

Proposal to close Ysgol Llanbedr DC on the 31st of August 2014 and transfer pupils to Ysgol Borthyn, Ruthin subject to parental preference.

14 January 2014

Equality Impact Assessment

Proposal to close Ysgol Llanbedr DC on the 31st of August 2014 and transfer pupils to Ysgol Borthyn, Ruthin subject to parental preference.

Contact: Lowri Roberts, Modernising Education Team

Updated: 03/01/2014

1. What type of proposal / decision is being assessed?

A service review or re-organisation proposal

2. What is the purpose of this proposal / decision, and what change (to staff or the community) will occur as a result of its implementation?

The purpose of this proposal is to inform Cabinet members of the findings of the Formal Consultation that took place from 11/11/2013-23/12/2013 regarding the proposal to close Ysgol Llanbedr as of the 31st of August 2014 with existing pupils transferring to Ysgol Borthyn, Ruthin subject to parental preference.

The report recommends that Cabinet approve the publication of a statutory notice to close Ysgol Llanbedr as of the 31st of August following a 4 week period allowing for any objections to be received.

Should the proposal be implemented primary education provision would cease in the village of Llanbedr DC.

3. Does this proposal / decision require an equality impact assessment? If no, please explain why.

Please note: if the proposal will have an impact on people (staff or the community) then an equality impact assessment **must** be undertaken

Yes

4. Please provide a summary of the steps taken, and the information used, to carry out this assessment, including any engagement undertaken

(Please refer to section 1 in the toolkit for guidance)

All stakeholders were identified prior to the Formal Consultation, all consultees identified (inclusive of parents, staff, Governing Bodies and pupils) were provided with a formal consultation document (English, Welsh and Children's versions were made available in hardcopy and via Denbighshire County Councils website). Stakeholders were able to respond to the formal consultation in a number of ways, including;

--> Standard Response Form (available in hardcopy and electronically via the Denbighshire County Council website in both Welsh and English)

--> Details were provided for responses to be submitted by post and by email

--> Details of parent and staff meetings were published within the Formal Consultation document

--> Governing Bodies were held during the Formal Consultation period.

--> Pupil consultation events were arranged with Ysgol Llanbedr and Ysgol Borthyn as a named alternative school. Permission was refused to hold a consultation event with the pupils of Ysgol Llanbedr.

In total 50 letters and emails were received, 85 standard response forms and 61 community questionnaires were submitted during the Formal Consultation period. A full analysis of submission is provided within the Formal Consultation Report.

5. Will this proposal / decision have a positive impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?

(Please refer to section 1 in the toolkit for a description of the protected characteristics)

N/A

6. Will this proposal / decision have a disproportionate negative impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?

Ysgol Llanbedr is a Voluntary Controlled primary school which provides a faith based (Church in Wales) primary education. The provision would cease if the

proposal were to be implemented.

7. Has the proposal / decision been amended to eliminate or reduce any potential disproportionate negative impact? If no, please explain why.

Yes	The proposal offers an alternative Faith based English medium school within 3 miles of Ysgol Llanbedr in the town of Ruthin.
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8. Have you identified any further actions to address and / or monitor any potential negative impact(s)?

Yes	
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Action(s)	Owner	By when?
Some pupils be required to travel on school transport to the alternative provision; Denbighshire County Council would provide transport as designated by the authority's School Transport Policy.	Modernising Education, DCC	<01/09/2014>
The service venue does not cater for the needs of all users/potential users; Ysgol Borthyn should be equipped with necessary facilities to cater for the needs of all pupils currently attending Ysgol Llanbedr. The authority would ensure that any pupils receiving educational support (SEN) would continue to receive this support and provide any help for pupils who experience difficulties due to change.	Modernising Education, DCC	<01/09/2014>
Changes to staffing structures, terms and conditions have a disproportionately negative impact on staff with particular protected characteristics; The proposal could lead to redundancies or redeployment for some staff. Some staff may have to travel further for redeployment as a result of the proposal however this would be required to be deemed reasonable by DCC. DCC has an agreed redundancy and redeployment policy and would work with staff impacted by the proposal and offer any required support and advice. Should any members of staff have any concerns they	Modernising Education, DCC	<01/09/2014>

should contact the Denbighshire County Council HR service.		
The policy will negatively affect different groups and communities; A Community and Welsh Language Impact Assessment has been conducted independently of the EqIA. Denbighshire County Council remains committed to working with local communities and will help to negate any negative impacts as a result of the proposal should it be implemented.	Modernising Education, DCC	<01/09/2014>

9. Declaration

Every reasonable effort has been made to eliminate or reduce any potential disproportionate impact on people sharing protected characteristics. The actual impact of the proposal / decision will be reviewed at the appropriate stage.

Review Date:	03.01.14
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Name of Lead Officer for Equality Impact Assessment	Date
Lowri Roberts	03/01/14

Please note you will be required to publish the outcome of the equality impact assessment if you identify a substantial likely impact.
