

21ST CENTURY SCHOOLS



APPENDIX C - EQUALITY IMPACT ASSESSMENT

All documents relating to this consultation are available on the 'Get Involved' page on the Council website

Mae'r ddogfen yma ar gael yn y Gymraeg / This document is available in Welsh.

Equality Impact Assessment Questionnaire

Directorate: Education and Inclusion Services

Service Area: 21st Century Schools

Responsible Officer: Lisa Howell

This is a live document and will be updated as the proposals progress. It is to be read alongside the Consultation Document, the Welsh Language Impact Assessment and the Community Impact Assessment as the information in all documents is related and the themes within them are cross-cutting.

1. Name of Project:

Relocation of Ysgol Gynradd Gymraeg (YGG) Llyn y Forwyn to a brand new building on a new site.

The proposal is to:

- Transfer YGG Llyn y Forwyn to a brand new school building on a new site. The new school building is proposed to be built on the land North Side of Highfield, Ferndale, CF43 4AD, known locally as the former 'Chubb Factory'. There will be no changes to the catchment area of YGG Llyn y Forwyn. The school will cater for children aged between 3 and 11 years of age requiring Welsh medium primary education. It will have a proposed admissions number of 30 pupils per year group, and an overall pupil capacity of 210 (plus nursery). The proposal to cost an estimated £8.5 million. This capital element of the proposal will be funded wholly by the Council's Capital Investment Programme.

2. Policy Aims – Consider why is the Proposal Needed:

How will the Council ensure the project works as intended?

This proposal is fully outlined in the Consultation Document and the Council's Cabinet Report dated 28th January 2021.

In summary, the scope of the proposal is to transfer YGG Llyn y Forwyn to a brand new school building on a new site. The new school building is proposed to be built on the land North Side of Highfield, Ferndale, CF43 4AD, known locally as the former 'Chubb Factory'. The accommodation will consist of:

- Modern, flexible learning environments for all pupils, a large hall/dining area, a multi-purpose learning resource area and provide accessible facilities for use by the wider community.
- Areas for use by the local community.

- Some additional capacity and space for additional learning needs interventions.
- Enhanced outdoor spaces to support the full range of curriculum activities, including an outdoor classroom and a 'forest schools' area.
- Improved traffic management including on site bus drop off for pupils and on-site staff parking.

The proposed changes will enhance YGG Llyn y Forwyn by replacing poor condition accommodation with a brand new school fit for 21st Century learning needs and fully compliant with the Equality Act 2010.

Contribution to the Well-being of Future generations Act (Wales) 2015

We consider that the proposals for YGG Llyn y Forwyn will contribute positively to all. These goals are:

1. A prosperous Wales.
2. A resilient Wales.
3. A healthier Wales.
4. A more equal Wales.
5. A Wales of cohesive communities.
6. A Wales of vibrant culture and thriving Welsh language.
7. A globally responsible Wales.

- **A prosperous Wales**
Improving educational outcomes and educational provision are priorities for every project delivered within the 21st Century Schools Programme, contributing to the development of a skilled and well-educated workforce.

- **A resilient Wales**
Newly constructed schools are built to BREEAM excellent standards and include features such as photovoltaic cells, rain water harvesting systems, and a biodiverse forest schools' area, contributing to a healthier natural environment.

- **A healthier Wales**
The 21st Century Schools Programme delivers modern and multi-use sports provision and flexible external facilities that not only benefit the school but also the wider community. The benefits of which have a positive effect on health and well-being.

- **A more equal Wales**
All of our new 21st Century Schools are wholly inclusive and fully accessible. In addition, RCT's home to school transport, which exceeds the Welsh Government's statutory requirements, ensures that all pupils have equitable access to any school regardless of social, economic or geographical factors.

- A Wales of cohesive communities

Community facilities are included within our new schools so that schools can provide an additional role within the community and act as a catalyst for creating a local community focus. Facilities for this proposal include a dedicated community room and a childcare setting, as well as sports facilities that can be used out of hours, thus increasing the connectedness of learners and non-learners from different communities.

- A Wales of vibrant culture and thriving Welsh language

RCT's WESP sets out the Council's vision and objectives to increase the number of Welsh learners; improve the quality of the provision and the educational outcomes; and ensure there is suitably trained and qualified educational workforce. This Plan is a key policy and informs the 21st Century Schools and Education Programme. The proposals will increase the availability, and improve the quality of Welsh medium school places in Rhondda Cynon Taf. This proposal is to increase the capacity at, and significantly improve a Welsh medium school, contributing to both our WESP and this goal.

- A globally responsible Wales

Through delivery of our 21st Century Schools Programme we consider the global impact of material choices, aiming to reduce carbon and environmental impacts. In addition, we ensure that we work with contractors who pride themselves on utilising fair trading construction practices in accordance with the Modern Slavery Act 2015.

In addition, an assessment of the proposals on The Wellbeing of Future Generations Act (2015) five ways of working is outlined in the table that follows:

Assessment of Proposals on The Proposals on The Wellbeing of Future Generations Act (2015) Five Ways of Working	
<u>Long Term</u> (The importance of balancing short term needs with the need to safeguard the ability to also meet long term needs).	<p>How does your project balance short term need with the long term and planning for the future?</p> <p>Maintaining the existing school building at YGG Llyn y Forwyn places an enormous strain on Council resources. It is recognised that there is an opportunity, through the the Council's Capital Investment Programme to manage these pressures more efficiently in future years.</p> <p>The long term vision for the Council is to provide all learners with the best opportunity possible to achieve their full potential through the means of education by providing access to the very best learning opportunities with modern, flexible facilities appropriate for delivering the new curriculum.</p> <p>Improved learning environments will act as a stimulus to creating a better future through delivering brand new 21st Century school facilities for our pupils through all phases of their educational journeys, from Foundation Phase through to delivering a more efficient and effective post-16 provision.</p>

	In this instance, the construction of a brand new school building on a new site will address the urgent investment which is needed to replace the current school at YGG Llyn y Forwyn which is one of the poorest buildings in the Council's education portfolio.
<u>Prevention</u> (How acting to prevent problems occurring or getting worse may help public bodies meet their objectives).	<p>How does your project put resources into preventing problems occurring or getting worse?</p> <p>The Council recognises the challenges of providing everyone with the facilities and opportunities to receive an excellent education in 21st Century facilities. This proposal aims to improve the educational environment for all 3 to 11 year old learners at YGG Llyn y Forwyn by replacing poor condition accommodation that is beyond repair, with a brand new school fit for 21st Century learning needs and fully compliant with the Equality Act 2010.</p> <p>Additionally, the slight increase of capacity of YGG Llyn y Forwyn from 197 (plus nursery) pupil places to 210 (plus nursery) pupil places will help to prevent YGG Llyn y Forwyn from nearing full capacity in the coming years and ensure that there is sufficient provision of Welsh medium education in the Rhondda Fach area of the County Borough in the future.</p>
<u>Integration</u> (Considering how the public body's wellbeing objectives may impact upon each of the wellbeing goals, on their objectives, or on the objectives of other public bodies).	<p>How does your project deliver economic, social, environmental and cultural outcomes together?</p> <p>The Council recognises the importance of the Welsh language as a vital element to achieve and reinforce social and cultural benefits. This proposal will deliver more Welsh medium places in the Rhonda Fach area of the County Borough and create greater opportunities for wider community collaboration and participation.</p> <p>Community and third party use of the schools facilities will be encouraged, the school will be designed to be a fully accessible and fully integrated community school. A dedicated area will be designed within the school itself so that the local community will be allowed to safely utilise the facilities at the school, both during and after the school day.</p>
<u>Collaboration</u> (Acting in collaboration with any other person (or different parts of the body itself) that could help the body meet its wellbeing objectives).	<p>How does your project involve working together with partners (internal and external) to deliver wellbeing objectives?</p> <p>If this proposal is to go ahead, the Council will seek to collaborate with pupils, staff and parents/carers from YGG Llyn y Forwyn to ensure that all stakeholders have an opportunity to shape the outcome of the new school building to ensure benefits and wellbeing opportunities are maximised.</p>
<u>Involvement</u> (The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the	<p>How does your project involve stakeholders with an interest in achieving the wellbeing goals? How do those stakeholders reflect the diversity of the area?</p> <p>Moving forward, engagement with pupils, staff and residents will be undertaken and input gleaned from these sessions will shape the new school building. In addition, information gathered will influence</p>

diversity of the area which the body serves).	and inform future projects, so all consultation undertaken shapes the legacy of the 21 st Century Schools Programme.
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Contribution to the Welsh in Education Strategic Plan

All Local Authorities in Wales must produce a Welsh in Education Strategic Plan (WESP). The WESP is a long term language planning tool which sets the direction for the strategic planning, delivery and growth in Welsh medium and Welsh language education. Through the WESP, and effective strategic planning and investment, The Council aims to contribute significantly to achieving the vision of one million people in Wales being Welsh speakers by 2050 as set out in Cymraeg 2050. The Council's current WESP can be viewed and downloaded from the Council website via:

<https://www.rctcbc.gov.uk/EN/Council/WelshServices/Relateddocs/WelshinEducationStrategicPlan201720.pdf>

The new ten year WESP for the period between 2022 to 2032 is currently being written and will be subject to a statutory consultation process shortly. Included amongst the list of strategic developments, actions and outcomes the Council will undertake to help achieve the targets set out in the WESP are:

- New and improved school buildings with appropriate capacity levels to fully meet forecasted demand for Welsh medium provision in their catchment areas.

The proposal to transfer YGG Llyn y Forwyn to a new purpose built 21st Century standard school building with an increased capacity will contribute to RCT's goal of increasing the number of year one pupils accessing Welsh medium education. This proposal will expand the opportunities for pupils to pursue an education through the medium of Welsh and will have a positive impact upon Welsh language provision.

Educational Considerations

This proposal forms a part of the Council's wider 21st Century Schools Investment Programme and contributes to the delivery of sustainable schools fit for the 21st Century and supports the better strategic management of the Council's education estate.

In addition to this objective, school organisational proposals should highlight the educational benefits that any change will offer, particularly in relation to overall improvements in standards, but also in terms of the social and emotional development of children, which would usually impact beneficially on their overall achievement and outcomes.

The new school, which would be built to 21st Century school standards would have a positive impact on the ability of the school to deliver the full curriculum at the Foundation Phase and each Key Stage of education. There would be no limitations in this regard.

It is anticipated that the proposed changes will not adversely impact upon pupils. Numerous benefits can be realised – the principal change will be an improvement in the quality of the educational setting, and this should have a significant impact on educational performance of the pupils.

Implications for Staff

In making the proposed change, most things will not change for the staff at all. The school, including all staff will be relocating all together, so there are no Human Resource implications as a result of implementing these proposals. Indeed, the expectation is that the proposed change will impact upon staff positively.

The principal change will be an improvement in the quality of the educational setting and the working environment and as a result we anticipate that this will have a significant positive impact on staff morale, well-being and retention.

Implications for Pupils

It is anticipated that the proposed changes will not adversely impact upon pupils. Numerous benefits can be realised – the principal change will be an improvement in the quality of the educational setting, and this should have a significant impact on educational performance of the pupils.

The catchment area of the primary school will not change, i.e. it will continue to be the same as the current catchment area of YGG Llyn y Forwyn. The Council's policy regarding home to school transport provision will continue to apply. The difference in time taken to travel to the new school site will be negligible as it is in close proximity to the existing school. Some pupils may have a slightly longer journey to school but many will have a shorter one.

There are currently 65% of pupils accessing Home to School Transport and we do not anticipate this percentage varying a great deal. Overall, we consider the impact on pupil travel arrangements to be neutral.

Safe walking routes will be assessed, and will consider issues such as accessibility, safe crossing points, tactile paving requirements etc. Any recommendations that arise from this safety audit will be implemented ensuring that the site is accessible for everyone and fully compliant with the Equality Act 2010.

Further information on travel is included with the Community Impact Assessment.

The Council considers that there are no negative impacts of the changes for pupils, parents/carers, staff or the local community, we consider these changes to have a positive impact for all.

Catchment Changes

There will be no changes to the current catchment area of YGG Llyn y Forwyn. 95% of pupils that currently attend YGG Llyn y Forwyn reside in catchment. The Council does not consider that these proposals will have any impact upon this.

Financial Implications

YGG Llyn y Forwyn is not currently operating within a deficit budget and there is no evidence that these proposals will affect this positive financial position. In addition, no increase in home to school transport costs are projected.

There is an expectation that while some savings will be identified given that the new school will be maintenance free and more importantly, more energy efficient, which is in stark contrast to the poor condition of the existing school building, there will be an increase in the rates payable for the new school building. It is not possible to be precise about future revenue costs, as much would depend upon the future decisions of the governing body, however the projection is that any increase in costs and any savings realised will negate the other with there being a neutral overall budgetary impact. What is certain is that this proposal will remove a significant backlog maintenance figure in excess of £1.01 million.

3. Who does this Proposal apply to?

Children and young people aged 3 to 11 years of age resident in the catchment area of YGG Llyn y Forwyn, the parents/carers of these children and the staff who work at YGG Llyn y Forwyn.

4. Indicate if this is a New Proposal, Review or a Proposed Cessation:

New proposal.

5. Identifying Impacts

Identifying Impacts				
People/Issues to Consider	Impact Proposal will Have			If a + ve + or – ve – impact is identified, explain why.
	+ ve +	- ve -	Neutral (No Impact)	
Age (Young and Old)	Yes			<p>Increasing the capacity of the Welsh medium primary school with the addition of classrooms will offer state of the art accommodation and facilities for 21st Century teaching and learning for YGG Llyn y Forwyn.</p> <p>The construction of brand new school building on a new site will address the urgent investment which is needed to replace the current school at YGG Llyn y Forwyn which is one of the poorest buildings in the Council's education portfolio.</p>

				<ul style="list-style-type: none"> • Provide comfortable and attractive learning environments for pupils previously taught in poor condition accommodation. • Offer 21st Century standard facilities to enable all pupils in the local communities to access learning and cultural activities which can help develop relationships within communities. • Enable the demand for additional places in the Welsh medium primary sector to be met by the increase in capacity of YGG Llyn y Forwyn.
Disability (remember to consider the different types of disability)	Yes			The new school building for YGG Llyn y Forwyn will be fully accessible to all persons and will comply with all current legislation in this regard. It will comply with the Equality Act 2010.
Gender			Yes	
Gender Reassignment			Yes	
Race			Yes	
Religion or Belief			Yes	
Sexual Orientation			Yes	
Welsh Language	Yes			<p>The proposal will improve and increase Welsh medium primary education in the Rhondda Fach area of the County Borough.</p> <p>It is proposed that the new school will have a new on-site meithrin which will strengthen the language continuum for the young learners.</p> <p>In addition, the new accessible community facilities will enable after school clubs, as well as community sessions, to be held through the medium of Welsh.</p>
Parents/Carers	Yes			The slight increase in capacity of YGG Llyn y Forwyn and significant increase in the provision of the quality of learning environments of Welsh medium

				education in the Rhondda Fach area the County Borough will give parents/carers greater choice of education in the language of their choice.
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6. What evidence is there to support your conclusions?

The evidence to support these conclusions is fully outlined in the Consultation Report and the Council's Cabinet Reported dated 28th January 2021.

7. In areas where a negative impact has been identified are there any ways that the negative effect could be reduced or removed?

No negative impacts have been identified.

8. What involvement and consultation has been done in relation to this proposal and what are the results?

This proposal is made in accordance with the School Organisation Code – 2018 (011/2018). Section 2.3 of the School Organisation Code – 2018 refers to regulated alterations to a school, which includes:

- The transfer of any school to a new site or sites.

The consultation will start on Monday March 1st 2021 and will be completed at 5pm on Friday April 30th 2021. The feedback from the consultation will be collated and summarised, and a report presented to the Council's Cabinet in May 2021. This consultation report will be available for all persons to view on the Council's website and copies can be obtained on request.

The Council's Cabinet will consider the report and will decide, based on the feedback, whether to proceed with the proposal, make changes to the proposal or not proceed with the proposal. If the Cabinet decides not to proceed, that will be the end of this proposal.

If Cabinet decide to proceed with the proposal, a statutory notice is published providing a 28 day notice period for objections. The School Standards and Organisation (Wales) Act 2018 requires that anyone wishing to make objections to a school organisation proposal has the opportunity to do so. To be considered as statutory objections, objections **must** be made in writing or by email, and sent to the Council within 28 days of the date on which the proposal was published.

The Council's Cabinet will consider the outcome of the statutory notice at the next available Cabinet meeting and determine whether to implement the proposal.

If there are objections, the Council's Director of Education and Inclusion Services will publish an objection report providing a summary of the objections and their response to them within 7 days of the day of the determination of the proposal. This report will

also be available for all persons to view on the Council's website and copies can be obtained on request.

If the Council's Cabinet approve the proposal, the proposal will be implemented in accordance with the date given in the statutory notice or any subsequently modified date. In the case of this proposal, the implementation date will be no later than March 2024 for the transfer of YGG Llyn y Forwyn to the new site.

9. What arrangements have been put in place to review the actual impact of the proposal once it has been implemented?

This is a live document and as such will be reviewed by the 21st Century Schools team at certain key points as we move from the proposal stage through to implementation. This of course is subject to securing Cabinet approval to move forward with the proposals as consulted upon.

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

Continue to implement the proposal.

Please indicate and provide reasons for your decision.

The evidence to support these conclusions is fully outlined in the Consultation Report and the Council's Cabinet Reported dated 28th January 2021.

11. Action Plan

Equality Impact Assessment Action Plan				
Action	Responsible Officers	Timescale for Actions	Timescale for Review	Measures to be Taken to Evaluate Effects of Actions
Consult with pupils, staff and the local community on the design of the new school build to ensure their views are represented in the delivered outcome.	21 st Century Schools Team.	Ongoing throughout project delivery	On completion of RIBA Stage 2 of the design phase.	Consult pupils, staff and local community on finalised design plans.
Construct the new school building while ensuring that the building works do not disrupt the local community	21 st Century Schools Team and Corporate Estates Team.	Ongoing throughout the construction phase	On completion of the construction phase.	Regular communication with the local community will be key to minimise any disruption locally

				caused by the construction of the new school.
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12. Please outline below any negative impacts that have been identified in the Equality Impact Assessment Questionnaire and not addressed in the Equality Impact Assessment Action Plan.

None.

Please keep a copy of the Equality Impact Assessment Questionnaire and the Equality Impact Assessment Action Plan and send copies to:

Equality, Diversity and Social Justice Team
 RCTCBC
 The Pavilions
 Clydach Vale
 CF40 2XX

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

Signed: Gaynor Davies

Date: February 27th 2021

Job Title: Director of Education and Inclusion Services