



Integrated Impact Assessment document

(incorporating Equalities, Future Generations, Welsh Language and Socio Economic Duty)

<p>Name of the Officer</p> <p>Morwenna Wagstaff</p> <p>Tel: 01633 644032</p> <p>E-mail: MorwennaWagstaff@Monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>To relocate the Pupil Referral Unit in the South of the county from Hanbury House to the Mouton House site, Pwllmeryic</p>
<p>Name of Service area</p> <p>CYP - Inclusion</p>	<p>Date</p> <p>21/11/2023</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 PRU provides statutory education for children/ young people who are permanently excluded from school or too ill to attend. This move will have a positive impact on the service that can be provided in the south of the county.	None	None

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?
Disability	The PRU supports a number of pupils with additional learning needs (ALN). This move will have a positive impact on the offer for pupils with ALN/ disabilities. The current PRU site in Hanbury House is on the first floor/ up steps so is not accessible to potential pupils with mobility issues.	For some pupils with ALN there may be issues about moving to a new, less familiar environment.	Support with transition will be in place for any pupils who need it due to their ALN/ vulnerabilities.
Gender reassignment	N/A	N/A	n/a
Marriage or civil partnership	N/A	N/A	N/A
Pregnancy or maternity	The PRU provides for young women who are pregnant and do not attend school. This move will have a positive impact on the service that can be provided in the south of the county.	N/A	N/A
Race	The relocation of the South PRU will have a positive impact on all children/ young people who are supported by the service including those from a range of backgrounds.	N/A	N/A
Religion or Belief	.The relocation of the South PRU will have a positive impact on all children/ young people who are supported by the service including those from a range of religious/ faith backgrounds.	N/A	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?
Sex	N/A	N/A	N/A
Sexual Orientation	N/A	N/A	N/A

2. The Socio-economic Duty and Social Justice

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions This duty aligns with our commitment as an authority to Social Justice.

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Socio-economic Duty and Social Justice	The Pupil Referral Service supports many pupils/ families who are eligible for free school meals (eFSM) and who are not attending school. The improved outcomes associated with engaging in education and having options for further education/ employment are clear. The relocation of the PRU will enable an improved offer in the south of the county.	N/A	N/A

Policy making and the Welsh language.

How does your proposal impact on the following aspects of the Council's Welsh Language Standards:	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
Policy Making Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably	N/A	N/A	N/A
Operational Recruitment & Training of workforce	N/A	N/A	All staff are offered Welsh language courses, and also that Welsh language desirable is included in all job descriptions as standard. It is difficult it is to recruit Welsh speaking staff to roles in PRS.
Service delivery Use of Welsh language in service delivery Promoting use of the language	The colocation of PRS staff in the south of the county (i.e. from Hanbury House and Caerwent Village Hall) will have a pooling effect on the teaching skills available which could include the teaching/ promotion of the Welsh language. There is one PRS teacher who teaches Welsh and other languages, this move will allow for this teacher's skills to be more widely utilised than currently is possible. Having a secure/ permanent teaching space will enable Welsh Language resources,	N/A	N/A

	displays and information to be more readily presented and available.		
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4. 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>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>An improved Pupil Referral Service (PRS) and new accommodation for the Pupil Referral Unit in the south will enhance the current offer and hopefully lead to improve educational opportunities, appropriate interventions focused on pupil's social, emotional and mental health needs, as well as addressing their additional learning needs which could mean an improved future opportunities for the pupils to engage positively in education and employment.</p>	<p>N/A</p>
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>An improved Pupil Referral Service (PRS) and new accommodation for the Pupil Referral Unit in the south will have access to outdoor space and will enable the expansion of the curriculum to include elements around forest school, nature, biodiversity etc. to inspire the pupils accessing the site.</p>	<p>N/A</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>An improved Pupil Referral Service (PRS) and new accommodation for the Pupil Referral Unit in the south will enhance the current offer including the provision of appropriate outdoor space and access to sports fields to enhance the physical education curriculum and play opportunities on offer.</p>	<p>N/A</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?
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>A permanent accommodation for the PRU South will enable a better sense of belonging within the wider local community. The PRS South will have a 'home' and will be able to celebrate and explore the local community further, and hopefully making positive links and a greater sense of connection to the local community.</p> <p>Moving from a busy town repurposed office accommodation to an appropriate educational setting with offsite parking and outside learning spaces will be safer for the pupils.</p>	N/A
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	N/A	N/A
<p>A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>A permanent accommodation for the PRU South will enable a pride in their setting which could lead to a clearer sense of culture and connections to the local community.</p>	N/A
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>The PRU is an essential component of the educational offer for some of our most vulnerable pupils. It is essential that the accommodation and service offered is of high quality and shows that they are valued by wider community/ LA. The improved offer that will be available</p>	N/A

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?
	in the new accommodation will improve the provision and better meet the needs of a range of pupils.	

4. 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, a dedicated PRU base provides a sustainable future for the PRU for years to come. The potential to develop and improve the provision will then be possible. Currently the PRU is in temporary, not fit for purpose accommodation.	N/A
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	The relocation of the PRU south will increase opportunities for collaboration of a range of professionals/ partners to offer an improved offer for the pupils accessing the service.	N/A
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	The staff and pupils of the current PRU are very clear that they need better accommodation. The secure and dedicated base will enable more routine pupil voice activities and provision that is more suitable to the pupil's needs.	N/A

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 data-bbox="152 496 291 523">Prevention</p> <p data-bbox="344 256 506 555">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="546 256 1294 480">The PRU serves a preventive function, with the aim of reengaging pupils back into education that meets their needs and addresses some of the issues that led to them being out of school. It is a huge priority to enable them to have positive choices available to them when they finish statutory education and move into the world as adults.</p>	<p data-bbox="1352 256 1406 284">N/A</p>
 <p data-bbox="152 839 291 866">Integration</p> <p data-bbox="344 600 517 858">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="546 600 1323 667">.The relocation of the PRU south will have positives impact on the wellbeing goals for the pupils engaged in the service.</p>	<p data-bbox="1352 600 1406 627">N/A</p>

5. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: 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?
Safeguarding	The improved accommodation will provide a more suitable, secure base for the PRU. It will have appropriate staff parking and pupil drop/ off and pick up points. It will be away from a busy high street, the traffic and the draw from people/ opportunities to abscond more easily. The internal environment will be more suitable for education, providing safe breakout spaces within the building and into the outside spaces. The opportunity to have more staff on one site, will mean the increased flexibility in the staffing to respond to incidents and support pupils when they are in crisis or distress.	N/A	N/A
Corporate Parenting	Children who are Looked After or Care Experienced are over represented in the Pupil Referral Service. This relocation of the PRU will have a positive impact on the service that can be offered to these pupils.	N/A	N/A

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

PRS information/ data.
Expectations around the Curriculum for Wales

7. 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?

.This section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template

Positive implications of the relocation of the PRU South include:

- Improved safeguarding due to location of new site and the improved, educationally focused internal spaces and access to suitable outdoor space and parking/ drop off and collection points.
- Improved service offer from PRU will have a positive impact on a number of pupils who are Children Looked After/ Care Experienced.
- The relocation offers a sustainable long terms solution to provision for permanently excluded pupils and those educated other than in school.
- The relocation offers improved curriculum offer for PRS pupils which will improve educational outcomes, the ability of pupils, many with additional learning needs/ vulnerabilities to have better chances at reengaging in education.

8. 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
N/A		

9. 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
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		