

Integrated Impact Assessment (IIA)

This Integrated Impact Assessment considers the duties and requirements of the following legislation in order to inform and ensure effective decision making and compliance:

- Equality Act 2010
- Welsh Language Standards (No.1) Regulations 2015
- Well-being of Future Generations (Wales) Act 2015
- Environment (Wales) Act 2016

1. Details of the initiative

	<p>Title of the Initiative: Proposal to Establish a New Welsh-Medium Primary School in Neath Abbey</p>
1a	<p>Service Area: Strategic School Improvement Programme</p>
1b	<p>Directorate: ELLLS</p>
1c	<p>Summary of the initiative: The Council is proposing to establish a new Welsh-medium starter school for 210 full time and 45 part time nursery pupils aged 3-11 in Neath Abbey. It is proposed to also include a childcare setting for up to 12 children.</p> <p>It is proposed that the school will be located on the vacant site of the former Abbey Primary, St John's Terrace, Neath Abbey. The school is expected to open to nursery pupils in January 2023.</p>
1d	<p>Is this a 'strategic decision'? Yes - forming part of the Council's WESP 10 year plan to increase the number of learners accessing Welsh-medium education. The target is based on increasing the number of Year 1 children taught through the medium of Welsh from 16.8% (252 pupils) in 2020/21 (PLASC 2021) to 31% (460 pupils) by 2032.</p>
1e	<p>Who will be directly affected by this initiative? Service Users, staff and members of the community.</p>
1f	<p>When and how were people consulted?</p>

	<p>On 19th January 2022, the Council’s Cabinet determined to consult on the proposal to establish a new Welsh-medium 3-11 school in Neath Abbey. The consultation period ran from 25th January 2022 to 8th March 2022. A list of consultees is included at Appendix 1.</p> <p>Consultation was undertaken at a formative stage and allowed for intelligent consideration and response. The consultation period was 6 weeks to allow consultees time to consider the proposal and submit comments.</p> <p>The consultation document was made available by e-mail to consultees, members of the community, Diocesan Directors of Education and the Community Council as a representative of individuals within the community. Consultation also included prospective parents. It was also available on the Council’s website. Hard copies were available on request.</p> <p>Responses to the consultation were submitted by email and via the Councils online consultation portal. Details of how to respond were included in the consultation document and links to the online consultation portal were included on the website and on the Council’s social media channels.</p> <p>The consultation document invited views and opinions to be submitted in respect of the proposal. The Welsh Government’s School Organisation Code requires the Council to consult on its proposal and to publish a consultation report summarising any issues raised by consultees, the Council’s response to those issues and Estyn’s view of the overall merit of the proposal.</p>
<p>1g</p>	<p>What were the outcomes of the consultation?</p> <p>The consultation process followed Welsh Governments guidelines, in compliance with the Schools Standards and Organisation (Wales) Act 2013 and School Organisation Code 2018. The Council consulted with a range of statutory consultees outlined in and required by the Code.</p> <p>The Authority received</p> <ul style="list-style-type: none"> • Online responses 44, 26 in support • Emails 3, 2 in support • Paper forms/letter 0, 0 in support <p>In total 47 responses were received</p>

The Council is using the feedback and responses received to the engagement and consultation exercises carried out in relation to the proposal as part of its decision making process.

It is recognised that a low number of responses were received and this will be mitigated by future monitoring and actions as stated in the relevant section below.

2. Evidence

What evidence was used in assessing the initiative?

Following consultation a Consultation Report has been prepared summarising the comments received and officer responses. This should be read alongside this impact assessment.

Respondents were asked to complete an Equalities Monitoring form included in the consultation document.

A great deal of information is available with relation to the population within Neath Port Talbot. This can be accessed from the following sources.

- Equality Act 2010
- Welsh Language Standards (No.1) Regulations 2015
- Well-being of Future Generations (Wales) Act 2015
- Environment (Wales) Act 2016
- NPT draft WESP 2022-2032
- Consultation Report
- Welsh Index of Multiple Deprivation (WIMD)
- School Organisation Code, 2018

- Household projections by local authority [Subnational household projections \(local authority\) additional variant projections: 2018-based | GOV.WALES](#)
- <https://statswales.gov.wales/Catalogue/Population-and-Migration/Population/Projections/Local-Authority/2018-based/populationprojections-by-localauthority-year>
- <https://gov.wales/sites/default/files/statistics-and-research/2020-05/summary-statistics-regions-wales-2020-629.pdf>
- Pupil Level Annual School Census (PLASC) data has also been used along with the Local Authority data relating to school staff

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. In addition, the Council is an inclusive employer.

Inclusivity and respect of others is an intrinsic element of the National Curriculum, and the proposed new school would seek to provide an inclusive environment which meets the needs of all pupils irrespective of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation. The Estyn School Inspection Handbook also details how inspection would evaluate how well individual pupils benefit from the school and states it may be relevant to pay particular attention to those with protected characteristics, therefore including transgender pupils. Under spiritual, moral, social and cultural development Estyn would look for evidence where pupils develop awareness and respect for diversity in relation to, for example gender, race, religion and belief, sexual orientation and disability.

It is recognised that there is a lack of general data for all protected characteristics in Welsh-medium education. To mitigate this, the Local Authority will continue to monitor protected characteristics in the future.

3. Equalities

a) How does the initiative impact on people who share a **protected characteristic**?

Protected Characteristic	+	-	+/-	Why will it have this impact?
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Age	√		<p>The Equality Duty covers the protected characteristic of age, which refers to a person having a particular age or being within an age group.</p> <p>The establishment of a new Welsh-medium Primary school will support the increasing demand for Welsh-medium education Neath Port Talbot, which has been growing significantly over recent years. There is currently no Welsh-medium provision for ages 3 - 11 years in the Neath Abbey area that could increase the opportunities for parents and children in this area to attend Welsh-medium education.</p> <p>The proposal will have a positive impact on children aged 3-11 who will have the opportunity to attend the new school in the future, as well as preschool pupils who will access the proposed childcare provision. The development of Welsh medium childcare provision on site adjacent to the Welsh medium Foundation Phase nursery class will enable continuity of provision for parents as well as continue to strengthen the Welsh language acquisition of the youngest children within the 3-11 age group as well as younger pre-school age children. The provision of wraparound provision will enable working families to have the same access to provision as their English medium counterparts as well as enabling children to have social play experiences through the medium of Welsh.</p> <p>Employees within the school will be protected by the policies adopted by the Governing Body and will have access to suitable HR advice.</p> <p>This initiative should therefore have a positive impact on this group.</p>
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Disability			<p>The Council's arrangements for education across the county borough include those children and young people with a disability.</p> <p>It is anticipated that the proposed new school will have enhanced facilities which should improve provision for disabled users, made possible by the planned works to remodel and refurbish the current school.</p> <p>As a result of the Additional Learning Needs and Educational Tribunal Act (Wales) 2018, significant changes are underway in relation to the statutory provision required to meet the needs of all learners with additional learning needs (ALN). All services within the local authority will be required to consider whether the child or young person needs ALP (Additional Learning Provision) in Welsh.</p> <p>√ The proposed new school will provide ALN support for pupils within a mainstream setting.</p> <p>It is a target within the WESP to ensure an increase in the provision of Welsh-medium education for pupils with ALN. Targets in this sections include providing support for teachers within Welsh-medium mainstream schools. This will enhance the Inclusive Learning Provision (ILP) and Additional learning Needs Provision (ALP) offer within Welsh- Medium schools and Early Years settings, as set out in the new ALN Code for Wales 2021.</p> <p>This proposal should have a neutral impact on this protected characteristic group.</p>
Gender reassignment			<p>√ It is expected that all NPTCBC schools meet the needs of pupils and staff who are transgender.</p> <p>Local Authority and school policies will be in place in terms of gender reassignment. Employees and pupils within the school will be protected by the policies adopted by the Governing Body.</p> <p>The proposal therefore is likely to have a neutral impact on this aspect.</p>

Marriage & civil partnership			<p>√</p> <p>Pupils at the school are below the legal marriage age. Staff will continue to receive protection under the Equalities Act 2010 which would be referred to by the new Governing Body and Council in order to support the staff at the school.</p> <p>Employees within the school will be protected by the policies adopted by the Governing Body and will have access to suitable HR advice.</p> <p>The proposal is designed to have a neutral impact on those with protected characteristics accessing the new school.</p>
Pregnancy and maternity			<p>√</p> <p>It is not considered that there would be a negative impact on pupils in this protected group as there is a minimal likelihood of pupils falling within this protected group due to the age range of the proposed new school. The provision of education for any pupil identified as being within this protected group would remain unaltered by the proposal.</p> <p>Employees within the school will be protected by the policies adopted by the Governing Body and will have access to suitable HR advice.</p> <p>The proposal therefore is likely to have a neutral impact on this aspect.</p>
Race			<p>√</p> <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. In addition, the Council is an inclusive employer.</p> <p>It is evident from Welsh-medium school data that families from different ethnic backgrounds choose Welsh-medium education, with many English families moving to the area and making the informed decision to educate their children in Welsh-medium schools. Both the WESP and the Neath Port Talbot Welsh Language Strategy aim to inform and support these families when making the decision about choosing Welsh-medium education. These aims significantly alleviate concerns and</p>

			<p>it is anticipated that this will lead to an increase in the number of pupils from ethnic backgrounds attending Welsh-medium education.</p> <p>Future employees of the school will be entitled to receive protection under the relevant employment and equalities law and policies which will be adopted by the Governing Body.</p> <p>The proposal therefore is likely to have a neutral impact on this aspect.</p>
Religion or belief		√	<p>It is expected that the Council's educational arrangements will meet the needs of pupils or staff members of different religions or with different beliefs.</p> <p>Religion or belief is not a criterion under the Council's Admissions Policy which will be applicable to the new school. Admission to the new school would be in line with this policy.</p> <p>Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the newly established Governing Body and Council in order to support the staff at the new school.</p> <p>Respect for all religious and non-religious beliefs would not change as a result of implementing this proposal. Similarly, the aspect of the curriculum relating to religion and belief would not change because of this proposal. The proposal does not seek to reduce the number of faith school places and increase the number of community (not-faith based) school places.</p> <p>The Estyn School Inspection Handbook also details how inspection would evaluate how well individual pupils benefit from the school. Under spiritual, moral, social and cultural development Estyn would look for evidence where pupils develop awareness and respect for diversity in relation to, for example gender, race, religion and belief, sexual orientation and disability.</p> <p>The proposal therefore is likely to have a neutral impact on this aspect.</p>

Sex			√	<p>All Neath Port Talbot schools admit boys and girls currently and the new school will also admit both sexes. Currently across the WM primary schools in Neath Port Talbot there are 723male pupils and 748 female pupils (Years1 -6).</p> <p>The Council is an inclusive employer. Across the Local Authority both male and female staff are employed within primary education settings.</p> <p>Children of both sexes would be treated and taught equally at the proposed new school. There would be no different methods of teaching or curricula for either sex. The school would aim to reduce, as far as possible, segregating pupils and students by gender.</p> <p>The proposal therefore is likely to have a neutral impact on this aspect.</p>
Sexual orientation			√	<p>Inclusivity and respect of others is an intrinsic element of the National Curriculum, and the proposed new school would seek to provide an inclusive environment which meets the needs of all pupils irrespective of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation.</p> <p>The Estyn School Inspection Handbook also details how inspection would evaluate how well individual pupils benefit from the school and states it may be relevant to pay particular attention to those with protected characteristics, therefore including transgender pupils. Under spiritual, moral, social and cultural development Estyn would look for evidence where pupils develop awareness and respect for diversity in relation to, for example gender, race, religion and belief, sexual orientation and disability.</p> <p>The National Curriculum will promote inclusivity through teaching and learning within the school.</p>

			Based on the policies in place, the proposal will have a neutral impact on people including staff and pupils in this protected group.
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What action will be taken to improve positive or mitigate negative impacts?

This proposal, if implemented would be closely monitored with information gathered regarding characteristics and circumstances of the individuals involved. From the evidence currently available the proposal should have mainly positive or neutral impacts on the protected characteristics due to the following actions-

- The leadership team of the proposed new school would promote an inclusive ethos where everyone is valued, with support from local authority Education Development Service (EDS) and Inclusion teams
- Policies and procedures would be in place to support the school with inclusive practice; local authority policies would be adopted and adhered to
- Monitoring of pupil and staff well-being would take place by the leadership team of the school; a school review would be undertaken by the Strategic School Improvement Programme (SSIP) team in the first 2 years of opening
- Design processes would ensure accessibility is planned for and delivered
- Monitoring of impact on larger groups will take place as the school grows

b) How will the initiative assist or inhibit the ability to meet the **Public Sector Equality Duty**?

Public Sector Equality Duty (PSED)	+	-	+/-	Why will it have this impact?
To eliminate discrimination, harassment and victimisation	√			<p>Policies adopted by the Governing Body and teaching and learning will aim to eliminate discrimination, harassment and victimisation.</p> <p>Employees within the school will be protected by Local Authority policies and policies adopted by the Governing Body and will have access to suitable HR advice.</p>

			<p>Pupils will be protected by Local Authority policies and policies adopted by the Governing Body.</p> <p>The National Curriculum will promote inclusivity and acceptance through teaching and learning within the school.</p>
To advance equality of opportunity between different groups	√		<p>The school will be encouraged to engage with the different groups within the local community when opportunities arise.</p> <p>The development of the new curriculum will develop opportunities for pupils and staff to engage with the different groups within the local community when opportunities arise.</p>
To foster good relations between different groups	√		<p>The school will be encouraged to engage with the different groups within the local community when opportunities arise.</p> <p>The development of the new curriculum will develop opportunities for pupils and staff to engage with the different groups within the local community when opportunities arise.</p> <p>Opportunities will be present to ensure that groups work together to promote and develop the Welsh language, for example Welsh-medium schools Cluster group to further develop pupil and staff skills.</p>

What action will be taken to improve positive or mitigate negative impacts?

- A Strategic Equality Plan will be developed by the school leadership team informed as a result of engagement and consultation with all stakeholders.
- Where opportunities arise, proactively look for opportunities to engage with different groups in the community.

- Where opportunities arise, new curriculum planning will develop inclusivity and acceptance within the classroom.

4. Socio Economic Duty

Impact	Details of the impact/advantage/disadvantage
Positive/Advantage	<p>The proposal, if implemented, should have a positive impact on groups who experience socio economic disadvantage.</p> <p>The proposal aims to stimulate and provide local, accessible, sustainable, community-focused provision to meet the growing demand for Welsh medium education in the area.</p> <p>Adding a Welsh-medium school into the area will give the pupils the opportunity to learn through the medium of Welsh and could improve future employment prospects in line with Welsh Government's Cymraeg 2050 strategy and Well-being of Future Generations (Wales) Act 2015.</p> <p>Provision for Welsh language childcare will be fully inclusive and accessible for all on site.</p> <p>The proposal would therefore have a positive impact in this regard.</p>
Negative/Disadvantage	<p>Some consultees responded that pupils receiving Welsh-medium education within the new school will be at a disadvantage to their English counterparts as the new Welsh-medium school will be located in an old building and not in a purpose built new school.</p>
Neutral	<p>The facility is accessible to pupils and the wider community regardless of any specific socio-economic disadvantage.</p>

	The facility will be fully accessible to people with learning disabilities regardless of any specific socio - economic disadvantage.
What action will be taken to reduce inequality of outcome	
<ul style="list-style-type: none"> Promote and encourage uptake of Welsh-medium educational provision for pupils from all socio-economic backgrounds. 	

5. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion	√			<p>The proposal aims to promote community cohesion by contributing towards creating a society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation, as outlined in the Well-being of Future Generations (Wales) Act 2015.</p> <p>The proposal also aligns itself with specific actions within the WESP, using and utilising the new school to promote community cohesion, for example, Menter Iaith's family activity sessions/ days e.g. fun days, singing sessions; The Urdd's Community Department providing arts opportunities and arranging activities to encourage and enable children and young people to socialise through the medium of Welsh outside the classroom. These activities aim to forge good relationships within the community.</p>

Social Exclusion	√			<p>There could be a positive effect on social exclusion by providing access to local Welsh-medium education to all, thus contributing towards targets as stated in the WESP document, coupled with Welsh Government's desire for additional Welsh speakers across communities in Wales.</p> <p>The proposal should have a positive impact on reducing social exclusion.</p>
Poverty			✓	<p>Poverty has a significant impact on the educational experience and attainment of many children growing up in the UK.</p> <p>Education can be a route out of poverty, equipping children and young people with the necessary skills and qualifications which will support them to secure employment. The proposal will give the pupils the opportunity to learn through the medium of Welsh and could improve future employment prospects in line with Welsh Government's Cymraeg 2050 strategy and Well-being of Future Generations (Wales) Act 2015.</p> <p>In this respect the proposal has an overall neutral impact.</p>

What action will be taken to improve positive or mitigate negative impacts?

- Support would be provided to ensure that opportunities are taken to create a new school community, involving pupils, staff, governors, parents/carers and wider community groups including community and town councillors, childcare providers, local businesses etc. with the aim of improving community cohesion as outlined in activities above.
- Prior to opening the Headteacher and Governing Body will be supported to investigate the opportunities available within walking distance of the new school to enrich the curriculum
- The proposed new school Leadership team will be encouraged to support and promote community engagement and events when opportunities arise, to ensure links are maintained and developed

6. Welsh

	+	-	+/-	Why will it have this effect?
<p>What effect does the initiative have on:</p> <ul style="list-style-type: none"> – people’s opportunities to use the Welsh language 	√			<p>Neath Port Talbot’s draft WESP 2022-32, is the cornerstone for the Council’s vision for increasing and improving the planning of the provision of Welsh medium education in Neath Port Talbot, to enable all learners to develop their Welsh language skills and to use the language confidently in everyday life.</p> <p>The overarching ten year target in Neath Port Talbot is to increase the number of Year 1 children taught through the medium of Welsh from 16.8% (252 pupils) in 2020/21 (PLASC 2021) to 31% (460 pupils) by 2032.</p> <p>Modelling work on expanding Welsh- medium provision suggests that the Neath Abbey area is a good location for creating a new Welsh-medium school.</p> <p>This proposal would seek to establish a Welsh-medium starter primary school in premises previously occupied by Abbey Primary School.</p> <p>The proposal therefore should impact positively on people’s opportunities to use the Welsh language by expanding the Welsh-medium education provision in Neath Port Talbot.</p>
<ul style="list-style-type: none"> – treating the Welsh and English languages equally 	√			<p>A new Welsh-medium school should provide greater choice for families in the area and it is expected that this proposal will increase the number of pupils being educated through the medium of Welsh, as well as having a positive impact on families and the local community through providing opportunities to improve and increase the use of the Welsh language in daily life.</p>

				<p>Some consultees responded that pupils receiving Welsh-medium education within the new school will be at a disadvantage to their English counterparts as the new Welsh-medium school will be located in an old building and not in a purpose built new school. This is addressed in the Consultation Report.</p> <p>This proposal therefore should impact positively on treating the Welsh language no less favourably than English.</p>
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What action will be taken to improve positive or mitigate negative impacts?

- Raise parental awareness of the choice of schools available in the Neath Abbey area including those offering Welsh-medium education so parents are able to make an informed decision when choosing a school
- Support preschool and childcare Welsh-medium parents in the area to enable non Welsh speaking parents to feel confident about choosing a Welsh-medium school
- Raise awareness of improvements work undertaken at the former Abbey Primary and monitor impact on pupil numbers in nearby schools
- Monitor parental choice of school i.e. Welsh/English medium and take action admission rates drop significantly as a result of the new school

7. Biodiversity

How will the initiative assist or inhibit the ability to meet the **Biodiversity Duty**?

Biodiversity Duty	+	-	+/-	Why will it have this impact?
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To maintain and enhance biodiversity			<p>Neath Port Talbot County Borough Council (NPTCBC) has a legal duty to maintain and enhance biodiversity, and in so doing, promote the resilience of ecosystems under the Environment (Wales) Act 2016. The Council's Biodiversity Duty Plan demonstrates how we will fulfil that duty and will act as a driver for conservation activities throughout Neath Port Talbot (NPT).</p> <p>✓ The Biodiversity Duty Plan not only delivers our statutory duties with regards to biodiversity but also explains how, through meeting the Biodiversity Duty, we are delivering well-being objectives and the ways of working under the Well-being of Future Generations (Wales) Act 2015.</p> <p>This is not a criterion that will be impacted upon by this proposal</p>
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.			<p>✓ Consultees responded that in their view traffic and parking will be an issue. It is not expected that there will be extra traffic on the road as the capacity of the school (when at full capacity in 2029) will be less than the previous Abbey Primary capacity. This will not result in an increase in levels of emissions. This is addressed in the Consultation Report.</p> <p>This is not a criterion that will be impacted upon by this proposal.</p>

What action will be taken to improve positive or mitigate negative impacts?

- Traffic impact will be monitored closely as the school grows.

8. Well-being of Future Generations

How have the five ways of working been applied in the development of the initiative?

Ways of Working	Details
i. Long term – looking at least 10 years (and up to 25 years) ahead	This proposal is expected to positively impact on pupils aged 3-11 and on older children and adults who will benefit from increased use of the Welsh language in the local area. It will aim to will improve wellbeing through the promotion of the development of the Welsh language leading to increased opportunities to participate in the language and culture of Wales.
ii. Prevention – preventing problems occurring or getting worse	Welsh-medium education is an integral and essential part of the learning offer in Neath Port Talbot and all children should benefit from the opportunity to learn, appreciate and understand their lives through the medium of Welsh. This principle is underpinned by ensuring universal access to this provision across the county borough. Neath Port Talbot Council recognises that language and culture are critical parts of an individual's identity and is committed to promoting and celebrating Welsh language learning across all phases and sectors. This proposal aims to increase the opportunities for pupils to access Welsh-medium education through the establishment of a new Welsh-medium primary school.
iii. Collaboration – working with other services internal or external	<p>Informal consultation has taken place with a range of stakeholders to help shape the proposal. Additionally the proposal has been subject to a comprehensive consultation with a wide range of stakeholders for a six week period. The consultation took place between 25th January and 8th March 2022</p> <p>Based on the statutory requirements set out in the School Organisation Code, 2018, local authorities must consult with a range of stakeholders.</p>
iv. Involvement – involving people, ensuring they reflect the diversity of the population	Informal consultation has taken place with local schools. The Governing Body of a Welsh-medium school that currently admits pupils from the Neath Abbey area is supportive of this proposal.

v. Integration – making connections to maximise contribution to:	
Council’s well-being objectives	<p>The Strategic School Improvement Programme and its related projects are included in the Directorate’s plans which link to the Council’s wellbeing objectives. This proposal directly supports wellbeing objective 1 – ‘to improve the wellbeing of children and young people’ through the provision of enhanced opportunities and provision for current and future generations of primary aged pupils. It also indirectly 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 creating a community resource which can be used to support families and help to develop the Welsh language in the area.</p>
Other public bodies objectives	<p>This proposal directly impacts upon the Public Services Board priority to support children in their early years.</p>

9. Monitoring Arrangements

Provide information on the monitoring arrangements to:

Monitor the impact of the initiative on Equalities, Community Cohesion, the Welsh Measure, Biodiversity Duty and the Wellbeing Objectives.

The proposed new school's senior leadership team and Governing Body will be responsible for monitoring the progress and well-being of pupils, staff and service users to ensure the expected positive impacts are being realised and that mitigating actions are undertaken to minimise any identified negative impacts.

Neath Port Talbot County Borough Council works closely with Governing Bodies of schools to ensure that the highest standards are robustly maintained, that teaching and learning is of a high quality and that leadership and governance is strong. The Local Authority works with Estyn in order to monitor the performance of schools and to support school improvement. Monitoring would take place on a regular basis by Support for Learning and Inclusion officers, Education Development Service officers and outside bodies including Estyn.

10. Assessment Conclusions

Please provide details of the conclusions reached in relation to each element of the assessment:

	Conclusion
Equalities	The proposal should have a positive impact on Age, and a neutral impact on all other protected characteristics
Socio Economic Disadvantage	The proposal should have a positive impact on pupils from all socio economic groups.
Community Cohesion/ Social Exclusion/Poverty	The proposal should impact positively on increasing community cohesion. The proposal should impact positively on reducing social exclusion. The proposal should have a neutral impact on poverty.
Welsh	The proposal should impact positively on people's opportunities to use the Welsh language by expanding the Welsh-medium education provision in Neath Port Talbot. This proposal should impact positively on treating the Welsh language no less favourably than English.
Biodiversity	The proposal should have a neutral impact on biodiversity.

Well-being of Future Generations	The proposal directly supports the Council’s wellbeing objectives through the provision of Welsh-medium 3-11 school, for current and future generations of primary aged pupils and the community.
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Overall Conclusion

Please indicate the conclusion reached:

- **Continue** - as planned as no problems and all opportunities have been maximised
- **Make adjustments** - as potential problems/missed opportunities/negative impacts have been identified along with mitigating actions
- **Justification** - for continuing with the initiative even though there is a potential for negative impacts or missed opportunities
- **STOP** - redraft the initiative as actual or potential unlawful discrimination has been identified

Please provide details of the overall conclusion reached in relation to the initiative

The proposal would create a new Welsh-medium 3-11 school for pupils in the Neath Abbey area. This would enhance well-being, and would provide the conditions to improve accessibility to Welsh-medium education. It would also contribute significantly to the overarching ten year target in Neath Port Talbot to increase the number of Year 1 children taught through the medium of Welsh from 16.8% (252 pupils) in 2020/21 (PLASC 2021) to 31% (460 pupils) by 2032.

The proposal can be seen to have positive impacts on Age and a neutral impact on all other protected characteristics. A new Welsh-medium school would impact positively on pupils from all socio economic groups and would also positively impact on community cohesion, and social exclusion.

The proposal would have a positive impact on the Welsh language and a neutral impact on biodiversity.

The Wellbeing of Future generations has been considered and the proposal directly supports the Council’s wellbeing objectives.

As a result it is recommended that this proposal should continue as planned.

11. Actions

What actions are required in relation to obtaining further data/information, to reduce or remove negative impacts or improve positive impacts?

Action	Who will be responsible for seeing it is done?	When will it be done by?	How will we know we have achieved our objective?
Ensure all appropriate policies and procedures are in place prior to the proposed new school opening	School Leadership team (including Governing Body) with support from Education Development Service	January 2023	Policies in place and adopted
Monitoring of impact on larger groups will take place as the school grows	School Leadership team (including Governing Body) with support from Education Development Service	January 2023 ongoing	Data to support impact on larger groups within the community
Engagement with prospective parents, staff and wider school community to facilitate proposed new Welsh-medium school	SSIP Officers	June 2022 ongoing	Smooth, successful start to the new school
Develop links with the local communities to support the development of the proposed new school	SSIP Officers Project Manager	June 2022 ongoing	Creation of a strong and supportive school community
Assistance provided to support the proposed new Welsh-medium school, parents and pupils in planning safe routes in line with Welsh Government Learner Travel Guidance	NPT Road Safety Officers	September 2022	Safe routes identified
▪ Raise parental awareness of the choice of schools available in the Neath Abbey	WESP Forum	Ongoing	Actions implemented and contributing to development of Welsh language

<p>area so parents are able to make an informed decision when choosing a school;</p> <p>Monitor parental choice of school i.e. Welsh/English-medium and take action if admission rates drop significantly in other schools as a result of the new build</p>			
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12. Sign off

	Name	Position	Signature	Date
Completed by	Kate Windsor-Brown	Transformation Co-ordinator		06.06.22
Signed off by	Andrew Thomas	Director of ELLs		06.06.22

