

Ruthin Area Review of Primary School
provision
28 November 2013

Equality Impact Assessment

Ruthin Area Review of Primary School Provision

Contact: Carwyn Edwards, Customers and Education Support
Updated: 28/11/2013

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 creation of a new area school following the closure of Ysgol Clocaenog and Ysgol Cyffylliog. The new area School will be opening 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) Some pupils will have to travel further to school but free home to school transport will be provided to ensure that the proposal will not discriminatory. 4.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 have engaged with stakeholders by post, public meeting and online during the informal consultation period. All correspondence with stakeholders was available bilingually (Welsh and English). All venues for public meetings were identified as accessible and took place after 5pm to ensure that working families were not excluded. Details of all meetings were sent at least 2 week in advance.

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 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:	28.11.13
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Name of Lead Officer for Equality Impact Assessment	Date
Carwyn Edwards	28.11.13

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