

**RHONDDA CYNON TAF COUNCIL**

**EQUALITY IMPACT ASSESSMENT QUESTIONNAIRE**

## EQUALITY IMPACT ASSESSMENT QUESTIONNAIRE

**Directorate:** Education

**Service Area:** 21<sup>st</sup> Century Schools

**Responsible officer:** Julie Hadley

**Date:** 1<sup>st</sup> October 2018

**1. Name of policy/procedure/practice/project:** **The establishment of Primary education provision to serve the Llanilid housing development**

The Project is to:

Create new Primary school provision for the Llanilid housing development

**2. Policy Aims**, you need to consider why is the policy needed? What does the Council hope to achieve by it?  
How will the Council ensure it works as intended?

New school provision is required to cater for known and planned housing development at the former Llanilid Opencast Site, Llanharan. The site is identified as a strategic housing site in the Rhondda Cynon Taf Local Development Plan (LDP) 2006 – 2021; a new Primary school building to serve the development is detailed in the LDP as a policy requirement for essential infrastructure necessary to support the development.

It is proposed that the new school building will accommodate up to 480 pupils, plus 60 part time Nursery places, for children aged between 3 and 11 years. It will be created and established as an extension to Dolau Primary School in the first instance, and will thus increase the total

available capacity of this dual language school to 921, plus 124 part time Nursery places. The admission number will be 131 per year group and the admissions authority will be Rhondda Cynon Taf County Borough Council.

The site of the new provision that will form the extension will be located immediately adjacent to the site of the existing Dolau Primary School. The school building will comprise 16 general teaching classrooms, a large Nursery unit capable of accommodating 60 children (on a part time basis) and the general ancillary accommodation associated with a primary school, such as a multi-functional assembly hall, kitchen, staff room, offices, toilets, storage and changing rooms. The external areas will include a tarmac playground, car park, MUGA and a sports pitch that will be operated as a joint use facility with the local community. The sports facilities will also be available for use by the existing Dolau Primary School. As the two buildings are located just a short distance from each other, arrangements will be made to create an access between the two sites to ensure a safe and secure walking route between the two buildings that will comprise the extended Dolau Primary School.

The new building will be fully accessible to all and will meet all the requirements and provisions of the Equality Act 2010.

The building will be constructed by Persimmon Homes under the direction and supervision of the local authority and will be handed over to the Council on completion of construction, which is scheduled to coincide with the construction of the 299<sup>th</sup> dwelling on the development.

Once the housing development is well established and the pupil numbers at Dolau increase to fill the spare capacity that will be created by the new building, consideration will be given to making the new building a separate school in its own right. The language medium of the new school will also be determined at this point in time.

**3. Who does it apply to? Please indicate by highlighting or deleting as appropriate**

Members of the public   Staff   Both   Other   Please state: children aged 3-11 years resident in the existing catchment area of Dolau Primary School, and the new housing development at Llanilid

**4. Indicate whether this is a new proposal, a review or a proposed cessation:**

New

**5. Identifying Impacts** – Please choose whether the policy/practice will have a positive, negative or neutral effect on **each** issue below: Think about the key questions included in the manager’s guidelines.

People / issues to consider	Impact policy / practice will have			If a positive or negative impact is identified, explain why:
	Positive	Negative	Neutral (No impact)	
Age (young and old)	Young – Yes		Old – no impact	<p>Better learning facilities for all and sufficient school capacity to cater for all children who will reside within the catchment area.</p> <ul style="list-style-type: none"> <li>• make the learning environments comfortable and attractive for all children who access them, to 21<sup>st</sup> Century Schools standards.</li> <li>• access services to improve the lives of children and their families.</li> <li>• Improved facilities will enable the pupils to access learning and cultural activities which can help develop relationships within communities.</li> <li>• The changing curriculum, life long learning opportunities and use of ICT will provide the opportunity to enable all learners to reach their potential.</li> <li>• Facilities at Primary schools, in particular the Infant teaching areas are geared towards the needs of young children and are, as such not suitable for use by older persons.</li> </ul>
Disability (remember to	Yes			As this will be a brand new building, it will comply with all of the

People / issues to consider	Impact policy / practice will have			If a positive or negative impact is identified, explain why:
	Positive	Negative	Neutral (No impact)	
consider the different types of disability)				requirements of planning and building control legislation and will also fully comply with the provisions of the Equality Act 2010, being fully accessible to all.
Gender			Yes	
Gender Reassignment			Yes	
Race			Yes	
Religion or Belief			Yes	
Sexual Orientation			Yes	
Welsh Language	Yes			The school will offer education provision in both English and Welsh Mediums, subject to parental preference and choice.
Carers			Yes	

## EVIDENCE

### 6. What evidence is there to support your conclusions? Please indicate below

Reports of the Director of Education to Cabinet - September 2018.  
Public Consultation Document on the Proposal

### 7. In areas where a negative impact has been identified are there any ways that the negative effect could be reduced or removed? Please indicate below and include the evidence on which you have based your conclusion.

None

## INVOLVEMENT & CONSULTATION

### 9. What involvement and consultation has been done in relation to this (or similar) policy and what are the results?

The following consultation meetings/ open events are to be held

School Affected	Group	Time/Date	Venue
Dolau Primary School	Governing Body and Staff Meeting	Thursday, 18 <sup>th</sup> October 2018, 3.30 – 4.15pm	Dolau Primary School
Dolau Primary School	School Council	Thursday, 18 <sup>th</sup> October 2018, 2pm	Dolau Primary School
Members of the local community	Parents and public drop in session and exhibition	Thursday, 18 <sup>th</sup> October 2018, 4.30 – 6pm	Dolau Primary School

A consultation questionnaire was also available in the consultation document and on the Council's internet site at [www.rctcbc.gov.uk](http://www.rctcbc.gov.uk)

Interested parties were also welcome to put their views in writing to:

Director of Education  
Rhondda Cynon Taf County Borough Council  
Ty Trevithick  
Abercynon CF45 4UQ

e-mail [schoolplanning@rctcbc.gov.uk](mailto:schoolplanning@rctcbc.gov.uk)

## **MONITORING AND REVIEW**

### **10. What arrangements have you put in place to review the actual impact of the policy once it has been implemented?**

The Council's school improvement, governor support and HR teams will be fully engaged in supporting the governing body to establish the new provision, and to enable the school to 'grow' in size as new houses are constructed. This support will continue for as long as it is required.

## **ADDRESSING THE IMPACT**

### **11. What option have you chosen as a result of your impact assessment?**

- Continue the Policy

**Please indicate and provide reasons for your decision.**

The evidence outlined in our consultation document clearly recommends that this is the right approach.

## 12. ACTION PLAN

You now need to complete the EIA action plan to outline how you will act on any impacts identified. You may need to prioritise in terms of what actions you choose to take and the timescales to complete them in. In general terms, you should try to act on all negative impacts unless there is a clear reason as to why this is not possible. You could also identify actions for positive or neutral impacts where appropriate i.e. to outline and further promote a positive impact or to outline how to make something have a positive impact instead of a neutral one.

### EQUALITY IMPACT ASSESSMENT ACTION PLAN

Action	Responsible Officer	Timescale for Actions	Timescale and actions for Review	Measures to be taken to evaluate effects of actions
To monitor and supervise the construction of the new school building, which will be constructed by Persimmon Homes and delivered to the Council upon completion of the 299 <sup>th</sup> house on the development	Colin Atyeo Director of Corporate Estates	By September 2020 (or whichever date the construction of the 299 <sup>th</sup> dwelling falls on)		

**13. Please outline below any negative impacts that have been identified in the EIA questionnaire but not addressed in the action plan. You will need to explain your reasons for not addressing them.**

None.



Please keep a copy of the questionnaire and action plan and send copies to:

Equality, Diversity & Social Justice Team

The Pavilions

Cambrian Park

Clydach

CF40 2XX

Email: [equality@rhondda-cynon-taf.gov.uk](mailto:equality@rhondda-cynon-taf.gov.uk)

Tel: 01443 424075

Signed: Gaynor Davies                      Date: 1/10/18

Job Title: Director of Education & Inclusion Services