

Appendix 2

The “Equality Challenge”

Name of the Officer completing “the Equality challenge” Cath Sheen		Please give a brief description of the aims proposed policy or service reconfiguration: Permission from Cabinet to undertake a statutory consultation process on a proposal to close Llanfair Kilgeddin VA Primary School	
Name of the Division or service area Children & Young People		Date “Challenge” form completed 28/07/2015	
Protected characteristic affected	Negative impact Please give details	Neutral impact Please give details	Positive Impact Please give details
Age		X	
Disability			X Recipient Schools are DDA compliant
Marriage + Civil Partnership		X	
Pregnancy and maternity		X	
Race		X	
Religion or Belief		X Denominational education is available in other Church Schools in the County	

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).
➤ N/A	➤

The next steps

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

.The recipient schools which pupils are attending or will attend in future will be able to accommodate pupils with disabilities, they are DDA compliant whereas Llanfair Kilgeddin VA School building is not DDA compliant

- 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:

N/A

Signed Cath Sheen **Designation** Client Liaison Officer **Dated** 28th July 2015

EQUALITY IMPACT ASSESSMENT FORM

Name of policy or change to service (Proposal)	Directorate:	Department:
Statutory Consultation on proposal to close Llanfair Kilgeddin V A School	CYP	21 st Century Schools
Policy author / service lead	Name of assessor	Date of assessment:
Cath Sheen	Cath Sheen	2807/2015

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 report is to request permission to consult on the proposed closure of Llanfair Kilgeddin VA Primary School. The Governing Body has requested the Local Authority to start the consultation process and the Monmouth Diocesan Trust are in agreement with the consultation.

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. N/A

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.

If agreement is given to consult on the closure there will be consultation in line with the School Standards and Organisation (Wales) Act 2013 and the timeline is attached at Appendix 1

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.

Joint EAS and LA review, Estyn Inspection, Internal Audit Report and Diocese Section 50 Report

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

Significant support has been provided to the school following the publication of the reports listed above – this involved forming an Alliance' with other Abergavenny Schools, appointing an Executive Head and Acting Headteacher, both of which resigned and the Alliance ended.

Further support was provided by appointing another Executive Headteacher whilst the pupils were located to Usk VC School to share their building.

The Governing Body tried to recruit for a Headteacher but this was to no avail.

7. Final stage – What was decided?

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

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

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

The Governing Body requested the Local Authority to start the consultation process to close the school.

Signed Cath Sheen **Designation** Client Liaison Officer **Dated** 28/07/2015

The “Sustainability Challenge”

Name of the Officer completing “the Sustainability challenge” Cath Sheen		Please give a brief description of the aims proposed policy or service reconfiguration To request Members agree to the Governing Body’s request for the LA to undertake the statutory consultation process to close Llanfair Kilgeddin VA Primary School	
Name of the Division or service area 21 st Century Schools, CYP		Date “Challenge” form completed 28/07/2015	
Aspect of sustainability affected	Negative impact Please give details	Neutral impact Please give details	Positive Impact Please give details
PEOPLE			
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			
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, sustainable timber (FSC logo) etc		X	
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

Should the proposal to consult on the closure of the school be agreed and the closure goes ahead the pupils who would have originally attended the school will have access to an enhanced quality of teaching and pupil attainment, the LA provides the conditions at other schools that will enable pupils to prosper as well as independent learning

- 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 Cath Sheen

Dated: 28/07/2015

