

Well-being Assessment Report Ysgol Abersoch

- September 2021

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1. INTRODUCTION

As a Council we are committed to the principles within the Well-being of Future Generations Act (2015) in order to improve the economic, social, environmental and cultural well-being of Gwynedd's communities.

The Council's vision is:

Our vision as a Council is to support all the people of Gwynedd to thrive and live full lives in their community, in a county which is one of the best counties to live in.

The Council has adopted well-being objectives that complement the national well-being goals and ensure that Gwynedd residents:

- Enjoy a happy, healthy and safe life
- Have access to quality homes within their communities
- Earn enough wages to support themselves and their families
- Receive a first class education that will allow them to do what they want to do
- To live with dignity and independence for as long as possible
- Being able to live in a naturally Welsh speaking Society
- Enjoy the beauty of the County's natural environment.

The table below outlines the link between our well-being objectives and the national well-being goals.

We will ensure that the residents of Gwynedd can:	Prosperous	Resilient	Healthier	Equal	Cohesive Communities	A vibrant culture where the Welsh language is thriving	Globally responsible
Enjoy happy, healthy and safe lives							
Live in quality homes within their communities							
Earn a sufficient salary to be able to support themselves and their families							
Receive education of the highest quality which will enable them to do what they want to do							
Live with dignity and independently for as long as possible							
Live in a natural Welsh society							
Take advantage of the beauty of the County's natural environment.							

The Education Department has a role to promote the Act's well-being goals to the county's pupils through its activities and projects. The Act places a duty on public bodies in Wales to improve economic, social, environmental and cultural well-being. As part of the duty the Council has published well-being objectives that outline how it will improve well-being in the "Gwynedd Council Plan 2018-2023".

1.1 Ysgol Abersoch Context

At its meeting on 17 September 2019, Gwynedd Council's Cabinet approved the Education Department *“to initiate formal discussions with the governing body and other relevant stakeholders of Ysgol Abersoch due to concerns over the school numbers, thus enabling a range of possible options to be drawn up relating to the future of the school.”*

Between October 2019 and January 2020, 3 local meetings were held with stakeholders at Ysgol Abersoch where a number of options were proposed and discussed. Following the evaluation of those options, the list was refined to 3 options for further consideration, in addition to the Do Nothing model. Those options are detailed below:

- *Do nothing - continue with the current structure of the school.*

Although the case for change has been established, the Do nothing model has been included for comparison purposes.

- *Federation with a neighbouring school*

This option would involve establishing a formal collaboration arrangement, between a neighbouring school/schools. These schools would share a single governing body, but at the same time retain their legal status as separate entities, their financial allocation, name and school uniform, and continue to have their own Estyn inspection.

The formation of a formal federation with a school or other schools would strengthen the leadership position of the school, and increase pupils' opportunities to socialise and collaborate with peers.

In this case, for geographical reasons, Ysgol Sarn Bach, and Ysgol Llanbedrog were considered as reasonable options for the collaborative arrangement. Ysgol Foel Gron was not considered as it is not possible to federate schools with charitable status, with those with Community status.

- *Extend the age range of Ysgol Abersoch from 3-8 years to 3-11 years*

At present, the age range of Ysgol Abersoch means that the school's education provision ceases at the end of year 3. Extending the age range to 3-11 would mean that the school could continue to educate pupils until the end of Key Stage 2, which is the end of year 6. This would be consistent with the age range of the majority of the county's primary schools.

- *Close Ysgol Abersoch and pupils to be educated at an alternative school*

This option would mean that Ysgol Abersoch would close, and that current pupils would be offered a place at Ysgol Sarn Bach (the alternative school).

At its meeting on 15 September 2020, Gwynedd Council Cabinet resolved to hold a statutory consultation, in accordance with the requirements of section 48 of the School Standards and Organisation (Wales) Act 2013, on the proposal to close Ysgol Abersoch on 31 August 2021 and to provide a place for the pupils at Ysgol Sarn Bach from 1 September 2021. The decision was confirmed by the Cabinet at its meeting on 3 November 2020, after the original decision was called in and referred back to the Cabinet by the Education and Economy Scrutiny Committee at its meeting on 9 October 2020.

A statutory consultation was held between 12 January and 23 February 2021 and 154 responses to the consultation were received.

Further options considered following the statutory consultation:

- *Multi-Site School*

A Multi-Site School means that one school will be established but on two or three sites. Statutorily, the school will have one legal entity, and the school will have one Headteacher, with manager/s on different sites. The school will have one budget and one governing body, and all sites will receive Estyn inspections at the same time - as one school.

If this option would to be implemented, then existing school catchment areas would be modified. The Authority's Transport Policy and Access Policy would be implemented as usual. Therefore, any application for admission to the Multi-Site School would be considered as an application to the whole school. Control of admission to the different sites would become part of the schools policy.

- *Federation with Ysgol Sarn Bach and Llanbedrog, and a joint working arrangement with Ysgol Foel Gron.*

This option would involve establishing a formal collaboration arrangement between neighbouring schools. These schools would share a single governing body, but at the same time retain their legal status as separate entities, their financial allocation, name and school uniform, and continue to have their own Estyn inspection.

Forming a formal federation with another school or schools would strengthen the leadership position of the school, and offer more opportunities for pupils to socialise and work with peers.

- *Enlli Federation - (Ysgol Abersoch, Llanbedrog, Sarn Bach, Pont Y Gof, Crud y Werin, Botwnnog Secondary and collaboration arrangement with Ysgol Foel Gron).*

This option would involve establishing a formal collaboration arrangement between neighbouring schools. These schools would share a single governing body, but at the same time retain their legal status as separate entities, their financial allocation, name and school uniform, and continue to have their own Estyn inspection.

Forming a formal federation with another school or schools would strengthen the leadership position of the school, and offer more opportunities for pupils to socialise and work with peers.

Following a more detailed assessment of the above options, it was concluded that the proposal to close Ysgol Abersoch and offer the pupils a place at Ysgol Sarn Bach would best respond to the main challenges facing the school, namely low pupil numbers and small classes.

Gwynedd Council's Cabinet considered the consultation report at its meeting on 15 June 2021 and resolved to issue a statutory notice on the proposal to close Ysgol Abersoch on 31 December 2021, and provide a place for pupils at Ysgol Sarn Bach from 1 January 2022. The statutory notice was issued on 25 June 2021 with a 28 day objection period. The objection period came to an end on 23 July 2021 and 211 objections and 2 petitions were received.

2. HOW DOES THE PROPOSAL MEET GWYNEDD COUNCIL'S WELL-BEING OBJECTIVES?

Gwynedd Council's well-being objectives were considered when evaluating the options.

Do nothing - continue with the status quo.	
Objectives	Details:
Enjoy a happy, healthy and safe life	No effect
Live in quality homes within their communities	No effect
Earn a sufficient wage to support themselves and their families	No effect
Receive education of the highest quality that will allow them to do what they want to do	No effect
To live with dignity and independently for as long as possible	No effect
Live in a naturally Welsh society	No effect
Take advantage beauty of the County's natural environment	No effect

Extend the age range of Ysgol Abersoch from 3-8 years to 3-11 years	
Objectives	Details:
Enjoy a happy, healthy and safe life	No effect
Live in quality homes within their communities	No effect
Earn a sufficient wage to support themselves and their families	No effect
Receive education of the highest quality that will allow them to do what they want to do	It is not anticipated that the option would affect this aim. There would be a statutory process involved in extending the age range. No impact is anticipated on the current governance arrangements.
To live with dignity and independently for as long as possible	No effect
Live in a naturally Welsh society	No effect
Take advantage beauty of the County's natural environment	No effect

Federation with a nearby School	
Objectives	Details:
Enjoy a happy, healthy and safe life	No effect
Live in quality homes within their communities	No effect
Earn a sufficient wage to support themselves and their families	No effect
Receive education of the highest quality that will allow them to do what they want to do	No effect. There would be a statutory process involved in establishing a formal federation and establishing a federal governing body. The option would offer opportunities for sharing staff and sharing expertise across the schools. It would also offer opportunities to collaborate on curricular issues and develop joint plans.
To live with dignity and independently for as long as possible	No effect

Live in a naturally Welsh society	No effect
Take advantage beauty of the County's natural environment	No effect

Close Ysgol Abersoch and pupils to be educated at an alternative school

Objectives	Details:
Enjoy a happy, healthy and safe life	No effect
Live in quality homes within their communities	No effect
Earn a sufficient wage to support themselves and their families	It is envisaged that implementing this option would result in staff redundancies. A detailed staffing policy has been developed by Gwynedd Council in conjunction with Trade Unions and head teachers. The policy will form the basis of any change to the employment of staff resulting from any proposal. Clear and open communication will be central to the successful implementation of any proposals.
Receive education of the highest quality that will allow them to do what they want to do	Ensuring that the pupils receive a first class education will be central to the proposal, ensuring that they receive at least the same quality and standard of education at the alternative school.
To live with dignity and independently for as long as possible	It is not anticipated that the proposal would be likely to have an impact on this aim.
Live in a naturally Welsh society	A language impact assessment was undertaken. Pupils at Ysgol Abersoch live in a community where Welsh and English exist side by side, and are educated in a Welsh medium school, such as Ysgol Sarn Bach. The language impact assessment notes that the position of the alternative school is strong, with 57% of pupils coming from homes that can speak Welsh. By comparison, 33% of pupils at Ysgol Abersoch come from homes that can speak Welsh.
Take advantage beauty of the County's natural environment	No effect

Multi-Site School

Objectives	Details:
Enjoy a happy, healthy and safe life	No effect
Live in quality homes within their communities	No effect
Earn a sufficient wage to support themselves and their families	No effect
Receive education of the highest quality that will allow them to do what they want to do	No effect. There would be a statutory process involved in establishing a Multi-site School and establishing a governing body for the new school. The option would offer opportunities to share staff and share expertise across school sites. It would also offer opportunities to collaborate on curricular issues and develop joint plans.
To live with dignity and independently for as long as possible	No effect

Federation with Ysgol Sarn Bach and Llanbedrog, and a joint working arrangement with Ysgol Foel Gron.

Objectives	Details:
Enjoy a happy, healthy and safe life	No effect
Live in quality homes within their communities	No effect
Earn a sufficient wage to support themselves and their families	No effect
Receive education of the highest quality that will allow them to do what they want to do	No effect. There would be a statutory process involved in establishing a formal federation and establishing a federal governing body. The option would offer opportunities for sharing staff and sharing expertise across the schools. It would

	also offer opportunities to collaborate on curricular issues and develop joint plans.
To live with dignity and independently for as long as possible	No effect

Enlli Federation - (Ysgol Abersoch, Llanbedrog, Sarn Bach, Pont Y Gof, Crud y Werin, Botwnnog Secondary and collaboration arrangement with Ysgol Foel Gron).

Objectives	Details:
Enjoy a happy, healthy and safe life	No effect
Live in quality homes within their communities	No effect
Earn a sufficient wage to support themselves and their families	No effect
Receive education of the highest quality that will allow them to do what they want to do	No effect. There would be a statutory process involved in establishing a formal federation and establishing a federal governing body. The option would offer opportunities for sharing staff and sharing expertise across the schools. It would also offer opportunities to collaborate on curricular issues and develop joint plans.
To live with dignity and independently for as long as possible	No effect

3. DOES THE PROPOSAL MEET THE GOALS OF THE WELL-BEING ACT?

Aim	Does the proposal contribute to this aim?	Measures to mitigate negative impacts on this aim:
<p>A prosperous Wales An innovative society using resources efficiently and proportionately, educated people, creating wealth and work.</p>	<p>The proposal would allow pupils to be educated in larger classes and with more children of the same age group. It is therefore envisaged that it would enrich pupils' learning and social experiences.</p> <p>In addition, the proposal contributes to the goal by making more prudent use of resources.</p> <p>Implementing this option could result in staff losing their jobs.</p>	<p>Staff and Union representatives were consulted specifically as part of the statutory consultation period.</p> <p>Gwynedd Council has developed a detailed staffing policy, in conjunction with Trade Unions and head teachers. Any redundancies as a result of this proposal will have to conform to that policy. Clear and open communication will play a central role in implementing any proposals.</p>
<p>A resilient Wales A nation that maintains and enhances biodiversity and healthy ecosystems that support resilience and the ability to adapt to change (for example climate change).</p>	<p>It is not anticipated that the proposal is likely to have an impact on this aim.</p>	<p>No effect.</p>
<p>A healthier Wales A society where people's physical and mental well-being is as good as possible and people understand what affects their health.</p>	<p>It is not anticipated that the proposal is likely to have an impact on this aim.</p>	<p>No effect.</p>
<p>A more equal Wales A society that enables people to fulfil their potential irrespective of background or circumstances (including their socio-economic background and circumstances).</p>	<p>The proposal has been developed within the context of the Excellent Primary Education For children in Gwynedd The strategy outlines the vision: <i>"Provide education of the best possible quality that will provide the county's children with the experiences, skills and confidence to develop into bilingual, successful and well-rounded citizens"</i></p>	<p>The equality assessment noted that the proposal was not anticipated to have a negative impact on equality. In addition, it was noted that robust policies and procedures were in place to ensure that the proposal considered complied with equal rights. It is noted that measures are already in place to ensure that there is no unlawful discrimination and harassment.</p>
<p>A Wales of cohesive communities Attractive, viable and safe communities with good connections</p>	<p>Following a community impact assessment, it was concluded that there would be some negative impact on the community should the school close.</p>	<p>Whilst acknowledging the negative impact the closure of the school could have on the Abersoch community, it is noted that 35% of the 26 pupils (3-8) living in the Abersoch catchment area already attend Ysgol Sarn Bach. It is therefore believed that a link already exists between the alternative school and the community in Abersoch. By implementing the proposal there will be an opportunity to build on these links between the Abersoch community and Ysgol Sarn Bach by holding discussions</p>

		that would promote the inclusion of the Abersoch community in the community activity of the school.
<p>A vibrant Wales and culture where the Welsh language thrives A society that promotes and protects culture, heritage and the Welsh language and encourages people to participate in the arts, sports and leisure activities.</p>	No impact is anticipated on this aim as the proposal would mean that pupils would continue to be educated in a Welsh medium school	-
<p>Wales is globally responsible. A nation that, in doing anything to improve the economic, social, environmental and cultural well-being of Wales, is considering whether doing such a thing could contribute positively to global well-being.</p>	It is not anticipated that the proposal is likely to have an impact on this aim.	No effect.

4. SUSTAINABLE DEVELOPMENT PRINCIPLES

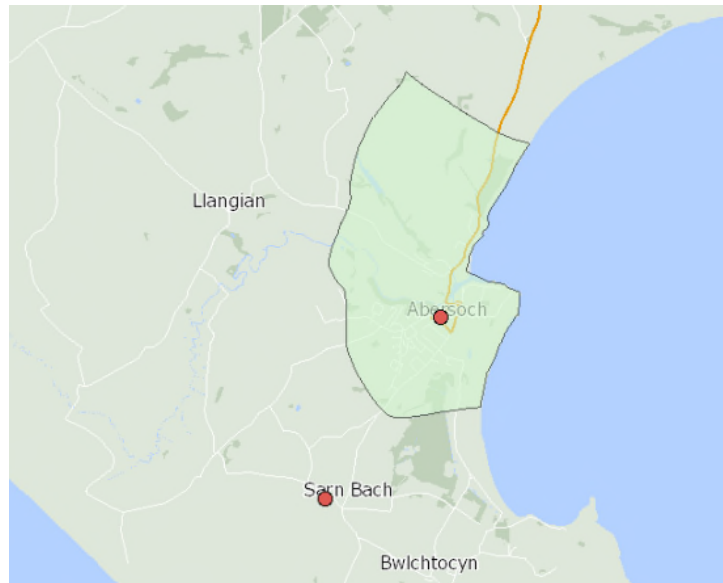
Sustainable Development Principles	Does the proposal consider the principle?
<p>Long term The importance of balancing short-term needs with the need to safeguard the ability to meet long-term needs is also important.</p>	There has been a pattern of low numbers at Ysgol Abersoch for some years, and the situation is now unsustainable. With projections showing numbers to remain low, it is concluded that the challenges facing the school are long-term, and therefore the case for change is clear.
<p>Suspension How action to prevent problems from occurring or escalating can help public bodies achieve their objectives.</p>	Should Cabinet decide to take further action, the needs of the children will be a priority when undertaking any reorganisation process.
<p>Integration Consider how the public body's well-being objectives may affect each of the well-being goals, all of its other objectives, or the objectives of other public bodies.</p>	The authority began the process of reviewing the school situation in the wake of a critical situation facing the school.
<p>Collaboration Collaboration with any other person (or different departments within the organisation itself) could help the organization meet its well-being goals.</p>	As part of the options appraisal process the Education Department received input from a number of other departments within the Council. In addition, a series of local meetings were held to obtain initial input from the stakeholders.
<p>Contents The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area they serve.</p>	<p>The proposal has been the subject of a public consultation, and a consultation with children and young people, as well as a statutory objection period.</p> <p>The process to date has included local review meetings to engage with the relevant stakeholders of the school. These meetings have included the Governing Body, staff, and parents of Ysgol Abersoch.</p>

5. CONCLUSION

Following consideration and assessment in accordance with the requirements of the well-being act, the 7 well-being goals of the Council and the Council's well-being objectives were considered and it is concluded that the proposal meets the requirements. This proposal will allow us to respond to and meet the needs of the children today, and also strengthen their future well-being.

It is acknowledged that should the Cabinet decide to confirm the proposal, it would result in the closure of a school in the Abersoch community, however a large number of the children living within the school's catchment area already attend other schools, including the alternative school, and therefore there is already a link between Ysgol Sarn Bach and the Abersoch community. Every effort will be made to mitigate the impact on the community by encouraging links between the communities. Should the proposal be approved, discussions will take place to discuss the possibility that activities at Ysgol Sarn Bach includes the Abersoch community, where appropriate.

The proposed proposal will ensure that children in the area are educated in a suitable site and in a naturally Welsh speaking society, increasing opportunities for socialising and working with others and giving them a fair chance to flourish among their peers.



Equality Assessment Report Ysgol Abersoch

- September 2021

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1. INTRODUCTION

Ysgol Abersoch is located in the center of the village of Abersoch near Pwllheli, and provides education for 3-8 year olds. The school has a capacity of 42 (Nursery to Year 3), and in January 2020, it had 7 full-time pupils (aged 4-8), and 2 nursery pupils. To date (September 2020) the school has 8 full time pupils (aged 4-8), and 2 nursery pupils.

At its meeting on 17 September 2019, Gwynedd Council's Cabinet approved the Education Department *“to initiate formal discussions with the governing body and other relevant stakeholders of Ysgol Abersoch due to concerns over the school numbers, thus enabling a range of possible options to be drawn up relating to the future of the school.”*

In accordance with the Cabinet's decision (17 September 2019), an Ysgol Abersoch Review Panel (SRP) was established and the Governing Body, parents, staff and the Local Elected Member were invited to join the panel and participate in the discussion. Three SRP meetings were held between October 2019 and January 2020 to discuss a range of options to seek to resolve the main challenges faced by the school.

At its meeting on 15 September 2020, Gwynedd Council Cabinet resolved to hold a statutory consultation, in accordance with the requirements of section 48 of the School Standards and Organisation (Wales) Act 2013, on the proposal to close Ysgol Abersoch on 31 August 2021 and to provide a place for the pupils at Ysgol Sarn Bach from 1 September 2021. The decision was confirmed by the Cabinet at its meeting on 3 November 2020, after the original decision was called in and referred back to the Cabinet by the Education and Economy Scrutiny Committee at its meeting on 9 October 2020.

As part of the process of developing a proposal (s) for school / school reorganisation, the Council is required (in accordance with the Equality Act 2010) to consider the impact of a change in any policy or procedure (or the creation of a policy or new procedure), on people with protected equality characteristics. The Council also has additional general duties to ensure fairness and foster good relations. An Equality Impact Assessment must therefore be carried out before a decision is made on any material change (i.e. that affects people with a protected characteristic).

A statutory consultation was held between 12 January and 23 February 2021 and 154 responses to the consultation were received.

Gwynedd Council's Cabinet considered the consultation report at its meeting on 15 June 2021 and resolved to issue a statutory notice on the proposal to close Ysgol Abersoch on 31 December 2021, and provide a place for pupils at Ysgol Sarn Bach from 1 January 2022. The statutory notice was issued on 25 June 2021 with a 28 day objection period. The objection period came to an end on 23 July 2021 and 211 objections and 2 petitions were received.

2. OPTIONS

A number of options were proposed and discussed at the local meetings. Following an evaluation of these options against the Strategy factors, the list was refined to 3 options for further consideration, in addition to the Do Nothing option.

- *Do nothing - continue with the current structure of the school.*

Although the case for change has been established, the Do nothing model is included for comparison purposes.

- *Federation with a neighbouring school*

This option would involve establishing a formal collaboration arrangement, between a neighbouring school/schools. These schools would share a single governing body, but at the same time retain their legal status as separate entities, their financial allocation, name and school uniforms, and continue to have their own Estyn inspection.

The formation of a formal federation with a school or other schools would strengthen the leadership position of the school, and increase pupils' opportunities to socialise and collaborate with peers.

In this case, for geographical reasons, Ysgol Sarn Bach, and Ysgol Llanbedrog were considered as reasonable options for the collaborative arrangement. Ysgol Foel Gron was not considered as it is not possible to federate schools with charitable status, with those with Community status.

- *Extend the age range of Ysgol Abersoch from 3-8 years to 3-11 years*

At present, the age range of Ysgol Abersoch means that the school's education provision ceases at the end of year 3. Extending the age range to 3-11 would mean that the school could continue to educate pupils until the end of Key Stage 2, which is the end of year 6. This would be consistent with the age range of the majority of the county's primary schools.

- *Close Ysgol Abersoch and pupils to be educated at an alternative school*

This option would mean that Ysgol Abersoch would close, and that current pupils would be offered a place at Ysgol Sarn Bach (the alternative school).

Further options considered following the statutory consultation:

- *Multi-Site School*

A Multi-Site School means that one school will be established but on two or three sites. Statutorily, the school will have one legal entity, and the school will have one Headteacher, with manager/s on different sites. The school will have one budget and one governing body, and all sites will receive Estyn inspections at the same time - as one school.

If this option would to be implemented, then existing school catchment areas would be modified. The Authority's Transport Policy and Access Policy would be implemented as usual. Therefore, any application for admission to the Multi-Site School would be considered as an application to the whole school. Control of admission to the different sites would become part of the schools policy.

- *Federation with Ysgol Sarn Bach and Llanbedrog, and a joint working arrangement with Ysgol Foel Gron.*

This option would involve establishing a formal collaboration arrangement between neighbouring schools. These schools would share a single governing body, but at the same time retain their legal status as separate entities, their financial allocation, name and school uniform, and continue to have their own Estyn inspection.

Forming a formal federation with another school or schools would strengthen the leadership position of the school, and offer more opportunities for pupils to socialise and work with peers.

- *Enlli Federation - (Ysgol Abersoch, Llanbedrog, Sarn Bach, Pont Y Gof, Crud y Werin, Botwnnog Secondary and co-operation arrangement with Ysgol Foel Gron).*

This option would involve establishing a formal collaboration arrangement between neighbouring schools. These schools would share a single governing body, but at the same time retain their legal status as separate entities, their financial allocation, name and school uniform, and continue to have their own Estyn inspection.

Forming a formal federation with another school or schools would strengthen the leadership position of the school, and offer more opportunities for pupils to socialise and work with peers.

Following a more detailed assessment of the above options, it was concluded that the proposal to close Ysgol Abersoch and offer the pupils a place at Ysgol Sarn Bach would best respond to the main challenges facing the school, namely low pupil numbers and small classes.

3. IMPACT OF ANY CHANGE

The Council must have due regard to the impact any changes will have on people with equality characteristics below. What impact will the new policy / service or proposed changes have on these features?

Features	What kind of impact? *	In what way? What is the evidence?
Race (including nationality)	None	Gwynedd schools have relevant policies in place to protect individuals from any racial discrimination, such as Equality, Inclusion and Anti-Bullying Policies. The Anti-bullying Policy provided by Gwynedd Council sets out anti-bullying guidelines and procedures based on factors such as race at school. In addition, the Equality Policy implemented by Gwynedd primary schools states that the schools <i>"...opposes to all types of prejudice and discrimination and acknowledges that pupils have different needs, requirements and objectives."</i> It is therefore not envisaged that the proposal would have an impact on this feature.
The Welsh language	None	The Council's Welsh Education Scheme will impose the same requirements on all schools, and therefore in terms of implementing the policy, it is not anticipated that there would be an impact if the proposal were to be implemented. A language impact assessment was carried out on the proposal.
Disability	None	Under the requirements of the Council Policy, schools are required to provide an Anti-Bullying Policy, therefore the alternative school will be expected to protect against disability-related bullying, and indeed any other ground. Gwynedd schools also have a Transport Code of Practice. Staff at the alternative school will need to provide the same level of care and be aware of all the needs of the pupils.
Gender	None	It is not anticipated that implementing the proposal will have an impact in terms of gender, as all affected schools implement an equality policy which states that the school: <i>"...opposes to all types of prejudice and discrimination and acknowledges that pupils have different needs, requirements and objectives."</i>
Age	Any effect would be minimal (positive or negative)	Ysgol Abersoch provides education for pupils aged 3-8 years. If the proposal were implemented, it would mean that the pupils would transfer to a school with an age range of 3 to 11 on one site. However, it is not anticipated that this would have a negative impact – all affected schools implement an equality policy which states that the school: <i>"...opposes to all types of prejudice and discrimination and acknowledges that pupils have different needs, requirements and objectives."</i>
Sexual orientation	None	It is noted in the Equality Policy implemented by Gwynedd's primary schools that schools

		<i>"...opposes to all types of prejudice and discrimination and acknowledges that pupils have different needs, requirements and objectives."</i>
Religion or belief (or lack of belief)	None	Ysgol Abersoch and the alternative school, Ysgol Sarn Bach are community schools - the proposal does not suggest changing this. Each school has an Inclusion Policy that would deal with any discriminatory incident that might occur in the school, related to religion or belief.
Gender Reassignment	None	It is noted in the Equality Policy implemented by Gwynedd's primary schools that schools: <i>"...opposes to all types of prejudice and discrimination and acknowledges that pupils have different needs, requirements and objectives."</i>
Pregnancy and maternity	None	-
Marriage and civil partnership	None	-

The Council has a duty under the Equality Act 2010 to make a positive contribution to a fairer society by promoting equality and good relations in its activities in the areas of age, gender, sexual orientation, religion, race, transgender, disability and pregnancy and maternity.

General Duties of the Equality Act	Does it make an impact? *	In what way? What is the evidence?
Remove illegal discrimination, harassment and victimisation	No	Implementing the proposal would not alter the statutory duty of affected schools to protect pupils from discrimination, harassment or victimisation. The aim is to give pupils the opportunity to express their views in a way that is appropriate and appropriate given any factors that affect them. They will continue to use the School Council, personal and social education lessons, anti-bullying policies and other means to ensure that the school prohibits unlawful discrimination, harassment and victimisation.
Promote equal opportunities	No	It is anticipated that the alternative school will continue to promote equal opportunities.
Encouraging good relationships	No	As some of the pupils in the Ysgol Abersoch catchment area already attend Ysgol Sarn Bach it is fair to note that a connection between Ysgol Sarn Bach and the Abersoch community already exists. However, opportunities to build further on the relationship with the community in Abersoch could arise from implementing the proposal.

4. ANALYSING THE RESULTS

4.1 Is the proposal therefore likely to have a significant, positive impact on any of the equality characteristics or the General Duty? What is the reason for this?

As Ysgol Abersoch and Ysgol Sarn Bach operate the same policies in relation to equality and anti-bullying, it is not envisaged that the proposal would have significant impact on any of the equality characteristics or the General Duty referred to in this document.

4.2 Is the proposal therefore likely to have a significant, negative impact on any of the equality characteristics or the General Duty? What is the reason for this?

As Ysgol Abersoch and Ysgol Sarn Bach operate the same policies in relation to equality and anti-bullying, it is not envisaged that the proposal would have significant impact on any of the equality characteristics or the General Duty referred to in this document.

4.3 What should be done?

Choose one of the following:

Continue with policy / service as it is sound	✓
Adjust the policy to remove any barriers	
Prevent and remove the policy as the adverse effects are too great	
Continue with policy as any adverse impact can be justified	

4.4 If continuing with the plan, what steps will you take to reduce or mitigate any negative impacts?

In order to mitigate the impact on the community, opportunities are identified to ensure that the community of Abersoch is aware of the activity of the alternative school, and community collaboration between the alternative school and the community of Abersoch is encouraged, where appropriate.

4.5 Monitoring – what action will you take to monitor the impact and effectiveness of the policy or service (action plan)?

The school (and their Governing Body) is responsible for implementing its equality policy and the Authority, through its usual support and monitoring procedures, will ensure compliance.

5. CONCLUSION

Gwynedd's primary schools already operate an Equalities policy which states that the schools "...opposes to all types of prejudice and discrimination and acknowledges that pupils have different needs, requirements and objectives". As a result, it is concluded that it is not envisaged that the proposal to close Ysgol Abersoch and provide a place for pupils at Ysgol Sarn Bach would have negative impacts in terms of equality. Should the Cabinet decide to confirm the proposal, and if some are highlighted in the future, then the Council will consider the necessary actions.