

Appendix 4 Ruthin Area Review of Primary School-

Proposal to Close Ysgol Llanfair DC and
Ysgol Pentrecelyn and to open an Area
School, initially on the 2 sites

30 April 2015

Equality Impact Assessment

New Area School- Llanfair DC and Pentrecelyn

Contact: Lisa Walchester, Customers and Education Support
Updated: 30/04/15

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?

The purpose of this proposal is to inform Cabinet members of the findings of the Formal Consultation that took place from 03/02/2015- 16/03/2015 regarding the proposal to close Ysgol Llanfair Dyffryn Clwyd and Ysgol Pentrecelyn as of the 31st August 2016 and and the Church in Wales to establish a new Voluntary Controlled, Category 2, Area School on the existing sites from the 1st September 2016.

The report recommends that Cabinet approve the publication of statutory notices to close Ysgol Llanfair DC and Ysgol Pentrecelyn as of the 31st August 2016.

Initially the new Area School will operate across the 2 existing sites and therefore in terms of staffing, arrangements will remain the same except for a new headteacher and a new leadership structure.

Once the temporary body is in place staffing structures for the new school in the new build will be determined and this will give HR plenty of time to work with all existing staff to ensure that alternative employment is identified elsewhere if appropriate. In terms of the new school, staff would have to re-apply but posts would be ring fenced for staff at the 2 current schools.

Any vacancies that occur during the time that the school is on the 2 sites will be filled on a temporary basis only.

--

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)

<p>All stakeholders were identified prior to the Formal Consultation, all consultees identified (inclusive of parents, staff, Governing Bodies and pupils of both schools) where provided with a formal consultation document (English, Welsh and Children's versions were made available in hardcopy and via Denbighshire County Councils website). Stakeholders were able to respond to the formal consultation in a number of ways, including;</p> <p>--> Standard Response Form (available in hardcopy and electronically via the Denbighshire County Council website in both Welsh and English)</p> <p>--> Details were provided for responses to be submitted by post and by email</p> <p>--> Details of parents, governors and staff meetings for both schools were published within the Formal Consultation document</p> <p>--> Pupil consultation events were arranged with Ysgol Llanfair DC and Ysgol Pentrecelyn.</p> <p>A full analysis of responses is provided within the Formal Consultation Report.</p>
--

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)?

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:	30/04/15
---------------------	----------

Name of Lead Officer for Equality Impact Assessment	Date
Lisa Walchester	30/04/15

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