

Proposal to close Ysgol Llanbedr DC on the 31st of August 2014 and transfer pupils to Ysgol Borthyn, Ruthin subject to parental preference.

01 October 2013

Equality Impact Assessment

Proposal to close Ysgol Llanbedr DC on the 31st of August 2014 and transfer pupils to Ysgol Borthyn, Ruthin subject to parental preference.

Contact: Lowri Roberts, Modernising Education Team

Updated: 01/10/2013

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 the proposal is to undertake a formal consultation with interested parties regarding the proposed closure of Ysgol Llanbedr. If this was to be implemented the provision of primary education in the village of Llanbedr DC would cease as of 31st August 2014.

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)

All stakeholders were identified during the period of informal consultation. In relation to Ysgol Llanbedr DCC received 15 responses via letter or email and 18

responses via the consultation questionnaire. In addition 30 questionnaires were received from the the community. Overall the key issues to arise were the faith aspect of education provided at Ysgol Llanbedr, the area (AONB) in which the school is located and provision of English Medium education.

- 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)?**

Ysgol Llanbedr is a Voluntary Controlled primary school which provides a faith based primary education. The provision would cease if the proposal were to be implemented.

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

No	The proposal if implemented would see pupils transfer to Ysgol Borthyn, Ruthin (subject to parental preference) which provides an English Medium Faith based education.
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- 8. Have you identified any further actions to address and / or monitor any potential negative impact(s)?**

Yes	
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Action(s)	Owner	By when?
Service cannot be accessed by all users; Pupils will have to travel to access the school and some parents will not be able to access non-statutory provision if they are unable to drive. Full consultation will be undertaken with stakeholders and pupils will be transferred to Ysgol Borthyn, Ruthin subject to parental preference. Free	Modernising Education, DCC	<01/09/2014>

transport will be provided for pupils eligible in accordance with DCC transport policy. The authority will work with schools and parents to resolve issues surrounding access to non-statutory provision.		
The service venue does not cater for the needs of all users/potential users; Ysgol Borthyn should be equipped with necessary facilities to cater for the needs of all pupils currently attending Ysgol Llanbedr.	Modernising Education, DCC	<01/09/2014>
Changes to staffing structures, terms and conditions have a disproportionately negative impact on staff with particular protected characteristics. The proposal could lead to redundancies or redeployment for some staff. Some staff may have to travel further for redeployment as a result of the proposal. DCC has an agreed redundancy and redeployment policy and would work with staff impacted by the proposal.	Modernising Education, DCC	<01/09/2014>
The policy will negatively affect different groups and communities. An independent community impact assessment has been commissioned.	Modernising Education, DCC	<01/09/2014>

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:	01.10.13
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Name of Lead Officer for Equality Impact Assessment	Date
Lowri Roberts	01/10/13

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