

## Appendix I - Equality impact assessment (EIA) screening form

Department	Completed by (lead)	Date of initial assessment	Revision date(s)
Education and Family Support	John Fabes	1 <sup>st</sup> March 2018	
Name of policy being screened:	Post-16 Education		
Who is responsible for delivery of the policy?	Lindsay Harvey		
Is this an existing or new function/ policy, practice, procedure or decision?	The post-16 education project is looking to change the existing post-16 education model.		
Brief description and aim of policy:	<p>The Post-16 Education phase two project aims to develop proposals for the strategy for post-16 education which is signed off by all stakeholders and which will inform future planning.</p> <p>The strategy for post-16 education in Bridgend will be underpinned by robust models, which will deliver the right education in the right place and with the best outcomes for learners.</p>		
Does this policy relate to any other policies (please state)	<p>The following legislation, principles, and policies which will assist in the development of the policy and to be considered are:</p> <ul style="list-style-type: none"> <li>• United Nations Convention on the Rights of the Child</li> <li>• The Well-being of Future Generations (Wales) Act 2015</li> <li>• 2050, A Million Welsh Speakers</li> <li>• Action Plan, Cymraeg 2050</li> <li>• One Wales: One planet, a new sustainable development scheme for Wales May 2009 or any successor strategy</li> <li>• Child Poverty Strategy for Wales (issued February 2011 information document number 95/2011) or any successor strategy</li> <li>• Faith in Education</li> <li>• Local plans for economic or housing development</li> <li>• Welsh in Education Strategic Plans (made under Part 4 of the School Standards and Organisation (Wales) Act 2013</li> <li>• Children and young Peoples Plans (or successor plans)</li> <li>• 21<sup>st</sup> Century Schools – Capital Investment Programme and the relevant wave of investment</li> <li>• Learner Travel Statutory Provision and Operational Guidance 2014</li> </ul>		

	<ul style="list-style-type: none"> <li>Measuring the capacity of schools in Wales, Circular No: 021/2011</li> </ul>
Who is affected by this policy (e.g. Staff, residents, disabled people, women only?)	Staff, schools, learners, parents/carers/guardians
What evidence has been used to inform the assessment and policy? (please list only)	Informal consultation completed Options appraisal on concepts completed Formal consultation and engagement was held November 2018 to February 2019 Formal consultation on final options due to be held November 2019 to mid-February 2020
If this is a review or amendment of an existing policy, has an EIA been carried out? Please include date of completion:	No previous EIA in place
If an EIA exists, what new data has been collected on equality groups since its completion?	N/A

	Yes	No	Unknown
Is this policy an important or large scale function	✓		
Is it likely the policy will impact upon a large number of staff, residents and/or contractors?	✓		

Is it possible that any aspect of the policy will impact on people from different groups in different ways?					
Characteristic	High (H)	Med (M)	Low (L)	None	Explanation of impact
Age	✓				This policy directly impacts on post-16 education learners.
Disability	✓				The policy will be considering post-16 education for learners with additional learning needs
Gender Reassignment				X	
Race				X	
Religion/ Belief	✓				The policy will be considering post-16 education for learners in schools of a religious character.
Pregnancy and maternity				X	

Sexual Orientation				X	
Sex				X	
Civil Partnerships and Marriage				X	
Welsh Language	✓				The policy will be considering post-16 education for Welsh-medium learners.

What is the risk that any aspect of the policy could in fact lead to discrimination or adverse effects against any group of people? (see guidance notes for list of protected characteristics?)

The risk is minimal because the policy is aiming to provide all learners with an access to the right post-16 education.

What action has been taken to mitigate this risk?

As part of the post-16 education review a children's rights impact assessment and a Welsh impact assessment will be completed. Full consultation is scheduled.  
The school organisation code is being consulted.  
The appropriate religious bodies and the Archdioceses will be consulted before the consultation document is published.

Could any aspect of the policy help BCBC to meet the main public sector duties? Bear in mind that the duty covers nine protected characteristics.

Duty	Yes	No	Unknown
Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Act	✓		
Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it	✓		
Foster good relations between persons who share a relevant protected characteristic and persons who do not share it	✓		
Please set out fully your reasoning for the answers given above including an awareness of how your decisions are justified.			
The project is aiming to provide all post-16 learners with access to the right education. The proposals will ensure equality of opportunity for learners regardless of geographical location.			

Could any aspect of this "policy" assist Bridgend County Borough Council with its compliance with the Welsh Language Standards and the Welsh Language (Wales) Measure 2011

Yes	No	Unknown
-----	----	---------

The policy would impact on people's opportunity to a) use the Welsh language in a positive or negative way and b) treat both languages equally	✓		
The policy could be changed to have a positive effect or increase the positive effect on a) people's opportunity to use the Welsh language and b) treating both languages equally	✓		
The policy could be changed to minimise or remove any adverse effects on a) people's opportunity to use the Welsh language and b) treating both languages equally	✓		

**Is this policy likely to impact on community cohesion?**

This policy may impact positively on the education community as greater links would be made between institutions.

However, this policy may negatively impact on the residential community as sixth forms may be removed from local comprehensive schools or located outside of the local community.

	Yes	No	Unknown
<b>Procurement:</b> Are there any procurement implications to the activity, proposal or service. (Please take the findings of this assessment to your procurement plan).		✓	
<b>Human Resource:</b> Are there any HR resource implications to the activity, proposal or service	✓		

<b>What level of EIA priority would you give to this policy?</b>			
<b>High</b> full EIA within 6 months, or before approval of policy	<b>Medium</b> Full EIA within one year of screening	<b>Low</b> Full EIA within three years of screening	<b>Screen out</b> No further EIA required at this time
✓			

*Please consider if timescale for EIA will be affected by any other influence e.g. Committee deadline, external deadline, part of a wider review process?*

Please explain fully the reasons for this judgement, where "screened out" here you must include information how your decisions are justifiable and evidence based.

This policy is an important and large scale function. It will be impacting on a wide range of people and will impact on protected characteristic groups. The policy will enhance equality of opportunity for learners and could positively impact on the ability to use the Welsh Language.

A full consultation and engagement exercise took place between November 2018 and February 2019 with a further phase of consultation planned for November 2019 to January 2020 (subject to Cabinet approval). Following all consultations a full equalities impact assessment will be completed.

Who will carry out the full EIA?	Specialist Officer: Post-16 Education and Training
Full EIA to be completed by (Date):	April 2019
Date EIA screening completed:	
Approved by (Head of Service):	

**When complete, this form must be retained by the service area. The EIA screening should be recorded as complete on share point (your business manager has access to share point). The EIA screening should be referenced and summarised in the relevant cabinet report for this policy. Where a full EIA is needed this should be included as an appendix with the cabinet report and therefore available publically on the website.**

**If you have queries in relation to the use of this toolkit please contact the Equalities Team on 01656 643664 or [equalities@bridgend.gov.uk](mailto:equalities@bridgend.gov.uk)**