

RHONDDA CYNON TAF COUNCIL

EQUALITY IMPACT ASSESSMENT QUESTIONNAIRE

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Directorate: Education & Lifelong Learning

Service Area: 21st Century Schools

Responsible officer: Julie Hadley

Date: 1ST October 2017

1. Name of policy/procedure/practice/project: The creation of a new 'all through' 3 – 19 School on the Garth Olwg Campus, Church Village

The Project is to:

Close both Ysgol Gyfun Garth Olwg (Secondary) and Ysgol Gynradd Gymraeg Garth Olwg (Primary), replacing them with a new, all through school catering for pupils aged between 3 and 19 years, utilising the existing sites and buildings of the current school.

2. Policy Aims, you need to consider why is the policy needed? What does the Council hope to achieve by it?
How will the Council ensure it works as intended?

This proposal is fully outlined in a detailed consultation document that has been distributed to all interested parties and stakeholders, it is also available on the Council website for any person to view or download.

It must be stressed that this proposal does not involve the physical closure, removal or relocation of any school buildings or facilities; the new school will utilise the existing schools' site and buildings, there will be no actual changes made to the accommodation used or the facilities available. The school buildings are only 10 years old and are of modern construction, they are also fully compliant with the requirements

outlined in the Equality Act 2010. As no actual changes to the school accommodation are being made, this assessment document is a summary only.

3. Who does it apply to? Please indicate by highlighting or deleting as appropriate

Members of the public Staff Both Other Please state: children aged 3-19 years resident in the catchment areas of YG Garth Olwg and YGG Garth Olwg, the parents and carers of these children.

4. Indicate whether this is a new proposal, a review or a proposed cessation:

New Review Cessation
All 3.

5. Identifying Impacts – Please choose whether the policy/practice will have a positive, negative or neutral effect on **each** issue below: Think about the key questions included in the manager's guidelines.

People / issues to consider	Impact policy / practice will have			If a positive or negative impact is identified, explain why:
	Positive	Negative	Neutral (No impact)	
Age (young and old)	Young – High		Old – low	Creating an all through school will allow greater flexibility in the use of teaching accommodation and will enable the demand for additional places in the Welsh Medium Primary sector to be met, whilst at the same time reducing surplus capacity in the Welsh Medium Secondary sector. This represents a cost effective and efficient use of existing resources.
Disability (remember to consider the different types of disability)	High			The new school will continue to be fully accessible to all persons and already complies with all current legislation in this regard.
Gender			Low	
Gender Reassignment			Low	
Race			Low	
Religion or Belief			Low	
Sexual Orientation			Low	

People / issues to consider	Impact policy / practice will have			If a positive or negative impact is identified, explain why:
	Positive	Negative	Neutral (No impact)	
Welsh Language			Low	
Carers			Low	

EVIDENCE

6. What evidence is there to support your conclusions? Please indicate below

Reports of the Temporary Director of Education to Cabinet - September 2017.
Public Consultation Document on the Proposal

7. In areas where a negative impact has been identified are there any ways that the negative effect could be reduced or removed? Please indicate below and include the evidence on which you have based your conclusion.

No negative impacts have been identified.

INVOLVEMENT & CONSULTATION

9. What involvement and consultation has been done in relation to this (or similar) policy and what are the results?

The following consultation meetings/ open events are to be held

School Affected	Group	Time/Date	Venue
YGG Garth Olwg	Governing Body and Staff Meeting	Tuesday 7 th November at 3:45pm	YGG Garth Olwg
YG Garth Olwg	Governing Body and Staff Meeting	Monday 6 th November at 3:45pm	YG Garth Olwg
YGG Garth Olwg	School Council	Monday 6 th November at 1:45pm	YGG Garth Olwg
YG Garth Olwg	School Council	Monday 6 th November at 2:25pm	YG Garth Olwg
Both Schools and members of the local community	Parents and public drop-in session and exhibition	Monday 4 th December at 3:30pm	YG Garth Olwg

Schools were also offered opportunities for consultation with pupils, via meetings of their School Councils as detailed in the table above.

Details of the proposal were displayed at Church Village Library for the period of the consultation. A consultation questionnaire was also available on the Council's internet site at <http://www.rctcbc.gov.uk/EN/GetInvolved/Consultations/Schoolconsultations.aspx>.

Interested parties were also welcome to put their views in writing to:

Director of Education and Lifelong Learning
Rhondda Cynon Taf County Borough Council
21st Century Schools Team
Ty Trevithick
Abercynon CF45 4UQ

e-mail schoolplanning@rctcbc.gov.uk

MONITORING AND REVIEW

10. What arrangements have you put in place to review the actual impact of the policy once it has been implemented?

The Council's school improvement, governor support and HR teams will be fully engaged in supporting the temporary governing body to establish the new school, including offering advice and assisting with the process to appoint the senior management posts. This support will continue with the new headteacher and permanent governing body for as long as it is required.

ADDRESSING THE IMPACT

11. What option have you chosen as a result of your impact assessment?

- Continue the Policy

Please indicate and provide reasons for your decision.

The evidence outlined in our consultation document clearly recommends that this is the right approach.

12. ACTION PLAN

You now need to complete the EIA action plan to outline how you will act on any impacts identified. You may need to prioritise in terms of what actions you choose to take and the timescales to complete them in. In general terms, you should try to act on all negative impacts unless there is a clear reason as to why this is not possible. You could also identify actions for positive or neutral impacts where appropriate i.e. to outline and further promote a positive impact or to outline how to make something have a positive impact instead of a neutral one.

EQUALITY IMPACT ASSESSMENT ACTION PLAN

Action	Responsible Officers	Timescale for Actions	Timescale and actions for Review	Measures to be taken to evaluate effects of actions
To undertake the statutory consultation process to create the new school	21 st Century Schools Team	By December 2017		
If proposals proceed, set up a temporary governing body and provide assistance and support to establish the new school	21 st Century Schools Team HR Officers	By September 2018		

13. Please outline below any negative impacts that have been identified in the EIA questionnaire but not addressed in the action plan. You will need to explain your reasons for not addressing them.

None.

Please keep a copy of the questionnaire and action plan and send copies to:

Equality, Diversity & Social Justice Team

The Pavilions

Cambrian Park

Clydach

CF40 2XX

Email: equality@rhondda-cynon-taf.gov.uk

Tel: 01443 424075

Signed: Esther Thomas

Date: 1/10/17

Job Title: Director of Education & Lifelong Learning