



APPENDIX B

Equality Impact Assessment

**Proposals to re-designate Ysgol Esgob Morgan as a Voluntary
Controlled Faith School**

04 November 2014

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

Contact: Paul Greatbatch, Modernising Education Team

Updated: 04/11/2014

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 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>
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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)

- Consultation document (standard and children friendly) circulated to all relevant stakeholders
- Questionnaire circulated to relevant stakeholders and an online survey prepared for people to complete
- Meetings held with the School Council, Staff, Governors and Parents of

Ysgol Esgob Morgan to take views and opinions

- The outcome of the consultation will be summarised into a consultation report, a draft of which will be presented to DCC's Cabinet of elected members and St Asaph Diocesan Board of Statutory Education for them to consider
- The consultation report will be published on the DCC and Diocesan websites and a link to the web page will be sent to certain relevant stakeholders.

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 protection characteristics)

Religion is a protected characteristic and the Proposals, if implemented, will result in there being a Church in Wales junior school to which children at the nearby St Asaph VP Infants can go when at the appropriate age. It should be noted that a high percentage (an average of 88%) of year 2 pupils made the transition over the past three years. However, if the Proposals are implemented, the junior school will have the same faith ethos as the infants school.

Not belonging to or believing in any religion or holding a belief that is not religious is also a protected characteristic. Accordingly, those people who would rather not send their children to a faith school will be negatively impacted by the Proposals.

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. A formal consultation into the Proposals was carried out from 8 September to 21 October 2014. Some of the consultation respondents have expressed the view that education should be secular. However, given that only 11 respondents (24%) made this point, it is not considered that the Proposals will have a disproportionate negative impact on people with such beliefs. Also, the 2001 Census reported that 78% of Denbighshire residents said they were

Christians (higher than the Welsh national average of 72%). Only 13.4% of residents said they had no religion.

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

No	There is no such impact.
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8. Have you identified any further actions to address and/or monitor any potential negative impact(s)?

Yes	Should the Proposals be approved for publication by way of statutory notice, any objections received will be properly considered by DCC and reported to the Cabinet of elected members before any decision to determine the Proposals is reached. Also the impact of the Proposals will be reviewed with the headteacher following any implementation.
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Action(s)	Owner	By when?
Report Objections to Cabinet	Paul Greatbatch	Undefined
Review impact with the headteacher should the Proposals be implemented	Paul Greatbatch	Undefined

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:	04.11.14
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Name of Lead Officer for Equality Impact Assessment	Date
Paul Greatbatch	04.11.14

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