

Proposals to relating to re-designate  
Ysgol Esgob Morgan Community School  
as a Voluntary Controlled Faith School.

09 June 2014

Equality Impact Assessment

# Proposal to relating to the proposed re-designate Ysgol Esgob Morgan Community School as a Voluntary Controlled Faith School

**Contact:** Paul Greatbatch, Modernising Education Team

**Updated:** 09/06/2014

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

A project 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?

To change the status of Ysgol Esgob Morgan from a community school to a voluntary controlled church school in partnership with the Church in Wales Diocese of St Asaph. The school will have a much closer relationship with the Diocese. The Diocese and the school already have a close relationship and so to that extent very little will change for the school and/or the local community.

## 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

<If no, briefly summarise the reasons for this decision here, and skip ahead to the declaration at the end>

## 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)*

A draft consultation document has been prepared and this will be circulated to staff and parents at Ysgol Esgob Morgan. The document will also be circulated to

other schools in the area which are likely to be affected by the Proposals, together with other likely interested parties. The consultation document contains a questionnaire and invites people to give their views either by completing it and/or putting their views in a letter or email. DCC officers and education officers from the Diocese will be with the Governing Body, staff and parents from Ysgol Esgob Morgan to explain the Proposals and listen to what people have to say.

- 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)*

Religion is a protected characteristic and the Proposals, if implemented, will result in there being a Church in Wales Junior school to which pupils from the nearby Ysgol St Asaph VP Infants can transit. A high percentage of such children already make this transition. However, if the Proposals are implemented, the junior school will have the same faith ethos as the infants school.

- 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)?**

It is possible that people within the local community whose beliefs do not include the anglican faith, may feel that their interests are being prejudiced. However, this will be considered as and when the responses to the consultation document are received.

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

No	
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- 8. Have you identified any further actions to address and / or monitor any potential negative impact(s)?**

No	The only changes envisaged by the Proposals relate to religion, faith and belief.
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Action(s)	Owner	By when?
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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.

Review Date:	09.06.14
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Name of Lead Officer for Equality Impact Assessment	Date
Paul Greatbatch	09/06/14

**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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