

Impact Assessment - First Stage**1. Details of the initiative**

Initiative description and summary: Strategic School Improvement Programme - Proposal to establish an English- medium 3-11 School to replace Alltwen, Godre'rgraig and Llangiwg Primary Schools
Service Area: Strategic School Improvement Programme
Directorate: ELLLS

2. Does the initiative affect:

	Yes	No
Service users	✓	
Staff	✓	
Wider community	✓	
Internal administrative process only		

3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age	✓				H	<p>This directly affects children aged 3-11 who currently attend Alltwen, Godre'rgraig and Llangiwg Primary schools, and children who will attend the new school in the future.</p> <p>Current pupil numbers in the three schools combined are 454 full time and 66 part time. (PLASC 2020)</p> <p>The proposal is also likely to have an impact on children under 3 who access childcare facilities.</p> <p>Primary aged pupils who attend schools in the Pontardawe area may also be indirectly affected by the</p>

					<p>proposal, as well as children who live in the area and attend schools elsewhere.</p> <p>Pupils attending Cwmtawe Community School may also be impacted upon by this proposal.</p> <p>Data indicates that currently 78 members of staff are employed across the three schools. School reorganisation is likely to affect employment opportunities for staff.</p> <p>This aspect will need to be fully explored as part of a full assessment.</p>
Disability		✓			<p>The Council's arrangements for education across the county borough include those children and young people with a disability. The proposal is likely to impact upon this protected characteristic group.</p> <p>Currently 27% of pupils who attend either Alltwen, Llangiwig or Godre'rgraig are recorded as having an additional learning need (ALN). Of these 17% have their needs met by the school they attend, 7% receive additional support from other agencies and 2% have a statement of Special Educational Need (SEN).</p> <p>M The Council is required to have regard for the needs of disabled learners and learners with learning difficulties when assessing transport needs.</p> <p>Data reveals that less than 1% of staff across the three schools have indicated that they have a disability.</p> <p>Some staff and pupils of the current schools may be affected by the move to a different location, but a new build school will have enhanced facilities which should improve provision for disabled users.</p> <p>This aspect will need to be further explored as part of a full assessment.</p>

Gender Reassignment		✓			L	<p>This is not a criterion considered in terms of the Council's education arrangements either for pupils or school staff.</p> <p>However it is likely that the new build premises will allow for greater opportunities for proactive approaches to equality concerns, including those which relate to gender reassignment.</p> <p>This aspect will need to be further explored as part of a full assessment.</p>
Marriage/Civil Partnership			✓			<p>This is not a criterion that will be impacted upon by this proposal</p>
Pregnancy/Maternity			✓			<p>This is not a criterion that will be impacted upon by this proposal</p>
Race				✓	L	<p>All Neath Port Talbot schools are inclusive for pupils of all ethnic groups and ethnicity is not a criterion under the Council's Admissions Policy.</p> <p>The majority of pupils in Alltwen, Godre'rgraig and Llangiwig primary Schools are white British, however 6% of pupils identify with other ethnic groups. It is possible that these pupils may be disproportionately affected by the proposal.</p> <p>Race is not a criterion that is considered when employing staff currently or for the proposed new school.</p> <p>98% of staff employed at the present time at the three schools identify as white British, with the remainder preferring not to indicate ethnic origin.</p> <p>This aspect is unlikely to be impacted upon as a result of the proposal, however it will be further explored as part of a full assessment.</p>
Religion/Belief			✓		L	<p>Alltwen, Godre'rgraig and Llangiwig primary schools are non-faith schools and admit pupils of all religions/beliefs who wish to attend. Religion or belief is not a criterion</p>

						<p>under the Council's Admissions Policy which is applicable to all three schools. Admission to the new school would be in line with this policy.</p> <p>Religion/belief is not a criterion that is considered when staff are employed currently or for the proposed new school.</p> <p>It is unlikely that the proposal could impact on pupils and staff disproportionately due to their religion or belief, however this will be explored in more detail as part of the full assessment.</p>
Sex		✓			M	<p>All schools admit boys and girls currently and the new school will also admit both sexes. Currently across the three schools there are 245 female pupils and 275 male pupils.</p> <p>Girls and boys may be affected differently by school reorganisation. It may be the case that either sex could be disproportionately affected by the proposal.</p> <p>Male and female staff are employed at all three schools and it is expected that the new school will have a similar balance of male and female employees. Current data indicates that 88% of staff employed at the schools are female. This may mean that female staff would be disproportionately affected by school reorganisation in relation to employment opportunities. This aspect will need to be further explored as part of a full assessment.</p>
Sexual orientation			✓			<p>This is not a criterion that will be impacted upon by this proposal.</p>

4. Does the initiative impact on:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language	✓				M	<p>The Swansea Valley area is a linguistically significant area as it contains the highest number and percentages of Welsh speakers in NPT, and is amongst the highest in Wales as a whole. There are concerns however that the number of Welsh speakers is declining and work has been ongoing to ensure the language is promoted and grows.</p> <p>Alltwen, Godre'rgraig and Llangiwig primaries teach Welsh as a second language and this will also be the case for the new school. Currently 25% of staff across the three schools are fluent or fairly fluent Welsh speakers. By combining the three schools Welsh language provision could be improved as there could be greater impact on having a more concentrated group of Welsh speakers able to support pupil and staff language development skills through the medium of Welsh. This aspect will need to be explored in more detail as part of the full assessment to better understand possible impacts.</p>
Treating the Welsh language no less favourably than English	✓				L	<p>A new build EM school could attract pupils currently attending WM schools, which could hinder development of Welsh as a first language in the area, and as such could be seen to be treating the Welsh language less favourably than English.</p> <p>Significant work is being undertaken in a number of the WM schools in the area which will improve provision for teaching and learning and provide extra pupil places, which should mitigate against the impact of a new school.</p> <p>Further exploration of this aspect will be needed as part of the full assessment.</p>

5. Does the initiative impact on biodiversity:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity	x				M	The proposal seeks to build a new primary school in the Parc Ynysderw area of Pontardawe. This is likely to have an impact on the environment, due to the initial build process and the later use of the school and community facilities when operational. These aspects will be explored further as part of the full assessment if the proposal is approved and developed.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.	x				M	

6. Does the initiative embrace the sustainable development principle (5 ways of working):

	Yes	No	Details
Long term - how the initiative supports the long term well-being of people	✓		The proposal if implemented is expected to positively impact on pupils aged 3-11 who will attend the future school, and on older children and adult users including parents, staff, Governors and members of the local community. The enhanced education and leisure facilities will improve wellbeing, not just when the school opens but also into the future, and will provide a valuable resource for the local community.
Integration - how the initiative impacts upon our wellbeing objectives	✓		The Strategic School Improvement Programme and its related projects are included in the Directorate's plans which link to the Council's wellbeing objectives. The proposal directly supports wellbeing objective 1 – 'to improve the wellbeing of children and young people' through the provision of a 21 st century school for current and future generations of primary aged pupils.

			Through creating facilities that can be used by the community the proposal also supports wellbeing objective 2 –‘to improve the wellbeing of all adults who live in the county borough’ and wellbeing objective 3 ‘to develop the local economy and environment so that the wellbeing of people can be improved’, through the creation of jobs during the construction phase and beyond.
Involvement - how people have been involved in developing the initiative	✓		Informal consultation has taken place with schools, Governors, and local members of the Swansea Valley which has helped to shape original idea. The proposal is subject to a full consultation which will involve pupils, staff, Governing Bodies, and the community, as well as others who have an interest in education.
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions	✓		Full consultation is required for this proposal where views from all stakeholders including other services and organisations will be gathered. Following consultation a report will be taken to Cabinet for further consideration. This will further inform the full assessment.
Prevention - how the initiative will prevent problems occurring or getting worse	✓		If implemented the proposal will provide new 21 st century teaching and learning facilities for 770 primary aged pupils. A new school provides greater prospects for improving educational attainment for pupils and should have a positive impact on other services within the Council and community. Additionally the proposal will remove circa. £2m maintenance and accessibility costs for the existing schools.

7. Declaration - based on above assessment (tick as appropriate):

A full impact assessment (second stage) is not required	
Reasons for this conclusion	

A full impact assessment (second stage) is required	✓
Reasons for this conclusion	
<p>Should the proposal proceed it is likely to have an impact on pupils, staff and other potential users of the new school. The proposal may also impact on opportunities to use the Welsh language. A more in depth analysis of the impacts on protected groups and on Welsh Language users is therefore needed. It is also necessary to undertake a full analysis on possible impacts on biodiversity as these impacts are as yet unknown.</p> <p>Following full consultation where views of all stakeholders will be gathered, greater information will be available which will further help to inform the full assessment.</p>	

	Name	Position	Signature	Date
Completed by	R.Crowhurst	Programme Manager		10.10.20
Signed off by	A .Thomas	Head of Service/Director		10.10.20