

Appendix 5

Language categorisation of all Denbighshire Schools 24 February 2015

Equality Impact Assessment

Language categorisation of all Denbighshire Schools

Contact: Carwyn Edwards, Customers and Education Support
Updated: 24.02.15

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?

On the 30th of September 2014, Denbighshire County Council's Cabinet requested that the Welsh in Education Strategic Group review the language categorisation of all schools during the autumn term and present a report to Scrutiny in early spring 2015of

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 review of language categorisation of all schools does not affect any of the protective characteristics. The purpose of the review is to determine if each school is categorised correctly according to Welsh Government definitions compared to current provision. Should a proposal emerge from the review that requires a change in language category a statutory process would be implemented that would result in a reassessment of the requirement for an equality impact assessment for each individual proposal.
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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)

A questionnaire was circulated to all primary schools and the two bilingual secondary schools, Ysgol Dinas Bran and Ysgol Brynhyfryd. The response to the questionnaire was compare to current attainment.

- 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)

There is no evidence to indicate a differential impact for Gender and Gender Reassignment, Religion and Belief and Non-Belief, Sexual Orientation, Pregnancy and Maternity or Civil Partnerships.

- 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)?**

There is no evidence to indicate a differential impact for Gender and Gender Reassignment, Religion and Belief and Non-Belief, Sexual Orientation, Pregnancy and Maternity or Civil Partnerships.

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

Yes	<If yes please complete the table below. If no, please explain here>
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Action(s)	Owner	By when?
Determine if proposals arising from the review are required to follow a statutory process.	Carwyn Edwards	01.05.15
<Please describe>	<Enter Name>	<DD.MM.YY>
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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:	01.05.15
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Name of Lead Officer for Equality Impact Assessment	Date
Carwyn Edwards	27.02.15

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