

# Equality Impact Assessment

## 1. What are you assessing?

Proposal to relocate the Specialist Resource Base (SRB) at Llandough Primary School to Ysgol Y Ddraig from January 2023.

## 2. Who is responsible?

<b>Name</b>	Nathan Slater	<b>Job Title</b>	Project Manager
<b>Team</b>	Sustainable Communities for Learning	<b>Directorate</b>	Learning & Skills

## 3. When is the assessment being carried out?

<b>Date of start of assessment</b>	23 September 2022
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## 4. Describe the proposal?

### **What is the purpose of the proposal?**

In July 2022, the Council launched a new consultation aimed at relocating the Special Resource Base (SRB) at Llandough Primary School to Ysgol Y Ddraig. The aim of the consultation was to inform the community about the school proposal being put forward to relocate the SRB to Ysgol Y Ddraig from January 2023, and to seek feedback on this proposal.

The feedback and views expressed in the consultation are being considered together in the publication of a consultation report on the proposal and this Equality Impact Assessment.

The proposal being put forward is to relocate the Specialist Resource Base (SRB) at Llandough Primary School to Ysgol Y Ddraig from January 2023. To implement the proposal specialist educational provision for pupils aged 4-11 year with Speech, Language and Communication Needs would be relocated from Llandough Primary School to Ysgol Y Ddraig. Ysgol Y Ddraig is an English medium community school located in Llantwit Major which currently caters for 3–11-year-olds. An area of the building has been allocated for the SRB. It is proposed that the SRB would follow the same model as described above, maintaining its focus on pupils with Speech, Language and Communication Needs. Existing SRB Staff and pupils would be accommodated in the new location at Ysgol Y Ddraig.

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## Why do you need to put it in place?

The SRB provision at Llandough Primary School was moved to Ysgol Y Ddraig during the Covid-19 pandemic. The space at Llandough was considered to be too small for social distancing with insufficient ventilation to prevent the spread of the disease. Pupils from the resource base also shared toilets with year 1 pupils from the mainstream school which added to the risk of increased infection as pupils were not able to be contained in “bubbles” which were operating at this time.

The Council reviewed the SRB at Llandough Primary School to explore if any measures could be taken to make the space useable under Covid regulations. Though ventilation could be improved, and the social distancing eased by rotating pupils in and out of the SRB, this would not have been sufficient to meet the guidance at the time. Additionally, the use of toilets by more than one class was seen as an infection risk and this risk could not be mitigated. A number of options were considered which would keep all pupils and staff safe in both the SRB and school, whilst allowing access to the specialist provision. However, no solutions were found to ensure that all the pupils could access learning safely.

As a consequence, the Council investigated alternative options to deliver the provision from an alternative school site which had the space that would allow social distancing, good ventilation, and safe use of pupil toilets. This space was found at Ysgol Y Ddraig Primary School in Llantwit Major. Two full time classrooms with break out space, separate outside space, and separate toilets were accessed. The base could also be entered through a separate entrance. Thus, the base was self-contained, ensuring that pupils and staff were safe and compliant with Covid regulations.

The agreed arrangement was temporary and reviewed regularly, with the intention that the base would return to Llandough Primary School when Covid restrictions eased. It is only very recently that Covid restrictions have eased sufficiently to consider a return to Llandough Primary School. However, despite the easing of restrictions it is still evident that the accommodation available at Llandough Primary School is no longer fit for purpose and is not comparable with that available at Ysgol y Ddraig.

Local authority officers have surveyed the accommodation at Llandough and concluded that extensive re-modelling of the ground floor section of the school would be required in order to provide a functional space for the provision going forward. This re-modelling would cause significant disruption to the wider school and would also require additional funding to complete the works required. This is estimated as being a minimum of £50,000. In addition, because of the limitations of what is a relatively old building on a limited site, it would be impossible for any re-modelling to create the same standard of environment as can be offered at Ysgol y Ddraig which is a newly built facility with all the benefits of a 21<sup>st</sup> century school.

As a result of the success of the temporary relocation and the availability of improved facilities at Ysgol Y Ddraig, it is therefore considered that the SRB would benefit from a permanent relocation to Ysgol Y Ddraig. This would allow the SRB to continue to benefit

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from the facilities available at the school and allow this group of children access to the best possible specialist provision for Speech, Language and Communication Needs.

### **Do we need to commit significant resources to it (such as money or staff time)?**

No capital funding is required to undertake the relocation. The implementation of the proposal does not require amendments to the Ysgol Y Ddraig school building.

### **What are the intended outcomes of the proposal?**

The Council aims to:

- Continues to provide targeted support for pupils with Speech, Language and Communication Needs within a mainstream primary school environment.
- Provides improved learning environments which are adaptable to change and will challenge and support children to reach their full potential.
- Provides continuity of provision within the Vale of Glamorgan for pupils with Speech, Language and Communication Needs.
- Provides opportunities for professional development throughout Ysgol Y Ddraig.
- Ensures that pupils with Speech, Language and Communication Needs can have their needs met within the local authority and can be supported to remain in their mainstream school.

### **Who does the proposal affect?**

All staff, pupils, parents of pupils attending the SRB and governors at Ysgol Y Ddraig.

### **Will the proposal affect how other organisations work?**

The relocation of ALN provision will result in the loss of the Speech, Language and Communication Needs SRB at Llandough Primary School. However, the relocation of the SRB would provide additional space at Llandough Primary School allowing the school to accommodate the anticipated increase in pupil population arising in the area. It is forecast that 209 pupils will attend Llandough Primary School in 2025 which is near the threshold of the school's capacity of 210 places. The relocation will also support a more equitable distribution of specialist resources across the Vale of Glamorgan.

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## Will the proposal affect how you deliver services?

There would be a positive impact regarding ALN as the proposal would result in improved provision available for pupils with Speech, Language and Communication Needs, not only for pupils with complex needs from throughout the Vale, but also for pupils from Ysgol y Ddraig who would benefit from the increased on-site expertise.

- A key role of the SRB would be to support the implementation of school-wide policies and procedures to strengthen support available to all pupils at Ysgol Y Ddraig.
- The school has robust and effective processes to track pupils' progress. Senior leaders analyse information well to hold teachers to account through termly progress meetings. There is a very strong focus in place on raising the achievement of all pupils, including vulnerable learners. The school works closely with external agencies to support vulnerable learners. The school has prepared staff well for the changes under the new ALN Act.

## Will the proposal impact on other policies or practices?

No, the change only relates to the location. The existing policies and practices relating to the SRB would be retained.

## Can you change the proposal so that it further promotes equality of opportunity and fosters good relations?

Our formal consultation process follows Welsh Government guidelines outlined in the School Organisation Code 2018. A range of individuals and groups were asked for their views about these proposals during the period 1 February to 15 March 2022. All responses received as part of the consultation are reflected in the Consultation Report.

Before any decisions are made, the Council needs to ensure that it offers a number of opportunities for individuals and interested groups to make their views and opinions on the proposals known.

The Council consulted with the following groups:

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Staff (teaching and non-teaching) at Ysgol Y Ddraig and Llandough Primary School	Governing Body of Llandough Primary School
Parents/Carers and Guardians of children at Ysgol Y Ddraig and Llandough Primary School	Governing Body of Ysgol Y Ddraig
Town and Community Councils	Diocesan Directors of Education
Vale of Glamorgan Children and Young People's Programme Board	Vale of Glamorgan Early Years Development Partnership (EYDCP)
Assembly Members (AM's) / Members of Parliament (MP's) / Regional Assembly Members	Local Councillors
Rhieni dros Addysg Gymraeg (RHAG)	Welsh Language Commissioner
Estyn	Primary and Secondary schools in the Vale of Glamorgan
Welsh Government Ministers	Central South Consortium Joint Education Service
Local Police and Crime Commissioner	Trade Unions
Council's Transportation Department	Directors of Education – All Neighbouring Authorities

## How will you achieve the proposed changes?

The consultation period for the proposal started on 13 July 2022 and ended on 22 September 2022.

Within 13 weeks of 22 September 2022 a consultation report will be published on the Council's website. Hard copies of the report will also be available from the school office on request. The report will summarise the issues raised by consultees during the consultation period and responses to these issues. The report will also contain Estyn's view of the proposals. In November 2022, the Council will consider the consultation report and decide whether or not to proceed with the proposals.

If the Council decides to continue with the proposals it must publish a statutory notice.

The Council's proposal would formalise the relocation of the SRB from January 2023.

## Who will deliver the proposal?

The Council's Additional Learning Needs and Wellbeing Department will be responsible for delivering the proposal.

## How will you know whether you have achieved the proposal's purpose?

The Council would have determined the proposal to:

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- Relocate the Specialist Resource Base (SRB) at Llandough Primary School to Ysgol Y Ddraig from January 2023

The Council may decide to approve, reject, or approve the proposals with modifications. In doing so, the Council will take into account any statutory objections that it has received.

## 5. What evidence are you using?

### Engagement (with internal and external stakeholders)

The consultation process followed Welsh Government guidelines, in compliance with the Schools Standards and Organisation (Wales) Act 2013 and School Organisation Code 2018. The Council consulted with a range of statutory consultees outlined in and required by the Code.

Consultation was undertaken at a formative stage and allowed for intelligent consideration and response. The timescales for consultation comply with the School Organisation Code and allowed 7 weeks for consultees to consider and prepare a response. A number of themes received in as part of the process will be addressed and contained within a consultation report to be reported to Council on the proposal. The Council has a statutory duty to publish a consultation report on the proposal.

The Council offered drop in sessions for staff, parents and community stakeholders to attend as part of the process.

Consultees were asked for their opinion on the key question for the proposal:

- 1) Do you support the proposal to relocate specialist education by establishing a specialist resource base at Ysgol Y Ddraig from January 2023?

Consultees were able to respond with Yes, No or No opinion either way. Consultees were also offered the opportunity to comment further.

As the table below shows, all responses were in favour of the Proposal.

Total (individual) responses:	Total support		Total not support	
	No.	%	No.	%
4	1	100%	0	0%

Respondents were provided with the option of answering equality monitoring questions. Respondents did not have to answer as the questions were optional and a prefer not to say option was provided. Results are summarised in the table below.

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What is your gender?							
Male	1	Female	1	Non-binary	N/A	Prefer not to say	1
How old are you?*							
25-34		35-44	2	45-54		Prefer not to say	1
Are your day-to-day activities limited because of a physical or mental health condition, illness or disability?							
Yes – limited a lot	1	Yes – limited a bit		No	1	Prefer not to say	1
How would you describe your national identity?							
Welsh		English	1	Scottish		Northern Irish	
Other		Prefer not to say	1	British	1		
How would you describe your ethnic group?*							
White	2	Mixed		Asian		Black	
Other Ethnic Group		Prefer not to say	1				
Please describe your Welsh language ability by ticking the relevant box(es) below.							
Understand	1 Good 2 None	Speak	1 Good 2 None	Read	1 Competent 2 None	Write	1 Competent 2 None
Which of the following options best describes how you think of yourself?*							
Heterosexual / straight	1	Gay or lesbian	1	Bisexual or pansexual		Prefer not to say	1
What is your legal marital status?*							
Single		Married	1	registered same-sex civil partnership and living with your partner	1	Prefer not to say	1
Are you currently pregnant or have you been pregnant within the last year?							
Yes		No	2	Prefer not to say		1	
Have you taken maternity leave within the past year?							
Yes		No	2	Prefer not to say		1	

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\*table just displays options with responses, further options were available to select.

Consultation was undertaken at a formative stage and allowed for intelligent consideration and response. The timescales for consultation comply with the School Organisation Code and allowed 10 weeks for consultees to consider and prepare a response.

A number of themes received in as part of the process will be addressed and contained within a consultation report to be reported to Cabinet on the proposal. The Council has a statutory duty to publish a consultation report on the proposal.

The consultation processes gave a range of consultees and local people the opportunity to learn about the proposal and for the Council to hear the views of all those with an interest so that they can be taken into account before any decisions are made. The number of respondents and characteristics thereof are detailed in the consultation response report.

## **Consultation (with internal and external stakeholders)**

The consultation processes followed Welsh Government guidelines, in compliance with the Schools Standards and Organisation (Wales) Act 2013 and School Organisation Code 2018. The Council consulted with a range of statutory consultees outlined in and required by the Code.

Formal consultations were conducted through a consultation document and response form distributed electronically to prescribed consultees and published on the school's and Vale of Glamorgan Council's websites on the 13 July 2022.

The bilingual consultation documents were published on 13 July 2022 and distributed online; through social media, and on the Vale of Glamorgan Council's website. Consultees were provided with an electronic copy of the documents and a link to the Vale of Glamorgan Council website. Hard copies were available at the school and also at all of the consultation events.

Consultees for the consultations were asked for their opinion on a key question:

- Do you support the proposal to relocate specialist education by establishing a specialist resource base at Ysgol Y Ddraig from January 2023?

Consultees were also offered the opportunity to comment further:

- If you would like to suggest any changes or alternatives to the proposals, please detail these below.
- Any other comments?

The consultation processes gave a range of consultees and local people the opportunity to learn about the proposal and for the Council to hear the views of all those with an interest so that they can be taken into account before any decisions are made. The



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number of respondents and characteristics thereof are detailed in the consultation response report.

The authority received 4 individual responses by the consultation closing date of 22 September 2022. Of the total 4 individual responses received all were in favour of the proposal.

## National data and research

A great deal of information is available with relation to the population within the Vale of Glamorgan. This can be accessed from the following sources.

Household projections by local authority <https://gov.wales/sites/default/files/statistics-and-research/2020-08/subnational-household-projections-local-authority-2018-based-272.pdf>

Future population trends <https://gov.wales/sites/default/files/publications/2021-12/future-trends-report-wales-2021-narrative-summary.pdf>

ONS 2016 population estimates <https://gov.wales/mid-year-estimates-population-2020>

Protected characteristic data from 2011 Census  
<https://gov.wales/statistics-and-research/census-population/?lang=en>

Changes to school provision, in the form of statutory school organisation proposals, are often necessary as part of local authority plans.

The School Standards and Organisation (Wales) Act 2013 requires that the Welsh Ministers issue a School Organisation Code. The School Organisation Code 2018 sets out requirements for consultation upon and publication of statutory proposals for change and local authorities are required to follow the Code. The Code sets out requirements and provides guidance in respect of school re-organisation proposals brought forward to reconfigure school provision and for those responsible for determining proposals. The consultation process follows Welsh Government guidelines outlined in the School Organisation Code.

## Local data and research

The Council is using current demographic, school, and pupil data to inform the proposal. A strategic review of data was used to inform the process.

Ysgol Y Ddraig benefits from suitably sized classrooms, a main hall for sport and dining, offices for headteacher and administration, a staffroom, and break out areas for pupil interventions. The school is fenced to safeguard pupils with intercom access for visitors. Within the grounds, there are external play areas, a multi-use games area (MUGA) and habitat areas to enhance pupil wellbeing.

The SRB would be accommodated within two adjacent classrooms with access to outdoor space. Staff would utilise the existing staff room within Ysgol Y Ddraig to help foster a strong connection between the SRB and Ysgol Y Ddraig improving integration.

The proposed new location would provide:

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- A high-quality IT rich learning environment for pupils meeting the educational curriculum needs of the 21st Century
- Unobstructed access between all internal areas for children and staff
- Enhanced safeguarding and site security for pupils and staff
- Improved outdoor sports facilities for ALN pupils
- Specialist provision to provide a curriculum that best meets the needs of learners
- Full access for the whole community with full disabled access to internal and external areas.

## 6. How robust is the evidence?

### **Does it show what the impact will be (positive and negative)?**

This proposal pays due regard to the need to eliminate discrimination, advance equality, and foster good relations as an integral part of the decision making process. The impact of the proposal will be positive in terms of providing improved learning environments which are adaptable to change and will challenge and support children to reach their full potential. The SRB is also more centrally located in the Vale ensuring access to the SRB is improved to the wider authority area.

There may be a negative impact in terms of :

- Management of staff and resources may be disrupted during the implementation of the proposal. As the base is already at the proposed site, this would be minimal.
- Pupils maybe further disrupted due to the proposal. It is noted that the SRB has temporarily moved to Ysgol Y Ddraig which would limit any additional disruption if the proposal were approved.
- Some staff and pupils will have further to travel to the relocated base.

### **What are the gaps?**

The protected characteristics of future pupils attending the SRB are unknown at this stage. There is limited information held within the Directorate of the protected characteristics of the staff and governing body however the proposal is designed to have a positive or neutral impact on those with protected characteristics accessing the new location. As the staff and governing body are small in number, this data may also serve to identify individuals and personal information held about them. However as part of the consultation several opportunities via a variety of confidential methods were given to staff and governors to express concerns with relation to their personal circumstances as well as any wider concerns. No issues were raised during the consultation or subsequently that were considered to have an adverse impact on the protected characteristics of staff

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or governors. As a result this is not included in this assessment.

The Council would ensure that all staff and governors would not be adversely impacted as a result of their protected characteristic as a result of this proposal.

## **What will you do about this?**

Consideration of the protected characteristics of the pupils, staff and Governing Body would be reflected in the SRBs in location. For example via the provision of a fully accessible building at Ysgol Y Ddraig.

The protected characteristics of future occupiers of the school cannot be known however Ysgol Y Ddraig would ensure equality of opportunity for all those accessing the new building.

Information is provided to the school by the parents and professionals on the child's enrolment at the school. This allows the school to ensure that the school can meet their needs.

## **What monitoring data will you collect?**

The Pupil Level Annual School Census (PLASC) data is collected on an annual basis, protected characteristics are captured through this process.

## **How often will you analyse and report on this?**

The pupils Level Annual School Census (PLASC) is completed annually. The Council and schools use the data to develop and monitor policy and performance in the Vale of Glamorgan. The effectiveness of this proposal will be monitored via the school's governing body, the Council, the Central South Consortium and Estyn.

## **Where will you publish monitoring data and reports?**

School Census is published by Welsh Government on the STATS Wales website for each local authority area.

<https://statswales.gov.wales/Catalogue/Education-and-Skills/Schools-and-Teachers/Schools-Census>

There would be continued monitoring of school standards across all year groups by the governing body, the Local Authority, and the Central South Consortium and via Estyn.

Standards in schools are monitored on an annual basis by the Consortium and reported back to the Local Authority. Standards for children who have been identified with additional learning needs, along with those children identified as school action and school

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action plus will also be part of the Annual National Categorisation School Report carried out by the Central South Consortium in partnership with the school.

## 7. Impact

### **Is there an impact?**

There would be a positive impact on persons with the protected characteristics of age, disability, gender reassignment and identity, religion/belief, and human rights.

There has been no perceived negative impact on the protected characteristics identified.

The positive impacts are outlined below in the relevant section.

### **If there is no impact, what is the justification for thinking this? Provide evidence.**

Evidence is assessed through the consultation process and through school and pupil data.

### **If there is likely to be an impact, what is it?**

#### **Age**

The SRB serves pupils ranging from 3 to 11 year olds in the primary school setting. The proposal does not seek to change the age range. The relocation of the SRB to Ysgol Y Ddraig would maintain access to all pupils within the primary school age bracket.

Therefore, it is considered the proposal would have a **neutral** impact on the protected characteristic of age.

#### **Disability**

The SRB provides support to pupils which have Speech, Language and Communication Needs. The SRB serves the Vale of Glamorgan area with pupils attending the SRB 3 days a week from other mainstream schools in the Authority. The relocation to Ysgol Y Ddraig results in the SRB being more centrally located in the Vale of Glamorgan improving accessibility for pupils in the western Vale.

In addition Ysgol Y Ddraig was developed under Band A of the Sustainable Communities for Learning programme. The whole building was designed to comply with building

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regulations for disabled access, with parking and access into the school building as well as access throughout the school.

The school does not have an attached specialist resource base (SRB); it provides specialist support for children who have identified needs in an inclusive setting within the school.

Based on the policies in place that would not change as a result of the move to a new school building, staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the governing body and Council in order to support the staff at the school and all people accessing the building will benefit from its accessible nature.

The proposal will therefore provide a **positive** impact for pupils, staff, governors, and the wider community visiting the school who have been identified within this protected group as they will have access to a fully accessible school building.

## **Gender reassignment, including gender identity**

Gender reassignment is not recorded for Primary age pupils however individual pupils choosing to live other than at their birth gender are supported within Primary Schools. All children would continue to receive a high quality education at the new school site. Pupils and staff have the right to access the toilet that corresponds to their gender identity. Any pupil or staff member who has a need or desire for increased privacy, regardless of the underlying reason, would be provided access to a single stall toilet, but no pupil or staff member shall be required to use such a toilet. The new building would provide single stall toilets that can be used by all, albeit separate facilities would be available for adults and children.

The use of changing rooms by transgender pupils and staff would be assessed on a case by-case basis in discussion with the individual concerned. The school would maximise social integration and promote an equal opportunity to participate in physical education classes and sports, ensuring the safety and comfort, and removing adverse impact for the individual. In most cases, transgender pupils or staff would have access to a changing space that corresponds to their gender identity.

None of the respondents indicated that this proposal would have an adverse impact on their gender identity. Based on current evidence this proposal would have a **neutral** impact on this protected group.

## **Marriage and civil partnership (discrimination only)**

None of the respondents indicated that this proposal would have an adverse impact on their status in this regard. This information is not held at a directorate level for staff and governors however the proposal is designed to have a positive or neutral impact on those with protected characteristics accessing the new building. Pupils at the school are below the legal marriage age. Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the governing body and Council in order to support the staff at the school.

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Based on the policies in place that would not change as a result of the transfer to a new school building, this proposal would have a **neutral** impact on this protected group.

## **Pregnancy and Maternity**

It is considered that there will not be a negative impact on pupils in this protected group as there is a minimal likelihood of pupils falling within this protected group due to the age range of the school. The provision of education for any pupil who were within this protected group would remain unaltered by the proposal.

Staff who are currently on maternity leave or are pregnant at the point of the proposed move would be protected under the Equalities Act 2010.

None of the respondents indicated that this proposal would have an adverse impact on their status in this regard however reference to the impact, both positive and negative, on future children was made in a small number of responses. Based on the policies in place that would not change as a result of the proposal, this proposal would have a **neutral** impact on people in this protected group.

## **Race**

The predominant ethnicity at Ysgol Y Ddraig Primary is currently White – Welsh/English/Scottish/Northern Irish British. This is reflective of the wider Vale Primary School population which has an average of 90% White British pupils.

As the children will be moving to a new school location are from schools from around the Vale, it is unlikely that the proposal will change the ethnic profile of the school.

All staff, pupils and governors would continue to receive protection under the Equalities Act 2010 which would be referred to by the governing body and Council in order to support the staff at the school.

None of the respondents indicated that this proposal would have an adverse impact on their status in this regard. Based on the policies in place that would not change as a result of the proposal and the very small number of pupils in this category, this proposal would have a **neutral** impact on people in this protected group.

## **Religion and belief**

Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the governing body and Council in order to support the staff at the school.

Respect for all religious and non-religious beliefs would not change due to this proposal. Ysgol Y Ddraig is a community school the same as Llandough Primary School and the aspect of the curriculum relating to religion and belief would not change as a result of this proposal.

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None of the respondents indicated that this proposal would have an adverse impact on their status in this regard. It is considered the proposal would have a **neutral** impact on people in this protected group.

## Sex

The Llandough Primary school currently has 53% male pupils on roll and 47% female. Whereas Ysgol Y Ddraig has 57% male pupils on roll and 43% female. The percentage split at both schools is a similar percentage to the Vale wide primary pupil population (49% female and 51% male). Overall it is considered there would be no perceived negative impact.

Children of both sexes would be treated and taught equally in the school at the new school location of for the SRB. There would be no different methods of teaching or curricula for either sex. The school would aim to reduce - as far as possible - segregating pupils and students by Gender. Pupils would continue to be supported to enable equal access to PE and where lessons are segregated by sex/gender they would be enabled to participate in the activity which corresponds to their gender identity if this is what they request. The aspect of the curriculum management relating to any identified gender based attainment gap would not change as a result of this proposal.

Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the Governing body and Council in order to support the staff at the school. .

None of the respondents indicated that this proposal would have an adverse impact on their status in this regard. Based on the policies in place that would not change as a result of the proposal, this proposal would have a **neutral** impact on people in this protected group.

## Sexual orientation

Inclusivity and respect of others is an intrinsic element of the national curriculum. The principles of school inspection as described in the 'Framework for School Inspection', September 2015 states that the inspection will focus on the needs of pupils and parents by evaluating the extent to which schools provide an inclusive environment which meets the needs of all pupils irrespective of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation. The Estyn School Inspection Handbook also details how inspection will evaluate how well individual pupils benefit from the school and states it may be relevant to pay particular attention to those with protected characteristics, therefore including transgender pupils. Under spiritual, moral, social, and cultural development Estyn will look for evidence where pupils develop awareness and respect for diversity in relation to, for example gender, race, religion and belief, sexual orientation, and disability.

Inspectors will also consider types, rates and patterns of bullying and the effectiveness of the school's actions to prevent and tackle all forms of bullying and harassment – this includes cyber bullying and prejudice-based bullying related to special education need, sexual orientation, sex, race, religion and belief, gender reassignment or disability.

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Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the governing body and Council in order to support the staff at the school.

Based on the policies in place that would not change as a result of the proposal, this proposal would have a **neutral** impact on people in this protected group.

## Welsh language

Parental demand for Welsh medium primary education will continue to be provided through the relevant catchment area schools in relation to the pupils home location.

Ysgol Y Ddraig and Llandough Primary Schools are both English medium schools and this proposal does not seek to change this. The Council was very successful in increasing Welsh medium primary sector capacity within the Vale of Glamorgan under Band A of the 21st Century Schools Programme. In order to build on this success, a key priority for Band B is to increase capacity in the Welsh medium secondary sector as well as consideration of further developments at primary level. In order to ensure that the Council actively addresses the Welsh Government target of one million Welsh speakers by 2050, the Council will be undertaking an active programme of addressing need with regard to Welsh and English medium education.

Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the governing body and Council in order to support the staff at the school.

None of the respondents indicated that this proposal would have an adverse impact on their status in this regard. Based on current evidence, this proposal would have a **neutral** impact on people in this protected group.

## Human rights

Consideration of the UNICEF document, A Human Rights-Based Approach to Education For All was given as part of the development of this consultation. This document advises that Chapter 2 introduces a conceptual framework for the rights-based approach to education that embodies three interlinked and interdependent dimensions. It contends that human rights related to education cannot be realized unless and until all three are addressed:

- The right of access to education – the right of every child to education on the basis of equality of opportunity and without discrimination on any grounds. To achieve this goal, education must be available for, accessible to and inclusive of all children.
- The right to quality education – the right of every child to a quality education that enables him or her to fulfil his or her potential, realize opportunities for employment and develop life skills. To achieve this goal, education needs to be child-centred, relevant and embrace a broad curriculum, and be appropriately resourced and monitored.
- The right to respect within the learning environment – the right of every child to respect for her or his inherent dignity and to have her or his universal human rights respected within the education system. To achieve this goal, education must be provided in a way



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that is consistent with human rights, including equal respect for every child, opportunities for meaningful participation, freedom from all forms of violence, and respect for language, culture, and religion.

This proposal has been presented in order to address the right of access to education, the right to quality education and the right to respect within the learning environment for all pupils within the Vale of Glamorgan.

Moving the school to improved accommodation would:

- Continues to provide targeted support for pupils with Speech, Language and Communication Needs within a mainstream primary school environment.
- Provides improved learning environments which are adaptable to change and will challenge and support children to reach their full potential.
- Provides continuity of provision within the Vale of Glamorgan for pupils with Speech, Language and Communication Needs.
- Provides opportunities for professional development throughout Ysgol Y Ddraig.
- Ensures that pupils with Speech, Language and Communication Needs can have their needs met within the local authority and can be supported to remain in their mainstream school.

It is not anticipated that there would be any adverse impacts for staff as they would simply move to a new location on their existing contracts. Any proposed changes to staffing would be subject to full consultation with staff and the relevant trades unions where necessary.

The Vale of Glamorgan Council fully supports the governors, headteacher and staff at the school with any employment related matters. The school has access to the Council's Human Resources policies and procedures, including recruitment policies. The Human Resources service works closely with governors to ensure regular and clear communication with all employees takes place on all matters relating to a change in location of their workplace.

None of the respondents indicated that this proposal would have an adverse impact on their status in this regard. Based on current evidence, this proposal would have a **neutral** impact on people in this protected group.

### **Socio-economic duty**

The overall aim of the duty is to deliver better outcomes for those who experience socio-economic disadvantage. The duty, which applies to strategic decisions, commenced 31 March 2021. Socio-economic considerations have subsequently been assessed and the results are documented below. For the purposes of this assessment, socio-economic indicators include education, economic, employment, health and wellbeing, and accessible transport.

#### Education

It is determined that if implemented the proposals would have the following benefits

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related to improving educational outcomes:

- Continues to provide targeted support for pupils with Speech, Language and Communication Needs within a mainstream primary school environment.
- Provides improved learning environments which are adaptable to change and will challenge and support children to reach their full potential.
- Provides continuity of provision within the Vale of Glamorgan for pupils with Speech, Language and Communication Needs.
- Provides opportunities for professional development throughout Ysgol Y Ddraig.
- Ensures that pupils with Speech, Language and Communication Needs can have their needs met within the local authority and can be supported to remain in their mainstream school.

The proposal is unlikely to have a significant impact on any other schools in the local area as the SRB will continue to serve the whole of the Authority area.

## Economic

The SRB will serve the whole local authority area. However, the SRB will now be based within a different educational setting. The new setting is within the Ward area of Llantwit Major. Llantwit Major ward is a relatively urban ward area and includes a number of rural areas around the outskirts of Llantwit Major. The ward area relates mainly to the settlement of Llantwit Major which is considered to be a district service centre within the Vale of Glamorgan. This settlement is relatively wealthy however there are still areas of local deprivation.

Ysgol Y Ddraig is located within the Llantwit Major 2 ward in the Llantwit Major area. The overall the ward has a population of 10,621 (Office of National Statistics, 2019).

The ward has a low level of deprivation, overall it is within the 50% least deprived wards within Wales.

The school will take in pupils from across the Vale of Glamorgan with more varied socio-economic status, this would not change as a result of these proposal.

## Employment

The Vale of Glamorgan Council would fully support the governors, headteacher and staff at the school with any employment related matters. The school has access to the Council's Human Resources policies and procedures, including recruitment policies. The Human Resources service works closely with governors to ensure regular and clear communication with all employees takes place.

The proposal would not result in any loss of employment.

## Health and Wellbeing

The school has a highly positive and inclusive ethos, which helps pupils to develop self-

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esteem and grow in confidence.

## Accessible transport

The Council has a statutory duty to provide free school transport for pupils of statutory school age who reside beyond walking distance to the nearest appropriate school. In accordance with 'The Learner Travel (Wales) Measure 2008'.

ALN pupils with specific travel requirements which cannot be met with reasonable adjustment on mainstream transport will have their eligibility determined by the ALN Team.

ALN pupils will be eligible for free transport if they are assessed as having severe and/ or complex difficulties and are attending a special school or specialist resource base as directed by the Complex Needs Team or a class in a mainstream school which is 2 miles or further (primary aged pupils) from the parental home address as measured by the shortest available walking route.

Consideration will be given for free school transport for ALN pupils living within the 2-mile limit on an individual basis, complying with Section 9 of the Learner Travel (Wales) Measure 2008, ensuring fairness and compliance with relevant equality legislation to ensure no unlawful discrimination between learners. This decision will be made in consultation with all relevant parties. If a pupil cannot walk to school (either with the support of an appropriate adult or independently depending on their age/ability) because of the nature of their additional learning needs or disability, the council will provide free home to school transport even if the distance is less than the statutory limit. The decision on this will be made by the Passenger Transport Team in conjunction with schools and the Complex Needs Team. If possible and in conjunction with the agreement of the learner, parent/carer, the school and School Improvement and Inclusion Service, escort provision may be provided, instead of transport, to enable the pupil to get to school independently. This promotes sustainable modes of travel and encourages independent living as well as health and well-being.

None of the respondents indicated that these proposals would have an adverse impact on their socio-economic status in this regard. Based on current evidence noted above, these proposals would have a **neutral** impact on pupils from families which are socio-economically disadvantaged.

## **How do you know?**

**Explain this for each of the relevant protected characteristics as identified above.**

Data is provided and analysed through the Pupil Level Annual School Census data collected in the January of each year. The Council also uses current demographic, school, and pupil data to inform the proposal. The staff would also continue to receive protection under the Equalities Act 2010 which would be referred to by the governing body and Council in order to support the staff at the school.

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## **What can be done to promote a positive impact?**

**Explain this for each of the relevant protected characteristics as identified above.**

The availability of the school, its benefits, and the facilities available will be published on the Council's website and through the Council's Parental Guide to School Admissions for parents to consider when making a decision on where to express a preference for a pupil place. Having due regard to the need to advance equality of opportunity includes having due regard to the need to remove or minimize disadvantages suffered by them. Due regard would therefore be paid to the need to take steps to meet the needs of such persons where those needs are different from persons who do not have that characteristic, and to encourage those who have a protected characteristic to participate in public life. The steps involved in meeting the needs of disabled persons include steps to take account of the persons' disabilities would be key to the design of the new building. Having due regard to 'fostering good relations' involves having due regard to the need to tackle prejudice and promote understanding. This is an important aspect to curriculum delivery and would not change as a result of this proposal.

It is acknowledged that complying with the duty may involve treating some people better than others, as far as that is allowed by the discrimination law.

### **Age**

The school would continue to provide sufficient places for children of primary school age. Inclusivity and respect of others is an intrinsic element of the national curriculum which will continue at the school.

### **Disability**

The proposal would have a positive impact as the new location of the SRB is within a more accessible school building.

### **Gender reassignment, including gender identity**

All children would be supported to receive a high quality education if the proposal were to be successfully implemented regardless of gender identity. The school will have suitable facilities in place to accommodate pupils of any gender; no pupil or staff member would need to consider changing schools due to gender reassignment.

Inclusivity and respect of others is an intrinsic element of the national curriculum.

### **Marriage and civil partnership**

Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the governing body and Council in order to support the staff at the school.

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Inclusivity and respect of others is an intrinsic element of the national curriculum. The Council will ensure that the school promotes this requirement through its monitoring and challenge carried out by the school improvement service and Human Resources.

## **Pregnancy and Maternity**

Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the governing body and Council in order to support the staff at the school.

Inclusivity and respect of others is an intrinsic element of the national curriculum. The Council will ensure that the school promotes this requirement through its monitoring and challenge carried out by the school improvement service and Human Resources.

## **Race**

Inclusivity and respect of others is an intrinsic element of the national curriculum. The Council will ensure that the school promotes this requirement through its monitoring and challenge carried out by the school improvement service and Human Resources.

## **Religion and belief**

Inclusivity and respect of others is an intrinsic element of the national curriculum. The Council will ensure that the school promotes this requirement through its monitoring and challenge carried out by the school improvement service and Human Resources.

## **Sex**

Children of both sexes would continue to be treated and taught equally in the new school building. There would be no different methods of teaching or curricula for either sex. Inclusivity and respect of others is an intrinsic element of the national curriculum. The Council will ensure that the school promotes this requirement through its monitoring and challenge carried out by the school improvement service and Human Resources.

## **Sexual orientation**

Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the Governing body and Council in order to support the staff at the school.

Inclusivity and respect of others is an intrinsic element of the national curriculum. The Council will ensure that the school promotes this requirement through its monitoring and challenge carried out by the school improvement service and Human Resources.

## **What can be done to lessen the risk of a negative impact?**

**Explain this for each of the relevant protected characteristics as identified above.**

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No negative impacts have been identified as a result of this proposal.

## **Is there a need for more favourable treatment to achieve equal outcomes? (Disability only)**

The current facilities are not fully accessible and this would be addressed positively as part of this proposal.

## **Will the impact be positive, negative, or neutral?**

**Explain this for each of the relevant protected characteristics as identified above.**

**Age – Neutral**

**Disability – Positive**

**Gender reassignment, including gender identity – Neutral**

**Marriage and civil partnership – Neutral**

**Pregnancy and Maternity – Neutral**

**Race – Neutral**

**Religion and belief – Neutral**

**Sex – Neutral**

**Sexual orientation – Neutral**

**(Welsh language – Neutral**

**Human rights – Neutral**

**Socio-economic duty – Neutral)**

Please see reasons outlined in the previous sections. In conclusion, there is no real risk of direct or indirect discrimination as the Council is pursuing a legitimate aim (namely, improving the capacity and efficiency of education) and the decision to publish the proposals to make a regulated alteration is a proportionate means of achieving that aim.

## **8. Monitoring on-going impact**

### **Date you will monitor progress**

PLASC data is annual and if approved by cabinet a project plan for this proposal will be initiated. This will include reference to this document. Any changes in outcomes resulting from this ongoing analysis will be used to update this Equality Impact Assessment, including any mitigating actions which may be required.

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## Measures that you will monitor

PLASC data for all pupils will be broken down and monitored by Age, Disability, Race, Religion and belief and Welsh language. The Equalities Team monitors service data and provides information in the annual equality monitoring report. The measures identified for the education of pupils are a matter for the governing body in their School Improvement Plan.

## Date you will review implemented proposal and its impact

Subject to the Council's approval, the school would receive enhanced support and challenge in the year following its move as is the practice following all school re-organisations. This will be provided by the Council. Thereafter, the school will be subject to routine monitoring and challenge from the Central South Consortium, Estyn, and the Council.

The Vale of Glamorgan Council works closely with the governing bodies of schools to ensure that standards are robust, that teaching and learning is of a high quality and that leadership and governance is strong. The Council works with two organisations in order to monitor the performance of schools and to support school improvement.

Estyn is the office of Her Majesty's Chief Inspector of Education and Training in Wales. It is a Crown body, established under the Education Act 1992. Estyn is independent of the National Assembly for Wales but receives its funding from the Welsh Government under section 104 of the Government Wales Act 1998. Estyn inspects quality and standards in education and training providers in Wales.

The Central South Consortium Joint Education Service (CSCJES) was established in September 2012. The Local Authority works with the Consortium to support and challenge all schools in the Vale of Glamorgan.

Schools are inspected as part of a national programme of school inspection. The purpose of an inspection is to identify good features and shortcomings in schools in order that they may improve the quality of education offered and raise the standards achieved by their pupils (Estyn).

In September 2017, a new Estyn School Common Inspection Framework was introduced for all schools across Wales. Ysgol Y Ddraig was last inspected in May 2022 under Estyn's current Inspection Framework.

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## 9. [Further action as a result of this equality impact assessment](#)

Possible Outcomes	Say which applies
No major change	Yes
Adjust the policy	
Continue the policy	
Stop and remove the policy	

## 10. [Outcomes and Actions](#)

<p>Recommend actions to senior management team</p> <p>None</p>
<p>Outcome following formal consideration of proposal by senior management team</p> <p>None</p>

## 11. [Important Note](#)

<p>Where you have identified impacts, you must detail this in your Cabinet report when seeking approval for your proposal.</p>
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## 12. [Publication](#)

<p>Where will you publish your approved proposal and equality impact assessment?</p> <p>The Council's website</p>
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## 13. [Authorisation](#)

Approved by (name)	Paula Ham
Job Title (senior manager)	Director of Learning and Skills
Date of approval	05 <sup>th</sup> October 2022



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Date of review	
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