



# **EQUALITY IMPACT STATEMENT**

## **THE PROPOSED FEDERATION OF**

# Ysgol Gymunedol Trimsaran and Ysgol Gymraeg Ffwrnes

*from 5th January 2026*



## **Equality Impact Assessment (EqIA)**

**Title of Proposal:** Federation of Ysgol Gymunedol Trimsaran and Ysgol Gymraeg Ffwrnes

**Date:** July 2025

**Consultation Period:** 05/09/2025 – 17/10/2025

**Implementation Date (Proposed):** 05/01/2026

### **1. Purpose of the Policy/Proposal**

To federate the two schools under one governing body, maintaining separate identities, budgets, and sites, but sharing leadership and governance to enhance educational outcomes and sustainability.

### **2. Who Will be Affected?**

Parents and pupils residing in the Ysgol Ffwrnes catchment area  
Ysgol Ffwrnes school staff  
Governing Body of Ysgol Ffwrnes  
Prospective pupils of Ysgol Ffwrnes

Parents and pupils residing in the Ysgol Trimsaran catchment area  
Ysgol Trimsaran school staff  
Governing Body of Ysgol Trimsaran  
Prospective pupils of Ysgol Trimsaran

This EqIA assesses potential impact on the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

### 3. Summary of Impact

Protected Characteristic	Positive Impact	Negative Impact	Mitigating Action
Age (pupils, staff)	Broader learning opportunities across both schools and phases. Joint activities may enhance social development.	None identified.	Ensure age-appropriate support in cross-school initiatives.
Disability	Existing support continues on-site. Policies and support structures remain localised.	Travel between sites (for joint activities) could pose access barriers.	Activities involving movement between schools will consider accessibility.
Gender Reassignment	Neutral. Inclusive practices are expected to continue.	None identified.	Maintain robust anti-bullying and inclusion policies.
Marriage & Civil Partnership	Neutral.	None identified.	N/A
Pregnancy & Maternity	Flexible staffing opportunities through the federation may support returning staff.	None identified.	Maintain existing HR support and maternity procedures.
Race	Schools retain individual identity and ethos; cultural and linguistic heritage preserved.	Risk of underrepresentation in governance.	Monitoring representation in the federated governing body.
Religion or Belief	Schools maintain their ethos; no change to policies or curriculum.	None identified.	Continue respecting diverse beliefs and practices.
Sex	Opportunities for leadership development across both schools.	None identified.	Ensure equal access to leadership and CPD for all genders.

Sexual Orientation	Neutral. Schools are expected to maintain inclusive ethos.	None identified.	Continue anti-discrimination and inclusive curriculum practices.
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#### 4. Engagement and Consultation

- Stakeholders consulted include:
- Pupils (via School Councils)
- Parents and carers
- School staff
- Governing Bodies
- Local Authority
- Trade unions

A child-friendly version of the consultation document was created to support engagement with pupils. Meetings are scheduled with all groups during the consultation period.

#### 5. Mitigation and Monitoring

- Accessibility and inclusion will be a standing item during implementation planning.
- Federated Governing Body will be encouraged to reflect the diversity of the community.
- Ongoing monitoring of pupil and staff outcomes across both schools' post-federation.
- Equality and diversity training to be refreshed for the new governing body.

#### 6. Conclusion

No significant negative impacts have been identified for any protected group. The federation proposal supports improved collaboration and efficiency without changing the distinct identities, language medium, or admissions processes of either school. Where minor risks exist (e.g., accessibility), reasonable adjustments and planning will mitigate potential barriers.

#### 7. Decision

Proceed with the proposal with actions to monitor equality outcomes and ensure inclusive implementation.

Signed: \_\_\_\_\_



Cllr Kim Broom  
Chair of Governors,  
Ysgol Gymunedol Trimsaran

Date: 04.07.2025

Signed: \_\_\_\_\_



Mrs Sarah Owens  
Chair of Governors,  
Ysgol Gymraeg Ffwrnes

Date: 04.07.2025