



<p><b>Name of the Officer</b> completing the evaluation Cath Saunders</p> <p><b>Phone no:</b> 01633 644470 <b>E-mail:</b> cathrynsaunders@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>To agree to federate the Governing Bodies of Llanfoist Fawr and Llanvihangel Crucorney Primary Schools</p>
<p><b>Name of Service area CYP</b></p>	<p><b>Date</b> 14<sup>th</sup> February 2019</p>

1. **Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	The proposal will benefit pupils by bringing them together to be taught within a narrow age band		
Disability	N/A		
Gender reassignment	N/A		
Marriage or civil partnership	N/A		
Pregnancy or maternity	N/A		

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Race	N/A		
Religion or Belief	N/A		
Sex	N/A		
Sexual Orientation	N/A		
Welsh Language	N/A		
Poverty	Offer children and young people access to a wider range of materials, equipment, opportunities and facilities		





**2. Does your proposal deliver any of the well-being goals below?** Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!


<b>Well Being Goal</b>	<b>Does the proposal contribute to this goal? Describe the positive and negative impacts.</b>	<b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
<b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The proposal will enable both Governing Bodies to share resources, develop common policies and schemes of work to promote consistency and continuity in teaching and learning, avoid duplication	

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	of effort and utilize staff expertise across the schools within the federation. The proposal will provide opportunities for staff CPD and give a clear focus on strategic leadership and management	
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	n/a	
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	Staff will have new opportunities to work together and reduce isolation, duplication of effort can be avoided and help with better work life balance of staff. It can enable staff to share heavier workloads whilst allowing schools to continue to provide a wide curriculum that offers real choices and options for pupils  The federation will also respond to pupils wider needs, it can enable pupils to access specialist teaching, more structured and sustained social and educational opportunities, team sports, wider curriculum expertise and a wider choice of extra-curricular activities.	
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	Federation can help small rural schools to remain sustainable within their communities. Shared governing body provides an effective and accountable mechanism for schools to pool resources and staff, gain economies of scale and efficiencies that enable them to remain viable	

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>Combined strategic and financial planning should mean that jobs can be better protected in any combined period of contraction and specialist staff can be used to best effect recognizing that all support and teaching staff have specialist skills and knowledge</p>	
<p><b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>The federation will also respond to pupils wider needs, it can enable pupils to access specialist teaching, more structured and sustained social and educational opportunities, team sports, wider curriculum expertise and a wider choice of extra-curricular activities</p>	
<p><b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances</p>	<p>The proposal will offer pupils of all ages to and abilities to meet and work as part of a larger group, which can be beneficial to older, more able pupils. Pupils can access more structured and social education al opportunities, team sports, wider curriculum expertise and a wider choice of after curricular and out of school activities.</p> <p>The proposal can offer career opportunities for staff not normally available to them, aid the recruitment of new highly qualified teachers to the schools.</p>	

**3. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p><b>Long Term</b></p> <p>Balancing short term need with long term and planning for the future</p>	<p>Yes. Federation can help small rural schools to remain sustainable within their communities. Shared governing body provides an effective and accountable mechanism for schools to pool resources and staff, gain economies of scale and efficiencies that enable them to remain viable</p>	
 <p><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	<p>Yes. The pooling of resources will improve performance, raise standards of attainment and achieving more for the children whether that is providing access to opportunities and facilities children would not normally be able to access</p>	
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>Yes Consultation has taken place with school Councils of Llanfoist School and Llanvihangel School. Parent / Carers staff, Trade Unions and other interested parties have been consulted on the proposal in line with that set out in the Regulations.</p>	
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Yes. Federation enables a single governing body to raise standards and maintain local education provision by sharing resources, staff expertise and facilities and sharing best practice. Both schools can pool resources, including staff and budgets, release capacity in senior management team and gain economies of scale and efficiencies.</p>	

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The above analysis shows how federation will have a positive impact on the majority of the National wellbeing goals</p>	

**4. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Social Justice, Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?**

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Social Justice	The proposal will offer pupils of all ages to and abilities to meet and work as part of a larger group, which can be beneficial to older, more able pupils. Pupils can access more structured and social education al opportunities, team sports, wider curriculum expertise and a wider choice of after curricular and out of school activities		
Safeguarding	We would expect that the safeguarding standards and expectations of the schools will not be affected by the proposal		
Corporate Parenting	We would expect that the standards and expectations of the schools will not be affected by the proposal		

**5. What evidence and data has informed the development of your proposal?**

Both schools are categorised as 'Green' in relation to standards of achievement and are stable well run schools. Both schools currently have surplus budgets, projected to continue in surplus. Numbers on roll projected to remain static at Llanfoist Fawr School over the next 5 years with numbers projected to increase slightly at Llanvihangel Crucorney before steadily dropping back down over the same period. The schools are currently successfully being run as a 'soft' federation with an Executive Headteacher and this has been paramount to the decision to proceed with the formal federation.

**6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?**

The Federation will provide strategic leadership and management structures that are more sustainable in the longer term. It will provide staff with the ability to learn from each other within a coherent approach to deliver professional learning communities and focus on school improvement linking national priorities with school improvement planning. The proposal will offer pupils of all ages and abilities to meet and work as part of a larger group, which can be beneficial to older, more able pupils. Pupils can access more structured and social educational opportunities, team sports, wider curriculum expertise and a wider choice of after curricular and out of school activities. The evaluation and effectiveness of the Federation will be through sustained and improved standards. It is not proposed that a specific evaluation of the Federation be produced annually however, the federation will be considered as part of schools self-evaluation, Estyn inspections and categorisation.

**7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.**

What are you going to do	When are you going to do it?	Who is responsible

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**8. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.**

<b>Version No.</b>	<b>Decision making stage</b>	<b>Date considered</b>	<b>Brief description of any amendments made following consideration</b>
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		