

RHONDDA CYNON TAF COUNCIL

EQUALITY IMPACT ASSESSMENT QUESTIONNAIRE

EQUALITY IMPACT ASSESSMENT QUESTIONNAIRE

Directorate: Education & Lifelong Learning

Service Area: 21st Century Schools

Responsible officer: Julie Hadley

Date: 30th September 2018

1. Name of policy/procedure/practice/project:

Change of language medium of Penderyn Community Primary School; amendment to catchment area of Penderyn Community Primary School; and extension of capacity of Hirwaun Primary School

The Project is to:

Change the language medium of Penderyn Community Primary School from dual language to wholly Welsh medium, with an amended catchment area encompassing the communities of Trenant and Penywaun; and extend the capacity of Hirwaun Primary School by the construction of a new, larger building on the current Hirwaun Primary School site. Both schools will offer provision for pupils between the ages of 3 and 11 years, with Penderyn Community Primary School offering places through the medium of Welsh and Hirwaun Primary School offering places through the medium of English. The Council, in partnership with Welsh Government, will invest £10.4m in constructing a new primary building at Hirwaun to ensure pupils have a high quality, viable and sustainable 21st Century learning environment.

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's website for any person to view or download.

This proposal does not involve the physical closure or relocation of any school buildings or facilities; the larger English medium primary school at Hirwaun will utilise the site of the existing school, and the proposed changes will enhance the facility by replacing very poor condition buildings with a brand new school and associated external play facilities fit for 21st century learning needs and fully compliant with the Equality Act 2010.

The change in language medium status to totally Welsh medium and the growth of Welsh medium places at Penderyn Community Primary School supports the Welsh Government Cymraeg 2050: Welsh Language Strategy of one million Welsh speakers by 2050 and Rhondda Cynon Taf County Borough Council's (RCT's) Welsh in Education Strategic Plan (WESP) 2017-2020.

The proposal also addresses the following actions and outcomes identified in the WESP to increase the number of seven year-old children being taught through the medium of Welsh by:

- Providing new and improved school buildings with appropriate capacity levels to fully meet forecasted demand for Welsh medium provision in their catchment areas;
- Consideration of making dual language Primary schools into full Welsh medium schools.

Rhondda Cynon Taf Council's WESP can be viewed and downloaded from the Council's website via this link - <https://www.rctcbc.gov.uk/EN/Council/WelshServices/Relateddocs/WelshinEducationStrategicPlan201720.pdf>.

Amending the Welsh medium catchment area of Penderyn Community Primary School to encompass the communities of Trenant and Penywaun (which are currently in the catchment area of Ysgol Gynradd Gymraeg Aberdar) will match the demand for Welsh medium places with the available supply across the Welsh medium primary school sector in this part of the County Borough. Additional demand for places is also being driven by housing development in this part of the County Borough.

Educational considerations -

School organisational change should point to 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.

It is the Council's view that changing the language medium of Penderyn Community Primary School from dual language to Welsh medium and constructing a new school building with a larger pupil capacity for the communities of Hirwaun and Penderyn to replace the current Hirwaun Primary School will improve educational outcomes and provision.

A larger, new, purpose built English medium primary school at Hirwaun could offer:

- Greater flexibility and opportunity for pupils due to an extended, more enhanced educational environment in which to learn and grow;
- Potential for financial savings in terms of services, which accrue to a larger school which can be reinvested for the benefit of all pupils;
- The future capital investment benefits that would arise from the construction of a modern, state of the art purpose built school that meets all the required standards of a 21st Century learning environment;
- More opportunities for the teaching and support staff which are provided by a larger school;
- Pupils being taught, in the main, with their year group. All classes in the Penderyn English medium stream are currently mixed year groups.

A completely Welsh medium primary school at Penderyn could:

- Provide total immersion in the Welsh language for all pupils at the school;
- Enable total immersion in the Welsh language to be offered to a larger number of pupils from the youngest possible age;
- Offer more opportunities for the teaching and support staff which could be provided by a larger wholly Welsh medium school;
- Create a critical mass of Welsh-medium learners;
- Enable the development of increased Welsh-medium provision at secondary level;

- Provide more opportunity for pupils to take part in extra-curricular activities through the medium of Welsh.

Implications for staff -

- The creation of a larger primary school at Hirwaun and the provision of additional Welsh medium pupil places at Penderyn Community Primary School would provide staff with the opportunity to specialise in specific areas of the curriculum. Larger schools with more staff allows for such specialism with the ability to share workload more effectively and therefore gives staff more opportunities to progress their careers.
- It is our intention to recommend to the governing body of Hirwaun Primary School that they ring-fence any additional positions they need to appoint as a result of increased pupil numbers, below senior leadership level, to the existing staff currently employed in the English medium stream of Penderyn Community Primary School in the first instance. This process means that the Penderyn Community Primary School staff will be given the first opportunity to apply for additional posts in the extended Hirwaun Primary School prior to any being advertised externally. If they are successful, they will then simply transfer to the new school when it opens. The Council has well established Human Resource policies and procedures that give reassurance to staff and employers about the management of organisational change.

Implications for pupils –

In making the proposed changes, in addition to the points above, there are several further perceived benefits that can be realised:

- There will be more competition for pupils in and outside the classroom in a larger school at Hirwaun which is what children require if they are to achieve good educational outcomes;
- Being part of a larger school creates opportunity to engage in a wider range of curricular and extra-curricular activities;
- A larger team of staff at Hirwaun Primary School to share expertise and experience;
- More pupils being taught in a new, state of the art, purpose built school buildings, which will be fit for the purpose of providing education in the 21st Century;

The principal change will be an improvement in the quality of the educational provision, and this should have a significant impact on educational performance of the pupils. This will bring about improvements for **all** pupils, irrespective of gender, ethnicity or disability. It should be noted that of the 897 pupils (including nursery) attending Penderyn Community Primary School, Hirwaun Primary School and Ysgol Gynradd Gymrage Aberdar, none are indicated as being Gypsy or Traveller children (per January 2018 PLASC). To reiterate, these proposals are not seen as being detrimental to any particular group of pupils, they are intended to improve educational provision for all.

Although some pupils may have further to travel to school, the Council's policy regarding home to school transport provision will apply whereby pupils of compulsory school age attending primary school who live 1½ miles or further safe "walking distance" from their nearest suitable school will be provided with free home to school transport.

Pupils living in the communities of Trenant and Penywaun whose home addresses will be within the amended Penderyn Community Primary School catchment area will receive free transport to Penderyn Primary School for Welsh medium education as they reside more than 1½ miles safe "walking distance" from their nearest suitable school.

In catchment pupils (resident in the village of Penderyn and Rhondda Cynon Taf) attending the English medium stream of Penderyn Community Primary School will receive free transport to the new Hirwaun Primary School building as the walking route is deemed to be 'unavailable'. This provision will not be available to English medium pupils who currently attend Penderyn but do not reside in the designated catchment area, as they are attending this school as a result of parental preference.

Penderyn Community Primary School and Hirwaun Primary School are 2.6 miles apart and the journey time between both schools by bus is not expected to exceed 15 minutes.

The Council considers that the educational advantages of the proposal outweigh the short-term impact of the changes for pupils and parents.

Catchment changes –

Pupils living in Hirwaun who require Welsh medium education will still attend Penderyn Community Primary School (subject to parental preference).

The Welsh medium catchment area of Penderyn Community Primary School will also be extended to encompass the communities of Trenant and Penywaun (which are currently in the catchment area of Ysgol Gynradd Gymraeg Aberdar). These adjustments are being made to the catchment area to match the demand for Welsh medium places with the available supply across the Welsh medium primary school sector in this part of the County Borough. Additional demand for places is also being driven by housing development in this part of the County Borough. Transport will be provided to pupils living in the communities of Trenant and Penywaun whose home addresses will be within the amended Penderyn Community Primary School catchment area, as outlined above.

The catchment area of the new Hirwaun Primary School will extend to incorporate the current catchment area of the English medium stream of Penderyn Community Primary School. Any pupils attending the English medium stream of Penderyn Community Primary School will simply transfer to the new school building in Hirwaun when it opens (subject to parental preference). They will not need to complete admission applications unless they are applying for Nursery or Reception places.

As outlined earlier, in catchment pupils (resident in the village of Penderyn and Rhondda Cynon Taf) attending the English medium stream of Penderyn Community Primary School will receive free transport to the new Hirwaun Primary School building as the walking route is deemed to be 'unavailable'. This provision will not be available to any English Medium pupils who currently attend Penderyn but do not reside in the designated catchment area, as they are attending this school as a result of parental preference.

Financial implications –

As this proposal involves the change of language medium status of Penderyn Community Primary School to Welsh medium and the construction of a new, larger English medium building at Hirwaun, there will only be minor financial savings – these are associated with the change of Penderyn Community Primary School from dual language to solely Welsh medium school; plus there is potential for future financial savings largely relating to economies of scale achievable by the provision of services in a larger school.

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

Members of the public School Staff Both Other Please state: children aged 3-11 years resident in the catchment areas of Penderyn Community Primary School and Hirwaun Primary School; and children in the communities of Trenant and Penywaun; the parents and carers of these children.

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

Review and Proposed cessation

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)	

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)	Yes	Yes		<p>Creating a larger English medium primary school in a brand new building offering state of the art accommodation and facilities for 21st century teaching and learning on the current Hirwaun Primary School site and changing the language medium of Penderyn Community Primary School to totally Welsh-medium with an amended catchment area will:-</p> <ul style="list-style-type: none"> • Provide comfortable and attractive learning environments for all children who access the schools; • Offer 21st century facilities to enable all pupils in the local communities to access learning and cultural activities which can help develop relationships within communities; • Facilitate delivery of the changing curriculum and enable the further use of ICT to provide the opportunity for all learners to reach their potential; • Enable the demand for additional places in the Welsh Medium Primary sector to be met by the utilisation of existing resources which is both educationally beneficial and financially efficient; • Mean that some pupils may have further to travel to school; however, the Council's policy regarding home to school transport provision will to apply whereby pupils of compulsory school age attending primary school who live 1½ miles or further safe "walking distance" from their nearest suitable school will be provided with free home to

People / issues to consider	Impact policy / practice will have			If a positive or negative impact is identified, explain why:
	Positive	Negative	Neutral (No impact)	
				school transport.
Disability (remember to consider the different types of disability)	Yes			The new building at Hirwaun will be fully accessible to all persons and will comply with all current legislation in this regard.
Gender			Yes	
Gender Reassignment			Yes	
Race			Yes	
Religion or Belief			Yes	
Sexual Orientation			Yes	
Welsh Language	Yes			The change in language medium status to totally Welsh medium and the growth of Welsh medium places at Penderyn Community Primary School supports the Welsh Government Cymraeg 2050: Welsh Language Strategy of one million Welsh speakers by 2050

People / issues to consider	Impact policy / practice will have			If a positive or negative impact is identified, explain why:
	Positive	Negative	Neutral (No impact)	
				<p>and Rhondda Cynon Taf County Borough Council's (RCT's) Welsh in Education Strategic Plan (WESP) 2017-2020.</p> <p>The proposal also addresses the following actions and outcomes identified in the WESP to increase the number of seven year-old children being taught through the medium of Welsh by:</p> <ul style="list-style-type: none"> • Providing new and improved school buildings with appropriate capacity levels to fully meet forecasted demand for Welsh medium provision in their catchment areas; • Consideration of making dual language Primary schools into full Welsh medium schools <p>This proposal, to change Penderyn Community Primary School from a dual language school to a totally Welsh medium school and in doing so to also increase the number of Welsh medium primary school places will work towards the achievement of these targets in this area of the County Borough.</p> <p>The amendment to Penderyn's catchment area to encompass the communities of Trenant and Penywaun will also cater for Welsh medium primary school demand associated with additional housing developments in the area.</p>

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

EVIDENCE

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

Report of the Chief Executive to Cabinet - 20th September 2018
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.

The only negative impact identified is that some pupils will have longer travel times / distances to school; however, the Council's policy regarding home to school transport provision will to apply whereby pupils of compulsory school age attending primary school who live 1½ miles or further safe "walking distance" from their nearest suitable school will be provided with free home to school transport. Further detail regarding transport provision is contained at pages 5 and 6.

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	Date / Time	Venue
Penderyn Community Primary School	Governing Body and Staff Meeting	Thursday 11th October 2018 / 4pm	Penderyn Community Primary School
Hirwaun Primary School	Governing Body and Staff Meeting	Thursday 11th October 2018 / 4pm	Hirwaun Primary School
Penderyn Community Primary School	School Council	Thursday 11th October 2018 / 2:30pm	Penderyn Community Primary School
Hirwaun Primary School	School Council	Thursday 11th October 2018 / 2:30pm	Hirwaun Primary School
Both Schools and members of the local community	Parents and public drop in session and exhibition	Tuesday 27th November 2018 / 3pm-6pm	Hirwaun Primary School

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

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

Director of Education and Inclusion Services

Rhondda Cynon Taf County Borough Council

Ty Trevithick

Abercynon

CF45 4UQ

or by fax to 01443 744224, or 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 HR teams will be fully engaged in supporting the governing body of Hirwaun Primary School in the appointment of staff to any additional positions they need to appoint as a result of increased pupil numbers. It is the intention of the Council to recommend to the governing body of Hirwaun Primary School that such posts, below senior leadership level, be ring-fenced to the existing staff currently employed in the English medium stream of Penderyn Community Primary School in the first instance. This process means that these Penderyn Community Primary School staff will be given the first opportunity to apply for additional posts in the extended Hirwaun Primary School prior to any being advertised externally. If they are successful, they will then simply transfer to the new school when it opens. The Council has well established Human Resource policies and procedures that give reassurance to staff and employers about the management of organisational change.

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
If the proposals proceed, undertake the statutory consultation process to implement the proposals	21 st Century Schools Team	By March 2019		
If the proposals proceed, finalise the plans for the construction of the new school	David Powell, Service Director, Corporate Design and Maintenance	By September 2019		
If the proposals proceed, provide assistance and support to the governing body of Hirwaun Primary School, as required, regarding the appointment of staff to any additional positions	HR Officers	By September 2019		

**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: Gaynor Davies Date: 30/09/18
Job Title: Director of Education and Inclusion Services