



# Integrated Impact Assessment document

(incorporating Equalities, Future Generations, Welsh Language and Socio Economic Duty)

<p><b>Name of the Officer</b> Will Mclean</p> <p><b>Phone no:</b></p> <p><b>E-mail:</b> willmclean@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>To establish a Welsh Medium 3-11 seedling primary school in Monmouth.</p>
<p><b>Name of Service area:</b> CYP Access Unit</p>	<p><b>Date:</b> January 2023</p>

1. Are your proposals going to affect any people or groups of people with protected characteristics? Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	The school will provide Welsh medium education for children aged 3-11 living in Monmouth. Currently pupils have to travel long distances to Abergavenny.	Welsh medium education for children aged 12-19 is not yet available in Monmouthshire	MCC in collaboration with neighbouring authorities in South East Wales are looking at potential options across the region
Disability	No Impact	No Impact	No Impact
Gender reassignment	No Impact	No Impact	No Impact

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Marriage or civil partnership	No Impact	No Impact	No Impact
Pregnancy or maternity	No Impact	No Impact	No Impact
Race	.No Impact	No Impact	No Impact
Religion or Belief	.No Impact	No Impact	No Impact
Sex	The provision will be co-educational including boys and girls.	No Impact	No Impact
Sexual Orientation	No Impact	No Impact	No Impact

## **2. The Socio-economic Duty and Social Justice**

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions This duty aligns with our commitment as an authority to Social Justice.

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
<p><b>Socio-economic Duty and Social Justice</b></p>	<p>Establishing a new Welsh medium primary school will increase the number of Welsh speakers in Monmouthshire. Being bilingual has many advantages, for example, due to the Welsh Language (Wales) Measure 2011 the ability to speak Welsh is either an essential or desirable skill for a growing number of jobs such as health, education, leisure, childcare and retail. This is especially the case in the provision of public services where the Welsh Language Standards require local authorities, fire and rescue service and police etc to provide their services to the same standards in both Welsh and English. The expansion of Welsh medium education across Monmouthshire means that more learners will have the opportunity to become bilingual thereby giving them a real advantage in securing employment opportunities</p>	<p>Time, distance and cost of travel has been identified as a challenge for some learners, particularly those suffering from socio economic disadvantage. As a result, Welsh medium education is not a genuine option for some learners. Learners who did not start Welsh medium education in Nursery or Reception have been unable to join in later years.</p> <p>Following feedback from the consultation, the Council recognises that families who already have older siblings attending Ysgol Gymraeg Y Fenni may want both children to attend the same school and receive home to school transport for all children.</p>	<p>The Local Authority plan to review the School Transport Policy to ensure that it provides learners with a genuine opportunity to have a Welsh medium education. The additional primary school in Monmouth and the development looking at secondary provision in partnership with Blaenau Gwent, Merthyr Tydfil and Powys will create potential. This will allow more choice to parents wishing to provide Welsh medium education to their children. The development of an Immersion provision within Monmouthshire means that all learners, irrespective of age or linguistic background, will be able to benefit from a Welsh medium education.</p> <p>This is something that the Council will consider further as part of the consultation process.</p>

### 3. Policy making and the Welsh language.

<p><b>How does your proposal impact on the following aspects of the Council's Welsh Language Standards:</b></p>	<p><b>Describe the positive impacts of this proposal</b></p>	<p><b>Describe the negative impacts of this proposal</b></p>	<p><b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts</b></p>
<p><b>Policy Making</b></p> <p>Effects on the use of the Welsh language,</p> <p>Promoting Welsh language</p> <p>Treating the Welsh language no less favourably</p>	<p>Should the proposal be agreed it will have a positive impact on the Welsh Language as we will be creating a Welsh Medium primary school in Monmouth. This will enable families to access Welsh medium education closer to their home. They will also have access to Welsh medium nursery and childcare. The proposal will significantly promote the Welsh language offer in Monmouth, this links directly with the Council's ambition to support the Cymraeg 2050 strategy of 1 million Welsh speakers and also the targets set out in the Council's Welsh Language 5 year strategy 22-27 and also the targets set in the Councils Welsh in Education Strategic Plan 22-32.</p>	<p>There is a risk that due to the school being on the same site as an English medium school that pupils will not be fully immersed in the Welsh Language.</p> <p>There is currently no Welsh medium secondary provision in Monmouthshire so there will still be long travelling times to Ysgol Gyfun Gwynllyw in Torfaen.</p>	<p>The headteachers of both schools will work collaboratively to ensure access to shared areas are managed effectively.</p> <p>MCC will continue to develop its discussions and engagement with Powys County Council and Blaenau Gwent County Borough Council to secure new Welsh medium secondary provision in the north of Gwent / south Powys area to mitigate the potential negative impact of this proposal. The council's Welsh In Education Forum (WEF) will be kept closely informed and involved in discussions on this.</p> <p>The Council will continue its on-going dialogue with Torfaen County Borough Council regarding the provision at Ysgol Gyfun Gwynllyw so that Welsh medium secondary education at the School remains an attractive option for pupils who wish to received a wholly emmersive Welsh education experience.</p>


<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>The establishment of a new school will generate the need for a greater number of Welsh Medium teachers and support staff in the Monmouth area over time. This will create opportunities for Welsh speakers in Monmouthshire and outside of the area to be able to utilise their Welsh language skills in the work environment. Recruitment Will be easier and can be gradually.</p>	<p>There is a risk that we may not be able to secure sufficient Welsh speaking teachers / staff to fulfill the requirements of the new school.</p>	<p>In order to mitigate this risk we will actively engage closely with our colleagues in the Welsh Government, the Education Achievement Service (EAS) and the local higher education institutes to help facilitate greater numbers of Welsh Medium teachers. We will also use all available recruitment tools at our disposal to aid the recruitment process – social media (twitter, facebook, you tube), council website, bespoke Welsh Medium recruitment sites, Linkedin etc. We will engage with our partners in the Welsh in Education Forum (WEF) to assist us in this process utilising their expertise and range of contacts</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Should the consultation document be agreed it will be distributed to stakeholders in both Welsh and English.</p> <p>All correspondence and communications including on social media in relation to this proposal will be bilingual as required by the Welsh Language (Wales) Measure 2011</p>	<p>There is a risk that we will not be able to recruit sufficient Welsh speaking specialist local authority staff to deliver all services in Welsh.</p>	<p>In order to mitigate this risk, we will actively engage closely with colleagues in the Welsh Government, and the local higher education institutes to help facilitate greater numbers of Welsh Medium staff. We will also use all available recruitment tools at our disposal to aid the recruitment process – social media (Twitter, Facebook, YouTube), council website, bespoke Welsh Medium recruitment sites, LinkedIn etc. We will engage with our partners in the Welsh Medium Education Forum (WEF) to assist us in this process utilizing their expertise and range of contacts</p>





**4. Does your proposal deliver any of the well-being goals below?** Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The ability to speak Welsh is either an essential or desirable skill for a growing number of jobs such as health, education, leisure, childcare, retail and public services. This means that more learners will have increased employment opportunities as a result of being Bilingual in Welsh and English. There will be Increased employment opportunities within the proposed new school</p>	<p>No impact</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>The establishment of the new school will reduce the requirement to transport children from the Monmouth area to Welsh medium provision in Abergavenny.</p>	<p>No impact</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>This proposal would result in more children being able to access Welsh medium provision in their community and be able to walk to school rather than being transported.</p>	<p>No impact</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>Parents seeking Welsh medium education for their children in the Monmouth area will be able to access provision within their community. This will increase the opportunities for more learners to use the Welsh language outside of school in social settings and a range of authentic contexts.</p>	<p>No impact</p>
<p><b>A globally responsible Wales</b></p>	<p>No impact</p>	<p>No impact</p>

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	If the proposal is agreed The Welsh Government's strategy of One Million Welsh Speakers will be supported by the increase in the number of pupils being educated through the medium of Welsh.	No impact
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	The expansion of Welsh medium education in Monmouth means that more learners will have the opportunity to become bilingual in both English and Welsh and increase their chances of securing employment as adults and fulfilling their potential.	No impact

**5. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	If learners are able to attend a Welsh medium primary school in their local community or within a short traveling time, they are more likely to choose and continue their education through the medium of Welsh.	No impact

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	<p>This proposal is supported by our Welsh in Education Forum (WEF), the forum is represented by a number of key partners who are consulted with and are crucial in the delivery of our WESP targets.</p>	<p>No impact</p>
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>The new school is to serve the entire Monmouth cluster and all those affected by the proposal will be consulted with as part of the statutory consultation process. In addition the WEF members have been actively engaged on the proposal.</p>	<p>No impact</p>
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Currently families wanting to access Welsh medium Education in Monmouth have to travel to Abergavenny, this may be suppressing demand and resulting in parents not choosing Welsh medium education. Having a local Welsh medium school will resolve this issue and also stimulate demand.</p>	<p>No impact</p>
 <p><b>Integration</b></p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>.Having Welsh medium provision available in the local community will have a positive impact on the health and wellbeing of pupils who are currently having to access provision in Abergavenny. Because of the reliance on school transport this may mean that pupils cannot access after school clubs and other activities that are available after school.</p>	<p>No impact</p>





**6. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?**

	<b>Describe any positive impacts your proposal has</b>	<b>Describe any negative impacts your proposal has</b>	<b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b>
Safeguarding	Appropriate safeguarding policies and procedures will be in place at the new school	No impact	No impact
Corporate Parenting	N/A	N/A	N/A

**7. What evidence and data has informed the development of your proposal?**

- Faithful and Gould condition and suitability survey including identified backlog maintenance requirements (the Proposal document cites local backlog maintenance measures)
- Data supplied by Health on the number of “live births” within the County.
- Data from Planning on number of Housing Developments planned for the immediate coming years.
- Current numbers on school rolls and trend analysis.
- Surplus places – data from MCC Access team
- Planning of school places data – MCC Access team

**8. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?**

The Main benefits of the proposal is by creating Welsh medium provision in Monmouth we are enabling the local community to access education through the medium of Welsh without having to travel long distances to Abergavenny. This will in turn increase the amount of Welsh medium places across Monmouthshire so meeting our targets within our WESP. We will also be contributing to the Welsh governments strategy of 1 million Welsh speakers by 2050.

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**9. ACTIONS:** As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

<b>What are you going to do</b>	<b>When are you going to do it?</b>	<b>Who is responsible</b>

**10. VERSION CONTROL:** The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.

<b>Version No.</b>	<b>Decision making stage</b>	<b>Date considered</b>	<b>Brief description of any amendments made following consideration</b>
<b>1.0</b>	<b>Cabinet</b>	<b>18/01/2023</b>	<b>No amendments made.</b>
<b>2.0</b>	<b>Cabinet</b>	<b>07/06/2023</b>	