

Fairness and Equalities Impact Assessment (FEIA)

Move to formal Consultation on establishment of a new Welsh Medium School and the relocation of 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).

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Development Officer

Role: Education Business

Head of Service: Sarah Morgan

Date: 17/05/2019

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 seek permission to take forward 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 2020; 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 2022, the school will move to the current Pillgwenlly Primary school site that will become the permanent location for the new school. From September 2022, 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, total of 90 per year group).

It is 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 2022, 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 2022.

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 Bro Teyrnnon. The proposal is made possible through the announcement of and successful bid for funding through Welsh Government's Welsh-medium Capital Grant.

If permission to take this proposal forward is granted, the proposal will be undertaken in accordance with the requirements of the statutory School Organisation Code.

The consultation process represents an opportunity for people to learn about the proposal, ask questions and make comments. A combination of online and face to face consultation methods will ensure those most directly affected by the proposal are able to contribute to the decision making process and Council officers will be on hand to explain the proposals in more detail and answer any questions.

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

Following consultation, Newport City Council's Cabinet Member for Education & Skills will consider the views expressed and then decide whether to proceed with the proposal. If the decision is taken to proceed, a statutory notice will be published in the local press and at the proposed school sites. The statutory notice period will last for 28 days following the date of publication and enables people to express their views in the form of supporting or objecting to the proposals. If no objections are 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. If objections are received, the final decision will be referred to the Council's Cabinet.

A Children and Young People's Everyday Summary version of the consultation document is available from Newport City Council.

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 outlines the key stakeholders who should be 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 as a result of feedback received in relation to previous proposals and will also consult with the Serennu Centre; SNAP Cymru and Gwent Association of Voluntary Organisations. Consultation with stakeholder groups will also include pupils, via face-to-face meetings with the school council and through questionnaires.

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 has been 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 has also been informed by views submitted in the regional Welsh-language parental preference survey and representations made by members of the Newport Welsh Education Forum that 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 this period of formal consultation, a Consultation Report will be prepared and published on the Council website, and will be used to determine whether or not to move to publication of a statutory notice. The FEIA will also be updated at this stage. The publication of a statutory notice enables stakeholders to lodge legal objections against a proposal.

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 that 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.



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	
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"/>	<p>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.</p>
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>There is no evidence that suggests the proposal will have a disproportionate impact on people that share this Protected Characteristic)</p>
Pregnancy or maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>For expectant parents, it is anticipated that an additional Welsh language medium school will have a positive impact on the education choices available locally.</p>
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>


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	Positive	Negative	Neither	
				<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>
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"/>	<p>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.</p> <p>The establishment of a new Welsh-medium school will bring a positive impact to prospective parents who have</p>

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	Positive	Negative	Neither	
				<p>considered sending their child to a Welsh-medium school as 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.</p> <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 recognise their responsibility to enable participation in any consultation through the medium of Welsh and 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 seek permission to take forward 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 2020; 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 2022, the school will move to the current Pillgwenlly Primary school site that will become the permanent location for the new school. From September 2022, 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, total of 90 per year group).</p> <p>It is 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 2022, 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 2022.</p>
 <p>Collaboration</p> <p>Working together to deliver objectives</p>	<p>A formal statutory consultation will be carried out with the opportunity for engagement with all stakeholders and supported at each stage by a FEIA 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 will be carried out with the opportunity for engagement with all stakeholders and supported at each stage by a FEIA to consider impact.</p> <p>The following stakeholders are amongst those who will be 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 nurseery 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 will be 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”, 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 also 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 obliged 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 outlines 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 will be subject to full stakeholder consultation and any feedback received will be 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 will ensure that:

- The consultation and information sharing process is 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

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

- Ensure all publicly available documentation is available bilingually
- Provide simultaneous translation services at drop in sessions where appropriate
- Ensure the consultation questionnaire asks 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 process will be recorded and summarised in a consultation report. This report will be published on the Council’s website and will be considered when the Council decides on the way forward.

Following consultation, Newport City Council’s Cabinet Member for Education & Skills will consider the views expressed and then decide whether to proceed with the proposal. If the decision is taken to proceed, a statutory notice will be published in the local press and at the school.

The statutory notice period will last for 28 days following the date of publication and enables people to express their views in the form of supporting or objecting to the proposals.

If no objections are 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. If objections are received, the final decision will be referred to the Council's Cabinet.

10 Involvement

The consultation process represents an opportunity for people to learn about the proposal. The proposal will be 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 will involve five drop-in sessions with those most directly affected by the proposal, where Council officers will be on hand to explain the proposals in more detail and answer any questions.

Any questions or comments made throughout the process will be recorded and summarised in a consultation report. This report will be published on the Council's website and will be considered when the Council decides on the way forward.

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 to be 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 and 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 more 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 will be 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 will be 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 will be carried out with the opportunity for engagement with all stakeholders and supported at each stage by a FEIA to consider impact.