

Ruthin Area Review of Primary School
Provision- Proposed New Area school for
Llanfair & Pentrecelyn

17 December 2014

Equality Impact Assessment

New Area School- Llanfair DC and Pentrecelyn

Contact: Lisa Walchester, Customers and Education Support
Updated: 17/12/14

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 creation of a New Area School following the closure of Ysgol Llanfair DC and Ysgol Pentrecelyn. The new area school will initially open on the existing school sites.

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*

No	The impact of this proposal will be neutral as very little will change. The only changes will be: 1) The existing schools will close; 2) A new school will open but operate from existing sites. 3) The school will only need one headteacher and that post may be filled by one of the existing head teachers or an external candidate. Accordingly the post of the existing headteachers will be redundant and a single new position will be created. Advice will be provided to the governing body of the new school to ensure that the process of appointing a New Headteacher is not discriminatory
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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)

We have identified all stakeholders prior to commencing the review. We will engage with stakeholders by post, public meeting and online during the informal consultation period.
All correspondence with stakeholders will be available bilingually (Welsh and English).

- 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)

The impact will be neutral as noted in section 3, the proposal will not result in significant change.

- 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)?**

No

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

No <If yes, please provide detail>

- 8. Have you identified any further actions to address and / or monitor any potential negative impact(s)?**

No <If yes please complete the table below. If no, please explain here>

Action(s)	Owner	By when?

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:	17/12/14
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Name of Lead Officer for Equality Impact Assessment	Date
Lisa Walchester	17/12/14

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