

# Equality Impact Assessment

See the *How to do an Equality Impact Assessment sheet* for assistance to complete this form. You are also welcome to contact Delyth Williams, Policy and Equality Officer on, ext 32708, or [DelythGadlysWilliams@gwynedd.llyw.cymru](mailto:DelythGadlysWilliams@gwynedd.llyw.cymru) for further help.

## I Details

### I.1 What is the name of the Plan in question?

Begin local discussions on opening a new primary school in Cricieth

### I.2 What is the purpose of the Plan that is being created or changed? What changes are being considered?

Opening of new primary school in Cricieth

### I.3 Who is responsible for this assessment?

Gareth Jones (Modernising Education Officer)

### I.4 When did you begin the assessment? What version is this?

18 March 2019 (version 1)  
19 March 2019 (version 2)

## 2) Implementation

### 2.1 Who are the partners that you will have to work with to carry out this assessment?

Gwynedd Council Education Department

Staff, governors, parents and children will be part of the initial local engagement

## 2.2. What steps have you taken to engage with people with equality characters?

Discussions with the governing bodies of Ysgol Trefferthyr and Ysgol Llanystumdwy.  
Updated staff and parents of the 2 schools.

Depending on the Cabinet's decision, the next step will be to establish a local panel to provide an opportunity to discuss and receive local input on the future of education provision in the area. It is also intended to ensure that what is discussed during the meetings is shared with other local interested parties. These panels will include representatives from the relevant schools – the headteacher, chair of governors, parent governor, local elected members, and representation from other relevant organisations. This work will involve conducting language, community and equality assessments of possible options.

We will also be holding a session with pupils to receive their comments on options.

## 2.3 What was the result of the engagement?

The outcome of the engagement and assessments will be available following the completion of the local panel sessions.

## 2.4 What other information informed the way you operate?

We operate the project on the basis of a bid for 21st Century Schools funding.

## 2.5 Are there any gaps in our evidence that need to be gathered?

No

## 3) Identifying the Impact

### 3.1 What impact will the new Plan have on people with equality characteristics? The Council must give due regard to the impact any changes will have on people with equality characteristics.

Characteristics	What type of impact? (delete those irrelevant)	In what way? What is the evidence?
Race (including nationality)	None identified	School policies are in place.
The Welsh	None	No impact expected but a separate linguistic assessment

<b>language</b>	Identified	will be implemented to assess any possible impact on the Welsh language.
<b>Disability</b>	None Identified	School policies are in place.
<b>Gender</b>	None Identified	School policies in are place.
<b>Age</b>	Positive	The intention is to establish a new 3-11 school to replace a school that provides education for children of the same age.  We will be holding engagement and consultation sessions with pupils ensuring they are appropriate to their age.
<b>Sexual orientation</b>	None Identified	
<b>Religion or belief (or lack of belief)</b>	None Identified	Ysgol Llanystumdwy is a Voluntary Controlled Church School. Any issues will be aired during the local discussions.
<b>Gender reassignment</b>	None Identified	School policies are in place.
<b>Pregnancy and maternity</b>	None Identified	Not applicable.
<b>Marriage and civil partnership</b>	None Identified	Not applicable.

**3.2 Does the policy or service affect their General Duties under the Equality Act 2010? The Council must pay attention to the way any change affects these duties.**

<b>General Duties of the Equality Act</b>	<b>Does it have an impact? (delete those irrelevant)</b>	<b>In what way? What is the evidence?</b>
<b>Remove illegal discrimination, harassment and victimisation</b>	No	The proposal will not alter the statutory duty of the school to protect pupils from discrimination, harassment or victimization. The aim is to give pupils the opportunity to voice their opinions in a way that is appropriate and relevant given any factors that affect them. They will continue to use the School Council, PSE lessons, anti-bullying policies and other methods to ensure that the school prohibits unlawful discrimination, harassment and victimization.

<b>Promoting equal opportunities</b>	No	PSE lessons take place in the school that will promote equal opportunities.
<b>Encouraging good relationships</b>	No	PSE lessons take place in the school which will educate children on fostering good relationships.

#### 4) **Analysing the results**

**4.1 Is the policy therefore likely to have a significant, positive impact on any of the equality characteristics or the General Duties and what is the reason for this?**

Positive impact as a new school will mean modern resources for the 21st century which will facilitate the promotion of equal opportunities and foster a good relationship between the school and the community.

**4.2 Is the Plan therefore likely to have a substantial, negative impact on any of the equality characteristics or General Duties and what is the reason for this?**

No

**4.3 What should be done?**

Select one of the following:

Continue with the plan as it is robust	Yes
Adapt the plan to remove any barriers	
Suspend and abolish the plan as the detrimental impacts are too large	
Continue with the plan as any detrimental impact can be justified	

**4.4 What steps will you take to reduce or mitigate any negative impacts?**

Although we do not anticipate any negative impact, we will monitor and act as required.

**4.5 If you do not take further action to remove or reduce negative impacts, explain why here.**

No negative impact has been identified.

**5) Monitoring**

**5.1 What steps will you take to monitor the impact and effectiveness of the plan (action plan)?**

We will monitor the impact of any change to ensure that the outcomes are positive and have no negative impact.