Equalities Impact Assessment (EIA) Screening Form

This document is a multi-purpose tool ensuring the appropriate steps are taken to comply with the Public Sector Equality Duty Equality Impact Assessment legislation and to demonstrate that we have shown due regard to the need to reduce inequalities of outcome resulting from socio-economic disadvantage when taking strategic decisions under the Socio-economic Duty. It also ensures consideration of the Welsh Language Standards.

- **This assessment should be carried out during the formation stage of your policy or proposal. Any negative impact identified will support you to devise engagement strategies for further evidence gathering.**
- **If you are undertaking a full public consultation as part of your policy or proposal this form should be completed before the consultation begins and used as a tool to inform your consultation questions and engagement activities.**
- **All sections and all questions require a response and must not be left blank even if they are 'not applicable' or 'subject to further consultation'.**

Name of project, policy, function, service or proposal being assessed:	Proposal to increase the number of Learning Resource Classes across Bridgend to ensure that pupils with additional learning needs that cannot be met in the mainstream, and who need a specialist provision can access local and flexible support to meet their needs
Brief description and aim of policy or proposal:	The proposal to establish four new Learning Resource Centres (LRC) and change the purpose of one already established LRC.
Who is responsible for delivery of the policy or proposal?	Corporate Director Education, Early Years and Young Peoples Directorate
Date EIA screening completed:	29/4/26
Does this policy or proposal relate to any other policies? (please state)	The Additional Learning Needs and Educational Tribunal Act 2018.
Who is affected by this policy (e.g. Staff, residents, disabled people, women only?)	The Council supports the principles that, when possible, children should be educated within a mainstream school environment and as near to their home as possible.
Is the policy related to, influenced by, or affected by other policies or areas of work (internal or external)? *Note: Consider this in terms of statutory requirements, local policies, regional (partnership) decisions, national policies, welfare reforms.*	Pupils with ALN, parents, existing staff members in Tondu Primary School, Llangewydd Junior School, Litchard Primary School, Pencoed Primary School and Ysgol Gyfun Gymraeg Llangynwyd.

If this is a review or amendment of an existing policy, has an EIA been carried out? Please include date of completion:	No
If an EIA exists, what new data has been collected since its completion?	No

Assessment of Impact

Protected characteristics

Is it possible that any aspect of the policy or proposal will have a positive or negative impact on people from different groups in different ways?

***Please note: If you identify a negative impact for any protected characteristics you will need to undertake further evidence gathering to complete a full EIA.**

	Please place an X in the relevant box			**Explanation of impact**
	Positive impact(s)	**Negative impact(s)**	**No impact**	
Gender			**X**	**Gender is not expected to be impacted by this proposal.**
Disability	**X**			**The increase in LRC provision will allow the LA to better meet the needs of its ALN pupils. The proposed mainstream schools hosting the LRC will be fully compliant with all disability legislation. The increase of classes will enable more pupils to access fully accessible LRC provision while reducing unnecessary transition.**
Race			**X**	**Race is not expected to be impacted by this proposal.**
Religion and belief			**X**	**Religion and belief is not expected to be impacted by this proposal.**
Sexual Orientation			**X**	**Sexual orientation is not expected to be impacted by this proposal.**
Age	**X**			**There will be growth for pupils with MLD to access support through the medium of Welsh at age 7-11.**

Pregnancy & Maternity			**X**	**Pregnancy and maternity is not expected to be impacted by this proposal.**
Transgender			**X**	**Transgender is not expected to be impacted by this proposal.**
Marriage and Civil partnership			**X**	**Marriage and Civil partnership is not expected to be impacted by this proposal.**
Care experienced			**X**	**Gender reassignment is not expected to be impacted by this proposal.**

Socio-economic impact

Is it possible that any aspect of the policy or proposal will have a positive or negative impact on people or communities experiencing socio-economic disadvantage?

***Please note: If you identify a negative socio-economic impact you will need to undertake further evidence gathering to complete a full EIA.**

	Please place an X in the relevant box			**Explanation of impact**
	Positive impact(s)	**Negative impact(s)**	**No impact**	
Socio-economic disadvantage	**X**			**A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances).** **The individual needs of the pupils are met within the ASD LRC**

Welsh Language

Is it possible that any aspect of the policy or proposal will have a positive or negative impact for persons to use the Welsh language and in treating the Welsh language less favourably than the English language?

***Please note: If you identify a negative impact for persons to use the Welsh language and in treating the Welsh language less favourably than the English language you will need to undertake further evidence gathering to complete a full EIA.**

	Please place an X in the relevant box			**Explanation of impact**
	Positive impact)s)	**Negative impact(s)**	**No impact**	
Will the policy or proposal impact on opportunities for people to use the Welsh language	X			A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.
Will the policy or proposal treat the Welsh language no less favourably than the English language	X			The additional LRC in a Welsh-medium mainstream school ensures equity of provision for all pupils. Under the Additional Learning Needs and Education Tribunal (Wales) Act 2018, learners have the statutory right to equal and fair support, regardless of the language they are taught in.

Public Sector Equality Duty

The Public Sector Equality Duty consists of a general equality duty and specific duties, which help authorities to meet the general duty.

The aim of the general equality duty is to integrate considerations of the advancement of equality into the day-to-day business of public authorities. In summary, those subject to the equality duty, must in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
- Advance equality of opportunity between people who share a characteristic and those who don't
- Foster good relations between people who share a characteristic and those who don't

How does this policy or proposal demonstrate you have given due regard to the general equality duty?

In accordance with the Equality Act 2010 and the Public Sector Equality Duties, the Council has a legal duty to look at how its decisions impact on people because they may have particular characteristics. As part of seeking views on the school organisation proposals, the consultation includes a question in compliance with the Council's statutory obligations asking 'how would the Council's proposal affect you?

Procurement and partnerships

The Public Sector Equality Duty (PSED) requires all public authorities to consider the needs of protected characteristics when designing and delivering public services, including where this is done in partnership with other organisations or through procurement of services. The Welsh Language Standards also require all public authorities to consider the effects of any policy decision, or change in service delivery, on the Welsh language, which includes any work done in partnership or by third parties. We must also ensure we consider the Socio-economic Duty when planning major procurement and commissioning decisions to consider how such arrangements can reduce inequalities of outcome caused by socio-economic disadvantage.

Will this policy or proposal be carried out wholly or partly by contractors or partners?

	Please place an X in the relevant box:
Yes	
No	x

If yes what steps will you take to comply with the General Equality Duty, Welsh Language Legislation and the Socio-Economic Duty in regard to procurement and/or partnerships?

	Steps taken to ensure compliance:
General Equality Duty	
Welsh Language legislation	
Socio-economic duty	

What have you decided to do?

Record of decision based on assessment of impact on protected characteristics, socioeconomic impact and Welsh Language. Please place an X in the relevant box.

If you identify negative impact on one, some or all protected characteristics, socioeconomic duty or Welsh Language you will MUST complete a full EIA.

Impact identified	**Next steps:**	**Please place an X in the relevant box:**
No negative impact identified	Screen out: carry on with the policy or proposal	**X**
One or more negative impact identified	Complete full EIA to gather more evidence on potential negative impacts	

Please explain the reasons for this decision. If you have 'screened out' you must include information and evidence to justify your decision.

Approval:

Date EIA screening completed:	**13/5/26**
Approved by (Head of Service):	**Gayle Shenton**
Date of approval by HoS:	

If this screening has identified that a full EIA is needed, who will carry out the full EIA?	
If this screening has identified that a full EIA is needed when will the Full EIA be completed by (Date):	

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 publicly on the website.