

Agenda



Delegated Decisions - Cabinet Member for Education and Skills

Date: Friday, 19 June 2020

To: Councillor G Giles

Item		Wards Affected
1	<u>School Reorganisation Proposal - Establishment of a New Welsh-medium Primary School and the Relocation of Pillgwenlly Primary School (Pages 3 - 24)</u>	All Wards

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Date of Issue: 11 June 2020

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Report

Cabinet Member for Education and Skills

Part 1

Date: 18 June 2020

Subject **School Reorganisation Proposal: Establishment of a New Welsh-medium Primary School and the Relocation of Pillgwenlly Primary School – Final Determination**

Purpose To seek final determination on the school reorganisation proposal “to establish a new two-form entry Welsh-medium primary school in Newport and as a result to relocate Pillgwenlly Primary School from its current site to the new school on the Whiteheads development”.

Author Service Manager - Education Planning & Resources

Ward All

Summary This school reorganisation proposal was undertaken in accordance with the statutory School Organisation Code and included a formal consultation period followed by the publication of a statutory notice for the required period of 28 days.

The consultation passed through the statutory notice stage without objection and therefore the Cabinet Member for Education & Skills can now take a final decision for implementation as follows:

- To open the new Welsh-medium primary school under a seedling model from September 2021;
- To relocate Pillgwenlly Primary to the new school on the Whiteheads development at the start of the Spring term 2023, and;
- To move the new Welsh-medium primary school to its permanent site in Pillgwenlly from September 2023.

Proposal **To approve the school reorganisation proposal “to establish a new two-form entry Welsh-medium primary school in Newport and as a result to relocate Pillgwenlly Primary School from its current site to the school on the Whiteheads development”.**

Action by Chief Education Officer

Timetable Immediate
 This report was prepared after consultation with:

- Corporate Management Team
- Education Senior Management Team
- Senior HR Business Partner
- Senior Finance Business Partner
- Acting Headteacher and Chair of Governors, Pillgwenlly Primary School

Signed

Background

A school reorganisation proposal has been progressed to establish a new two-form entry Welsh-medium primary school in Newport and to relocate Pillgwenlly Primary School from its current site to the school on the Whiteheads development. Under this proposal, the new Welsh—medium school will be established under a seedling model at the currently vacant former Caerleon Lodge Hill Infant building for two years before moving to Pillgwenlly Primary School as the permanent location. This proposal included a period of formal consultation carried out between 4th July 2019 and 13th September 2019, following which a consultation report, containing a summary of any issues raised and the Council's response was prepared and published on the Newport City Council website. The decisions to launch formal consultation and subsequently publish a statutory proposal were both approved by the Cabinet Member for Education and Skills via the Council's agreed democratic processes and procedures.

Current position

The Council published a statutory proposal between 2nd March 2020 and 30th March 2020 to establish a new two-form entry Welsh-medium primary school in Newport and to relocate Pillgwenlly Primary School from its current site to the school on the Whiteheads development. The statutory proposal was published on the Newport City Council website and copies were displayed at all main entrances to Pillgwenlly Primary School, at the former Caerleon Lodge Hill Infants building and on the Whiteheads site. Publication of the notice was also shared with all stakeholders as outlined in the statutory School Organisation Code, including the pupils, staff and parents / carers of children currently attending Caerleon Lodge Hill Primary, Pillgwenlly Primary, Ysgol Gyfun Gwent Is Coed, Ysgol Gymraeg Bro Teyrnnon, Ysgol Gymraeg Casnewydd and Ysgol Gymraeg Ifor Hael. Parents / carers at Pillgwenlly Primary School also received a hard copy of the statutory proposal. The consultation passed through this statutory notice stage without objection and therefore the Cabinet Member for Education and Skills can now take a final decision on the proposal.

Financial Summary

Capital

The Council has successfully submitted a bid to Welsh Government for funding of £5.8million to undertake this project via the *Welsh Medium Capital Grant*. This capital funding will be used to make improvements to the seedling facility and to the existing Pillgwenlly Primary School buildings. The new school build on the Whiteheads development is one of the projects included within the Council's 21st Century Schools Band B programme and as such is being funded jointly by Newport City Council and Welsh Government. Colleagues in Welsh Government have confirmed that this funding remains secure in light of the one-year deferment of this project.

Revenue

The revenue funding required for the operation of the primary school will need to be provided through the Council's overall schools budget and the profiled budget requirements have been included within the Council's medium term financial plan (MTFP) for consideration within future budget decisions. The MTFP has already been updated to reflect the one-year deferment of this project. The table that follows shows the financial impact of this decision over the current life of the Council's Medium Term Financial Projections although it should be noted that costs for the new Welsh-medium School would continue to expand beyond 2022/23 as the seedling model increases year groups each year, and therefore costs, for about 6 years. Once established, the school will require appropriate funding from within the overall schools' budget, whether or not the proposal for growth within the current MTFP is accepted. If increased funding is not available, it will dilute the current overall school's budget across all existing Newport schools.

	Year 1 2020/21 £	Year 2 2021/22 £	Year 3 2022/23 £	Year 4 2023/24 £	Year 5 2024/25 £	Notes
Welsh Medium		259,000	486,000	688,000	1,049,000	School Opening September 2021
Pillgwenlly Expansion			71,000	285,000	285,000	Expansion January 2023 Costs based on AWPU and 10 place LRB only

Risks

Risk	Impact of Risk if it occurs* (H/M/L)	Probability of risk occurring (H/M/L)	What is the Council doing or what has it done to avoid the risk or reduce its effect	Who is responsible for dealing with the risk?
Failure to finally determine the proposal	L	L	This risk has been mitigated by carrying out a full consultation process in accordance with the statutory School Organisation Code and through the publication of a statutory notice that generated no objections.	Chief Education Officer
Failure to secure land on the Whiteheads development to support the relocation of Pillgwenlly Primary	H	L	This project has already been deferred for one academic year due to delays associated with the handover of land on the Whiteheads site. Whilst this land transfer is still outstanding, discussions are coming to an end and should be concluded shortly.	Chief Education Officer

* Taking account of proposed mitigation measures

Links to Council Policies and Priorities

Wellbeing of Future Generations (Wales) Act 2015
Corporate Plan
Council Improvement Plan (*Aspirational People* theme)
Education Service Plan

Options Available

Option 1: To determine to implement the proposal to establish a new two-form entry Welsh-medium primary school in Newport and as a result to relocate Pillgwenlly Primary School from its current site to the new school on the Whiteheads development.

Option 2: To decide to withdraw the proposal and either seek alternative options to expand Welsh-medium primary provision within the City or alternatively advise Welsh Government that the capital funding awarded to this project is no longer required.

Preferred Option and Why

The preferred option is Option 1. This supports the objectives outlined within the Council's Welsh in Education Strategic Plan (WESP) to increase Welsh-medium primary school provision across Newport,

and contributes to Welsh Government's charter of achieving 1 million Welsh speakers across Wales by 2050. A capital grant of £5.8m is being provided by Welsh Government to support this project.

Comments of Chief Financial Officer

Opening the Welsh-medium primary school in September 2021 is estimated to cost £259,000 for the 7-month period ending 31 March 2022. Expanding Pillgwenlly Primary School from January 2023 would be an estimated cost of £71,000 for the 3 months to 31 March 2023. The estimated costs for both will be identified within the Council's MTRP and reflect the deferment for Welsh medium opening in September 2021. Cabinet will need to consider these cost increases in light of the overall increase in school budgets funding at these times.

There is increasing pressure within the school's sector with increasing schools utilising reserves and moving into deficit reserve balance positions. At the end of 2018/19, there were five schools in a deficit reserves position, of which one was a primary school and one a nursery. Schools are being challenged to find savings in order to deliver balanced budgets in future years.

In spite of the challenging position from the limited ISB funds, there is a requirement to expand school provision within the Authority due to increasing demand for school places from the growing population and the need to further develop Welsh medium provision in line with Newport's WG approved WESP.

In the above context, funding the costs of expanding and new schools is very important in light of the need to set realistic and robust budgets and in particular given the current position on school finances and reserves.

Comments of Monitoring Officer

The proposed action is in accordance with the statutory school reorganisation procedures set out in the School Standards and Organisation (Wales) Act 2013 and the School Organisation Code. The proposed provision of a new two-form entry Welsh medium primary school and the relocation of Pillgwenlly primary school to a new site on the Whiteheads development is a regulated alteration under the Code and, therefore, has to be the subject of formal statutory consultation. In accordance with the statutory procedures, a detailed consultation document was prepared; setting out the educational reasons for the proposals, and meaningful consultation has been carried out with key stakeholders, including children and young people, who are likely to be affected by the changes. Although some concerns were raised about the proposals, they largely related to operational matters concerning the re-location of the existing school and the changes to catchment areas, as opposed to any adverse impact on educational provision. The response from Estyn confirmed that this proposal would result in current educational standards being at least maintained and that it reflected the objectives in the Council's Welsh in Education Strategic Plan and Welsh Government objectives regarding Welsh-medium education. Therefore, in the light of those consultation responses, the Cabinet Member decided to proceed with the necessary statutory notices. The proposal has been published by way of formal statutory notice on the Council's website and by public notices, and a period of 28 days (including, at least, 15 school days) has been allowed for statutory objections. No objections were received during the statutory consultation period and, therefore, the Cabinet Member can now take the final decision to proceed with the proposal and it does not have to be referred to full Cabinet as the Local Determination Panel. Because of delays in securing the discharge of planning conditions in relation to the Whiteheads development, then the handover of the site and relocation of Pillgwenlly primary school will need to be deferred. Therefore, the proposed opening date for the new seedling school will need to be postponed until September 2021, with a phased relocation of the existing primary school between the Spring and Summer terms in 2023.

Comments of Head of People and Business Change

This report follows a statutory consultation process, which was supportive of the proposal to relocate Pillgwenlly Primary School and establish a new Welsh-medium Primary School on the former site. A fairness and equality impact assessment had been undertaken to inform this proposal. During the development phase of the new school, Newport City Council has employed a Welsh Language Promotion Officer who will be engaging with diverse and minority communities to better understand real or perceived barriers to Welsh medium education, working closely with the Gwent Ethnic Minority

Support Service who currently offer EAL support in our English medium schools to explore potential support options, and identifying best practice in other areas of Wales that are faced with similar challenges. In support of this, the consultation process was multi-lingual in terms of both the drop-ins and the documentation and was supported by the Connected Communities Team. Languages included Hindi, Urdu, Punjabi, Arabic, Bengali, Czech, Polish, Slovak, Kurdish, Somali, and Welsh.

The preferred option will see an increase in numbers of staff, providing valuable job opportunities within the organisation and wider community. The new school will offer a range of standard roles requiring Welsh language skills helping to contribute to the Council's equality objectives and the People and Business Change Service Plan 2018-22 objectives including a workforce that will be representative of the population we serve, improving access to services in the medium of Welsh and promoting and increasing the use of Welsh in Newport. A temporary governing body of any new school will need to consider and agree the structure based on the staffing budget allocated. This new structure will contain posts that are established roles within the Council with agreed job descriptions and terms and conditions of employment. Any posts should be filled through standard recruitment processes including potential redeployment for relevant staff.

The relocation of Pillgwenlly Primary School will have no impact on the level or grading of staffing within the school.

Comments of Non-Executive Ward Members

Councillor G. Berry:

I fully support this proposal and look forward to seeing this move to the next stage of implementation.

Local issues

This is a City-wide proposal.

Scrutiny Committees

None

Equalities Impact Assessment

The Equality Act 2010 contains a Public Sector Equality Duty, which came into force on 06 April 2011. The Act identifies a number of 'protected characteristics', namely age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation; marriage and civil partnership. The new single duty aims to integrate consideration of equality and good relations into the regular business of public authorities. Compliance with the duty is a legal obligation and is intended to result in better-informed decision-making and policy development and services that are more effective for users. In exercising its functions, the Council must have due regard to the need to: eliminate unlawful discrimination, harassment, victimisation and other conduct that is prohibited by the Act; advance equality of opportunity between persons who share a protected characteristic and those who do not; and foster good relations between persons who share a protected characteristic and those who do not. The Act is not overly prescriptive about the approach a public authority should take to ensure due regard, although it does set out that due regard to advancing equality involves: removing or minimising disadvantages suffered by people due to their protected characteristics; taking steps to meet the needs of people from protected groups where these differ from the need of other people; and encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low. A Fairness & Equality Impact Assessment (FEIA) has been developed and updated.

Children and Families (Wales) Measure

Pupils at the schools identified as being affected by this proposal were engaged as part of the formal consultation process. If this proposal is approved, children at Pillgwenlly Primary School will have the opportunity to be involved in the design plans for the new school.

Wellbeing of Future Generations (Wales) Act 2015

Report writers need to indicate how they have considered the five things public bodies need to think about to show they have applied the sustainable development principle put into place by the Act. You will need to demonstrate you have considered the following:

- Long term: the importance of balancing short- term needs with the need to safeguard the ability to also meet long – term needs. **The proposal to establish an additional Welsh-medium primary school will increase the availability of Welsh-medium primary school places by 50% across the City.**
This will address the commitments outlined in the WESP and supports Welsh Government’s charter of achieving 1 million Welsh speakers across Wales by 2050. The proposal will also provide Welsh-medium LRB provision that will be the first Welsh-medium LRB in Newport serving short-term needs and providing enough space for future needs. The proposal to relocate Pillgwenlly Primary School will enable the school to grow to a 3-form entry arrangement as outlined in the Council’s 21st Century Schools Band B programme. The school is currently oversubscribed, and in many cases, siblings are forced to attend different schools. Creating additional places in this school will ease this problem, and will have a positive impact on attendance, punctuality and parental engagement.
- Prevention: How acting to prevent problems occurring or getting worse may help us meet our objectives. **The need for Welsh-medium education has grown significantly in recent years and there is currently no Welsh-medium education within the Caerleon or Pillgwenlly area. The proposal will therefore stimulate demand from pupils living in both of these areas, as children will have the opportunity to attend a Welsh-medium school local to their home address. The proposal will deliver 430 additional pupil places that will provide capacity for accelerated and long-term growth in Welsh-medium education over future years and potentially relieve pressure on other schools. Currently there is no Welsh-medium LRB provision in Newport; therefore, this proposal will prevent possible problems of no Welsh-medium provision being available if requested.**
- Integration: Consider how the proposals will impact on our wellbeing objectives, our wellbeing goals, other objectives or those of other public bodies. **A formal statutory consultation process was carried out with key stakeholders, the outcome of which is described in detail in the consultation report. This proposal supports the “A prosperous Wales”, “A more equal Wales”, “A Wales of cohesive communities” and “A Wales of vibrant culture and thriving Welsh Language” Well-being Goals and has no adverse effect on any of the other Well-being Goals. In addition, this proposal supports the Newport City Council Well-being Objective “To improve skills, educational outcomes and employment opportunities”.**
- Collaboration: have you considered how acting in collaboration with any other person or any other part of our organisation could help meet our wellbeing objectives. **A formal statutory consultation process was carried out with key stakeholders, the outcome of which is described in detail in the consultation report. This is supported by an updated FEIA that considers in detail the impact of the proposal. The proposal has been developed in response to representations from a range of stakeholders including the Newport Welsh Education Forum and accords with the commitment outlined in the WESP.**
- Involvement: The importance of involving people with an interest in achieving the wellbeing goals, and ensuring that those people reflect the diversity of the City we serve. **A formal statutory consultation process was carried out with key stakeholders, the outcome of which is described in detail in the consultation report. This is supported by an updated FEIA that considers in detail the impact of the proposal. This period of formal consultation offered the opportunity for engagement with all stakeholders and included a series of drop-in events where people were able to find out more information about the proposal and how it might affect them. The subsequent statutory notice period offered an opportunity for stakeholders to lodge legal objections against the proposal. There were no legal objections launched in this case.**

Crime and Disorder Act 1998

Section 17(1) of the Crime and Disorder Act 1998 imposes a duty on the Local Authority to exercise its various functions with due regard to the likely effect of the exercise of those functions on, and the need to do all that it reasonably can to prevent, crime and disorder in its area.

Consultation

This proposal has been subject to a full programme of stakeholder engagement as required under the statutory School Organisation Code. The results of this consultation are outlined in detail in the consultation report.

Background Papers

Updated FEIA (attached)

Dated: 18 June 2020

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Fairness and Equalities Impact Assessment (FEIA)

Determination of the proposal to establish a new Welsh Medium Primary School and to relocate Pillgwenlly Primary School

Version 3.6 May 2017

The purpose of this assessment is to provide balanced information to support decision making and to promote better ways of working in line with equalities (Equalities Act 2010), Welsh language promotion (The Welsh Language (Wales) Measure 2011), sustainable development (Wellbeing of Future Generations (Wales) Act 2015), and the four parameters of debate about fairness identified by the Newport Fairness Commission (NFC Full Report to Council 2013).

Completed by: Richard Sexty **Role:** Education Transformation Officer

Head of Service: Sarah Morgan **Date:** 02/04/2020

I confirm that the above Head of Service has agreed the content of this assessment

Yes / No

When you complete this FEIA, it is your responsibility to submit it to
impact.assessment@newport.gov.uk

1. Name and description of the policy / proposal being assessed. Outline the policy's purpose.

The purpose is to determine a school reorganisation proposal to establish a new two-form entry (60 pupils per year group) Welsh-medium primary school for pupils aged between 3 and 11 years. The school will open at a temporary location at the former Caerleon Lodge Hill Infants site as a seedling school in September 2021; starting with 1 nursery class of 24 places and 1 reception class of 30 places. The following year the school will remain on the temporary site with 1 nursery class, 1 reception class, and 1 year one class. In September 2023, the school will move to the current Pillgwenlly Primary school site that will become the permanent location for the new school. From September 2023, the Reception admission number will rise to 60 pupils (2 classes) each year, and a 10 place Learning Resource Base (LRB) will be established.

Pillgwenlly Primary school currently has a year group size of 78 children, although with more children living in the area and wanting to attend this school, the school needs to be made bigger. However, there is no more room left at the school to build extra classrooms, so it has been decided to move Pillgwenlly Primary school to a new location.

Less than a mile away from Pillgwenlly Primary school there is a large area of land known as the 'Whiteheads site' with planning permission to build new houses and it has land available for a new school. The school will be big enough to have 3 classes per year group (30 children in each class, 90 per year group).

It was proposed that Pillgwenlly Primary School will move into the new school building, which will be big enough to accept additional pupil applications and will offer more teaching and support jobs. The pupils at Pillgwenlly Primary school would not be able to move to the new site until January 2023, which will then leave the current Pillgwenlly Primary School building available for the new Welsh-medium school to move in. There will be 6 months for the builders to refurbish the current Pillgwenlly Primary school ready for the new Welsh-medium primary school to move in in September 2023.

The publication of a statutory notice from 2nd March to 30th March 2020 has enabled Newport City Council to seek any objections on the proposal.

2. Outline how you have/ will involve stakeholders who will be affected by the policy/proposal

This proposal has been developed in response to feedback received through the Welsh Education Forum (WEF) and Welsh-language promotion group with regard to the location of the current 3 Welsh-medium primary schools and the need to provide an accessible Welsh-medium offer for all parts of the city. The proposal also follows the maturation in 2017 of the last Welsh-medium seedling primary school, Ysgol Gymraeg Bro Teyrnion. The proposal is made possible through the announcement of and successful bid for funding through Welsh Government's Welsh-medium Capital Grant.

The consultation process represented an opportunity for people to learn about the proposal, ask questions and make comments. A combination of online and face-to-face consultation methods ensured those most directly affected by the proposal were able to contribute to the decision making process.

Five drop-in events were arranged where Council officers were on hand to explain the proposals in more detail and answer any questions. Two drop-in events took place at Pillgwenlly Primary school where approximately 80 stakeholders attended over the two sessions. Interpreters were on hand to assist with the following languages: Hindi, Urdu, Punjabi, Arabic, Bengali, Czech, Polish, Slovak, Kurdish, Somali, and Welsh. 23 written responses were received from these events. There were two events held at Ysgol Gyfun Gwent Is Coed and only one family attended out of the two sessions. There was Welsh interpretation provided at both of these events. A fifth drop-in event was held at Caerleon Lodge Hill Primary school, where Welsh interpretation was also provided, although no stakeholders attended this session.

Comments and questions could also be submitted using a consultation response pro-forma. This pro-forma was available at the drop-in sessions and on the Council's website. Social media platforms such as Twitter and Facebook also shared information on proposed changes.

Sessions were arranged at the affected schools involving the school council, giving the pupils an opportunity to voice their opinion on the proposal. Their comments are included in the consultation report published on the Council's website.

A Children and Young People's Everyday Summary version of the consultation document was available from Newport City Council. Copies were also made available at the Maindee Festival and the Big Splash. This version was available in English and Welsh and it was translated into eight community languages: Bengali, Urdu, Arabic, Slovakian, Kurdish – Sorani, Kurdish – Bhadini, Somali, and Romanian for families of pupils at Pillgwenlly Primary.

A letter was also issued to parents of 2,000 children living in Newport who were born between 1st September 2016 and 31st August 2017 to make them aware of the proposal at the point when they would be making their application for a Nursery place for September 2020.

Following the consultation, Newport City Council's Cabinet Member for Education & Skills considered the views expressed and decided to proceed with the proposal. A statutory notice was published on the Newport City Council website, copies posted at the main entrances of the relevant school sites and shared with stakeholders via email.

The statutory notice period represented the opportunity for people to lodge objections to the proposal. Objections could be made in writing and sent to the Education Information and Development Officer, Room 425w, Civic Centre, Newport, NP20 4UR or by emailing school.reorg@newport.gov.uk

The statutory notice period lasted for 28 days following the date of publication and enabled people to express their views in the form of supporting or objecting to the proposals. As no objections were received following the publication of the statutory notice, Newport City Council's Cabinet Member for Education & Skills will make the final decision as to whether to proceed.

3. What information/evidence do you have on stakeholders? e.g. views, needs, service usage etc. Please include all the evidence you consider relevant.

The statutory Code outlined the key stakeholders who should have been consulted with as part of this process that includes schools, parents, elected members, community councils and trade unions. This list is not exclusive however, and the Council has identified and added to this because of feedback received in relation to previous proposals and consulted with the Serennu Centre; SNAP Cymru and Gwent Association of Voluntary Organisations. Consultations with stakeholder groups took place with pupils from the affected schools, via face-to-face meetings with the school council and through questionnaires. This gave pupils the opportunity to voice their opinion on the proposal.

The Pillgwenlly ward represents approximately 2.96% of the total area of Newport but is home to 5.3% of the total population of the city. ONS population figures for the ward show population growth in the area at 46% between 2011 and 2015, compared to whole Newport growth of 7.9%. The population growth has been primarily in those of working age (16-64) although the number of children aged 0-15 has also grown by 30% over the period. The number of people of retirement age has declined slightly.

As of the 2011 Census, BAME groups represent 39.5% of the population of Pillgwenlly, compared to just 10% of the overall population of Newport. The community is very diverse, with 24 different home languages recorded for Pillgwenlly Primary School's 678 pupils.

Unemployment is also higher in Pillgwenlly, at 7.3% compared with the Newport average (5.3%) and Wales average (4.3%). The level of economic disadvantage in the area is reflected by the proportion of pupils at the school eligible for Free School Meals (FSM) which is 33.8% compared to the Newport and Wales averages of 19.2% and 18.4% respectively.

The proposal was developed in light of increased uptake of places in our 3 Welsh-medium primary schools in recent years and the maturation of the last seedling school, Ysgol Gymraeg Bro Teyrnnon, in September 2017. The proposal was also informed by views submitted in the regional Welsh-language parental preference survey and representations made by members of the Newport Welsh Education Forum, which suggested current capacity, would not be sufficient to meet future demand and also highlighted the lack of Welsh-medium provision in the centre and west of the city. The proposal is expected to stimulate and cater for increased demand for Welsh-medium education.

Following the publication of a statutory notice, as no objections were received, Newport City Council's Cabinet Member for Education & Skills will make the final decision as to whether to proceed. The FEIA has been updated at this stage.

4. Equalities and Welsh language impact



Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The establishment of a new Welsh-medium Primary school will support the increasing demand for Welsh-medium education across the city of Newport, which has been growing significantly over recent years. There is currently no Welsh-medium provision for ages 3 - 11 years in the Caerleon area that could increase the opportunities for parents and children in this area to attend Welsh-medium education.
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Newport City Council recognises that although there is some intersectionality between disability and Special Educational Needs, the two are not interdependent and can be mutually exclusive. However, for ease of reference, the potential impact on children with Special Educational Needs has been included in this section.</p> <p>The Council is committed to providing Learning Resource Base (LRB) facilities in all new school builds as this supports a more inclusive approach for pupils with additional learning needs. A 10-place LRB facility will be established within the new Welsh-medium primary school. There is currently no such provision within the other Welsh-medium Primary schools across Newport and will be Newport's first Welsh-medium LRB.</p> <p>The new school will be fully accessible for pupils with mobility and sensory impairments. During refurbishment, consideration will be made to ways in which the accessibility of the existing Pillgwenlly Primary School building can be improved.</p>
Gender reassignment/ transgender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic. Toilet facilities which are provided as part of both schools' development will not be assigned gender specific signage, and may be allocated dependent on a range of factors (e.g. by class), however, it lies with the individual school to decide how these facilities are used.



Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic.
Pregnancy or maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	For expectant parents, it is anticipated that an additional Welsh language medium school will have a positive impact on the education choices available locally.
Race	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Pillgwenlly is a diverse community, with a high proportion of BAME residents. Within the current Primary School, 23% of 677 students list their first language as English, with 23 other languages spoken by pupils. 84% of pupils are identified as having English as an additional language, compared to an 18% average across all schools in Newport.</p> <p>Other languages most frequently spoken are Bengali (18%), and Punjabi (17%). 88% of pupils in Pillgwenlly Primary School are from a minority ethnic background, compared to an average of 26% in Newport.</p> <p>It can therefore be concluded that the relocation of the Primary School will have a disproportionate impact on pupils and parents from a BAME background who have English as a second language, or no English language skills. This has the potential to be a negative impact should the consultation process not be designed to be fully inclusive and accessible.</p> <p>It is recognised that families who speak English as a second language are comparatively under-represented in Welsh-medium education, with less than 10% of primary age children in Welsh-medium education being from BAME backgrounds, compared with almost 24% of pupils across all Newport schools. This presents a positive opportunity to encourage a bilingual education amongst these communities, but must be supported by appropriate promotion work.</p> <p>The new WM school is being developed in an area where a significant number of families that speak languages other than English reside. Although historic uptake for Welsh medium education from this demographic has been low, consideration of the support of children who speak no English or have English already as an additional language should be made.</p>


Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
				It should be noted that in Newport, the majority of children in Welsh medium education settings are not first language Welsh speakers, therefore teaching practices in these settings are already well suited to students who do not speak the language through which they are educated. During the development phase of the new school, Newport City Council have employed a Welsh Language Promotion Officer who will be engaging with diverse and minority communities to better understand real or perceived barriers to Welsh medium education, working closely with the Gwent Ethnic Minority Support Service who currently offer EAL support in our English medium schools to explore potential support options, and identifying best practice in other areas of Wales that are faced with similar challenges.
Religion or Belief or non-belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The new school is a Welsh-medium community primary school. The proposal does not provide the option of Welsh-medium faith based education. However, the school will follow all aspects of the new teaching curriculum including religious education, diversity and wellbeing. There is no evidence to suggest that this will have either a positive or a negative impact on people that share this Protected Characteristic.
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic
Welsh Language	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The new primary school will be a Welsh-medium school, meaning it will provide a large number of additional Welsh-medium school spaces in the Newport area. The proposal provides a strong contribution to the Welsh Government charter to reach 1 million Welsh speakers in Wales by 2050. The establishment of a new Welsh-medium school will bring a positive impact to prospective parents who have considered sending their child to a Welsh-medium school. There will be an increase in places available and a new provision in the centre/west of the city, which has been identified as a target area for growth due to the location's current lack of Welsh medium education provision.

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
				<p>Parents who currently send their children to a Welsh-medium primary school may potentially be impacted in a positive way, as the new school could be more convenient, location wise for the parent to send their child/children. Parents selecting Welsh medium education will have an increased choice of Primary Schools for their children, and the introduction of a fourth Welsh medium school may also serve to reduce travel time as catchment areas will be suitably realigned.</p> <p>The proposals support the Council's target to increase the number of Primary aged children being educated through the medium of Welsh as set out in its 5 Year Strategy, as well as the Wellbeing Goal of creating a Wales of vibrant culture and thriving Welsh language.</p> <p>Newport City Council recognise the ongoing challenge of recruiting Welsh speaking staff into critical posts, including roles providing Welsh medium education. It is anticipated that the plans for a staggered start to the new Welsh medium school, enabling gradual growth, will assist in ensuring recruitment is successful and minimises any potential impact on other Welsh language medium schools.</p> <p>The Council recognises its responsibility to enable participation in any consultation through the medium of Welsh. The Council will ensure that processes reflect this, allowing for equitable contribution through the medium of both Welsh and English.</p>

5 How has your proposal embedded and prioritised the sustainable development principle in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Long Term</p> <p>Balancing short term need with long term needs</p>	<p>The purpose is to determine a school reorganisation proposal to establish a new two-form entry (60 pupils per year group) Welsh-medium primary school for pupils aged between 3 and 11 years. The school will open at a temporary location at the former Caerleon Lodge Hill Infants site as a seedling school in September 2021; starting with 1 nursery class of 24 places and 1 reception class of 30 places. The following year the school will remain on the temporary site with 1 nursery class, 1 reception class, and 1 year one class. In September 2023, the school will move to the current Pillgwenlly Primary school site that will become the permanent location for the new school. From September 2023, the Reception admission number will rise to 60 pupils (2 classes) each year, and a 10 place Learning Resource Base (LRB) will be established.</p> <p>Pillgwenlly Primary school currently has a year group size of 78 children, although with more children living in the area and wanting to attend this school, the school needs to be made bigger. However, there is no more room left at the school to build extra classrooms, so it has been decided to move Pillgwenlly Primary school to a new location.</p> <p>Less than a mile away from Pillgwenlly Primary school there is a large area of land known as the 'Whiteheads site' with planning permission to build new houses and it has land available for a new school. The school will be big enough to have 3 classes per year group (30 children in each class, 90 per year group).</p> <p>It was proposed that Pillgwenlly Primary School will move into the new school building, which will be big enough to accept additional pupil applications and will offer more teaching and support jobs. The pupils at Pillgwenlly Primary school would not be able to move to the new site until January 2023, which will then leave the current Pillgwenlly Primary School building available for the new Welsh-medium school to move in. There will be 6 months for the builders to refurbish the current Pillgwenlly Primary school ready for the new Welsh-medium primary school to move in in September 2023.</p>
 <p>Collaboration</p> <p>Working together to deliver objectives</p>	<p>A formal statutory consultation was carried out with the opportunity to engage with all stakeholders and was supported by a FEIA at each stage to consider impact. The proposal has been developed in response to representations from a range of stakeholders including the Newport Welsh Education Forum.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>A formal statutory consultation was carried out with the opportunity to engage with all stakeholders and was supported by a FEIA at each stage to consider impact. The following stakeholders are amongst those who were engaged as part of the consultation process:</p> <ul style="list-style-type: none"> • Parents, carers and guardians of Pillgwenlly Primary School, Ysgol Gymraeg Casnewydd, Ysgol Gymraeg Bro Teyrnnon and Ysgol Gymraeg Ifor Hael; • Staff members at Pillgwenlly Primary School, Ysgol Gymraeg Casnewydd, Ysgol Gymraeg Bro Teyrnnon and Ysgol Gymraeg Ifor Hael; • Assembly Members (AMs) and Members of Parliament (MPs) representing the area served by the schools subject to the proposals; • Estyn; • Any independent or voluntary nurse providers who may be affected including Mudiad Meithrin; • The Early Years Development and Childcare Partnership; • Any relevant health or third sector bodies with an interest; • The Welsh Language Commissioner. • Local community groups • Voluntary organisations and interest groups
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The need for Welsh-medium education has grown significantly in recent years and there is currently no Welsh-medium education within the Caerleon or Pillgwenlly area. The proposal will therefore benefit pupils and be available to be accessed by pupils living in both of these areas. This will allow children to attend a Welsh-medium school more local to their home address.</p> <p>The proposal will deliver 430 additional pupil places that will provide capacity for accelerated and long-term growth in Welsh-medium education over future years and potentially relieve pressure on other schools.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>A formal statutory consultation was carried out and was supported at each stage by a FEIA to consider impact. This proposal supports the “A prosperous Wales”, “A more equal Wales” and “A Wales of cohesive communities” Well-being Goals and has no adverse effect on any of the other Well-being Goals. In addition, this proposal supports the Newport City Council Well-being Objective “To improve skills, educational outcomes and employment opportunities”, and the Wellbeing of Future Generations Act’s Wellbeing Goal to create a Wales of vibrant culture and thriving Welsh Language.</p>

6 Will the proposal/policy have a disproportionate impact on a specific geographical area of Newport?

The Council is committed to providing additional Welsh-medium education provision across Newport. The proposal focuses on providing a long-term capacity for growth in the centre/west area of the city. This area has been identified as one that has been lacking in Welsh-medium provision and is known to feature a significant amount of new housing, suggesting the pupil population of the area will increase. The location of the school should serve to reduce travel time for pupils choosing Welsh-medium education in the city.

The school’s temporary location in Caerleon gives provision in an area where there are currently no Welsh-medium schools. Once the school moves to the current Pillgwenlly Primary school site, pupils who attend the new Welsh-medium Primary school from the Caerleon area will be offered free school transport. Pupils in the Pillgwenlly area will also be offered free school transport whilst the school is temporarily located in the Caerleon area.

Although the proposal focuses on provision in the Pillgwenlly and Caerleon areas, there is no anticipated detrimental impact on any geographic area.

7 How does the proposal/policy relate to the parameters of debate about Fairness identified by the Newport Fairness Commission

Parameter 1 – Equal treatment while recognising difference
The Council is obligated to provide school places in accordance with the language preference (Welsh/English) of resident families. This proposal ensures that sufficient pupil places are made available to meet future demand for provision in both languages.

Parameter 2 – Mutual Obligations between citizens and government
While the local authority will provide the school and the staff, the community must engage with the school and respect its rules regarding attendance and behaviour. Citizens will also be encouraged to actively support the school through events and membership of various associations and bodies.

Parameter 3 – Interdependency and reciprocity within community relations

The opening of a new Welsh-medium Primary School in the ethnically diverse Pillgwenlly area will provide an opportunity to bring different parts of the community together as stakeholders of the new school. This will encourage participation in community events and in exploring Welsh identity and culture. The establishment of the school and its respective organisations (PTA, Governing Body etc.) will provide a platform for community engagement and participation.

Parameter 4 – Transparency and accountability in decision making

The consultation document outlined the decision making process and is transparent and accountable in the information provided. It allows the effective democratic participation of citizens.

8 Taking this assessment as a whole, what could be done to mitigate any negative impacts of your policy and better contribute to positive impacts?

The proposal was subject to full stakeholder consultation and the feedback received was taken into consideration when deciding how to proceed.

Race: A potential for a negative disproportionate impact has been identified in relation to the Protected Characteristic. In order to mitigate this, Newport City Council ensured that:

- The consultation and information sharing process was fully inclusive of those children and parents who speak English as a second language, facilitating specific sessions in a range of community languages, and providing language support at drop in sessions where needed.
- The development of the new Welsh medium school runs parallel with work to develop sustainable interest in, and appetite for, Welsh language medium education within BAME communities, building on Newport’s current Becoming Bilingual campaign and considering investment in other project-based activities.
- Although historic uptake for Welsh medium education from this demographic has been low, consideration of the support of children who speak no English or have English already as an additional language should be made.
- Newport City Council have employed a Welsh Language Promotion Officer who will be engaging with diverse and minority communities to better understand real or perceived barriers to Welsh medium education, working closely with the Gwent Ethnic Minority Support Service who currently offer EAL support in our English medium schools to explore potential support options, and identifying best practice in other areas of Wales that are faced with similar challenges.

Welsh Language: In order to ensure that an equitable consultation was achieved in both English and Welsh, Newport City Council:

- Ensured all publicly available documentation was available bilingually
- Provided translation services at drop in sessions where appropriate
- Ensured the consultation questionnaire asked specific questions in relation to the project’s potential positive or negative impact on opportunity to promote and use the Welsh language

9 Monitoring, evaluating and reviewing

Any questions or comments made throughout the consultation process were recorded and summarised in a consultation report. This report was published on the Council's website and was considered when the Council decided on the way forward. Following consultation, Newport City Council's Cabinet Member for Education & Skills considered the views expressed and then decided whether to proceed with the proposal. The decision was taken to proceed and a statutory notice was published.

Copies of the statutory notice were shared with stakeholders, published on the Newport City Council website and posted at the affected schools' gates. The statutory notice period lasted for 28 days following the date of publication and enabled people to express their views in the form of supporting or objecting to the proposals. As no objections were received, Newport City Council's Cabinet Member for Education & Skills will make the final decision as to whether to proceed.

10 Involvement

The consultation process represented an opportunity for people to learn about the proposal. The proposal was available online in both English and Welsh, via the Newport City Council's website, email and social media, and as a hard copy.

The consultation involved Five drop-in events with those most likely to be directly affected by the proposal, where Council officers were on hand to explain the proposals in more detail and answer any questions. Two drop-in events took place at Pillgwenlly Primary school where approximately 80 stakeholders attended over the two sessions. Interpreters were on hand to assist with the following languages: Hindi, Urdu, Punjabi, Arabic, Bengali, Czech, Polish, Slovak, Kurdish, Somali, and Welsh. 23 written responses were received from these two events. There were two events held at Ysgol Gyfun Gwent Is Coed and only one family attended out of the two sessions. There was Welsh interpretation provided at both of these events. The fifth drop-in event was held at Caerleon Lodge Hill Primary school, where Welsh interpretation was also provided, although no stakeholders attended this session.

Comments and questions could also be submitted using a consultation response pro-forma. This pro-forma was available at the drop-in sessions and on the Council's website. Social media platforms such as Twitter and Facebook also shared information on proposed changes.

Sessions were arranged at the affected schools involving the school council, giving the pupils an opportunity to voice their opinion on the proposal. Their comments are included in the consultation report published on the Council's website.

A Children and Young People's Everyday Summary version of the consultation document was available from Newport City Council. Copies were also made available at the Maindee Festival and the Big Splash. This version was available in English and Welsh and it was translated into eight community languages: Bengali, Urdu, Arabic, Slovakian, Kurdish – Sorani, Kurdish – Bhadini, Somali, and Romanian for pupils at Pillgwenlly Primary.

A letter was also issued to parents of 2,000 children living in Newport who were born between 1st September 2016 and 31st August 2017 to make them aware of the proposal at the point when they would be making their application for a Nursery place for September 2020.

Any questions and comments made throughout the consultation process were recorded and summarised in a consultation report. This report was published on the Council's website and was considered when the Council decided on the way forward.

The statutory notice period enabled people to express their views in the form of supporting or objecting to the proposals. As no objections were received following the publication of the statutory notice, Newport City Council's Cabinet Member for Education & Skills will make the final decision as to whether to proceed.

11 Summary of Impact (for inclusion in any report)

Equality Act 2010

The Council is committed to providing Learning Resource Base (LRBs) facilities in all new school builds as this supports a more inclusive approach for pupils with additional learning needs. There is also desire to move to a position where there is at least one LRB class in each cluster of primary schools. There is currently no such provision within the current cluster of Welsh-medium primary schools in Newport.

This approach is considered more consistent with the Equality Act 2010 than providing supported pupil places in alternative facilities or special schools.

In order to support teaching pupils with additional learning needs where full-time mainstream education is not deemed appropriate, the Local Authority has numerous LRB facilities across Newport hosted by individual schools. These LRBs are attached to mainstream schools and provide learning environments that have fewer pupil numbers with enhanced adult ratios. The LRBs are generic in nature and meet the needs of pupils with a range of difficulties. The ethos is to provide targeted support to the individuals based on their needs with the intention of integrating the pupil back into mainstream classes as appropriate. There is an on-going demand for primary LRB placements across Newport and to establish a Welsh-medium LRB.

There is currently no such LRB provision within the Welsh-medium cluster. This proposal will not only benefit pupils living locally, but can be accessed by pupils across the city to support specific education needs in an appropriate and secure environment in the Welsh language.

Welsh Language

The Council is committed to providing sufficient Welsh-medium facilities across Newport to support and stimulate demand for Welsh language education. There are currently three Welsh-medium primary schools across Newport, although there is not a Welsh-medium primary school in the West of the city. By establishing the school at the temporary site in Caerleon, then at the permanent site in Pillgwenlly will allow pupils to be able to attend a Welsh-medium primary school more locally to their home, and will provide more opportunities for pupils to choose a Welsh-medium school.

Newport currently has 112 reception places available between the 3 existing Welsh-medium primary schools and an additional 60 places will become available within the additional provision.

The proposal represents a strong commitment to the Welsh Government Charter 'Cymraeg 2050' and supports the Council's 5-year strategy to promote and facilitate the use of Welsh in Newport.

Wellbeing of Future Generations (Wales) Act 2015

- **Long term: the importance of balancing short- term needs with the need to safeguard the ability to also meet long – term needs:**

The proposal provides a long-term solution for growing Welsh-medium education provision across Newport giving further opportunities for pupils to attend Welsh-medium education and enabling pupils to attend a school local to their home address. The proposal will also provide Welsh-medium LRB provision that will be the first Welsh-medium LRB in Newport serving short-term needs and providing enough space for future needs.

- **Prevention: How acting to prevent problems occurring or getting worse may help us meet our objectives:**

The proposal will benefit pupils across the city, as additional Welsh-medium facilities will be provided to help with current and future demand of Welsh-medium education. Currently there is no Welsh-medium LRB provision in Newport; therefore, this proposal will prevent possible problems of no Welsh-medium provision being available if requested.

- **Integration: Consider how the proposals will impact on our wellbeing objectives, our wellbeing goals, other objectives or those of other public bodies:**

A formal statutory consultation was carried out and supported at each stage by a FEIA to consider impact. This proposal supports the “A prosperous Wales”, “A more equal Wales” and “A Wales of cohesive communities” Well-being Goals and has no adverse effect on any of the other Well-being Goals. In addition, this proposal supports the Newport City Council Well-being Objective “To improve skills, educational outcomes and employment opportunities”.

- **Collaboration: have you considered how acting in collaboration with any other person or any other part of our organisation could help meet our wellbeing objectives:**

A formal statutory consultation was carried out with the opportunity for engagement with all stakeholders and supported at each stage by a FEIA to consider impact.

- **Involvement: The importance of involving people with an interest in achieving the wellbeing goals, and ensuring that those people reflect the diversity of the City we serve:**

A formal statutory consultation was carried out with the opportunity for engagement with all stakeholders and supported at each stage by a FEIA to consider impact.