

APPENDIX C

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

10th March 2014

Equality Impact Assessment

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

**Contact:** Lowri Roberts, Modernising Education Team

**Updated:** 10/03/2014

### 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 the report is to note the Determination Report and Objections received during the Statutory Notice period (29/01/2014-25/02/2014) regarding the proposal to close Ysgol Llanbedr as of the 31<sup>st</sup> of August.

The report recommends that the Determination Report and its appendices are noted; subject to the consideration of the above to approve the proposal to proceed to the next stage of the statutory process.

### 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)*

The Statutory Notice period follows a period of informal consultation and formal consultation with identified stakeholders inclusive of parents, carers, pupils, staff and other interested parties.

The Statutory Notice was published on the 29<sup>th</sup> of January 2014. As required by the statutory Code the notice was published on the Council's website, posted near and within the main entrance of both schools named in the proposal (Ysgol Llanbedr and Ysgol Borthyn as the suggested alternative provision), by providing hard copies for parents, pupils and staff and an email link and/or hardcopy was sent to the designated consultee list within the Code.

On publication of the statutory notice a period of 28 days begins for all stakeholders to object to the proposal.

In total 121 objections were received.

**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?
<p>Some pupils be required to travel on school transport to the alternative provision;</p> <p>Denbighshire County Council would provide transport as designated by the authority's School Transport Policy.</p>	Modernising Education, DCC	<01/09/2014>
<p>The service venue does not cater for the needs of all users/potential users;</p> <p>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.</p>	Modernising Education, DCC	<01/09/2014>
<p>Changes to staffing structures, terms and conditions have a disproportionately negative impact on staff with particular protected characteristics;</p> <p>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 should contact the Denbighshire County Council HR service.</p>	Modernising Education, DCC	<01/09/2014>
<p>The policy will negatively affect different groups and communities;</p> <p>A Community and Welsh Language Impact Assessment has been conducted independently of the EqIA. Denbighshire</p>	Modernising Education, DCC	<01/09/2014>

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.		

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## 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.

<b>Review Date:</b>	10.03.14
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<b>Name of Lead Officer for Equality Impact Assessment</b>	<b>Date</b>
Lowri Roberts	10/03/14

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

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