

Fairness and Equalities Impact Assessment (FEIA)

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: Robert Fisher **Role:** Education Information and Development Officer
Head of Service: Sarah Morgan **Date:** 10/03/2020

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.assessments@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 21st Century Schools Band B programme revision proposal to provide Bassaleg School with additional funding to provide a significantly improved project which would enable the removal of the dilapidated Griffin building. In order to facilitate this, projects at Malpas Church in Wales Primary, Rogerstone Primary and St Woolos Primary schools would be removed from the proposed 21st Century Schools Band B Programme.

Bassaleg School is a community maintained School in Newport for pupils aged 11-19 years. The measured capacity of the school is 1,747 and the admission number for years 7-11 is 270. Due to the opening in 2017 of Jubilee Park Primary School as part of that housing development, the current admission number is no longer sufficient to meet in-catchment demand for pupil places. As a result, Newport City Council proposes to increase the admission number for year 7-11 to 330, and thereby increase the capacity of the school to 2,050, with effect from September 2023.

Bassaleg School is due to benefit from building replacement works under Band B of the Welsh Government 21st Century Schools and Colleges Programme. Under this arrangement Welsh Government will provide 65% of the required funding, subject to business case approval. Newport City Council proposes to use this opportunity to provide the additional capacity within the building replacement project. It has been identified that with additional funding, it will be possible to remove the Griffin Building, believed to be the worst condition teaching building in the education estate.

The proposed programme revision will divert funds from 3 primary school projects which will no longer be included in the programme, as follows:

Malpas Church in Wales Primary School – remodelling/extension – 38 additional places.
St. Woolos Primary School – remodelling/refurbishment – no additional places
Rogerstone Primary School – Extension – 120 additional places

There is currently no alternative funding source for these projects, which will not proceed at this time.

2. Outline how you have/will consult with stakeholders who will be affected by the policy/proposal. Please refer specifically to FEIA guidance in relation to relevant Welsh language duties.

The proposal has been consulted upon with various Newport City Council stakeholders including Newport Norse, People Services Capital Programme Board, and Corporate Strategy Asset Management Group. The Cabinet Member for Education & Skills will now be consulted with, with a view the decision being put to Cabinet.

A paper has been produced by the 21st Century Schools Manager and circulated to stakeholders explaining the proposal and the reasoning. The paper will be going before cabinet and will require final sign off by the council before a programme revision request can be submitted to Welsh Government for approval.

Welsh Government are aware of the potential programme revision and have indicated support for a programme that focuses resources on delivering maximum impact.

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

Key stakeholders are:

Newport City Council
Welsh Government
Bassaleg School and community
Rogerstone Primary School and community
Malpas Church in Wales Primary School and community
St. Woolos Primary School and community

Although the schools included in the initial strategic outline programme have been informed that they were included as beneficiaries of projects within the programme, there has been no public declaration of the list of school projects, or public consideration of scope. Therefore community expectation concerning the Band B programme and individual projects is minimal at this time.

Pupil population forecasts have been considered for all schools, together with an additional allowance for the impact of new housing developments, where applicable.

Ward profiles provide a range of information concerning geographic areas of Newport and the population of those areas, including demographic and economic factors.

The paper produced evidences the reasons for the proposal and how it affects the schools/stakeholders.

The Newport City Council 21st Century Schools Team met with Welsh Government at Bassaleg School to review the proposed project, and this included a tour of the existing facilities with a full briefing on each project within the programme being provided. Concerns were raised about poorly conditioned buildings at Bassaleg School that were not to be removed within the Band B project.

It was at this meeting that Welsh Government made clear they would view a project with a greater strategic view and providing a “one time” investment with a major impact more favourably. It has been considered following the advice from Welsh Government that the existing Griffin building could be replaced if the new teaching block was increased to a three-storey building, resulting in a building rated ‘D’ in condition being replaced.

Rogerstone Primary’s updated pupil forecasts suggest that the pressure on primary places within the area is expected to reduce and therefore the expansion project could be deferred or may not be required.

The proposed project at Malpas Church in Wales Primary is to improve the curriculum delivery at the school and potentially provide an additional 38 pupil places. The impact of this project would be minimal when compared to the impact an improved project at Bassaleg School would have.





Likewise the proposed project at St Woolos Primary would only see minor refurbishment to the school with other works planned with funding secured from the Reduced Infant Class Size Grant. Welsh Government have also indicated a reluctance to support refurbishment projects under the 21st Century Schools Programme.


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"/>	<p>The proposal will have a positive impact on secondary age pupils by providing new for old replacement facilities with the removal of a ‘D’ condition building.</p> <p>There could be a negative impact on primary school places with the Rogerstone expansion being deferred or pulled. Primary pupil forecasts indicate a sufficiency of primary pupil places in the cluster in the medium term, however the numbers could still increase or decrease.</p>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The proposal will see new buildings replace the current ones. The new buildings will be fully compliant and accessible.</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	
				All works that are completed for the proposed expansion will be fully compliant with the Equality Act 2010.
Gender reassignment/ transgender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence that suggests this proposal will have a disproportionate impact on people that share this Protected Characteristic.
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence that suggests this proposal will have a disproportionate impact on people that share this Protected Characteristic.
Pregnancy or maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence that suggests this proposal will have a disproportionate impact on people that share this Protected Characteristic.
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence that suggests this proposal will have a disproportionate impact on people that share this Protected Characteristic.
Religion or Belief or non-belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence that suggests this proposal will have a disproportionate 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 this 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 this proposal will have a disproportionate impact on people that share this Protected Characteristic.
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence that suggests this proposal will have a disproportionate impact on people that share this Protected Characteristic.

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 proposal supports short and long term needs by providing the extra secondary places to pupils in an area where they are most needed. The replacement buildings will make the school site more accessible and bring buildings closer together.</p> <p>The Band B programme was informed by information received from the Newport City Council Intelligence Hub with pupil forecasts. Pupil forecasts have shown that demand for places in Rogerstone Primary School will fall meaning that the proposed expansion under Band B would not be necessary, the school has previously hosted bubble classes and if required this option can be explored in the future.</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.</p> <p>The proposal will be delivered through the full engagement of the Newport City Council 21st Century Schools Team, Newport Norse, People Services Capital Programme Board, Cabinet Member for Education & Skills and The Cabinet.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The following stakeholders will be engaged as part of the consultation process:</p> <ul style="list-style-type: none"> • Newport Norse • People Services Capital Programme Board • Cabinet Member for Education & Skills • The Cabinet • Welsh Government
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The proposal seeks to allocate additional funding to Bassaleg School providing a one-time investment that will have a major impact. Bassaleg School is having significant improvement and expansion through the Band B programme but the Griffin block (considered the worst condition building in the Newport school estate) was to remain under the previous Band B proposal.</p> <p>The allocating of additional funding would allow the additional work to be included in the reviewed Band B programme, with the new teaching block already being planned now being increased to a three-storey building with the Griffin block being removed from the site. This will result in a 'D' condition building being replaced with a brand new building, resulting in a significant reduction to the corporate maintenance backlog.</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>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?

Bassaleg School is already an established school accessible to pupils across the city. The proposal supports the replacement of poorly conditioned buildings, removing them from the site and buildings brand new blocks that will be fully accessible and compliant with the Equality Act 2010. The school is already having works to increase capacity, drawing the additional funding from other projects will have minimal impact with minor refurbishments planned at Malpas Church in Wales Primary and St Woolos Primary.

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 proposal supports a growing and diverse population where currently the Bassaleg School site has buildings that are in poor condition with one being the worst in the Newport school estate. It brings the site together enabling the biggest school in Newport to accommodate their pupils on an improved site.

Parameter 2 – Mutual Obligations between citizens and government

School places are available across of Newport for those who have parental responsibility for a child to apply for, this will be via the school admissions team following the school admissions policy. All additional places under this proposal will be allocated by the school admissions team using the school admission policy and then if necessary the over subscription criteria if more applications than places available are received.

Parameter 3 – Interdependency and reciprocity within community relations

The replacement block will have benefits for Bassaleg School and the local community with the school being brought closer together, creating more sense of community within the school among the growing and diverse population. The new building will offer a range of facilities available for community use.

Parameter 4 – Transparency and accountability in decision making

The proposal is support by this FEIA for the purposes of transparency and accountability in decision making.

8. Equality Impacts and Actions

Please complete the below action plan which sets out steps that will/will not be taken in order to mitigate any negative impacts that your assessment has identified.

Impact identified	Who does it affect?	What will you do to mitigate the impact? If you plan to take no action, please justify your rationale	Who is responsible?
Minor refurbishments at Malpas Church in Wales Primary School and St Woolos Primary School being pulled from the programme.	Malpas Church in Wales Primary School St Woolos Primary School	Project impacts would be minimal in comparison to the impact from an improved Bassaleg School project. Alternative WG funding of £580k has been identified to support some works at St. Woolos, which will benefit the whole school.	NCC
Expansion to three-form entry at Rogerstone Primary School	Rogerstone Primary School	The project could be deferred to a later date with updated pupil forecasts suggesting that the pressure on primary places within the area is expected to reduce over the next 5 years	NCC

9. Monitoring, evaluating and reviewing

The following groups and organisations will monitor, evaluate and review the project:

- Band B Steering Group
- People Services Capital Programme Board
- Asset Management Group
- Cabinet
- Welsh Government

Newport City Council's 21st Century Schools team will write reports which have to be approved by Cabinet and then Welsh Government. Programme reviews then will be sent regularly to Welsh Government for monitoring, evaluating and reviewing purposes, this is all subject to business case approval.

10. Involvement

The proposal will be considered senior councillors subsequently the proposed expansion of the school will be subject to full public consultation, including sessions to engage with primary and secondary school pupils.

11. Summary of Impact (for inclusion in any report)

Equality Act 2010 Welsh

The proposal is to use the additional funding to replace current facilities with new facilities by removing a poor condition building, and using additional funding to expand a new block to a three-storey building. All work will be completed to be fully compliant with the Equality Act 2010.

Welsh Language

There is no impact on the Welsh language.

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:**
Bassaleg School currently receives more applications than it has spaces resulting in applications being refused. The demand is expected to increase with new housing developments in the area. The additional funding supports the removing of a 'D' condition building, with it being replaced with a new three-story building resulting in a significant reduction to the corporate maintenance backlog.
- **Prevention: How acting to prevent problems occurring or getting worse may help us meet our objectives:**
Providing the additional funding for the three-storey replacement block will prevent significant spending on a 'D' condition building as capital maintenance.

- **Integration: Consider how the proposals will impact on our wellbeing objectives, our wellbeing goals, other objectives or those of other public bodies:**
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:**
Collaboration with Band B Steering Group, People Services Capital Programme Board, Asset Management Group, the Cabinet and Welsh Government is being undertaken.
- **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:**
Senior Management, Cabinet Members and Welsh Government are all involved in the process and will monitor, evaluate and review any decisions that progress. Welsh Government will also have to approve business cases relating to the project and will constantly review the project at various stages. Pupils and families will be consulted during the statutory school reorganisation proposal required to enable the project to proceed.

Parameters of Fairness

- **Parameter 1 – Equal treatment while recognizing difference:**
The proposal supports a growing and diverse population where currently the Bassaleg School site has buildings that are in poor condition with one being the worst in the Newport school estate. It brings the site together enabling the biggest school in Newport to accommodate their pupils on an improved site.
- **Parameter 2 – Mutual Obligations between citizens and government:**
Additional school places will be available to apply for via the school admissions teams who will allocate the places using the school admissions policy.
- **Parameter 3 – Interdependency and reciprocity within community relations:**
The replacement block will have benefits for Bassaleg School and the local community with the school being brought closer together, creating more sense of community within the school among the growing and diverse population.
- **Parameter 4 – Transparency and accountability in decision making:**
The proposal is supported by this FEIA for the purposes of transparency and accountability in decision making.