

The “Equality Challenge” (Screening document)

<p>Name of the Officer completing “the Equality challenge”</p> <p>Sharon Randall-Smith</p>	<p>Please give a brief description of the aims proposed policy or service reconfiguration</p> <p>The aim of the policy is to</p> <ul style="list-style-type: none">• increase the number of seven-year-old children being taught through the medium of Welsh. Numbers have increased across the region and are provisionally projected to increase within Monmouthshire over the next three years;• continue to improve learners language skills on transfer from primary school to secondary school;• increase the number of 14-19 learners studying qualifications through the medium of Welsh;• increase the number of learners with higher skills in Welsh;• provide welsh-medium support for learners with Additional Learning Needs; and• provide a range of continuous professional development for practitioners and putting strategies in place to attract suitable candidates to the region with good quality Welsh skills.
<p>Name of the Division or service area</p> <p>Children and Young People</p>	<p>Date “Challenge” form completed</p> <p>12th February 2014</p>

Protected characteristic affected	Negative impact Please give details	Neutral impact Please give details	Positive Impact Please give details
Age		X	
Disability		X	
Marriage + Civil Partnership		X	
Pregnancy and maternity		X	
Race		X	
Religion or Belief		X	
Sex (was Gender)		X	
Sexual Orientation		X	
Transgender		X	
Welsh Language			X

What are the potential negative Impacts.	Ideas as to how we can look to MITIGATE the negative impacts (include any reasonable adjustments or engagement with affected parties).
➤	➤
➤	➤
➤	➤

➤	➤
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The next steps

- If you have assessed the proposal/s as having a **positive impact please give full details** below:

The Welsh in Education Strategic Plan will ensure that Monmouthshire is able to support, develop and secure Welsh language provision in school and wider communities.

- If you have assessed the proposal/s as having a **Negative Impact** could you please provide us with details of what you propose to do to mitigate the negative impact:

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Signed Sharon Randall-Smith

Designation Head of Service

Dated 12th February 2014



monmouthshire
sir fynwy

Equality Impact Assessment Form

and

Sustainable Development Checklist

EQUALITY IMPACT ASSESSMENT FORM

Name of policy or change to service (Proposal)	Directorate:	Department:
Draft WESP 2014 -2017	CYP	Education
Policy author / service lead	Name of assessor	Date of assessment:
Sharon Randall-Smith		12 th August 2013

1. Have you completed the Equality Challenge form? **Yes / No.** If **No** please explain why

Yes

2. What is the **Aim/s** of the Policy or the proposed change to the policy or service (the proposal)

The aim of the policy is to

- increase the number of seven-year-old children being taught through the medium of Welsh. Numbers have increased across the region and are provisionally projected to increase within Monmouthshire over the next three years;
- continue to improve learners language skills on transfer from primary school to secondary school;
- increase the number of 14-19 learners studying qualifications through the medium of Welsh;
- increase the number of learners with higher skills in Welsh;
- provide welsh-medium support for learners with Additional Learning Needs; and

provide a range of continuous professional development for practitioners and putting strategies in place to attract suitable candidates to the region with good quality Welsh skills.

3. From your findings from the “Equality Challenge” form did you identify any people or groups of people with protected characteristics that this proposal was likely to affect in a **negative** way? Please tick appropriate boxes below.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

4. Please give details of any consultation(s) or engagement carried out in the development /re-development of this proposal.

- neighbouring local authorities
- the head teacher of each school maintained by the LA
- the governing body of each school maintained by the LA
- each institution within the further education sector in the area
- in relation to any foundation or voluntary school in the area –
- the person who appoints the foundation governors
- if the school has a religious character, the appropriate religious body
- the Welsh Language Commissioner
- the Early Years Development and Childcare Partnership
- school councils
- Her Majesty’s Chief Inspector of Education and Training in Wales
- organisations providing services to children and young people as the local authority considers appropriate

5. Please list the data that has been used for this proposal? eg Household survey data, Welsh Govt data, ONS data, MCC service user data, Staff personnel data etc.

WG data
SEWC Data

6. As a result did you take any actions to mitigate your proposal? Please give details below.

Currently in draft for – amendments will be considered following outcomes of consultation.

7. Final stage – What was decided?

• **No change made to proposal/s – please give details**

N/A at present

• **Slight changes made to proposal/s – please give details**

N/A at present

• **Major changes made to the proposal/s to mitigate any significant negative impact – please give details**

N/A at present

Signed Sharon Randall-Smith

Designation Head of Service

Dated 12th February 2014

Forthcoming document consideration

We always welcome any feedback or contributions anyone has to this document and our work towards equality. A database of completed equality impact assessments and the schedule of assessments by directorate and department will be available to review on our website.

If you would like to discuss the completion of this form or any issues arising out of its completion please contact:

Name: Alan Burkitt – Partnership and Engagement. Tel: 01633 644010.

Contact Email: Equality@monmouthshire.gov.uk or alanburkitt@monmouthshire.gov.uk

Post: Partnership and Engagement, Monmouthshire County Council, County Hall, Y Rhadyr, Usk, NP15 1XJ

The “Sustainability Challenge”

<p>Name of the Officer completing “the Sustainability challenge”</p> <p>Sharon Randall-Smith</p>	<p>Please give a brief description of the aims proposed policy or service reconfiguration</p> <p>The aim of the policy is to</p> <ul style="list-style-type: none">• increase the number of seven-year-old children being taught through the medium of Welsh. Numbers have increased across the region and are provisionally projected to increase within Monmouthshire over the next three years;• continue to improve learners language skills on transfer from primary school to secondary school;• increase the number of 14-19 learners studying qualifications through the medium of Welsh;• increase the number of learners with higher skills in Welsh;• provide welsh-medium support for learners with Additional Learning Needs; and <p>provide a range of continuous professional development for practitioners and putting strategies in place to attract suitable candidates to the region with good quality Welsh skills.</p>
<p>Name of the Division or service area</p> <p>CYP</p>	<p>Date “Challenge” form completed</p> <p>12th February 2014</p>

Aspect of sustainability affected	Negative impact Please give details	Neutral impact Please give details	Positive Impact Please give details
PEOPLE		X	
Ensure that more people have access to healthy food		X	
Improve housing quality and provision		X	
Reduce ill health and improve healthcare provision		X	
Promote independence		X	
Encourage community participation/action and voluntary work		X	
Targets socially excluded		X	
Help reduce crime and fear of crime		X	
Improve access to education and training		X	
Have a positive impact on people and places in other countries		X	
PLANET		X	

Reduce, reuse and recycle waste and water		X	
Reduce carbon dioxide emissions		X	
Prevent or reduce pollution of the air, land and water		X	
Protect or enhance wildlife habitats (e.g. trees, hedgerows, open spaces)		X	
Protect or enhance visual appearance of environment		X	
PROFIT			
Protect local shops and services		X	
Link local production with local consumption		X	
Improve environmental awareness of local businesses		X	
Increase employment for local people		X	
Preserve and enhance local identity and culture		X	
Consider ethical purchasing issues, such as Fairtrade,		X	

sustainable timber (FSC logo) etc			
Increase and improve access to leisure, recreation or cultural facilities			X

What are the potential negative Impacts	Ideas as to how we can look to MITIGATE the negative impacts (include any reasonable adjustments)
➤	➤
➤	➤
➤	➤
➤	➤

The next steps

- If you have assessed the proposal/s as having a **positive impact please give full details** below

The Welsh in Education Strategic Plan will ensure that Monmouthshire is able to support, develop and secure Welsh language provision in school and wider communities.

- If you have assessed the proposal/s as having a **Negative Impact** could you please provide us with details of what you propose to do to mitigate the negative impact:

Signed

Sharon Randall-Smith

Dated

12th February 2014

If you would like to discuss the completion of this form or any issues arising out of its completion please contact:

Name: Hazel Clatworthy, Sustainability Community Officer, Tel: 01633 644843

Contact Email: hazelclatworthy@monmouthshire.gov.uk