery), of which<br><br>21 (43.75%) = are boys<br><br>27 (56.25%) = are girls<br><br><u>Staff & Governors</u><br><br>Workforce statistics indicates the following breakdown of staff by sex.<br><br>Female = 100%<br><br>Male = 0%<br><br>Workforce statistics indicates the following breakdown of full time to part time<br><br>Part time = 81.25%<br><br>Full time = 18.75%<br><br>There is no available information on this protected characteristic for the school Governors.<br><br>Any redundancies will impact on women as 100% of the workforce are female.<br><br><u>Parents/Carers</u><br><br>There is no available information on this protected characteristic for parents/carers.<br><br>Consultation raised the following issues:- | Performance is monitored by gender at a school level and actions are progressed through the Schools Action Plan to address any gaps, directing support to the subject areas required.<br><br>Should the proposal be implemented, the Council will work and support the Governors and current members of staff at Ysgol Gymraeg Mornant including teaching and support staff should they have this protected characteristic. The workforce consultation process will involve 1 to 1 meetings with employees affected by the proposals.<br><br>Should there be any parents/carers from Ysgol Gymraeg Mornant, Picton with this protected characteristic they would be provided with the appropriate support from the nearby alternative schools or another school chosen through parental preference. | Performance is monitored by gender at all Primary Schools. |

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| | | | | Profile of employees by gender and by those working part time/full time is needed to identify the impact. In addition it is important how far people travel to work - if relocated in job in a different school<br><br>Important to ensure that all employees who are affected know about the changes and the outcome. | | |

| | +ive impact<br><br>Y/N | -ive impact<br><br>Y/N | No impact<br><br>Y/N | How is the group affected and what is the evidence? | How could you limit the negative impact | How can you promote positive impact* |
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| **Sexual Orientation (SO)** | N | N | Y | <u>Pupils</u><br><br>The PLASC January 2015 data does not include data on this protected characteristic.<br><br><u>Staff & Governors</u><br><br>Workforce statistics indicates the following breakdown of staff by sexual orientation.<br><br>Heterosexual/Straight = 45.45%<br><br>Not Stated = 45.45%<br><br>Prefer not to say = 9.09%<br><br>There is no available information on this protected characteristic for the school Governors.<br><br><u>Parents/Carers</u><br><br>There is no available information on this protected characteristic for parents/carers.<br><br>Feedback from consultation raised same issues as those identified for Gender Reassignment.<br><br>Parents/Carers/Siblings/Employees- individuals may be in lesbian, gay or bisexual relationship, and transition may be challenging to a new school environment. | Should there be any pupils or parents/carers from Ysgol Gymraeg Mornant, Picton with this protected characteristic they would be provided with the appropriate pastoral support/family support from the nearby alternative schools or another school chosen through parental preference.<br><br>Should the proposal be implemented, the Council will work and support the Governors and current members of staff at Ysgol Gymraeg Mornant including teaching and support staff should they have this protected characteristic. | The Primary Schools referred to in this document are able to accommodate pupils as per the Equalities Act 2010.<br><br>Flintshire County Council is a member of the Stonewall Education Champions Programme. Each school is being offered one place on Stonewall Train the Trainer Course which will provide participants with the tools, confidence and technique to train other staff on tackling homophobic bullying. |

| | +ive impact<br><br>Y/N | -ive impact<br><br>Y/N | No impact<br><br>Y/N | How is the group affected and what is the evidence? | How could you limit the negative impact | How can you promote positive impact* |
|---|---|---|---|---|---|---|
| **Welsh Language** | N | N/Y | Y | Ysgol Gymraeg Mornant, Picton is defined as Welsh Medium (WM).<br><br>A detailed Welsh Language Impact Assessment can be found in the main consultation document can be viewed at the following link www.flintshire.gov.uk/schoolmodernisation<br><br>Ysgol Gymraeg Mornant, Picton, Ysgol Y Llys, Prestatyn and Ysgol Gwenffrwd, Holywell are all categorised as Community Welsh Medium primary schools therefore there are no obvious negative impacts on the Welsh Language, should parents/carers continue to send their child/children to one of the proposed alternative Welsh medium schools<br><br>The Council recognises that there risk is that if Ysgol Gymraeg Mornant closes then parents and pupils might not choose to travel to a Welsh medium school that is further away and may elect to attend an English medium school which is nearer to their home, then the impact on the numbers of pupils being assessed through the medium of Welsh might be negative. However that if parents are committed to their children continuing to receive a Welsh medium education and send them to other Welsh medium schools in the area then the impact of closure will be neutral.<br><br>Feedback from Consultation highlighted this proposal could potentially create community cohesion issue in the Welsh speaking community. | All Schools are regularly monitored regional school improvement service GwE and receive School inspections via Estyn.<br><br>Ysgol Gymraeg Mornant, Picton, Ysgol Y Llys, Prestatyn and Ysgol Gwenffrwd, Holywell are all categorised as Community Welsh Medium primary schools therefore there are no obvious negative impacts on the Welsh Language, should parents/carers continue to send their child/children to one of the proposed alternative Welsh medium schools. | The Council is working with the Urdd and Menter Iaith Sir y Fflint to promote the take up of Welsh medium education.<br><br>Please view consultation document and consultation report to view further information on this. www.flintshire.gov.uk/schoolmodernisation |

| | +ive impact<br><br>Y/N | -ive impact<br><br>Y/N | No impact<br><br>Y/N | How is the group affected and what is the evidence? | How could you limit the negative impact | How can you promote positive impact* |
|---|---|---|---|---|---|---|
| **Other** *(additional impacts such human rights, poverty, people living in rural areas )* | N | N | Y | The following community groups use the Ysgol Gymraeg Mornant, Picton:-<br><br>Fund raising meetings for Eisteddfod Yr Urdd 2016 Dysgu Teulu<br><br>11 pupils eligible for free school meals at Ysgol Gymraeg Mornant, Picton. Data from mylocalschool.com records this at 14% over a 3 year average in 2014.<br><br>Financial impacts for parents/carers purchasing new uniforms.<br><br>Ysgol Gymraeg Mornant, Picton is considered to be in a rural community, should the proposal to close Ysgol Gymraeg Mornant, Picton be approved the community would potentially see an impact on the community. A community impact assessment has been completed and can be found at the following link:-<br><br>www.flintshire.gov.uk/schoolmodernisation | There are no plans for the site at Ysgol Gymraeg Mornant, Picton the Council could consider transferring the asset or part of the building to a constituted community group where they can demonstrate a need and ability to take over the running of the site.<br><br>A school uniform exchange is available for Flintshire pupils. The School Uniform Exchange aims to encourage the people of Flintshire to recycle and donate unwanted or unused school uniform items rather than putting them in the bin. All donated school uniform is available for sale in Nightingale House. Hospice shops throughout Flintshire at a significantly reduced cost compared to high street prices.<br><br>It is also fairly typical that most pupils will require new uniforms as they enter into a new academic year, therefore there may be a requirement to purchase a new uniform regardless of what school the pupil attended. | As part of the consultation exercise additional work will be completed with this group of pupils and parents to mitigate any potential impact. |

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| **If no action is taken to remove or mitigate/negative./adverse impact please justify why** | **N/A** |

**4. Procurement**

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| **Is this policy due to be carried out wholly or partly by contractors? If yes, please set out what steps you will take to build into all stages of the procurement process the requirement to consider the equality duties.**<br><br>You will need to think about:<br><br>• tendering and specifications<br>• awards process<br>• contract clauses<br>• performance measures, and<br>monitoring and performance measures. | Not applicable |

## 5. Monitoring, Evaluating and Reviewing

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| **How will you monitor the impact and effectiveness of the new policy?**<br><br>This could include adaptations or extensions to current monitoring systems, relevant timeframes and a commitment to carry out an EIA review once the policy has been in place for one year. List details of any follow-up work that will be undertaken in relation to the policy (e.g. survey, specific monitoring process etc). | Review of PLASC survey information for dispersal school sites<br><br>January 2016<br><br>January 2017<br><br>Review with Inclusion Services on impacts on pupils moving from Ysgol Gymraeg Mornant, Picton to other alternative nearby Primary Schools.<br><br>Review performance based national indicators, with GwE (Gwasanaeth Effeithiolrwydd Ysgolion) and through Estyn.<br><br>Review WESP (Welsh in Education Strategic Plan) performance indicators.<br><br>Review data collected during the consultation process on the protected characteristics.<br><br>Monitoring number of pupils attending Welsh medium education. |

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| **Give details of how the results of the impact assessment will be published, including consultation results and monitoring information if applicable.**<br><br>Summaries of the results of all impact assessments will be published on the Council's website. You could also publish them in other relevant media. | Publication on Flintshire County Council website<br><br>Link to Flintshire County Council website provided to the school |

## 6. Action Plan

The below provides an opportunity to state how any negative impact will be mitigated. It also allows you to list how you will tackle any gaps in the policy. Look back through steps 1 – 7 of the EIA and include any identified actions in the plan below. Ensure that each action is listed with a target date and assigned to a named member of staff. **These actions should be incorporated in to Directorate and Service plans.**

| Action | Responsible Officer | By When | Progress |
|---|---|---|---|
| Publish version 2 EIA[3] | Damian Hughes | April 2016 | |

[3] summaries of EIAs where there is substantial impact will need to be published

**7– Sign-Off**

**The final stage of the EIA is to formally sign off the document as being a complete, rigorous and robust assessment**

The policy has been fully assessed in relation to its potential effects on equality and all relevant concerns have been addressed.

(Once you have completed the EIA sign the below and forward to the Directorate Equalities representative)

**Members of the assessment Team**

| Name | Job Title | Organisation |
|---|---|---|
| Jennie Williams | Project Officer | Flintshire County Council |
| Sarah Thomas | Project Officer | Flintshire County Council |

**Quality check: Document has been checked by:**

| |
|---|
| Name: Damian Hughes |
| Job title: Senior Manager - School Planning and Provision |
| Directorate: Education and Youth |
| Date: April 2016 |
| Signature: |

**Director level (sign-off)**

| |
|---|
| Name: Ian Budd |
| Job title: Chief Officer |
| Directorate: Education and Youth |
| Date: April 2016 |
| Signature: |

Please forward completed documentation to Steph Aldridge, Policy and Performance, County Hall, Mold. stephanie.aldridge@flintshire.gov.uk