

DEPARTMENT FOR EDUCATION & CHILDREN

CONSULTATION DOCUMENT

Proposal to relocate Ysgol Heol Goffa to a new site and
increase its capacity from 75 to 120

*Our Vision.....Carmarthenshire is a community where children
are safe and nurtured and learners of all ages are supported
to achieve their full educational potential*

Gareth Morgans

Director of Education & Children's Services



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www.carmarthenshire.gov.wales

School Modernisation Section

Sara Griffiths, Modernisation Team Manager

If you require this information in large print, Braille or on audiotape please contact the Department for Education & Children

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As part of its statutory obligation to keep the number and type of school places under review, the County Council has adopted a wide-ranging programme designed to improve school buildings and enhance opportunities for learning. The strategy reflects the vision and policies established by the County Council which embrace the requirement to deliver services, to clear standards – covering both cost and quality – by the most economic and effective means. In our drive to continually improve on the services made available to all learners, we must maximise the finite resources available to the Council, and continue to work in partnership with all those who have a contribution to make to the process of learning and the wellbeing of both children and their families. Schools of the future will need to serve as a focus for a wide range of services dedicated to serving the needs of the community through a joined up approach.

Carmarthenshire is blessed with many very able education leaders and teachers but the continuing changes to the curriculum places a heavy demand on their skills to meet the wide ranging demands of all children. Although the processes of learning, and skills of teaching, are extremely important, deep subject knowledge on the part of the teacher is essential if learners with their various gifts in different areas are to discover and develop their talents to the full.

Schools designed to meet current demands are expected to provide a broad and balanced curriculum through high quality and inspirational teaching. In the planning of new provision it will be important to ensure that our schools are properly equipped to enhance opportunities for social inclusion, sustainable development, equal opportunities and bilingualism. In practical terms we need to ensure that provision reflects the changing patterns of population, with schools based in the right location with accommodation and facilities fit to serve the needs of all learners in the twenty first century.

Consultation will follow the guidelines established by the Welsh Government and will involve identified interested parties. The information set out in this document is intended to clarify the proposals for your school and support the consultation process.



Gareth Morgans

Director of Education and Children's Services

Glossary of Abbreviations

ALN	Additional Learning Needs
AN	Admission number
CCC	Carmarthenshire County Council
CP	Community Primary
DS	Dual Stream
EM	English medium
Estyn	Her Majesty's Inspectorate for Education and Training in Wales
FTE	Full Time Equivalent
LA	Local Authority
MCSW	Measuring the Capacity of Schools in Wales
MEP	Modernising Education Programme
NOR	Number on Roll
PLASC	Pupil Level Annual School Census Data
PMLD	Profound and Multiple Learning Difficulties
PT	Part time
SLD	Severe Learning Difficulties
WESP	Welsh in Education Strategic Plan
WG	Welsh Government
WM	Welsh medium

Content

No.	Subject	Page
1	Introduction / Background / Rationale for Change	6
2.	The Consultation Process	8
3.	School(s) affected by this proposal	13
4.	The Proposal – Ysgol Heol Goffa	15
5.	Evaluation of Present Arrangements	20
6.	Appendix A – Community Impact Assessment	23
7.	Appendix B – Welsh language Impact Assessment	24
8.	Appendix C – Equality Impact Assessment	25

1. Introduction / Background / Rationale for Change

Current Provision/ Status Quo/ Background

Ysgol Heol Goffa is a special school located in Llanelli and is maintained by Carmarthenshire County Council. The school caters for 75 pupils between the ages of 3-19 years old who have severe learning difficulties (SLD) or profound and multiple learning difficulties (PMLD). All pupils have a Statement of Special Educational Needs or Individual Development Plan (IDP). Ysgol Heol Goffa is the only special school within Carmarthenshire that caters for pupils with SLD and PMLD and therefore the catchment area for the school is the whole of Carmarthenshire.

Learners are taught in 10 class groups and a typical class would have one teacher and three teaching assistants for eight pupils however the school has to be flexible to meet the needs of the children. The adult/pupil ratio ensures that the individual care and educational needs of the pupils can be met. The school is supported by the physiotherapy, occupational therapy service and the speech and language therapy service. The Local Authority's sensory impairment team, educational psychologist and behaviour teams also work with the school. The school facilities include a purpose built PMLD classroom, sensory rooms, a soft play area, outdoor sensory gardens, rebound therapy facilities, an adventure play area and outdoor learning areas.

Rationale for Change

Ysgol Heol Goffa is currently over-subscribed and this trend is likely to continue for the foreseeable future. There is increased demand for places which is putting significant pressure on the Local Authority to place pupils. The current capacity of Ysgol Heol Goffa is 75 with 95 pupils on roll as at January 2019 PLASC.

As a result, the Local Authority are currently developing a scheme to increase the capacity of Ysgol Heol Goffa to 120 places for pupils aged 3-19 who have severe learning difficulties (SLD) or profound and multiple learning difficulties (PMLD) by providing a new school with facilities fit for the 21st Century on a new site.

The proposed new site is located next to the recently completed Ysgol Pen Rhos which is approximately 3.8 miles from the current school site. The site is within the ownership of Carmarthenshire County Council.

The current site and layout of Ysgol Heol Goffa is poor, this is highlighted by the overcrowded mini bus collection and drop off at the start and end of each school day and the lack of sufficient car parking at the front of the school.

A more recent Estyn inspection completed in March 2017 reported that the Learning Environment was 'adequate' noting that areas of the school building in particular the school hall and teaching areas for the post 16 pupils limit significantly the range of learning opportunities that can take place on site. The lack of an on-site hydrotherapy pool was also reported as a shortcoming.

The proposed new school building would overcome these difficulties noted by Estyn by providing 21st Century Facilities to meet the needs of children with more complex needs and profound special educational needs. The proposed development would provide additional space and better provision for teaching post 16 pupils with life skills and vocational skills as well as more space and better play provision on the proposed new school site.

The proposed investment will be funded (75% Welsh Government, 25% Local Authority) subject to business case approval by Welsh Government.

The new school will have the following benefits:

- Increase places available for pupils in the area with complex and profound special educational needs;
- 21st Century School facilities to meet the needs of children with more complex needs and profound special educational needs;
- Hydro pool facility integrated within the school building;
- New facilities with the required resources such as sensory rooms, specialist therapy rooms, therapeutic external learning environments etc.
- Better learning environment for the children and young people attending the new school;
- More space and better play provision on the school site;
- More space and better provision for teaching young people life skills and vocational skills;
- Specialist provision and specialist resources with therapy rooms available at the new school site;
- A range of learning experiences to develop independence and life skills in preparation for adulthood; and
- Opportunity to share resources with the newly opened Ysgol Pen Rhos adjacent to the proposed new site.

2. The Consultation Process

The Consultation Process

The consultation on this proposal will follow guidelines established by the Welsh Government as stated in the School Organisation Code (2018).

Who will be consulted?

This document will be sent to the following interested parties:

Staff (Teaching and Ancillary) – Ysgol Heol Goffa	Director of Education – All Neighbouring Authorities
Governors and Parents/Guardians – Ysgol Heol Goffa Primary School	Diocesan Director of Education Church in Wales and RC
Local County Councillors	Estyn
Community Councillors / Lliedi Community Council	Regional Transport Consortium
Assembly Member (AM) / Regional Members / Members of Parliament (MP)	*All schools within Carmarthenshire
Welsh Ministers	All relevant unions
SEN Partners	Communities for Work
LA Special Educational Needs Division	Legacy
ERW – Education through Regional Working	Fusion
Families First Carmarthenshire	Public Services Board
Child Care / Early Years	Local Police and Crime Commissioner
Communities First Partnership	Flying Start

Consultation Period

The consultation period for this proposal starts on 13 January 2020 and ends on 23 February 2020.

Consultees can submit their views in favour of or against a proposal. Responses received during the consultation period will not be treated as statutory objections. If consultees wish to object, they will need to do so in writing during the statutory objection period outlined on page 11.

Considering your views

During the consultation period you can ask questions and express your views by writing a letter to the address below or by completing an online survey using the following link:

INSERT LINK

Letters should be sent to the following address by no later than noon on 23 February 2020.

Mr Gareth Morgans, Director of Education and Children's Services,
Building 2, St. David's Park, Jobs Well Road, Carmarthen, SA31 3HB
Or E-mail to: DECMEP@carmarthenshire.gov.uk

Drop in Session

There will be an opportunity to attend a drop in session to ask question and discuss the proposal at the following location:

Location	Date	Time
Ysgol Heol Goffa School Hall	XX January 2020	4-5:30 pm

Consultation with Pupils

There will be an opportunity for the pupils of Ysgol Heol Goffa to participate in the consultation process during a session which will be conducted at the school.

The information gathered from the consultation with pupils will form part of the consultation report which will be submitted to the Executive Board for consideration following the consultation period.

Consultation Report

A consultation report will be published on Carmarthenshire County Council's website at least 2 weeks before a decision is made on whether or not to proceed to publish a statutory notice. Hard copies of the report will also be available on request. The report will summarise the observations submitted by consultees and provide Carmarthenshire County Council's response to these observations. The report will also contain Estyn's view of the proposal and details of consultation undertaken with the pupils.

The Executive Board of Carmarthenshire County Council will consider the consultation report and decide whether or not to proceed with the proposal.

If the Executive Board decides to continue with the proposal Carmarthenshire County Council must publish a statutory notice.

Statutory Notice

The statutory notice will be published on Carmarthenshire County Council's website and displayed at Ysgol Heol Goffa. Copies of the notice will be made available to the school to distribute to pupils, parents, guardians, and staff members (the school may also distribute the notice by email).

Statutory Objection Period

The statutory notice will set out the details of the proposal and invite anyone who wishes to object to do so in writing within a period of 28 days. If objections are received an objection report will be published on the Carmarthenshire County Council website. Hard copies of the report will also be available on request. The report will summarise the issues raised and provide Carmarthenshire County Council's response to those objections.

Determination of Proposal

Carmarthenshire County Council will determine the proposal. The County Council may decide to approve, reject or approve the proposal with modifications. In doing so, the County Council will take into account any statutory objections that it received.

Decision Notification

Following determination of proposals all interested parties will be informed and advised of the availability of the decision which will be published electronically on Carmarthenshire County Council's website.

The Statutory Process Time-Table

The statutory process and timetable will be as follows:

13 January 2020	Issue of this consultation document to identified and other interested parties.
23 February 2020	Closing date for views on the proposal to be received by the Department for Education and Children.
18 May 2020	<p>A Consultation Report will be taken to the Executive Board and published on Carmarthenshire County Council's website at least 2 weeks before a decision is made on whether or not to proceed to publish a statutory notice.</p> <p>OR alternatively proposal ends.</p> <p>If the decision is made to proceed then a statutory notice will be published. The notice will outline details of the proposal and be published on the Council's web site and be displayed near the entrance of the school and schools which are subject to the proposals. Copies of the notice will be made available to the school to distribute to parents, guardians and staff members.</p> <p>Following publication there will be a 28 day period during which time formal written objections will be invited.</p> <p>The statutory notice will give details on how you may record your objections to the proposal.</p>

June 2020	End of formal 28 day notice period for objections. County Council will determine the proposal. The County Council may decide to approve, reject or approve the proposal with modifications, in doing so the County Council will take into account any statutory objections received.
October 2020	<p>Deadline to notify parents of intention to implement proposal.</p> <p>Following determination of proposals all interested parties will be informed and advised of the availability of the decision which will be published electronically on Carmarthenshire County Council's website.</p>

3. School (s) affected by this proposal

The catchment area of Ysgol Heol Goffa covers the whole of Carmarthenshire therefore all schools will be notified of the proposal.

Estyn Inspections

As part of a national programme of school inspections, Estyn commissions

School Name		Ysgol Heol Goffa
School Location		SA15 3LS
County		Carmarthenshire
Age Range		3-19
School Category (Community [C], Voluntary Aided [VA], Voluntary Controlled [VC]), Special		Special School
Language Medium Category		English Medium
Number of registered Pupils (January 2019)	Nursery	0
	Primary	40
	11 to 16	37
	Post-16	18
	Total	95
Number of pupils previously on the register	January 2018	86
	January 2017	76
	January 2016	75
	January 2015	74
Pupil Projections	January 2019	N/A
	January 2020	N/A
	January 2021	N/A
	January 2022	N/A
	January 2023	N/A
Capacity		75
Cost per pupil (2019-20)		£20,804
School Budget (2019-20)		1,976,409 (£k)
School Categorisation (2018)		GREEN
Estyn Inspection Result LINK		Estyn Inspection - Ysgol Heol Goffa
Building Condition Category		C

reviews of all schools. The most recent Estyn inspection for Ysgol Heol Goffa took place in March 2017 and consultees may access the finding either via the Estyn website at www.estyn.gov.uk or you may request a copy from the Local Authority (for which a charge in respect of photocopying may be made).

During each inspection, inspectors aim to answer three key questions:

- Key Question 1: How good are the outcomes?
- Key Question 2: How good is provision?
- Key Question 3: How good are leadership and management?

In these evaluations, inspectors use a four-point scale:

Judgement	What the judgement means
Excellent	Many strengths, including significant examples of sector-leading practice
Good	Many strengths and no important areas requiring significant improvement
Adequate	Strengths outweigh areas for improvement
Unsatisfactory	Important areas for improvement outweigh strengths

More detail on the common inspection framework can be accessed via this link-

<https://www.estyn.gov.wales/inspection/inspection-explained/common-inspection-framework>

The inspection judgements for Ysgol Heol Goffa are shown in the following table:

Inspection Area	Judgement
How good are outcomes?	Good
How good is provision?	Excellent
How good are leadership and management	Excellent

4. The Proposal – Ysgol Heol Goffa

The Proposal

Due to the increase in demand for pupil places the proposal is to:

Relocate Ysgol Heol Goffa to a new site and increase its capacity from 75 to 120 from Easter 2022 when occupation of the new school building is proposed.

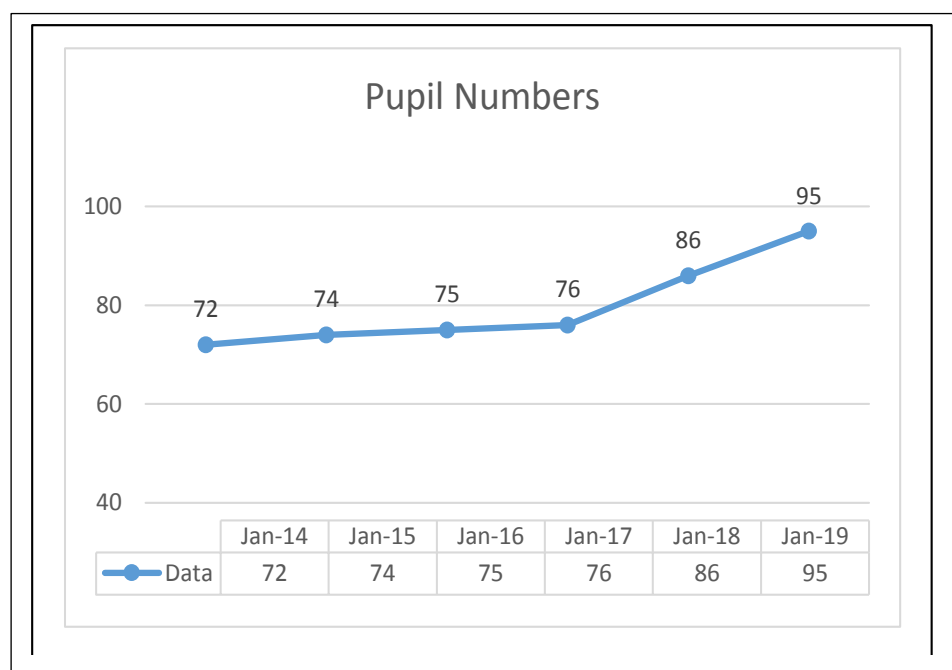
Background

Ysgol Heol Goffa is a special school located in Llanelli and is maintained by Carmarthenshire County Council. The school provides placements for pupils aged from 3 to 19 with severe or profound and multiple learning difficulties.

Rationale for Change

The current school is over-subscribed at present with 95 pupils on roll as at January 2019 and does not meet the needs of the learners, as a result the Local Authority are currently developing a scheme to provide Ysgol Heol Goffa with a new school building on a new site with facilities fit for the 21st Century.

The chart below shows the increase in pupil numbers attending Ysgol Heol Goffa between January 2014 and January 2019 (PLASC).



Capacity Information

	Jan 14	Jan 15	Jan 16	Jan 17	Jan 18	Jan 19
Ysgol Heol Goffa Capacity	75	75	75	75	75	75
Pupil Numbers	72	74	75	76	86	95
Surplus	3	1	0	+1	+11	+20

As can be seen from the table, Ysgol Heol Goffa has been over capacity for a number of years. This proposal will overcome these issues by providing a new school building with capacity for 120 pupils with facilities fit for the 21st Century.

School Catchment Area

The catchment area of Ysgol Heol Goffa covers the whole of Carmarthenshire. This will not change as part of this proposal.

Transitional Arrangements

There will be no change for pupils. Pupils will remain at the existing school site until the new build school is ready for occupation.

Advantages and Disadvantages of the Proposal / Scheme

Advantages

- New build school with 21st Century Facilities
- Hydro Pool integrated within the school building
- Increase capacity to 120 places
- More space and better play provision on the new school site
- Opportunity to share resources with the newly opened Ysgol Pen Rhos adjacent to the proposed new site.

Disadvantages

- Increase in travelling for some pupils
- Approval of business cases from Welsh Government for 75% grant funding to build the new school required.

Risks and Counter Measures

Risk		Counter Measure
1.	Failure to obtain statutory approval to implement the proposal.	- Follow guidelines as set out in the School Organisation Code 2018.
2.	Demand for provision diminishes.	- This is unlikely as the demand for places outweigh the number of places currently available.
3.	Increased travelling times for some pupils.	- Transport will be provided in accordance with the requirements of a Statement of Special Educational Needs issued by the Authority or where a pupil/learner is the

		subject of the statutory assessment procedure where learning difficulties which the LA considers makes transport 'necessary'. Assessments will be subject to regular review. The type and nature of transport provided will be determined by a Risk Assessment.
4.	Integration of pupils into the new school building.	- The Authority will work with the pupils to ensure smooth transition and integration into the new school.

WESP

Ysgol Heol Goffa has been categorised as an English medium language category special school.

The Local Authority is committed to providing a bilingual service to Carmarthenshire's learners. The Authority recognises that bilingual provision in our Special Schools and Units is limited. We will work with these settings in developing bilingual provision to ensure that learners with complex additional needs can access bilingual provision and support in their chosen language.

The majority of pupils respond appropriately to Welsh greetings and can use common greeting words in the correct context. Nearly all pupils develop their understanding of the culture and heritage of Wales effectively.

The school plans suitably to develop pupils' Welsh language skills. There are many opportunities for pupils to develop their understanding of Welsh culture and heritage, for example through the school's annual eisteddfod and residential trips to Llangrannog.

Financial Implications – Revenue

Ysgol Heol Goffa is funded in accordance with the County Council's Fair Funding policy and will receive resources on the same basis as any other school within the County Council, based on the new school's pupil numbers and facilities.

Admission Arrangements

Admission to Ysgol Heol Goffa is via an inclusion panel made up of Headteachers and representatives of the Authority. Referrals to the admissions panel are made by the Education Department via the placement

panel following consultation with representatives from the Health and Social Services Departments.

Alternative options Considered

In developing a preferred option the Authority considered a range of alternative options.

Option 1	Status Quo	Discounted due to insufficient capacity for current number on roll, confined site.
Option 2	Refurbish / Remodel current school site	Insufficient outdoor area to develop current school site.
Option 3	New build 90 capacity school providing 21 st Century facilities with a 5 bed respite centre.	Capacity insufficient as there are 95 pupils on roll (January 2019).
Option 4 (Preferred)	New build 120 capacity school providing 21 st Century facility with a 5 bed respite centre and small hydro pool.	Preferred option for the medium to long term.
Option 5	New build 120 capacity school providing 21 st Century facility with a 6 bed respite unit and full size hydro pool.	Discounted due to increase in capital costs.

Transport Impact Assessment

Transport will be provided in accordance with the requirements of a Statement of Special Educational Needs issued by the Authority or where a pupil/learner is the subject of the statutory assessment procedure where they have learning difficulties which the Local Authority considers makes transport 'necessary'. Assessments will be subject to regular review. The type and nature of transport provided will be determined by a Risk Assessment. The site for the new school is approximately 3.8 miles from the current site of Ysgol Heol Goffa.

Capital Receipts

Any capital receipts received as a result of this proposal will be re-invested into the Modernising Education Programme.

Community Impact Assessment

Please refer to Appendix A of this consultation document for full details of the Community Impact Assessment undertaken.

Welsh Language Impact Assessment

Please refer to Appendix B of this consultation document for full detail of the Welsh Language Impact Assessment undertaken.

Equality Impact Assessment

Please refer to Appendix C of this consultation document for full details of the Equality Impact Assessment undertaken.

5. Evaluation of Present Arrangements

Quality and standards in education

Standards

It is not appropriate to compare the standards that pupils achieve at the school with national averages or to analyse trends in overall performance over time because of the wide range of pupils' special educational needs. There is no significant difference between the performance of all pupils and that of boys and girls, those pupils eligible for free school meals or those who are looked after by a local authority.

By the time they leave the school, all leavers gain at least one or more qualifications in accredited courses that are well matched to their individual needs and abilities.

Teaching and learning experiences

The quality of teaching is consistently high across the school. All teachers have high expectations of what pupils can achieve. They challenge pupils appropriately to concentrate and complete tasks to the best of their ability.

Teachers and support staff work closely together as a strong and effective team. All staff manage challenging behaviour very skilfully and this enables pupils to remain engaged with their learning and to make progress.

The school provides a broad and balanced curriculum that meets the needs of the pupils exceptionally well. Teachers plan collaboratively to make highly effective use of the school's resources and ensure stimulating and engaging learning experiences across the school.

There is a strong emphasis throughout the school on ensuring pupils develop the skills they need to become more independent. The school provides an extensive range of extra-curricular activities, clubs and residential experiences, including music, drama, netball and gardening. These are highly effective in developing pupils' confidence and the wider skills they will need in their future lives. Post-16 pupils have relevant opportunities to participate in work experience and enterprise activities which prepare them well for the world of work.

Care support and guidance

The school provides a very high level of care, support and guidance for its pupils. The school's procedures to promote awareness of healthy lifestyles and to develop pupils' wellbeing are exemplary. There is extensive provision for pupils to engage in activities that develop their physical and emotional wellbeing.

The school works very effectively with professionals from a suitable range of agencies, which ensures effective collaborative planning for pupils' individual health needs.

The school provides extensive opportunities for pupils to develop important life skills, such as learning how to be safe online, how to shop and how to prepare healthy meals.

There are highly effective policies and procedures in place for managing pupil behaviour, which staff apply exceptionally well. Staff build positive relationships with pupils and manage pupil behaviour skilfully.

Leadership and Management

The Headteacher and members of the senior leadership team provide exceptional leadership for the school. They communicate a clear strategic direction for the school that focuses well on developing pupils' academic and social skills through providing relevant, enjoyable and challenging learning experiences.

The senior leadership team are highly effective in developing the leadership skills of the many staff who have responsibility for co-ordinating subjects and leading school improvement projects.

Impact of the proposal

If approved, the proposal will provide a high quality learning environment in support of enhancing outcomes for all learners. Much research has demonstrated that learners achieve better outcomes when the learning environment is of the highest quality.

This proposal will ensure that the already excellent standards will be maintained and indeed improved as a result of this proposed investment.

Need for places and the impact on accessibility of schools

The County Council has considered the sufficiency of places and the likely demand for places in the future.

Resourcing of education and other financial implications

As can be seen on page 13 there is currently a shortfall of places available at the current Ysgol Heol Goffa. This proposal will ensure that there are sufficient pupil places in a special school for the medium to long term.

Surplus Places / Capacity Issues

The capacity of Ysgol Heol Goffa is 75 however based on January 2019 pupil data there are 95 pupils on roll which is 20 places over capacity. To meet current and future demand an increase in capacity is required for the medium to long term. If provision is not increased pupils may have to travel out of county to receive the specialist care they require at a substantial cost to the Local Authority.

Transport Costs

Transport arrangements will be made in accordance with the County Council's home to school transport policy.

Capital Costs / Capital Receipts

If the proposal is approved the new school will address the current shortfall in capacity as part of the Council's 21st Century Schools Programme.

This investment will be funded (75% Welsh Government, 25% Local Authority) subject to business case approval by Welsh Government.

6. Appendix A- Community Impact Assessment

Ward Profiles – Ysgol Heol Goffa is currently within the Lliedi ward, the ward profile can be viewed by clicking on the following link [Ward Profile Lliedi](#)

The Lliedi ward is within a community's first area.

Proposed Development

If approved the proposed new school improvements would bring significant benefits to pupils and the community as noted below:

- **Pupils**

This proposal seeks to ensure a high quality learning environment increasing places available for pupils in the area with complex and profound special educational needs. The improved facilities will directly enhance teaching and learning for learners developing a school with the necessary resources namely sensory rooms, therapy rooms, therapeutic external teaching environments etc. It would offer learners more space and better play provision and more space and better provision for teaching young people life skills and vocational skills. Pupils would benefit from sharing a 3G pitch with Ysgol Pen Rhos located adjacent to the proposed new site for Ysgol Heol Goffa.

- **The Community**

The proposed new school would benefit the community from the use of the specialist facilities outside of school hours.

- A range of easily accessible outdoor spaces (a useful learning and teaching environment invaluable for recreational, social and extended school and community use). The outdoor space will include access to a MUGA (Multi Use Games Area).
- Community use of ICT resources such as Braille keyboards for visitors as well as for the pupils and staff.
- Sharing of a 3G pitch with Ysgol Pen Rhos located adjacent to the proposed new site.
- A purpose built 5 bed respite centre.
- A hydro pool to share with the community.

Secure access points will be designed into the scheme which will allow the community to access the school building and external hard play areas during the evenings and weekends in co-operation with the Headteacher.

7. Appendix B- Welsh Language Impact Assessment

Carmarthenshire County Council's vision is to provide a service, which will ensure access to high quality learning opportunities for all children, young people and adults, this enabling the achievement of their full potential within the context of the unique bilingual nature of the county.

The language category of Ysgol Heol Goffa is English medium and English is the main language of nearly all pupils.

The majority of pupils respond appropriately to Welsh greetings and can use common greeting words in the correct context. Nearly all pupils develop their understanding of the culture and heritage of Wales effectively.

The school plans suitably to develop pupils' Welsh language skills. There are many opportunities for pupils to develop their understanding of Welsh culture and heritage an example being the school's annual eisteddfod and residential trips to the Urdd camp in Llangrannog.

8. Appendix C- Equalities Impact Assessment

Carmarthenshire County Council

Assessing Impact

The Equality Act 2010

The Equality Act 2010 (the Act) brings together and replaces the previous anti-discrimination laws with a single Act. It simplifies and strengthens the law, removes inconsistencies and makes it easier for people to understand and comply with it. The majority of the Act came into force on 1 October 2010.

The Act includes a new public sector equality duty (the 'general duty'), replacing the separate duties on race, disability and gender equality. This came into force on 5 April 2011.

What is the general duty?

The aim of the general duty is to ensure that public authorities and those carrying out a public function consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities. The duty ensures that equality considerations are built into the design of policies and the delivery of services and that they are kept under review. This will achieve better outcomes for all.

The duties are legal obligations. Failure to meet the duties may result in authorities being exposed to legal challenge.

Under equality legislation, public authorities have legal duties to pay 'due regard' to the need to eliminate discrimination and promote equality with regard to race, disability and gender, including gender reassignment, as well as to promote good race relations. The Equality Act 2010 introduces a new public sector duty which extends this coverage to age, sexual orientation, pregnancy and maternity, and religion or belief. The law requires that this duty to pay 'due regard' be demonstrated in the decision making process. It is also important to note that public authorities subject to the equality duties are also likely to be subject to the

obligations under the Human Rights Act and it is therefore wise also to consider the potential impact that decisions could have on human rights as part of the same process.

Carmarthenshire's approach to Equality Impact

In order to ensure that the council is considering the potential equality impact of its proposed policies and practices, and in order to evidence that we have done so, every proposal will be required to be supported by the attached Equality Impact Assessment. Where this assessment identifies a significant impact then more detail may be required.

Reporting on assessments

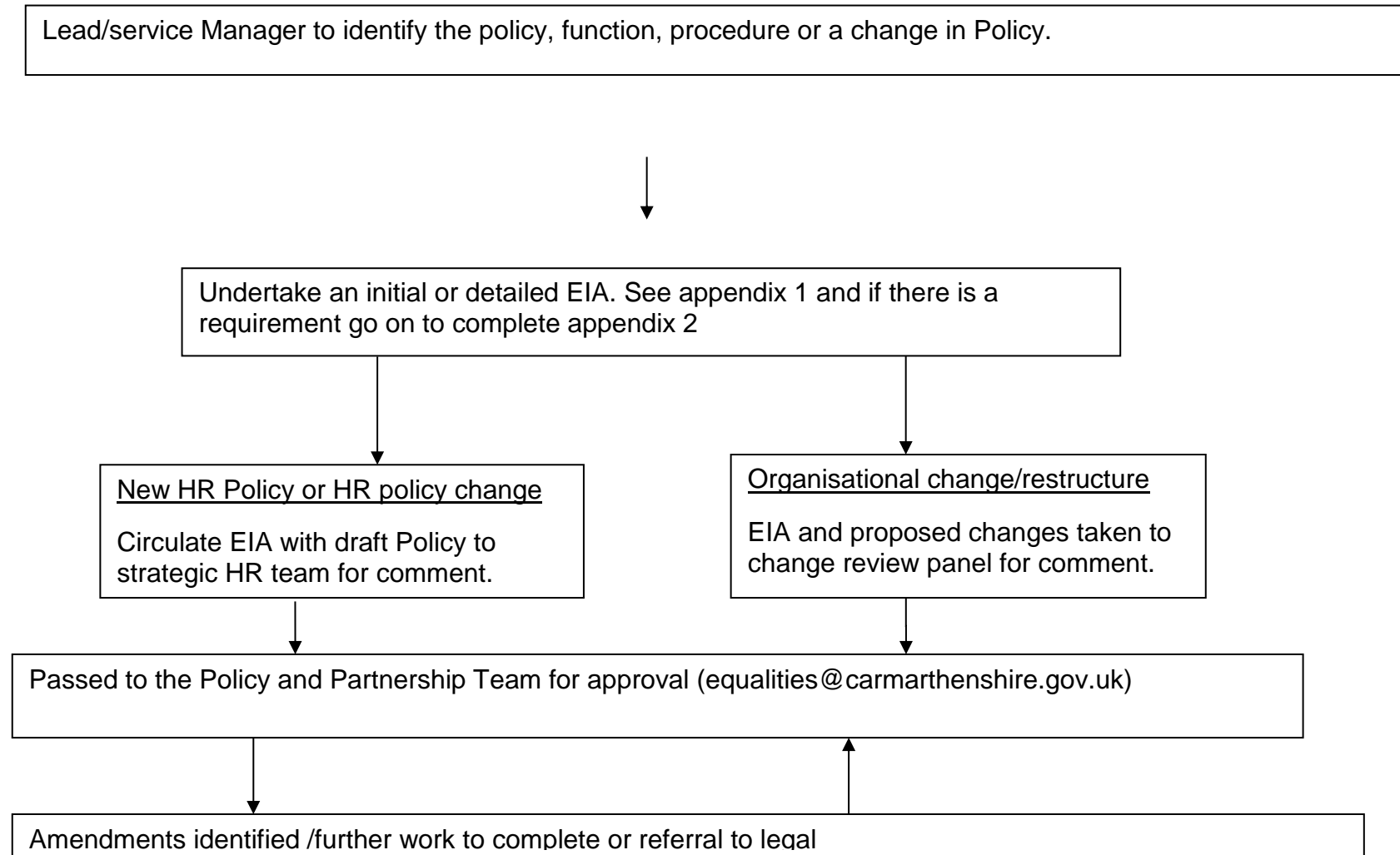
Where it is clear from the assessment that the likely impact on the authority's ability to meet the general duty is substantial, then it must publish a report.

Initial and Detailed Equality Impact Assessments

The initial EIA (appendix 1) is a simple and quick method of assessing the effect of a policy, function, procedure, decision including financial cuts on one or more of the protected characteristics.

The Service Manager responsible for the relevant new or revised policies, functions, procedures and financial decisions must undertake, at least, an initial EIA and where relevant a detailed Equality Impact Assessment (appendix 2); EIA must be attached as background paper with reports to Executive and Scrutiny.

Equality impact assessment – Process to follow where HR implications have been identified



Initial Equalities Impact Assessment Template

Appendix 1

Department: Education & Children	Completed by (lead): Sara Griffiths	Date of initial assessment: June 2019 Revision Dates: June 2020
Area to be assessed: (i.e. name of policy, function, procedure, practice or a financial decision)	To increase the capacity of Ysgol Heol Goffa and re-locate to a new school site with 21 st Century Facilities.	
Is this existing or new function/policy, procedure, practice or decision?	School Re-organisation Proposal – Modernising Education Programme	
What evidence has been used to inform the assessment and policy? (please list only)		
<ul style="list-style-type: none"> • 21st Century Schools Programme • Modernising Education Programme • Welsh Government Guidance School Organisation Code 2018 • PLASC Data 2019 • The Well-being of Future Generations (Wales) Act 2015 		

1. Describe the aims, objectives or purpose of the proposed function/policy, practice, procedure or decision and who is intended to benefit.		To provide a new build 120 capacity special school for the pupils of Ysgol Heol Goffa on a new school site with 21 st Century facilities to meet the needs of children with more complex needs and profound special educational needs. The increase in capacity will benefit the special school by addressing the capacity issues experienced in recent years and will also ensure that the school can accommodate future demand. A 5 bed respite centre will also be located in the site of the new school and a small hydro pool facility.			
The Public Sector Equality Duty requires the Council to have “due regard” to the need to:- (1) eliminate unlawful discrimination, harassment and victimisation; (2) advance equality of opportunity between different groups; and (3) foster good relations between different groups (see guidance notes)		2. What is the level of impact on each group/ protected characteristics in terms of the three aims of the duty? Please indicate high (H) medium (M), low (L), no effect (N) for each.	3. Identify the risk or positive effect that could result for each of the group/protected characteristics?		4. If there is a disproportionately negative impact what mitigating factors have you considered? N/A
characteristics	Age	M	Risk Neutral	The new school will cater for pupils aged 3-19	
	Disability	M	Risk Neutral	21 st Century Facilities for pupils with complex and profound special educational needs	
	Gender reassignment	N	Risk Neutral		
	Race	N	Risk Neutral		

	Religion/Belief	N	Risk Neutral		
	Pregnancy and maternity	N	Risk Neutral		
	Sexual Orientation	N	Risk Neutral		
	Sex	N	Risk Neutral		
	Welsh language	M	Risk Neutral		
	Any other area	N	Risk Neutral		

5. Has there been any consultation/engagement with the appropriate protected characteristics?	YES <input checked="" type="checkbox"/> Informal and formal consultation will be undertaken as stated in Welsh Government guidance. We will consult informally with the Headteacher and Chair of Governors. As part of the Formal Consultation period key stakeholders will be consulted with as detailed on page 8 of this consultation document. NO <input type="checkbox"/>
6. What action(s) will you take to reduce any disproportionately negative impact, if any? Ensure that parents, staff and governors are fully informed at each stage of the consultation.	
7. Procurement Following collation of evidence for this assessment, are there any procurement implications to the activity, proposal, service. Please take the findings of this assessment into your procurement plan. Contact the corporate procurement unit for further advice. N/A	
8. Human resources	

Following collation of evidence for this assessment, are there any Human resource implications to the activity, proposal or service? As there will be an increase in capacity, additional staffing may be required. However, this will be addressed as the scheme progresses and Human Resources will be fully consulted.		
9. Based on the information in sections 2 and 6, should this function/policy/procedure/practice or a decision proceed to Detailed Impact Assessment? (recommended if one or more H under section 2)	YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
Approved by: Head of Service	Simon Davies	Date: June 2019

Thank you for completing this assessment.

For further information regarding Assessing Impact, please contact the -

Policy & Partnership Team

Chief Executive's Department

01267 22(4914) / (4676)

equalities@cararthenshire.gov.uk

Please send a copy of the assessment to the above e-mail address upon completion.

LAST PAGE