



## **Flintshire County Council School Modernisation Programme**

**Ysgol Llanfynydd**

**Equality and Welsh Language Impact Assessment**

**October 2015**

# Equality and Welsh Language 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 Llanfynydd from 31st of August 2016 with existing pupils transferring to other schools in the local area, subject to parental preference.

The consultation documentation sets out information which consultees should consider to participate fully in the consultation process. The process follows regulatory guidance as set out in the Welsh Government's School Organisation Code 2013.

The formal consultation period commences on Wednesday 21<sup>st</sup> October 2015 and ends on the Wednesday 2<sup>nd</sup> December 2015.

The proposal is to close Ysgol Llanfynydd (English Medium, Community School) as of 31<sup>st</sup> August 2016, with the pupils transferring to the local network of schools based on parental preference.

### 2. Directorate/Section:

Education and Youth Services

### 3. Lead Officer:

Ian Budd, Chief Officer - Education and Youth

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

The proposal is to close Ysgol Llanfynydd (English Medium, Community School) as of 31<sup>st</sup> August 2016 with the pupils transferring to the local network of schools based on parental preference.

The proposal is put forward on the basis of criteria laid down in the Council's school modernisation strategy, namely:-

- Unfilled places across the primary school portfolio – Ysgol Llanfynydd as at January 2015 (PLASC) had 42 full time pupils with unfilled places at 47.5%. As of September 2015 the school population is 34 full time pupils with unfilled places at 57.5%.
- Diminishing resource criteria (schools supported by pupils not from their local community and/or small numbers within the community raise concern regarding sustainability within the school's portfolio); 44% of pupils attending Ysgol Llanfynydd are not their nearest school, and
- Small School Criteria – The School population and capacity of Ysgol Llanfynydd 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.

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

No

A consultation event will be offered for children and young people with members of the Ysgol Llanfynydd School Council. This will be facilitated by officers from Flintshire County Council whose roles includes engagement and consultation specifically tailored for children and young people. Children and young people also have the opportunity to respond to the consultation using the children and young people's version of the consultation document. Those schools likely to be affected by the proposal will be provided with the consultation information through their School Council.

A consultation event will be also be offered for parents/carers of Ysgol Llanfynydd. This will be facilitated by Officers from Flintshire County Council. Parents/Carers will have the opportunity to discuss the proposal with Officers.

Consultation and sharing of the Equality Impact Assessment with the Flintshire County Council Corporate Equality Impact Assessment Quality Assurance Group will be completed during the consultation period. This group consists of Officers of the Council and public members of the community from protected characteristics and will consider 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 consultation period.

**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 Llanfynydd is located in the village of Llanfynydd. Ysgol Llanfynydd, is an English Medium community primary school for pupils aged 3-11 years of age. It is currently Category 2 for standards in the Welsh Government categorisation model.

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

Ysgol Parc Y Llan, Treuddyn, is located in the village of Treuddyn, approximately 2.11 miles from Ysgol Llanfynydd. Ysgol Parc Y Llan is an English medium community primary school for pupils aged 3-11 years. It is currently Category 1 for standards in the Welsh Government categorisation model.

Abermorddu CP School is located in the village of Abermorddu, approximately 2.12 miles from Ysgol Llanfynydd. Abermorddu C.P School is an English medium community primary school for pupils aged 3-11 years. It is currently Category 3 for standards in the Welsh Government categorisation model.

Ysgol Estyn, Hope is located in the village of Hope, approximately 3.05 miles from Ysgol Llanfynydd. Ysgol Estyn is an English medium primary school for pupils aged 3-11. It is currently Category 3 for standards in the Welsh Government categorisation model.

Bwlchgwyn CP School, Wrexham is located in the village of Bwlchgwyn, Wrexham, approximately 4.11 miles from Ysgol Llanfynydd. Ysgol Bwlchgwyn in an English medium primary school for pupils aged 3-11. It is currently Category 3 for standards in the Welsh Government categorisation model.

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

Subject to parental preference there is the option for pupils from Ysgol Llanfynydd to access welsh medium education at other Flintshire schools should the proposal to close the school go ahead. Ysgol Terrig, Treuddyn is the closest welsh medium primary school to Ysgol Llanfynydd.

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

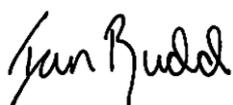
Local primary schools within the local area (Ysgol Parc Y Llan, Treuddyn, Abermorddu C.P School, Ysgol Estyn – Hope, and Bwlchgwyn C.P School – Wrexham) to which the pupils will potentially move to should Ysgol Llanfynydd close have their own equality and diversity statements. Each school will have their own ethos around promoting equality, eliminating discrimination and promoting good relations.

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

Yes

**Name:** Ian Budd

**Signature:**

A handwritten signature in black ink that reads "Ian Budd". The signature is written in a cursive style with a large initial 'I'.

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

## Equality and Welsh Language Impact

The aim of an equality and Welsh impact assessment (EIA) is to ensure that policies help to promote equality and Welsh language. 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.

### 1. Data Collection and Evidence

<p><b>What evidence e.g. data, research , results of engagement and consultation have you used to consider how this policy might affect:-</b></p> <p><b>i) people with protected characteristics</b></p> <p><b>ii) opportunities for individuals/communities to use the Welsh language</b></p> <p>Please link to any relevant documents. Describe who you engaged with and the results? <b>(It is a statutory requirement to engage with people with protected characteristics).</b></p>	<p>To analyse the evidence to consider the impacts for people with protected characteristics, the Pupil Level Annual School Census or PLASC (January 2015) data for Ysgol Llanfynydd has been analysed.</p> <p>Consultation and sharing of the Equality Impact Assessment with the Flintshire County Council Corporate Equality Impact Assessment Quality Assurance Group will be completed during the consultation period. This group consists of Officers of the Council and public members of the community from protected characteristics.</p> <p>Pupil data from the Inclusion Services has also been analysed. The data sets do not include the nursery pupils.</p>
<p><b>What additional research, data or consultation is required to fill any gaps in understanding the effects of the policy?</b></p>	<p>ESTYN Inspection reports</p>

## 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						
	+positive impact Y/N	- negative impact Y/N	No impact 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 <sup>1</sup>
<b>Age</b> <i>(across the whole age spectrum)</i>	Y	Y	N	<p>The January 2015 PLASC data tells us that of the 42 Full Time pupils (excludes Early Years and Nursery) attended Ysgol Llanfynydd the following number of pupils are within the following age ranges:-</p> <p>Early Years (approx. age 3) = 1</p> <p>Nursery (approx. age 4) = 4</p> <p>Reception (approx. age 5) = 5</p> <p>Year 1 (approx. age 6) = 4</p> <p>Year 2 (approx. age 7) = 5</p> <p>Year 3 (approx. age 8) = 4</p> <p>Year 4 (approx. age 9) = 7</p> <p>Year 5 (approx. age 10) = 9</p> <p>Year 6 (approx. age 11) = 8</p>	All Local Authorities have a statutory duty to offer all children aged 5 to 16 full-time education.	<p>Pupils across the different age ranges will be offered alternative Primary School provision and transition support.</p> <p>The alternative provision has been identified as Ysgol Parc Y Llan - Treuddyn, Abermorddu C.P. School, Ysgol Estyn – Hope, and Bwlchgwyn C.P School – Wrexham.</p>

<sup>1</sup> What measures does the policy include to help promote equality and Welsh language, eliminate discrimination and promote good relations?

	<b>+ive impact</b> Y/N	<b>-ive impact</b> Y/N	<b>No impact</b> Y/N	<b>How is the group affected and what is the evidence?</b>	<b>How could you limit the negative impact</b>	<b>How can you promote positive impact<sup>2</sup></b>
<b>Disability</b>	Y	-	Y	<p>The PLASC January 2015 confirms that there are less than 10* pupils at Ysgol Llanfynydd who have a Statement of Special Needs.</p> <p>Additionally, There are less than 10* pupils who do not have a statement of special education but currently receive some support for Additional Learning Needs ALN.</p> <p>* This data set has been set at less than 10 as this may lead to identification of individual pupils due to low numbers within the related cohort.</p>	<p>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 &amp; Communication Service, Education Welfare Service, Behaviour Support Service, Education Otherwise Than At School and Autistic Spectrum Condition Service.</p> <p>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.</p> <p>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.</p> <p>Wrexham County Borough Council Inclusion Services also provide similar services to the above for pupils with ALN.</p>	<p>The Inclusion Service is delivered within all Primary across the county.</p> <p>The Primary Schools referred to in this document are able to accommodate pupils as per the Equalities Act 2010.</p> <p>The Council will take all practicable steps to minimise disruption to all pupils with specific consideration given to pupils with additional learning needs (ALN).</p> <p>Any pupils with ALN currently receiving additional support would be replicated in their new learning environment.</p>

<sup>2</sup> What measures does the policy include to help promote equality and Welsh language, eliminate discrimination and promote good relations?

	<b>+ive impact</b> Y/N	<b>-ive impact</b> Y/N	<b>No impact</b> Y/N	<b>How is the group affected and what is the evidence?</b>	<b>How could you limit the negative impact</b>	<b>How can you promote positive impact*</b>
<b>Gender Reassignment (GR)</b>	N	N	Y	The PLASC January 2015 data does not include data on this protected characteristic.	N/A	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.
<b>Marriage and civil partnership (M&amp;CP)</b>	N	N	Y	The PLASC January 2015 data does not include data on this protected characteristic.  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.	N/A	N/A
<b>Pregnancy and maternity (P&amp;M)</b>	N	N	Y	The PLASC January 2015 data does not include data on this protected characteristic.	N/A	N/A

	<b>+ive impact</b> Y/N	<b>-ive impact</b> Y/N	<b>No impact</b> Y/N	<b>How is the group affected and what is the evidence?</b>	<b>How could you limit the negative impact</b>	<b>How can you promote positive impact*</b>
<b>Race</b>	N	N	Y	<p>The PLASC January 2015 data confirms that 100% of pupils based at Ysgol Llanfynydd are White-British.</p> <p>The data from PLASC indicates that there are no pupils from Ysgol Llanfynydd that receive support for English as an Additional Language.</p>	Flintshire County Council and Wrexham County Borough Council provides support for children for whom English is not their 1 <sup>st</sup> language through the 'English as an Additional Language' team based in the respective Inclusion Services.	Pupils across the different ethnic backgrounds will be offered alternative Primary Schools provision and transition support.
<b>Religion / Belief</b>	N	N	Y	<p>The PLASC January 2015 data does not include data on this protected characteristic.</p> <p>Ysgol Llanfynydd is not an affiliated denominational school.</p>	Flintshire County Council and Wrexham County Borough Council has a statutory duty to monitor the provision and achievement of pupils and schools relating to the agreed Religious Education syllabus.	There is denominational and non-denominational Primary Schools for 3 -11s available within Flintshire and a number of schools within Wrexham area should pupils who are dispersed wish to access faith education should Ysgol Llanfynydd close.

	<b>+ive impact</b> Y/N	<b>-ive impact</b> Y/N	<b>No impact</b> Y/N	<b>How is the group affected and what is the evidence?</b>	<b>How could you limit the negative impact</b>	<b>How can you promote positive impact*</b>
<b>Sex</b> ( <i>Men, women, boys ,girls</i> )	N	N	Y	The January 2015 PLASC data indicates that at Ysgol Llanfynydd has 42 Full time pupils attending (excluding Early Years and Nursery), of which  26 (61.9%) = are boys  16 (38.09%) = are girls	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.	Performance is monitored by gender at the Primary Schools at which pupils will be dispersed to.
<b>Sexual Orientation (SO)</b>	N	N	Y	The PLASC January 2015 data does not include data on this protected characteristic.	Should there be any pupils from Ysgol Llanfynydd with this protected characteristic they would be provided with the appropriate pastoral support from the nearby alternative schools or another school chosen through parental preference.	The Primary Schools referred to in this document are able to accommodate pupils as per the Equalities Act 2010.  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.
<b>Welsh Language</b>	Y	N	N	Ysgol Llanfynydd is defined as English Medium (EM).	All Schools are regularly monitored regional school improvement service GwE and receive School inspections via Estyn.	There is the option for parents in the area to choose Welsh Medium (WM) provision in both Primary and Secondary sectors as there are Welsh Medium Primary and Secondary Schools in Flintshire and Wrexham. There is a Welsh medium school Ysgol Terrig, Treuddyn which is located 2.11 miles from Ysgol Llanfynydd.

	+ive impact Y/N	-ive impact Y/N	No impact 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*
<b>Other</b> <i>(additional impacts such human rights, poverty, people living in rural areas )</i>	N	N	Y	<p>The following community groups use the Ysgol Llanfynydd:-</p> <p>Baby &amp; Toddler group (Once a month commencing September 2015)</p> <p>Women's Institute (Once a month)</p> <p>Friends of Llanfynydd (Once a month)</p> <p>Rhythm Time (Once a week commenced September 2015)</p> <p>Community Film Club (Once a month – commenced September 2015)</p> <p>Community Book Club (Once a month – commenced September 2015)</p> <p>11.9% of pupils eligible for free school meals at Ysgol Llanfynydd. Data from mylocalschool.com records this at 19.3% over a 3 year average in 2014.</p> <p>Ysgol Llanfynydd is considered to be in a rural community, should the proposal to close Ysgol Llanfynydd the community would potentially see an impact on the local community. A community impact assessment has been completed and can be found at the following link</p> <p><a href="http://www.flintshire.gov.uk/schoolmodernisation">www.flintshire.gov.uk/schoolmodernisation</a></p>	There are no plans for the site at Ysgol Llanfynydd, 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.	As part of the consultation exercise additional work will be completed with this group of pupils and parents to mitigate any potential impact and ensure that the community of Llanfynydd continues to thrive.

<p><b>If no action is taken to remove or mitigate/negative/adverse impact please justify why</b></p>	<p><b>N/A</b></p>
--	-------------------

#### 4. Procurement

<p><b>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.</b></p> <p>You will need to think about:</p> <ul style="list-style-type: none"> <li>• tendering and specifications</li> <li>• awards process</li> <li>• contract clauses</li> <li>• performance measures, and</li> <li>• monitoring and performance measures.</li> </ul>	<p>Not applicable</p>
---	-----------------------

## 5. Monitoring, Evaluating and Reviewing

<p><b>How will you monitor the impact and effectiveness of the new policy?</b></p> <p>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).</p>	<p>Review of PLASC survey information for dispersal school sites January 2016 January 2017</p> <p>Review with Inclusion Services on impacts on pupils moving from Ysgol Llanfynydd to other alternative nearby Primary Schools.</p> <p>Review performance based national indicators, with GwE and through Estyn.</p>
<p><b>Give details of how the results of the impact assessment will be published, including consultation results and monitoring information if applicable.</b></p> <p>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.</p>	<p>Publication on Flintshire County Council website</p> <p>Link to Flintshire County Council website provided to the School.</p>

## 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 summary of EIA <sup>3</sup>	Damian Hughes	Wednesday 21 <sup>st</sup> October 2015	
Share copy of Equality Impact Assessment with Flintshire Education Inclusion Services prior to public Consultation	Damian Hughes	Wednesday 21 <sup>st</sup> October 2015	
Consultation Meeting with Parents and Carers of pupils from Ysgol Llanfynydd	Ian Budd	Proposed 23 <sup>rd</sup> November 2015	

---

<sup>3</sup> 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)

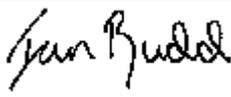
### Members of the assessment Team

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: Wednesday 21 <sup>st</sup> October 2015
Signature: 

### Director level (sign-off)

Name: Ian Budd
Job title: Chief Officer
Directorate: Education and Youth
Date: Wednesday 21 <sup>st</sup> October 2015
Signature: 

Please forward completed documentation to Steph Aldridge, Policy and Performance, County Hall, Mold. [stephanie.aldridge@flintshire.gov.uk](mailto:stephanie.aldridge@flintshire.gov.uk)