

Appendix 3 - Proposal to Close Ysgol
Llanbedr DC as of the 31st of August 2016
29 April 2015

Equality Impact Assessment

<Proposal to close Ysgol Llanbedr DC as of the 31st of August 2016 with existing pupils transferring to Ysgol Borthyn, Ruthin subject to parental preference>

Contact: Lowri Roberts

Updated: <29.04.15>

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 proposal is part of the Ruthin area review of primary educational provision. Should a decision be made to implement this proposal English medium, faith based (church in wales) primary education would cease in the village of Ysgol Llanbedr DC.

Denbighshire County Council will work with the staff on an individual basis. Should the proposal be implemented this may result in redeployment of staff or staff redundancy.

As part of the consultation process staff will be able to speak with a Human Resources representative.

Should the proposal be implemented the village/community of Llanbedr DC would lose the school as a facility. However there are alternatives such as the village hall which is currently and could be utilised by the community going forward.

The Council recognise that the proposal would result in a change in learning environment for all pupils should it be implemented. The Council recognise that this may be particularly challenging for pupils with ALN. In this instance the Council would work closely with parents and pupils prior and during the transition period to an alternative school. Support that pupils with ALN currently receive would be replicated within their new learning environment. The proposed alternative provision provides at least an equal standard of provision for ALN pupils that they would currently receive in Ysgol Llanbedr. Should the proposal be progressed appropriate officers would work with individual parents and pupils. No

pupils at Ysgol Llanbedr have English as an additional language.

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)

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)

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)?

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

Yes

If implemented the closure would result in the closure of a

	faith based (CiW) educational provision in the village of Llanbedr DC. The proposed alternative provision, Ysgol Borthyn Ruthin (approx 2.1 miles from Ysgol Llanbedr DC) offers a Faith based CiW provision for existing pupils of Ysgol Llanbedr DC.
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8. Have you identified any further actions to address and / or monitor any potential negative impact(s)?

Yes	The proposal would result in the closure of a faith based Church in Wales school in the village of Ysgol Llanbedr. The Council does not believe that this will have a disproportionate impact on any of the protected characteristic- specifically faith as the proposed alternative school is offers a faith based provision. Additionally there are other available faith based pupil places that offer an English medium provision.
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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:	<29.04.15>
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Name of Lead Officer for Equality Impact Assessment	Date
Lowri Roberts	<29.04.15>

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