

EQUALITY IMPACT ASSESSMENT



**Proposed Federation between
Ysgol yr Esgob CiW VA, Caerwys
and Lixwm CiW VA Primary School
from 07 June 2021**

Autumn 2020

CONTENTS

- A. Proposal 3
- B. Ethos Statement 3
- C. Federation Key Points 3
- D. Background and Drivers for Change 4
- E. Assessment 4
- F. Conclusion 5

A. Proposal

This document outlines the proposal made by the governing bodies of Ysgol yr Esgob CiW VA, Caerwys and Lixwm CiW VA Primary School, that both schools enter a federation agreement from **07 June 2021**, in accordance with the Federation of Maintained Schools (Wales) Regulations (2014).

B. Ethos Statement

Recognising their historic foundation and in accordance with their Trust Deeds, the schools will preserve and develop their religious character in accordance with the principles of the Church in Wales and in partnership with the Church at Mission Area and Diocesan level.

The schools aim to serve their communities by providing an education of the highest quality within the context of Christian belief and practice. They encourage an understanding of the meaning and significance of faith, and promote Christian values through the experience they offer to all their pupils.

C. Federation Key Points

The term “Federation” describes a formal and legal agreement by which a number of schools share governance arrangements. The key elements are:

- Each school retains its own name, category, budget, staff and remains in its own community;
- That a single Executive Head Teacher will lead the Federation;
- Each school has its own Estyn inspection and Section 50 inspection, though increasingly these are co-ordinated to happen at the same / similar time for all schools within the Federation to minimise stress and disruption;
- The Federation Governing Body can use budget and resources across the Federation to improve the educational outcomes for all pupils. An audit trail must be kept;
- The Federation Governing Body cannot require existing staff to work across all schools within the Federation. New staff can be appointed to work across schools in the Federation;
- There will be a single governing body with strategic oversight of schools within the Federation, which would replace the current individual governing bodies;
- The size of the membership of the governing body of a Federation must be at least 15 and no more than 27 governors;
- If the establishment of a School Federation is agreed following the consultation, the individual governing bodies of each school will be dissolved and replaced by a single governing body (the “Federation Governing Body”) which must be given a name.

D. Background and Drivers for Change

Nationally, the Minister for Education and Skills is committed to the collaboration agenda as it has the potential to improve school performance and raise standards of attainment by offering schools the opportunity to develop and share good practice and to access and share resources. A further key benefit is that schools have added security, using the resource efficiencies unlocked by collaboration to deliver more efficiently and so remain in their community serving the pupils and parents. The Minister's vision is, therefore, for as many schools as possible to take advantage of the opportunities and benefits which collaboration can offer.

Locally, there is a tradition of the schools working collaboratively since July 2017 resulting in positive impacts in both settings.

There is also the potential to secure resilience in the organisation and leadership in the area primary school system. Ysgol yr Esgob currently has a permanent head teacher who has been in post for 8 years. The same head was also appointed at Lixwm in April 2020 following the departure of the previous permanent head in December 2019.

Following on from this it has been a natural step for the Governing Bodies of Ysgol yr Esgob CiW VA, Caerwys and Lixwm CiW VA Primary School to discuss the possible options for the schools. The Governing Bodies jointly agree that this is a timely opportunity to consider whether formalising partnership working would lead to better opportunities and outcomes for learners.

We have therefore agreed to carry out a consultation to find out the views of the parents, staff and other members of the public in our communities about the proposal. Within this consultation document you will find information about the benefits and challenges of a Federation.

E. Assessment

Protected Characteristic	Impact of Potential Impact	Actions to Mitigate
<u>Gender</u> Identify the impact/potential impact on different gender groups	No negative discriminatory impact anticipated	
<u>Disability</u> Identify the impact/potential impact on people with disability	No negative discriminatory impact anticipated	

Protected Characteristic	Impact of Potential Impact	Actions to Mitigate
<u>Race</u> Identify the potential impact on race	No negative discriminatory impact anticipated	
<u>Religion and Belief</u> Identify the impact/potential impact of the service on people of different religious and faith groups	No negative discriminatory impact anticipated	
<u>Sexual Orientation</u> Identify the impact/potential impact of the service on sexual orientation	No negative discriminatory impact anticipated	
<u>Age</u> Identify the impact/potential impact of the service on age	No negative discriminatory impact anticipated	
<u>Pregnancy & Maternity</u> Identify the impact/potential impact on pregnancy and maternity	No negative discriminatory impact anticipated	
<u>Gender Reassignment</u> Identify the impact on gender reassignment	No negative discriminatory impact anticipated	
<u>Marriage and Civil Partnership</u> Identify the impact on marriage and civil partnership	No negative discriminatory impact anticipated	

Figure 1: Impacts Assessed

F. Conclusion

There are no impacts or potential impacts anticipated on protected characteristics as part of this proposal.

The EIA will be published alongside the consultation documentation.

During the implementation of proposal the EIA will be monitored.