



<p><b>Name of the Officer</b> completing the evaluation Sharon Randall-Smith</p> <p><b>Phone no:</b> 01633 644201 <b>E-mail:</b> sharonrandall-smith@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 and Kymin View and Llandogo Primary Schools</p>
<p><b>Name of Service area CYP</b></p>	<p><b>Date</b> 15<sup>th</sup> February 2020</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 participate in activities within a narrow chronological age group		
Disability	N/A		
Gender reassignment	N/A		
Marriage or civil partnership	N/A		

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?
Pregnancy or maternity	N.A		
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 resources, equipment, learning experiences 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!




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 prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The proposal will enable both Governing Bodies to share the workload and resources, develop common policies and schemes of work to promote consistency and continuity in teaching and learning. The proposal will avoid duplication of effort and maximise staff expertise across the schools within the federation. The proposal will provide greater opportunities for staff PL and give a clear focus on strategic leadership and management.</p>	
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>n/a</p>	
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Staff will have new opportunities to work together and reduce isolation. The duplication of effort can be avoided and help with better work life balance of staff. It can enable staff to share workloads whilst allowing schools to continue to provide a wide curriculum that offers real choices and options for pupils</p> <p>The federation will also be better equipped to respond to pupils wider needs. Pupils have greater access to 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 Wales of cohesive communities</b></p>	<p>Federation can help small rural schools to remain sustainable within their communities. A shared</p>	

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?
Communities are attractive, viable, safe and well connected	governing body is an effective and accountable mechanism for schools to pool resources and staff, gain economies of scale and secure efficiencies that enable them to remain viable	
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Combined strategic and financial planning should mean that there is better protection of jobs in any combined period of contraction. Specialist staff can be used to best effect; recognising that all support and teaching staff have specialist skills and knowledge	
<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	The federation will also be more able to 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 more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	<p>The proposal will offer pupils of all ages and abilities increased opportunities to meet and work as part of a larger group, which can be particularly 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.</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, and attract high calibre candidates to senior leadership posts.</p>	

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?
	The proposal will support pupil wellbeing by providing more opportunities to participate in wider range of school-based activities with peers. Increased opportunities for staff to work together and share workloads will support a better work life balance for staff.	

### 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>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	Yes. Federation can help small rural schools to remain sustainable within their communities. A shared governing body provides an effective and accountable mechanism for schools to reduce workload, pool resources, gain economies of scale and secure efficiencies that enable them to remain viable	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	Yes. The pooling of resources will support effective school improvement performance and develop high quality provision. Children would have greater access to learning experiences and better facilities to support pupil progress and wellbeing.	

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>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>Yes, Consultation has taken place with Kymin View Primary School and Llandogo Primary 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, facilities, and best practice. Both schools can pool resources to gain economies of scale.</p>	
 <p><b>Integration</b></p> <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, wider learning experiences, participation in team sports, and a wider choice of after curricular and out of school activities		
Safeguarding	We would expect high standards of safeguarding practice would 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?**

Kymin View is a self-improving school that has secured a strong position in the wider schooling system in Monmouthshire. Llandogo is an improving school and has made suitable progress over the past two years. Both schools are stable. Kymin View Primary school has a surplus budget. Llandogo Primary School is in a deficit budget position and has a recovery plan in place to return to a surplus budget by 2023/24. Numbers on roll are projected to fall in both schools over the next four years.

The schools are currently successfully being run as a 'soft' federation with an Executive Headteacher and this has is a significant factor in 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 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, 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.

The evaluation and effectiveness of the Federation will be through continuous school improvement and the sustainability of the two schools. It is not proposed to evaluate the impact of the Federation annually. However, the Federation will be part of our usual arrangements for monitoring the effectiveness of our schools...

**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

**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.**

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration



