

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

Version Control

Version	Author	Job title	Date
e.g. Version 1			

1. Details of the initiative

	Title of the Initiative: Approval to amend the Council's original Band B Strategic Outline Programme (SOP) and to update the next phase of the Sustainable Communities for Learning rolling programme
1a	Service Area: SSIP
1b	Directorate: ELLLS
1c	Summary of the initiative: Report to request approval to submit a variation request to Welsh Government for Band B and C capital projects
1d	Is this a 'strategic decision'? Yes - forming part of the Council's SSIP plan.
1e	Who will be directly affected by this initiative? Preschool, primary secondary and post 16 pupils
1f	When and how were people consulted?

	<p>Consultation on a scheme to replace Alltwen, Llangiwg and Godre'rgraig primary schools with a new build primary school, learning support centre and to replace Pontardawe swimming pool with a new pool, were consulted upon in Autumn 2020 and Autumn 2022. Both consultations involved providing consultees with a range of options including a new build school for Godre'rgraig Primary pupils and staff.</p> <p>Consultation with inclusion service and other education officers, along with informal discussions with the schools involved has taken place.</p> <p>For other projects formal consultation will take place when the schemes are approved and developed further.</p>
1g	<p>What were the outcomes of the consultation?</p> <p>Consultation has led to the development of the introduction of a new /amended proposal</p>

2. Evidence

What evidence was used in assessing the initiative?
<p>Outcomes of both previous consultations</p> <p>Feasibility Study into proposed site at Gnoll Road</p> <p>Welsh Governments Sustainable Communities for Learning Guidelines</p> <p>Officer work on planning for future specialist provision</p> <p>Officer work on developing alternative pathways for pupils aged 14-16</p>

3. Equalities

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

Protected Characteristic	+	-	+/-	Why will it have this impact?
Age	x			The replacement and amended proposals provide the opportunity to improve educational provision for pupil of all ages, along with the staff who work with them, parents and community members.

			This will result in a positive impact.
Disability	x		<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 Council is required to have regard for the needs of disabled learners and learners with learning difficulties when assessing transport needs.</p> <p>The Home to School Travel Policy 2017 remains unaffected by the proposal and the Council would make suitable arrangements for learners with special needs to attend school including arrangements, as necessary, for home to school travel. An assessment of a learner's level of travel need would inform the type/level of transport that may need to be provided. The entitlement would be reviewed on an annual basis as outlined in the current policy. If implemented, the proposal would therefore have a neutral impact on these learners.</p> <p>The amended proposals should have a positive impact on this group as it would seek to improve a number of specialist teaching facilities across NPT.</p>
Gender reassignment		x	This is not a criterion considered in terms of the Council's education arrangements either for pupils or school staff, however, it is expected that all NPTCBC schools meet the needs of pupils and staff who are transgender.

			The proposal is likely to have a neutral impact on this aspect.
Marriage & civil partnership		x	This is not a criterion that will be impacted upon by this proposal
Pregnancy and maternity		x	<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>Staff who are on maternity leave or are pregnant would be protected under the Equalities Act 2010 in terms of employment and must be afforded the same opportunities for redeployment.</p> <p>The proposal is likely to have a neutral impact on this aspect.</p>
Race		x	<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. All staff, pupils and governors would continue to receive protection under the Equalities Act 2010, which would be referred to by the Governing Body and Council</p> <p>The proposal therefore is likely to have a neutral impact on this aspect.</p>
Religion or belief		x	<p>This is not a criterion that will be impacted upon by this proposal, however, 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>The proposal therefore is likely to have a neutral impact on this aspect.</p>
Sex		x	Children of both sexes would be treated and taught equally at the proposed new schools. There would be no different methods of

			<p>teaching or curricula for either sex. The schools would aim to reduce, as far as possible, segregating pupils and students by gender.</p> <p>Male and female staff are employed at the existing school and it is expected that the proposed new school would have a similar balance of male and female employees.</p> <p>Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the Governing Body and Council in order to support the staff at the school.</p> <p>The proposal therefore is likely to have a neutral impact on this aspect.</p>
Sexual orientation		x	<p>Inclusivity and respect of others is an intrinsic element of the National Curriculum, and the proposed new schools 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>Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the Governing Body and Council in order to support the staff at the school.</p> <p>Based on the policies in place that would not change as a result of the proposal, this proposal would have a neutral impact on people with this protected group.</p>

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

No negative effects have been identified.

To improve positive effects

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

- The leadership teams of the proposed schemes 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 schools 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 schools; 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
- Engagement with school communities throughout process to encourage collaboration and involvement
- Support provided for pupils and staff to ensure smooth transition prior to and during first term of opening

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	x			<p>This proposal will have a positive impact upon the protected characteristics of Age and Disability. It is anticipated that the proposed new school would impact positively on pupils due to the improved facilities for teaching and learning, leading to better attainment and achievement.</p> <p>It is also expected that the proposal would impact positively on the protected characteristic of disability as users of the buildings would have access to a fully accessible school.</p>

To advance equality of opportunity between different groups			<p>This proposal would impact positively on pupils as it provides the opportunity to deliver a stimulating teaching and learning environment in state of the art, 21st Century facilities that would impact positively on the self-esteem and well-being of pupils and aim to further improve the learning outcomes for all children across the ability range.</p> <p>The proposal would also impact positively on disability as it seeks to address the needs of current s and future pupils by providing provisions designed to meet their needs.</p>
To foster good relations between different groups			<p>The proposal is likely to provide the opportunities for relationships between pupils, staff, parents and the community to grow through the provision of purpose built teaching and learning facilities. Community use of the buildings would be encouraged where appropriate to further promote good relationships between different community groups, where they exist.</p>

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

A Strategic Equality Plan would be developed by the school leadership teams informed as a result of engagement and consultation with all stakeholders.

Prior to the new schools opening staff and pupils will have the opportunity to visit and explore the new buildings, with ALN pupils in particular given opportunities to familiarise themselves with the new layout before attending.

Open days for parents and members of the community will be organised during early months of opening and opportunities taken to arrange for community groups to use the facilities where appropriate.

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. This proposal seeks to improve educational attainment and achievement. A new build school would provide the opportunity to deliver a stimulating teaching and learning environment in state of the art, 21st Century facilities that should impact positively on the self-esteem and well-being of pupils, targeting improved learning outcomes for all children across the ability range.</p> <p>The proposal would therefore have a positive impact in this regard.</p>
Negative/Disadvantage	<p>For some pupils, distance to the proposed new provisions would be further than to their catchment mainstream school, this could result in increased travel costs for parents</p>
Neutral	<p>For some pupils the distance of travel to the schools would be unchanged or nearer. For those who live further away support with home to school travel would be made available in line with the Council's Home to School Travel Policy. This policy applies for all pupils across Neath Port Talbot and in this respect the proposal, if implemented, would have a neutral impact.</p>
<p>What action will be taken to reduce inequality of outcome</p>	
<ul style="list-style-type: none"> • Home to school travel assistance will be provided to eligible pupils ,for example for those living further than two miles from the proposed school (primary age pupils) or 3 miles from the school (secondary age pupils) 	

5. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion				The proposal seeks to replace current schools with new build facilities, therefore community links that already exists should be enhanced through the provision of new buildings designed to provide better opportunities for community use. Community Impact Assessments will be undertaken for each project where statutory proposal are required. These will highlight current usage and explore further opportunities for promoting community interaction.
Social Exclusion				Neath Port Talbot has areas within it of high deprivation. This proposal would provide pupils new purpose built facilities which could potentially offer improved opportunities for social inclusion.
Poverty				<p>Poverty has a significant impact on the educational experience and attainment of many children growing up in the UK. New data (May 2021) published by the End Child Poverty Coalition shows that 31% of children in Wales live in poverty.</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. This proposal seeks to improve educational attainment and achievement. A new build school would provide the opportunity to deliver a stimulating teaching and learning environment in state of the art, 21st Century facilities that should impact positively on the self-esteem and well-being of pupils, targeting improved learning outcomes for all children across the ability range.</p> <p>In the Estyn report of 2007, 'An evaluation of performance of schools before and after moving into new buildings or significantly refurbished premises', it is reported that the attainment and achievement of pupils improves significantly when they move into new or significantly refurbished buildings, particularly when schools are in areas with high levels of social and economic deprivation. It is anticipated that the proposal would therefore have a positive impact in this regard.</p>

				The proposal would have a neutral impact upon the number of children eligible for free school meals, although the enhanced 21st century school facilities would improve the educational experience for all pupils.
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What action will be taken to improve positive or mitigate negative impacts?

- Support would be provided to ensure that opportunities are taken to improve community cohesion; this could involve open days, etc.
- Prior to opening the Headteachers and Governing Bodies will be supported by EDS officers to investigate the opportunities available to enrich the curriculum within walking distance of the new school
- The proposed new school Leadership team (to include the Governing Body) will be encouraged to support and promote community engagement and events where these exist, to ensure links are maintained and developed

6. Welsh

	+	-	+/-	Why will it have this effect?
What effect does the initiative have on:				
- people's opportunities to use the Welsh language	x			The schemes involved are generally English-medium schools, however the improved facilities will impact also on Welsh speaking pupils who attend these provisions. It is expected that staff who are able to speak Welsh will be available to support pupils who transition from a Welsh-medium school or who speak Welsh as their first language. Detailed Welsh language Impact Assessments (WLIA) will be required for each business case and for those schemes which require statutory processes.
- treating the Welsh and English languages equally	x			

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

Detailed Welsh language Impact Assessments (WLIA) will be required for each business case and for those schemes which require statutory processes.

To improve positive impacts

- ensure that every school implements the Welsh Language Charter and sets targets aimed at improving Welsh language skills
- programme of support for schools to ensure that Welsh is high on the agenda and is being promoted as a valuable and essential skill in line with Y Gymraeg 2050 led by our Education Support Officers
- as a result of Curriculum Developments for Wales, support for schools to develop the visibility of the new curriculum with the focus on confidence in the Welsh language

7. Biodiversity

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

Biodiversity Duty	+	-	+/-	Why will it have this impact?
To maintain and enhance biodiversity				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). This is not a criterion that will be impacted upon by this proposal, further work on each project will be undertaken as the schemes are developed.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.				

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

Further work on each project will be undertaken as the schemes are developed and all impacts carefully monitored.

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	These proposals expected to positively impact on pupils aged 3-19 and will aim to improve educational and social opportunities, leading to improved life chances. The provisions will be expected to provide for current pupils and for future pupils.
ii. Prevention – preventing problems occurring or getting worse	By establishing specialist provisions the Council will be providing support and specialist teaching for children and young people in Neath Port Talbot. This will avoid costly out of county placements thus reducing the demand on the Council’s education budget. It will help to prevent absenteeism and possibly exclusion rates as pupils will be educated in a setting that meets their needs which should improve their wellbeing and desire to attend school. It will also ensure that pupils are able to access the support they need to make progress, ensuring that they are able to gain qualifications and life skills for the future.
iii. Collaboration – working with other services internal or external	A range of Council services are involved in developing these proposals, including Inclusion teams, Support for Learning, Education Development Service, Environment Department, Access Managed Services and Transport Services

<p>iv. Involvement – involving people, ensuring they reflect the diversity of the population</p>	<p>As above, a range of stakeholders have been actively involved in developing the proposals and informal consultation has taken place with a range of stakeholders.</p> <p>Subject to approval statutory proposals will be required for a number of the projects which will lead to full consultations with stakeholders.</p>
<p>v. Integration – making connections to maximise contribution to:</p>	<p>The proposals have been developed with the aim of providing the best start in life for children and young people across Neath Port Talbot, and to also to promote the aim of ensuring our communities are thriving and sustainable</p>
<p>Council's well-being objectives</p>	
<p>Other public bodies objectives</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.

Each proposal will have a full IIA and WLIA developed to address specific aspects of each particular proposal, for the pupils and communities as part of the statutory processes required to progress the schemes.

10. Assessment Conclusions

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

	Conclusion
Equalities	Positive impacts on age and on disability and neutral on all other aspects. The proposal will improve the educational provision for children and young people, both mainstream and with ALN.
Community Cohesion/ Social Exclusion/Poverty	It is expected that individual schemes will impact positively due to the provision of enhance community facilities and the improved learning facilities
Welsh	Positive impacts – the proposed schemes are aimed at promoting the Welsh language and supporting pupils who want to access education through the medium of Welsh.
Biodiversity	No Impact
Well-being of Future Generations	Positive impact - This proposal directly contributes to the Council's wellbeing objective of providing the best start in life.

Overall Conclusion

Please indicate the conclusion reached:

- **Continue** - as planned as no problems and all opportunities have been maximised x
- **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

Approval to amend the Council’s original Band B Strategic Outline Programme (SOP) and to update the next phase of the Sustainable Communities for Learning rolling programme should provide improved facilities and educational opportunities for children and young people, as well as supporting the development of community facilities.

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?
Develop each scheme in more detail	SSIP	As appropriate within the rolling programme	When provisions have been built and are being used effectively

12. Sign off

	Name	Position	Signature	Date
Completed by	Rhiannon Crowhurst	Head of Service/		27.9.23
Signed off by	Andrew Thomas	Director		27.9.23