

# Pecyn Dogfennau Cyhoeddus

## Cabinet

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Man Cyfarfod  
**Siambwr y Cyngor - Neuadd y Sir,  
Llandrindod, Powys**

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Dyddiad y Cyfarfod  
**Dydd Mawrth, 22 Mehefin 2021**

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Amser y Cyfarfod  
**10.30 am**

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I gael rhagor o wybodaeth cysylltwch â  
**Stephen Boyd**  
01597 826374  
steve.boyd@powys.gov.uk



Neuadd Y Sir  
Llandrindod  
Powys  
LD1 5LG

Dyddiad Cyhoeddi

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Mae croeso i'r rhai sy'n cymryd rhan ddefnyddio'r Gymraeg. Os hoffech chi siarad Cymraeg yn y cyfarfod, gofynnwn i chi roi gwybod i ni erbyn hanner dydd ddau ddiwrnod cyn y cyfarfod

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## AGENDA

<b>1.</b>	<b>YMDDIHEURIADAU</b>
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Derbyn ymddiheuriadau am absenoldeb.

<b>2.</b>	<b>DATGANIADAU O FUDD</b>
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Derbyn unrhyw ddatganiadau o fudd gan Aelodau mewn perthynas ag eitemau i'w trafod ar yr agenda.

<b>3.</b>	<b>ADRODDIAD BLYNYDDOL DRAFFT AR SAFONAU'R GYMRAEG 2021</b>
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Ystyried adroddiad gan y Cynghorydd Myfanwy Alexander, Aelod Portffolio ar faterion Gofal Cymdeithasol i Oedolion a'r Gymraeg.  
(Tudalennau 1 - 80)

<b>4.</b>	<b>CATEGORI IAITH YSGOL DYFFRYN TRANNON</b>
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Ystyried adroddiad gan yr Arweinydd, y Cynghorydd Rosemarie Harris.  
(Tudalennau 81 - 394)

<b>5.</b>	<b>YSGOL CALON CYMRU</b>
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Ystyried adroddiad gan y Cynghorydd Phyl Davies, Aelod Portffolio ar Addysg ac Eiddo.

(Tudalennau 395 - 404)

<b>6.</b>	<b>ALLDRO ARIANNOL AR GYFER Y FLWYDDYN YN GORFFEN 31 MAWRTH 2021</b>
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Ystyried adroddiad gan y Cynghorydd Aled Davies, Aelod Portffolio, Cyllid a Chludiant.

(Tudalennau 405 - 438)

<b>7.</b>	<b>ALLDRO CYFALAF AR GYFER Y FLWYDDYN YN GORFFEN 31 MAWRTH 2021</b>
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Ystyried adroddiad gan y Cynghorydd Aled Davies, Aelod Portffolio, Cyllid a Chludiant.

(Tudalennau 439 - 450)

<b>8.</b>	<b>EITEMAU EITHRIEDIG</b>
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Mae'r Swyddog Monitro wedi penderfynu bod yr eitemau canlynol yn destun categori 3, Rheolau Trefn Mynediad at Wybodaeth. Ei farn o ran prawf lles y cyhoedd (wedi ystyried darpariaethau Rheol 14.8, Rheolau Mynediad at Wybodaeth y Cyngor), oedd y byddai gwneud y wybodaeth hon yn gyhoeddus yn datgelu gwybodaeth ynghylch materion ariannol neu fusnes unigolyn (gan gynnwys yr awdurdod yr oedd y wybodaeth honno yn ei feddiant).

Oherwydd hyn a gan nad oedd yn ymddangos bod yna ddiddordeb mawr gan y cyhoedd yn gofyn bod angen datgelu'r data personol yma, roedd o'r farn bod diddordeb y cyhoedd wrth gadw'r eithriad yn fwy pwysig na diddordeb y cyhoedd wrth ddatgelu'r wybodaeth. Gofynnir i Aelodau ystyried y ffactorau hyn wrth benderfynu ar y prawf lles y cyhoedd, sy'n rhaid iddynt benderfynu wrth ystyried eithrio'r cyhoedd o'r rhan hon o'r cyfarfod.

<b>9.</b>	<b>PERFFORMIAD GWASANAETHAU EIDDO CALON CYMRU AC ADOLYGIAD O'R OPSIYNAU.</b>
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Ystyried adroddiad cyfrinachol.

(Tudalennau 451 - 594)

## CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET GWEITHREDOL  
22 Mehefin 2021

**AWDUR YR  
ADRODDIAD:** Cynghorydd Sir Myfanwy Alexander  
Aelod Portffolio ar faterion Gofal Cymdeithasol i  
Oedolion a'r Iaith Gymraeg

**TEITL YR  
ADRODDIAD:** Adroddiad Blynyddol Safonau'r Gymraeg 2021 Drafft

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**ADRODDIAD ER:** Ystyriaeth

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**1. Diben**

- 1.1 Diben yr adroddiad yr cyflwyno Adroddiad Blynyddol Safonau'r Gymraeg Drafft i'w ystyried a'i gymeradwyo. Mae'r Adroddiad yn amlinellu'r gwaith a gafodd ei gynnal yn ystod 2020-21 i sicrhau cydymffurfiaeth gyda Safonau'r Gymraeg o dan Fesur y Gymraeg (Cymru) 2011, a pherfformiad yn erbyn gofynion y Safonau.

**2. Cefndir**

- 2.1 Mae gofyn i'r Cyngor, o dan Safonau'r Gymraeg, i gyhoeddi adroddiad blynyddol yn amlinellu'r gwaith a wnaed i gydymffurfio â gofynion y Safonau yn ystod y flwyddyn flaenorol.
- 2.2 Mae Adroddiad Blynyddol Safonau'r Gymraeg Drafft (wedi'i atodi fel Atodiad A) yn cyfeirio at waith yr ymgymmerwyd ag ef i gydymffurfio â'r;
- Safonau Cyflenwi Gwasanaeth – sy'n nodi sut mae gofyn i'r Cyngor ddarparu gwasanaethau i'r cyhoedd, e.e. dros y ffôn, mewn cyfarfodydd, trwy ohebiaeth, mewn dogfennau a thrwy lwyfannau digidol
  - Safonau Llunio Polisi – sy'n nodi sut mae gofyn i'r Cyngor ystyried effaith ei benderfyniadau a'i wasanaethau ar yr iaith Gymraeg
  - Safonau Gweithredu – pa wybodaeth, cefnogaeth a gweithdrefnau sy'n rhaid i'r Cyngor eu darparu ar gyfer ei weithlu trwy gyfrwng y Gymraeg ac i'w galluogi i weithio mwy trwy gyfrwng y Gymraeg
  - Safonau Hybu – sut mae'r Cyngor yn bwriadu hyrwyddo a chynyddu cyfleoedd i ddefnyddio'r iaith Gymraeg ym Mhowys.
  - Safonau Cadw Cofnodion – cofnodion penodol y mae gofyn i'w Cyngor eu cadw yn ymwneud â'r iaith Gymraeg
- 2.3 Mae'r adroddiad hefyd yn cyflwyno'r gwaith sydd i'w gyflawni yn ystod 2021-22 i wella'r modd y mae'r Cyngor yn darparu gwasanaethau i'r trigolion, ymwelwyr a'r gweithlu sy'n siarad Cymraeg; i sicrhau fod yr

effaith ar gyfleoedd i ddefnyddio'r iaith Gymraeg ac ar beidio â thrin y Gymraeg yn llai ffafriol na'r Saesneg yn cael ei ystyried trwy brosesau gwneud penderfyniadau'r Cyngor, yn cynnwys sut gellir addasu cynigion i sicrhau effaith fwy cadarnhaol neu lei andwyol; ac i hyrwyddo'r iaith a'r diwylliant Gymraeg trwy waith y Cyngor.

2.4 Mae'r adrannau olaf yn cynnwys y data y mae'n ofynnol i'r Cyngor ei gofnodi o dan y Safonau Cadw Cofnodion, sy'n cynnwys;

- Cwynion a dderbyniwyd gan y Cyngor yn ymwneud â'i gydymffurfiaeth â Safonau'r Gymraeg, ynghyd ag Ymchwiliadau Safonau'r Gymraeg a gynhaliwyd gan Gomisiynydd y Gymraeg yn ystod blwyddyn ariannol 2020-21
- Data ar sgiliau iaith Gymraeg gweithlu'r Cyngor
- Nifer y staff sy'n ymgymryd â chyrsgiau hyfforddiant a ddarperir gan y Cyngor trwy gyfrwng y Gymraeg
- Gofynion sgiliau iaith swyddi newydd a swyddi gwag a hysbysebwyd gan y Cyngor yn ystod y flwyddyn.

### **3. Cyngor**

3.1 I gymeradwyo'r Adroddiad Blynyddol Safonau'r Gymraeg 2021 Drafft i'w gyhoeddi ar wefan gyhoeddus y Cyngor. Mae hyn yn darparu adolygiad o waith a wnaed gan y Cyngor i sicrhau cydymffurfiaeth â Safonau'r Gymraeg yn ystod blwyddyn ariannol 2020-21, ac i gwrdd â'i rwymedigaethau statudol o dan Fesur y Gymraeg (Cymru) 2011.

### **4. Goblygiadau o ran Adnoddau**

4.1 Mae'r Adroddiad Blynyddol Safonau'r Gymraeg Drafft yn adolygiad o'r gwaith a wnaed yn ystod 2020-21 ac o wybodaeth a ddelir gan y Cyngor yn ymwneud â'i gydymffurfiaeth â'r Safonau. Mae'r cynllun gwaith sydd wedi'i gynnwys ar gyfer 2021-22 o fewn y gyllideb sy'n bodoli.

5 Mae'r Pennaeth Cyllid (Swyddog Adran 151) yn nodi cynnwys yr adroddiad ac yn cefnogi'r argymhelliad.

### **5. Goblygiadau Cyfreithiol**

5.1 Cyfreithiol: gellir derbyn yr argymhellion o safbwynt cyfreithiol

5.2 Mae Pennaeth y Gwasanaethau Cyfreithiol a Democrataidd ( Swyddog Monitro ) wedi nodi fel a ganlyn: "Nodaf y sylw cyfreithiol ac nid oes gennyf unrhyw beth i'w ychwanegu at yr adroddiad".

### **6. Diogelu Data**

6.1 D/B



## 7. Sylwadau gan Aelod(au) lleol

7.1 D/B

## 8. Asesiad Effaith Integredig

8.1 Nid oes angen Asesiad Effaith gan fod yr Adroddiad Blynyddol Safonau'r Gymraeg yn adolygiad o waith a gynhaliwyd yn ystod 2020-21 ac o wybodaeth a ddelir gan y Cyngor yn ymwneud â'i gydymffurfiaeth â'r Safonau.

## 9. Argymhelliad

<b>Argymhelliad:</b>	<b>Rheswm am yr Argymhelliad:</b>
I gymeradwyo'r Adroddiad Blynyddol Safonau'r Gymraeg 2021 Drafft (wedi'i atodi fel Atodiad A) i'w gyhoeddi ar wefan gyhoeddus y Cyngor erbyn 30 Mehefin 2021.	I ddarparu adolygiad o waith a wnaed yn ystod blwyddyn ariannol 2020-21 i sicrhau cydymffurfiaeth â Safonau'r Gymraeg.  I sicrhau fod y Cyngor yn cwrdd â'i rwymedigaethau statudol, fel yr amlinellir ym Mesur y Gymraeg (Cymru) 2011.

Swyddog Cyswllt:	Bedwyr Fychan
Ffôn:	01597 826126
E-bost:	bedwyr.fychan@powys.gov.uk
Pennaeth Gwasanaeth:	Emma Palmer, Pennaeth Trawsnewid a Chyfathrebu

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol



# Adroddiad Blynyddol Safonau'r Gymraeg Cyngor Sir Powys 2021



**Lluniwyd yn unol â gofynion**



## **Cynnwys**

1. Cyflwyniad
2. Cydymffurfiaeth â Safonau'r Gymraeg
  - i. Gweithgareddau yn erbyn Cynllun Gwaith 2020-21
  - ii. Safonau Cyflenwi Gwasanaeth
  - iii. Safonau Llunio Polisi
  - iv. Safonau Gweithredu
  - v. Safonau Hybu
  - vi. Cynllun Gwaith 2021-22
3. Cwynion
  - i. Safonau Cyflenwi Gwasanaeth
  - ii. Safonau Llunio Polisi
  - iii. Safonau Gweithredu
  - iv. Ymchwiliadau
4. Sgiliau Iaith Gymraeg Cyflogeion
5. Hyfforddiant Cymraeg i Gyflogeion
6. Recriwtio

## 1. Cyflwyniad

Mae'n ofynnol i Gyngor Sir Powys gydymffurfio â Safonau'r Gymraeg, a gyflwynwyd o dan Fesur y Gymraeg (Cymru) 2011. Mae Mesur y Gymraeg yn rhoi statws swyddogol i'r Gymraeg yng Nghymru, ac egwyddorion sylfaenol Safonau'r Gymraeg yw na ddylid trin y Gymraeg yn llai ffafriol na'r Saesneg, ac y dylid hybu a hwyluso'r defnydd o'r Gymraeg, i'w gwneud yn haws i bobl ddefnyddio'r Gymraeg yn eu bywyd bob dydd.

Mae 5 prif adran o Safonau y mae'n ofynnol i Gyngor Sir Powys gydymffurfio â hwy, gyda'r safonau cyntaf i'w gweithredu o 30 Mawrth 2016.

**Safonau Cyflenwi Gwasanaeth** – sut mae'r Cyngor yn darparu gwasanaethau trwy gyfrwng y Gymraeg, sy'n cynnwys gohebiaeth, gwasanaethau ffôn, cyfarfodydd, dogfennau, gwybodaeth ddigidol, gwasanaethau derbynfa, gweinyddu grantiau a chontractau a hyrwyddo gwasanaethau Cymraeg.

**Safonau Llunio Polisi** – sut mae'r Cyngor yn ystyried y Gymraeg ac yn asesu effaith ar y Gymraeg wrth lunio polisiau a gwneud penderfyniadau a dyrannu grantiau, a'u haddasu i sicrhau gwell effaith ar y Gymraeg.

**Safonau Gweithredu** - sut mae'r Cyngor yn darparu cyfleoedd ac yn annog defnyddio'r Gymraeg yn ei weithgareddau mewnol, yn cynnwys gwybodaeth cyflogaeth a pholisiau mewnol, trefn gwyno a disgyblu, gwasanaethau mewnrwyd, hyfforddiant ac adnoddau i staff a'r broses recriwtio.

**Safonau Hybu** – llunio a gweithredu Strategaeth ar gyfer hybu'r Gymraeg o fewn ei ardal, er mwyn cynyddu nifer y siaradwyr Cymraeg a chynyddu'r defnydd o'r Gymraeg.

**Safonau Cadw Cofnodion** – cadw cofnodion penodol yn ymwneud â pherfformiad y Cyngor mewn rhai agweddau o'i waith o dan y safonau.

Mae copi o Hysbysiad Cydymffurfio Cyngor Sir Powys, sy'n amlinellu'r holl Safonau y mae'n ofynnol i'r Cyngor gydymffurfio â hwy, i'w weld ar wefan y Cyngor, ac ar y fewnrwyd i staff.

Cyhoeddir yr Adroddiad Blynyddol hwn i gydymffurfio â Safonau 158, 164 ac 170, sy'n nodi fod rhaid i'r Cyngor lunio adroddiad blynyddol sy'n ymdrin â'r modd y cydymffurfiwyd â'r Safonau. Mae'r adroddiad hwn felly yn canolbwyntio'n bennaf ar y cyfnod rhwng 1 Ebrill 2020 a 31 Mawrth 2021.

## 2. Cydymffurfiaeth â Safonau'r Gymraeg

In the 2019-20 Welsh Language Standards Annual Report, a Work Plan was developed for 2020-21 outlining the activities to be undertaken during the year.

### i. Gweithgareddau yn erbyn Cynllun Gwaith 2020-21

Cam Gweithredu	1. Sefydlu Grŵp Llywodraethiant Iaith Gymraeg newydd i Gyngor Sir Powys, i sicrhau fod yr iaith Gymraeg, yn cynnwys effaith penderfyniadau ar y Gymraeg, yn cael eu hystyried mewn trafodaethau a chynlluniau strategol
Adrannau Perthnasol Safonau'r Gymraeg	Llunio Polisi Cyflenwi Gwasanaeth Hybu
Gweithgaredd	<p>Yng nghyfarfod y Pwyllgor Gwasanaethau Democrataidd ar 19 Hydref 2020 a chyfarfod y Cyngor Llawn ar 26 Tachwedd 2020, penderfynodd y Cyngor y dylai Panel newydd gael ei sefydlu i hybu'r iaith Gymraeg a goruchwyllo darpariaeth Gymraeg o fewn y Cyngor.</p> <p>Bydd Grŵp Llywodraethiant yr Iaith Gymraeg yn:</p> <ul style="list-style-type: none"> <li>• Goruchwyllo gwaith grwpiau eraill sy'n gweithredu ym maes yr iaith Gymraeg o fewn y Cyngor, e.e. Grŵp Hyrwyddo, Herio a Chefnogi'r Gymraeg; Fforwm Addysg Gymraeg, trwy dderbyn adroddiadau a gosod cyfeiriad ar gyfer gwaith y grwpiau hynny.</li> <li>• Ystyried prif strategaethau a chynlluniau'r Cyngor, i sicrhau fod ystyriaeth ddigonol i'r iaith Gymraeg a chynnig ffyrdd o hybu a hyrwyddo'r Gymraeg o fewn y cynlluniau a'r strategaethau hynny.</li> <li>• Ystyried samplau o Asesiadau Effaith ar y Gymraeg, sy'n ofynnol o dan Safonau'r Gymraeg, i sicrhau fod sylw digonol yn cael ei roi i effeithiau penderfyniadau'r Cyngor ar y Gymraeg, i edrych sut y gellid cryfhau ein hystyriaethau i gael gwell effaith, a bod mesurau lliniaru addas yn cael eu cynnig yn sgil unrhyw effeithiau andwyol.</li> <li>• Argymhell sut y gallai strategaethau a chynlluniau'r Cyngor gyfrannu tuag at weledigaeth Llywodraeth Cymru o sicrhau miliwn o siaradwyr Cymraeg erbyn 2050.</li> <li>• Ystyried sut gellir cynyddu'r defnydd o'r iaith Gymraeg yn fewnol o fewn y Cyngor.</li> <li>• Derbyn adroddiadau am gydymffurfiaeth Cyngor Sir Powys â Safonau'r Gymraeg o dan Fesur y Gymraeg (Cymru) 2011.</li> </ul> <p>Penderfynwyd y bydd y Panel yn cwrdd yn chwarterol, gyda'r cyfarfodydd wedi'u trefnu i gyd-fynd ag amserlen y Pwyllgor Gwasanaethau Democrataidd, ac y bydd cyfarfodydd y Panel yn cael eu cynnal trwy gyfrwng y Gymraeg, gyda gwasanaeth cyfieithu ar y pryd yn cael ei ddarparu lle bo angen i ganiatáu i aelodau neu swyddogion di-Gymraeg gymryd rhan yn y drafodaeth.</p> <p>Bydd aelodaeth y grŵp yn cynnwys Cadeirydd / Aelod o'r Pwyllgor Gwasanaethau Democrataidd, Aelod Portffolio'r Gymraeg ac un aelod o bob grŵp gwleidyddol sydd wedi'u cynrychioli ar y Cyngor, i sicrhau mewnbwn a chefnogaeth</p>

	<p>trawsbleidiol i'r trafodaethau, gyda swyddogion priodol hefyd yn mynychu i gefnogi gwaith y Panel.</p> <p>Mae'r Cyngor yn aros am gadarnhad o'r enwebiadau ar gyfer aelodaeth o'r Panel ar hyn o bryd, gyda'r cyfarfod cyntaf i'w gynnal erbyn Gorffennaf 2021.</p>
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Cam Gweithredu	2. Cynnal adolygiad o waith a strwythur Grŵp Hyrwyddo, Herio a Chefnogi'r Gymraeg Powys, i sicrhau fod y grŵp yn cael dylanwad priodol, a bod y partneriaid yn cael budd o'r gwaith
Adrannau Perthnasol Safonau'r Gymraeg	Cyflenwi Gwasanaeth Hybu
Gweithgaredd	<p>Roedd yr adolygiad o waith a strwythur Grŵp Hyrwyddo, Herio a Chefnogi'r Gymraeg Powys wedi'i gynllunio'n wreiddiol ar gyfer 2020-21, gyda gweithdy i'w gynnal gydag aelodau'r grŵp a hwylusydd annibynnol i adolygu gwaith y grŵp, sicrhau fod ganddi'r dylanwad priodol, a bod y partneriaid yn cael budd o'r gwaith.</p> <p>Serch hynny, cafwyd oedi yn sgil cyfyngiadau Covid, a blaenoriaethau eraill i aelodau allweddol o'r grŵp.</p> <p>Mae briff wedi cael ei lunio ar gyfer yr adolygiad, cyfranogwyr allweddol wedi'u dynodi i gymryd rhan, ac mae'r sesiwn bellach wedi cael ei threfnu ar gyfer 10 Mehefin 2021.</p>

Cam Gweithredu	3. Cefnogi darparu gwasanaethau trwy gyfrwng y Gymraeg a rhoi'r Cynnig Rhagweithiol trwy sesiynau yn Nhimau Rheoli Gwasanaethau i drafod gofynion y Gymraeg, yn cynnwys y Safonau Cyflenwi Gwasanaeth, Llundio Polisi a Gweithredu Mewnol
Adrannau Perthnasol Safonau'r Gymraeg	Cyflenwi Gwasanaeth Hybu Gweithredu
Gweithgaredd	<p>Cynhaliwyd sesiynau gyda holl Dimau Rheoli Gwasanaethau Cyngor Sir Powys yn ystod chwarter olaf 2020-21 i amlinellu gofynion Safonau'r Gymraeg.</p> <p>Roedd y sesiynau yn cynnwys trafodaethau ar;</p> <ul style="list-style-type: none"> <li>Gofynion y Safonau Cyflenwi Gwasanaeth, a rhoi'r Cynnig Rhagweithiol o wasanaeth trwy gyfrwng y Gymraeg, fel sy'n ofynnol o dan y Safonau a Mwy na Geiriau, Fframwaith Strategol Llywodraeth Cymru ar gyfer yr iaith Gymraeg ym maes lechyd a Gofal Cymdeithasol.</li> <li>Cyfathrebu trwy'r Cyfryngau Cymdeithasol, a'r angen i sicrhau fod gwybodaeth yn cael ei chyhoeddi'n ddwyieithog ac mewn modd lle nad yw'r Gymraeg yn cael ei thrin yn llai ffafriol na'r Saesneg, ar gyfrifon corfforaethol a chyfrifon gwasanaethau'r Cyngor.</li> <li>Sicrhau fod gwasanaethau'n cael eu darparu yn unol â gofynion y Safonau wrth gael eu darparu gan gontractwyr 3ydd plaid ar ran y Cyngor.</li> <li>Asesu effaith cynigion a phenderfyniadau ar yr iaith Gymraeg.</li> <li>Gwybodaeth, prosesau ac adnoddau sydd ar gael yn unol â'r Safonau Gweithredu</li> </ul>

	<ul style="list-style-type: none"> <li>• Recriwtio, datblygu a chofnodi sgiliau iaith Gymraeg, a Pholisi Recriwtio a'r Gymraeg y Cyngor</li> <li>• Cefnogaeth sydd ar gael ar gyfer cydymffurfio â gofynion Safonau'r Gymraeg</li> </ul>
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Cam Gweithredu	4. Cynnal Ymarfer Cwsmer Cudd o fewn gwasanaethau gofal cymdeithasol y Cyngor er mwyn gwerthuso sut mae gwasanaethau yn cydymffurfio â gofynion Safonau'r Gymraeg a Mwy na Geiriau
Adrannau Perthnasol Safonau'r Gymraeg	Cyflenwi Gwasanaeth
Gweithgaredd	<p>Mae Gwasanaethau Cymdeithasol Cyngor Sir Powys wedi comisiynu Cymdeithas Mudiadau Gwirfoddol Powys (PAVO) i gynnal ymarfer cwsmer cudd i weld pa mor hygyrch yw'r gwasanaethau i'r cyhoedd. Bydd hyn yn galluogi i'r Gwasanaethau Cymdeithasol dderbyn trosolwg o effeithiolrwydd yr amrywiol wasanaethau wyneb-i-wyneb â chwsmeriaid drwy adroddiadau chwarterol byr ac adroddiadau blynyddol llawn.</p> <p>Bob chwarter, gofynna'r fanyleb gwasanaeth i PAVO ddarparu 10 cysylltiad cwsmer cudd yn cynnwys galwadau ffôn, e-byst, dulliau cysylltu y we, llythyron ac ymholiadau wyneb yn wyneb wrth y dderbynfa.</p> <p>Dros flwyddyn gwnaiff y 40 cyswllt hyn ystyried:</p> <ul style="list-style-type: none"> <li>• Safonau'r Gymraeg yn y gwasanaethau cymdeithasol</li> <li>• Gwybodaeth, Cyngor a Chymorth</li> <li>• Galwadau i Assist a Drws Blaen Gwasanaethau Plant a Derbynfa Gyffredinol y Cyngor</li> <li>• Galwadau ffôn i ymarferwyr penodol, wedi eu dewis ar hap o restr o weithwyr – i ddeall hwylustod y cyswllt a/neu'r ymateb</li> </ul> <p>Mae'r fethodoleg yn amlinellu'r data i'w gasglu, fel:</p> <ol style="list-style-type: none"> <li>1. Cyfanswm cysylltiadau</li> <li>2. Dull cysylltu</li> <li>3. Amser mewn diwrnodau i ymateb</li> <li>4. A dderbyniwyd ymateb?</li> <li>5. A gafodd yr ymholiad ei hateb?</li> <li>6. Hyd y cyswllt</li> <li>7. Sgôr bodlonrwydd</li> <li>8. Iaith ymateb yn cyd-fynd â iaith y cyswllt?</li> <li>9. Cwrdd â Safonau'r Gymraeg</li> <li>10. Bodlonrwydd yn ôl iaith y cyswllt</li> </ol> <p>Ynghyd â gwybodaeth ansoddol am y profiad.</p> <p>Cynhaliwyd rownd gyntaf yr ymarfer cwsmer cudd yn nhrydydd chwarter 2020-21. O'r 10 cyswllt, roedd 2 trwy sgwrs ar-lein, 3 dros y ffôn, 2 trwy lythyr a 3 trwy e-bost.</p>



	<p>O'r 10 cyswllt, dim ond 6 dderbyniodd ymateb (67% o'r cysylltiadau Saesneg a 50% o'r cysylltiadau Cymraeg)</p> <p>Dim ond 25% o'r cysylltiadau Cymraeg gafodd ymateb yn Gymraeg.</p> <p>Roedd yr ymatebion i ymholiadau Cymraeg yn cymryd mwy o amser nag ymatebion i ymholiadau yn Saesneg.</p> <p>Mae'r Cyngor yn aros am ganlyniadau ymarfer Chwarter 4 ar hyn o bryd, i fesur gwelliant yn erbyn y canlyniadau cychwynnol.</p> <p>Mae'r ymarfer Cwsmer Cudd wedi amlinellu meysydd i'w gwella, gan ganfod nad yw'r Cyngor yn cydymffurfio â Safonau'r Gymraeg yn gyson. Wrth barhau, bydd yr ymarfer yn cael ei ddefnyddio i yrru gwelliant yn y gwasanaeth a ddarperir yn Gymraeg gan Wasanaethau Cymdeithasol Cyngor Sir Powys, ac mae Uwch Reolwr wedi'i dynodi i gael trosolwg dros gyflawni'r gwelliannau. Mae'r gwaith Cwsmer Cudd yn embryonig, a gwnaed newidiadau i'r briff yn dilyn y rownd gyntaf o gysylltiadau i sicrhau canlyniadau clir, cywir a thrylwyr, a galluogi'r gwasanaeth i olrhain gwelliant. Bydd camau gweithredu ac amserlen glir yn cael eu dynodi ar sail canlyniadau Chwarter 4.</p>
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Cam Gweithredu	5. Creu cronfa ddata o frawddegau ac ymadroddion defnyddiol i staff ac aelodau etholedig i annog rhagor o ddefnydd o'r Gymraeg ac i roi'r Cynnig Rhagweithiol o wasanaeth yn Gymraeg
Adrannau Perthnasol Safonau'r Gymraeg	Cyflenwi Gwasanaeth Hybu
Gweithgaredd	<p>Yn ystod y flwyddyn, cyhoeddwyd rhestrau o frawddegau defnyddiol i staff ac aelodau etholedig y Cyngor eu defnyddio, i'w hannog i ddefnyddio mwy ar y Gymraeg ac i roi'r Cynnig Rhagweithiol o wasanaeth Cymraeg. Cawsant eu lansio ar Ddydd Gŵyl Dewi i gyd-fynd â negeseuon yn annog staff ac aelodau i ddefnyddio mwy ar y Gymraeg.</p> <p>Cafodd y rhestrau eu cyhoeddi a'u hysbysebu ar fewnrwyd y Cyngor, ac anfonwyd negeseuon e-bost at yr holl staff ac aelodau etholedig trwy'r cyfrif e-bost Cyfathrebu Corfforaethol. Maent hefyd ar gael yn adran yr iaith Gymraeg ar y fewnrwyd.</p> <p>Mae'r eirfa a'r rhestrau termau ar gael ar ffurf pdf i'w lawrlwytho neu eu hargraffu, ac yn cynnwys geirfa ar gyfer trefnu a chynnal cyfarfodydd dwyieithog ac ar gyfer ymdrin â'r cyhoedd, ynghyd â rhestrau dwyieithog yn cynnwys dyddiadau ac amseroedd; enwau lleoedd; a theitlau gwasanaethau, pwyllgorau a swyddi.</p> <p>Crëwyd delweddau hefyd i'w defnyddio fel cefndir ar sgriniau cyfrifiadur a ffonau symudol i helpu staff i ateb y ffôn gyda chyfarchiad dwyieithog.</p> <p>Byddwn yn parhau i godi proffil y brawddegau ac adnoddau eraill, i annog mwy o ddefnydd o'r Gymraeg gyda negeseuon rheolaidd fel rhan o'r ymgyrch Cynnig Rhagweithiol olynol.</p>

Isod, mae enghreifftiau o'r brawddegau a ddarparwyd:

Cam Gweithredu

6. Creu a chyflwyno system i awtomeiddio'r broses o wneud cais a chofnodi gwaith cyfieithu, i greu proses hwylus i wneud cais am gyfieithiad, a galluogi casglu data cyfieithu, i alluogi i'r tîm cyfieithu ganolbwyntio ar lunio cyfieithiadau

Adrannau Perthnasol Safonau'r Gymraeg

Cyflenwi Gwasanaeth Gweithredu

Gweithgaredd

Yn ystod 2020-21, cyflwynodd y Cyngor system newydd i gyflwyno a chofnodi ceisiadau cyfieithu.

Bu'r Uned Gymraeg a'r tîm Systemau Gwybodaeth Fusnes yn cydweithio i greu proses hawdd i'w defnyddio i wneud cais am waith cyfieithu. Mae'n darparu'r wybodaeth mae'r tîm cyfieithu ei hangen i ymgymryd â'r gwaith, ac yn galluogi cadw data cyfieithu ar gyfer rhaglen adrodd chwarterol y Cyngor, ac ar gyfer trefnu'r gyllideb flynyddol. Mae'n tynnu'r baich oddi ar y tîm cyfieithu i gofnodi'r manylion hynny o fewn y gronfa ddata, gan y bydd y manylion yn cael eu cymryd yn awtomatig oddi ar y ffurflen.

Mae hyn yn cynnwys teitl y prosiect, gwasanaeth, blaenoriaeth o Weledigaeth 2025 y Cyngor, maint a chategori'r ddogfen (e.e. llythyr, agenda, datganiad i'r wasg, polisi/strategaeth) ac yn rhoi lle i nodi unrhyw ofynion arbennig.

Ar ôl cyflwyno cais, bydd e-bost awtomatig yn cael ei hanfon at y sawl sy'n ei gyflwyno yn cadarnhau fod y tîm wedi'i dderbyn, gan nodi'r dyddiad y gall ddisgwyl derbyn y cyfieithiad.

Yna, bydd y cais yn cael ei drosi'n dasg o fewn y rhestr dasgau cyfieithu, a gellir ei dyrannu i aelod o'r tîm.

Pan fydd y gwaith wedi'i gwblhau, gall y cyfieithydd ddychwelyd y cyfieithiad, cofnodi nifer y geiriau a nodi fod y dasg wedi'i chwblhau.

Cafodd y system ei phrofi'n helaeth gan y Gwasanaeth Trawsnewid a Chyfathrebu yn ystod chwarter cyntaf 2020-21, ac mae bellach yn fyw.

	Profwyd rhai problemau wrth gyflwyno'r system sy'n golygu nad oes modd derbyn yr holl waith cyfieithu ar gyfer y Cyngor trwy'r system ar hyn o bryd. Mae rhagor o waith datblygu yn cael ei wneud felly i alluogi ei chyflwyno i'r Cyngor cyfan.
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Cam Gweithredu	7. Digiddeiddio'r broses asesu effaith integredig, i wneud y broses asesu yn hwylus, a galluogi chwilio'n hwylus trwy'r data i ganfod tueddiadau neu effaith anghymesur
Adrannau Perthnasol Safonau'r Gymraeg	Llunio Polisi
Gweithgaredd	<p>Mae Cyngor Sir Powys yn cydnabod fod Asesiadau Effaith yn un o'r teclynnau pwysicaf y dylai swyddogion ac aelodau fod yn eu defnyddio i asesu a deall effaith cynigion cyn i benderfyniadau gael eu gwneud.</p> <p>Yn ystod 2020-21, fel rhan o'r agenda trawsnewid, bu'r Cyngor yn gweithio'n helaeth ar ddatblygu proses asesu effaith ddigidol. Roedd y prosiect yn ffrwyth cydweithio rhwng y Gwasanaeth Trawsnewid a Chyfathrebu a'r Gwasanaethau Digidol ac Economaidd, er mwyn cynnig dull mwy effeithlon a hwylus o asesu effaith cynigion a phenderfyniadau'r Cyngor ar yr iaith Gymraeg, ar y cyd â Chydraddoldeb, Cenedlaethau'r Dyfodol, y Ddyletswydd Gymdeithasol-Economaidd, Blaenoriaethau'r Cyngor ac ystyriaethau allweddol eraill, i sicrhau cydymffurfiaeth â Safonau'r Gymraeg a deddfwriaeth arall, ac i sicrhau'r fod y penderfyniadau gorau posibl yn cael eu gwneud ar ran pobl Powys.</p> <p>Mae'r ffurflen hefyd yn galluogi'r awdur i nodi pa gamau lliniaru fydd yn cael eu cymryd i sicrhau effaith fwy cadarnhaol, neu lai negyddol, ac yn amlinellu pryd y dylid adolygu'r Asesiad Effaith.</p> <p>Mae'r ffurflen ddigidol yn cynnig dull llywodraethu mwy cadarn trwy gyflwyno proses gymeradwyo wedi'i hawtomeiddio i Benaethiaid Gwasanaethau ac Aelodau Portffolio. Mae hyn yn golygu, wedi i'r awdur gwblhau Asesiad Effaith drafft, y bydd y system yn creu e-bost yn awtomatig sy'n anfon y ffurflen i'r Pennaeth Gwasanaeth perthnasol ei chymeradwyo. Gall y Pennaeth Gwasanaeth un ai gyflwyno sylwadau i'r awdur wneud newidiadau i'r drafft, neu gymeradwyo'r Asesiad Effaith. Wedi i'r Pennaeth Gwasanaeth gymeradwyo'r drafft, bydd neges yn cael ei hanfon yn awtomatig i'r Aelod Portffolio roi cymeradwyaeth derfynol. Unwaith eto, gall yr Aelod Portffolio un ai gyflwyno sylwadau yn ôl i'r awdur i newid y drafft, neu glicio i gymeradwyo'r Asesiad. Yna, bydd yr asesiad yn barod i fynd gyda'r cynnig i'r cam penderfynu.</p> <p>Bydd digideiddio'r broses Asesu Effaith hefyd yn galluogi'r Cyngor i dynnu data o nifer o asesiadau effaith, i edrych ar effaith gronnus penderfyniadau ar ardaloedd daearyddol neu grwpiau o fewn y gymuned, i weld os bydd effaith anghymesur ar unrhyw grŵp yn sgil penderfyniadau'r Cyngor, ac yn galluogi'r Cyngor i weld os yw ei benderfyniadau yn cael effaith gadarnhaol neu negyddol, ar yr iaith Gymraeg ac ar yr elfennau eraill sy'n cael eu hystyried. Bydd hefyd yn creu</p>

	<p>llyfrgell ganolog o asesiadau effaith i aelodau a staff eu gweld (ynghyd â'r cyhoedd, pan fo hynny'n briodol).</p> <p>Lansiwyd y broses newydd ar ddechrau Ebrill 2021, ac mae disgwyl i holl wasanaethau'r Cyngor ddefnyddio'r ffurflen o'r dyddiad hwnnw.</p> <p>Mae sesiynau briffio wedi'u cynnal i'r Cabinet ac Uwch Dim Arwain y Cyngor, a sesiwn hefyd i'w threfnu ar gyfer holl aelodau'r Cyngor fel rhan o'r rhaglen datblygu aelodau, i sicrhau fod yr holl aelodau'n gyfarwydd â'r broses, ac yn deall eu rôl oddi mewn iddi.</p> <p>Mae cyfres o sesiynau hyfforddi wedi'u trefnu ym Mehefin, Medi a Rhagfyr 2021 ar gyfer unrhyw swyddogion sy'n cynnal asesiadau, ynghyd â hyfforddiant yn benodol ar gyfer y Tîm Trawsnewid Ysgolion ym mis May 2021 ar y broses Asesu Effaith a'r ffurflen ddiigidol newydd.</p> <p>Cyfathrebwyd â'r holl staff trwy'r sianeli Cyfathrebu Corfforaethol ym Mawrth ac Ebrill 2021 yn amlinellu'r broses newydd, gyda chyfathrebu pellach wedi'i drefnu ar gyfer mis Mehefin 2021.</p>
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Cam Gweithredu	8. Cynnal ymgyrch Cynnig Rhagweithiol olynol trwy sianeli cyfathrebu corfforaethol i atgoffa staff am ofnyion y Safonau
Adrannau Perthnasol Safonau'r Gymraeg	Cyflenwi Gwasanaeth Llunio Polisi Gweithredu
Gweithgaredd	<p>Yn dilyn yr ymgyrch Cynnig Rhagweithiol a gynhaliwyd yn ystod 2019-20 i amlinellu'r gofyn i ddarparu gwasanaethau trwy gyfrwng y Gymraeg, gan ganolbwyntio ar ateb y ffôn; trwy lythyr ac e-bost; cynnal cyfarfodydd; cyhoeddi dogfennau ac wrth rannu gwybodaeth ar y cyfryngau cymdeithasol a'r we, rhannwyd rhagor o negeseuon trwy'r sianeli Cyfathrebu Corfforaethol yn ystod 2020-21.</p> <p>Neilltuwyd y prif sianeli Cyfathrebu Corfforaethol ar gyfer negeseuon yn ymwneud â'r pandemig Covid, lles staff a threfniadau gweithio newydd yn ystod misoedd cyntaf y flwyddyn.</p> <p>Ond yn ystod gweddill y flwyddyn, rhannwyd negeseuon allweddol am ddarparu gwasanaethau yn Gymraeg a rhoi'r Cynnig Rhagweithiol, yn cynnwys;</p> <p>7 Rhagfyr 2020 – Diwrnod Hawliau'r Gymraeg Dathlu'r gwasanaethau Cymraeg sy'n cael eu darparu gan y Cyngor, a'r hawliau sydd gan bobl i ddefnyddio'r Gymraeg wrth ymdrin â'r Cyngor. Roedd y negeseuon hefyd yn cynnwys delweddau i staff eu defnyddio fel cefndir ar gyfer sgrin eu cyfrifiaduron neu ffonau gyda brawddegau defnyddiol i'w defnyddio wrth ateb y ffôn, gan ddilyn y brandio yn yr ymgyrch Cynnig Rhagweithiol. Roedd y negeseuon hefyd yn cyfeirio staff at yr adran ar y Gymraeg ar y Fewnwyd i gael rhagor o wybodaeth ac adnoddau.</p> <p>5 Chwefror 2021 – Nodyn Atgoffa Cyfryngau Cymdeithasol</p>

Anfonwyd nodyn atgoffa i staff sy'n gweinyddu cyfrifon cyfryngau cymdeithasol ar ofynion Safonau'r Gymraeg, ac i gyhoeddi gwybodaeth yn y ddwy iaith. Atgoffwyd staff fod angen i bob neges fod yn ddwyieithog, neu bod negeseuon Cymraeg a Saesneg ar wahân yn cael eu cyhoeddi, ac y dylai testun mewn delweddau hefyd fod yn ddwyieithog, neu bod delweddau Cymraeg a Saesneg yn cael eu rhannu mewn negeseuon ar wahân.

Atgoffwyd staff hefyd fod cefnogaeth ar gael gan y tîm cyfieithu, y dylent lunio negeseuon o flaen llaw lle bo hynny'n bosibl, neu gael cronfa o eirfa neu frawddegau defnyddiol ar gael os bydd angen cyhoeddi neges ar frys.

#### 22 Chwefror 2021 – Defnyddio Cyfieithydd Microsoft 365

Cyhoeddodd y Cyngor hefyd neges am ddefnyddio cyfieithydd Microsoft 365 i gynorthwyo cyfathrebu mewnol, gan alluogi cynnal mwy o drafodaethau mewnol yn Gymraeg neu'n ddwyieithog o fewn y Cyngor, ac i rai sydd ddim yn siarad Cymraeg fedru deall a chyfeirio e-byst a negeseuon y byddant yn eu derbyn i'r gwasanaeth neu'r swyddog priodol, i hwyluso'r Cynnig Rhagweithiol.

Serch hynny, nodwyd yn glir hefyd na ddylid ei ddefnyddio i ddarparu cyfieithiad terfynol i'w gyhoeddi, ac y dylid parhau i anfon dogfennau sydd i'w cyhoeddi'n allanol i'w cyfieithu gan yr Uned Gyfieithu.

#### 1 Mawrth 2021 – Dydd Gŵyl Dewi

Defnyddiwyd y negeseuon Gŵyl Dewi i annog rhagor o staff y Cyngor i ddefnyddio eu sgiliau Cymraeg. I roi help llaw iddynt, cyhoeddwyd geirfa a brawddegau defnyddiol i alluogi staff i ddefnyddio mwy ar y Gymraeg wrth ymdrin â'r cyhoedd ac wrth eu gwaith o ddydd i ddydd (fel yr amlinellir yn adran 5 uchod), a'u hannog i ddefnyddio'r brawddegau i ddechrau sgysiau yn Gymraeg.

Roedd y rhain eto'n dilyn brandio'r ymgyrch Cynnig Rhagweithiol flaenorol.

I gyd-fynd â'r negeseuon trwy'r sianeli Cyfathrebu Corfforaethol, roedd y Cynnig Rhagweithiol yn elfen allweddol yn y trafodaethau gyda'r Timau Rheoli Gwasanaethau (a amlinellir yn adran 3 uchod), gyda brandio Cynnig Rhagweithiol y Cyngor yn cael ei ddefnyddio eto yn y sesiynau i'w clymu gyda'r ymgyrch atgoffa. Roedd yr adran yn ymwneud â'r Safonau Cyflenwi Gwasanaeth yn amlinellu'r gofynion wrth ddarparu gwasanaethau trwy wahanol sianeli, gyda sylw penodol yn cael ei roi i'r Cyfryngau Cymdeithasol a sicrhau fod Contractwyr 3ydd Plaid yn rhoi'r Cynnig Rhagweithiol, ac yn darparu gwasanaethau yn ôl gofynion y Safonau Cyflenwi Gwasanaeth wrth weithredu ar ran y Cyngor.

Cyfathrebwyr hefyd â Chontractwyr 3ydd Plaid sy'n gweithredu ar ran y Cyngor, yn amlinellu'r gofyn i ddarparu gwasanaethau yn Gymraeg, a rhoi'r Cynnig Rhagweithiol wrth weithredu ar ran y Cyngor. Roedd y neges hefyd yn cynnwys adnoddau defnyddiol a gwybodaeth am gefnogaeth sydd ar gael i'w helpu i ddarparu gwasanaethau yn Gymraeg.

Mae'r fideo Cynefino i Staff, sydd i'w defnyddio fel rhan o'r broses Gynefino Gorfforaethol a'r Broses Gynefino i Reolwyr, hefyd yn canolbwyntio ar ddarparu gwasanaethau yn Gymraeg a'r Cynnig Rhagweithiol, gan eto gadw at yr un brandio a'r ymgyrch Cynnig Rhagweithiol, i sicrhau fod gweithwyr yn ymwybodol o'r gofynion o'r cychwyn, ac yn deall pam fod rhoi'r Cynnig Rhagweithiol yn bwysig.



	Mae negeseuon am gyfleoedd i ddysgu Cymraeg hefyd yn clymu â'r angen i roi'r Cynnig Rhagweithiol o wasanaeth yn Gymraeg.
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Cam Gweithredu	9. Darparu sesiynau hyfforddi chwarterol i staff ar asesu effaith polisiau a phenderfyniadau ar y Gymraeg, fel rhan o'r broses Asesu Effaith gorfforaethol
Adrannau Perthnasol Safonau'r Gymraeg	Llunio Polisi
Gweithgaredd	<p>Trefnwyd sesiynau chwarterol ar gyfer 2020-21 i roi gwybodaeth ac arweiniad i staff y Cyngor ar asesu effaith polisiau a phenderfyniadau ar yr iaith Gymraeg, fel rhan o'r broses Asesu Effaith Gorfforaethol.</p> <p>Roedd y sesiynau wedi cael eu trefnu'n wreiddiol i'w cynnal mewn ystafell hyfforddi yn Neuadd y Sir yn Llandrindod ym Mai, Gorffennaf a Thachwedd 2020 a Mawrth 2021, ond yn sgil cyfyngiadau Covid, cafodd y sesiynau a drefnwyd ar gyfer Mai a Gorffennaf 2020 eu canslo.</p> <p>Serch hynny, cafodd sesiynau Tachwedd 2020 a Mawrth 2021 eu hail-drefnu, i'w cynnal yn rhithiol dros Microsoft Teams. Cynhaliwyd sesiwn mis Tachwedd yn llwyddiannus ar gyfer 6 aelod staff. Gyda dim ond un wedi cofrestru ar gyfer hyfforddiant mis Mawrth, cafodd y sesiwn ei gohirio, gyda'r aelod staff yn ymuno â'r sesiwn nesaf sydd wedi'i threfnu ar gyfer Mehefin 2021, pan fydd yr hyfforddiant yn cael ei ddiweddarau i adlewyrchu'r broses Asesu Effaith ddigidol newydd.</p> <p>Mae 108 o staff y Cyngor bellach wedi derbyn yr hyfforddiant Asesu Effaith ffurfiol.</p> <p>Mae rhagor o sesiynau wedi cael eu trefnu ar gyfer Medi a Rhagfyr 2021, fydd yn cael eu hysbysebu trwy sianeli cyfathrebu mewnol y Cyngor, ac ar gael i staff gadw lle trwy fewnrwyd y Cyngor.</p>

Cam Gweithredu	10. Darparu sesiwn i'r Cabinet ar eu rôl yn asesu effaith penderfyniadau ar y Gymraeg, fel rhan o'r broses Asesu Effaith gorfforaethol
Adrannau Perthnasol Safonau'r Gymraeg	Llunio Polisi
Gweithgaredd	I gyd-fynd â lansio proses Asesu Effaith ddigidol newydd y Cyngor ar 1 Ebrill 2021, cynhaliwyd sesiwn briffio i aelodau'r Cabinet ar 20 Ebrill 2021 i amlinellu'r broses a'r gofynion cyfreithiol, i ddangos sut mae'r broses asesu effaith ddigidol yn gweithio, yn cynnwys y drefn gymeradwyo a llywodraethiant, lle bydd angen i Aelodau Portffolio gymeradwyo'r Asesiad Effaith cyn y gellir ei gysylltu ag adroddiad Cabinet, neu ei wrthod ac anfon sylwadau at yr awdur os ydynt yn credu fod angen datblygu'r asesiad effaith ymhellach.

	<p>Roedd y sesiwn yn amlinellu'r ffaith mai'r broses Asesu Effaith yw un o'r teclynau pwysicaf y dylai swyddogion ac aelodau fod yn eu defnyddio i asesu a deall effaith cynigion cyn i benderfyniadau gael eu gwneud, a'i bod yn galluogi'r Cyngor i gydymffurfio â Safonau'r Gymraeg ynghyd â deddfwriaeth arall.</p> <p>Mae'r ffurflen Asesu Effaith wedi cael ei digideiddio fel rhan o agenda trawsnewid y Cyngor, fel yr amlinellir yn adran 7 uchod, a'r ffurflen ar gael yn yr adran i staff ar wefan y Cyngor, ac mae disgwyl i holl wasanaethau'r Cyngor ddefnyddio'r ffurflen ddigidol ar gyfer pob asesiad newydd.</p> <p>Un o fanteision y broses ddigidol yw dull cymeradwyo mwy cadarn a hwylus, ac fe gafodd rôl aelodau'r Cabinet o fewn y broses gymeradwyo ei hamlinellu yn y sesiwn.</p> <p>Cafodd y dull cymeradwyo ei hamlinellu, gan ddangos, wedi i'r awdur gwblhau Asesiad Effaith drafft, y bydd y system yn creu e-bost yn awtomatig sy'n anfon y ffurflen i'r Pennaeth Gwasanaeth perthnasol ei chymeradwyo. Mae'r e-bost yn cynnwys dolen i'r ffurflen a chod unigryw i'w galluogi i weld yr asesiad. Gall y Pennaeth Gwasanaeth un ai gyflwyno sylwadau i'r awdur wneud newidiadau i'r drafft, neu gymeradwyo'r Asesiad Effaith.</p> <p>Wedi i'r Pennaeth Gwasanaeth gymeradwyo'r drafft, bydd neges yn cael ei hanfon yn awtomatig i'r Aelod Portffolio. Unwaith eto, gall yr Aelod Portffolio un ai gyflwyno sylwadau yn ôl i'r awdur i newid y drafft, neu glicio i gymeradwyo'r Asesiad.</p> <p>Rhaid i'r Pennaeth Gwasanaeth a'r Aelod Portffolio fod yn fodlon fod yr Asesiad Effaith yn amlinellu'r effeithiau perthnasol, a bod y mesurau lliniaru yn gamau y bydd y Cyngor yn eu cymryd, ac y bydd yr asesiad yn gadarn yn wyneb craffu a her.</p> <p>Wedi'i gymeradwyo, bydd yr asesiad yn barod i gyd-fynd â'r cynnig i'r cam penderfynu, a'i gyhoeddi pan fo hynny'n briodol.</p>
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Cam Gweithredu	11. Darparu hyfforddiant i aelodau etholedig fel rhan o'r rhaglen Hyfforddiant i Aelodau ar ofynion Safonau'r Gymraeg, yn cynnwys y Safonau Cyflenwi Gwasanaeth, Llundio Polisi, Gweithredu a Hybu
Adrannau Perthnasol Safonau'r Gymraeg	Cyflenwi Gwasanaeth Llundio Polisi Gweithredu Hybu
Gweithgaredd	<p>Ar 16 Tachwedd 2020, darparwyd hyfforddiant ar yr iaith Gymraeg ym Mhowys fel rhan o'r rhaglen Datblygu Aelodau.</p> <p>Cyflwynwyd y sesiwn gan Aelod Portffolio'r Iaith Gymraeg, y Prif Weithredwr a'r Swyddog Iaith Gymraeg, ac yn cynnwys:</p> <ul style="list-style-type: none"> <li>Gwybodaeth ac ystadegau am yr iaith Gymraeg ym Mhowys ac yng Nghymru, yn cynnwys lle maent yn byw, faint yw eu hoed, a nifer a chyfran y siaradwyr Cymraeg mewn gwahanol ardaloedd.</li> <li>Hanes yr iaith Gymraeg, yn amlinellu sut gyrhaeddodd ni lle rydym ni heddiw.</li> </ul>

	<ul style="list-style-type: none"> <li>• Newid agwedd tuag at yr iaith yn yr 20fed ganrif, yn arwain at gyfleoedd newydd i ddefnyddio'r iaith, a deddfwriaeth newydd.</li> <li>• Mesur y Gymraeg (Cymru) 2011, Safonau'r Gymraeg, a beth mae hyn yn ei olygu i sefydliadau fel Cyngor Sir Powys, yn cynnwys darparu gwasanaethau i'r cyhoedd, llunio polisi, sut mae'r Gymraeg yn cael ei defnyddio'n fewnol, cadw cofnodion, a hyrwyddo'r Gymraeg.</li> <li>• Yr iaith Gymraeg mewn deddfwriaeth arall, yn cynnwys Deddf Llesiant Cenedlaethau'r Dyfodol</li> <li>• Mwy na Geiriau, Fframwaith Strategol Llywodraeth Cymru ar gyfer yr iaith Gymraeg ym maes lechyd a Gofal Cymdeithasol, a gwerth a phwysigrwydd rhoi'r Cynnig Rhagweithiol, lle darperir gwasanaeth yn Gymraeg heb fynnu bod rhywun yn gofyn amdano, gan gydnabod na fodd pobl bob amser yn gofyn am wasanaeth Cymraeg, er bod ganddynt hawl i'w gael, ac y byddai'n well ganddynt dderbyn y gwasanaeth hwnnw yn Gymraeg.</li> <li>• Sut mae'r Cyngor yn cefnogi a hyrwyddo'r iaith.</li> </ul> <div style="text-align: center;">  <p><b>Yr Iaith Gymraeg ym Mhowys</b> <b>The Welsh Language in Powys</b></p> <p><b>Y cefndir a'r gofynion ar gyfer y Cyngor</b> <b>The background and requirements for the Council</b></p> <p><small>Cyng. Myfanwy Alexander, Aelod Portfolio'r Gymraeg / Portfolio Holder for the Welsh Language Dr Caroline Turner, Prif Weithredwr / Chief Executive Bedwyr Fychan, Swyddog Iaith Gymraeg / Welsh Language Officer</small></p> <p><small>16 Tachwedd 2020</small></p> <div style="display: flex; justify-content: space-between; align-items: center; background-color: #4a4a8a; color: white; padding: 5px;"> <span><b>GWELEDIGAETH</b> <b>VISION 2025</b></span> <span><b>Yn agored a blaengar</b> <b>Open and enterprising</b></span>  </div> </div>
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Cam Gweithredu	12. Darparu sesiwn Ymwybyddiaeth iaith i'r holl staff newydd fel rhan o'r broses Gynefino Staff newydd
Adrannau Perthnasol Safonau'r Gymraeg	Cyflenwi Gwasanaeth Llunio Polisi Gweithredu Hybu
Gweithgaredd	<p>Cafodd y sesiynau Cynefino Corfforaethol ar gyfer staff newydd a drefnwyd ar gyfer 2020-21 eu canslo yn sgil y pandemig Covid.</p> <p>Mae rhaglen rithiol, serch hynny, wedi cael ei chreu, a gyflwynwyd yn Ebrill 2021. Mae gwybodaeth am yr iaith Gymraeg ym Mhowys a gofynion Safonau'r Gymraeg wedi'i chynnwys yn y pecyn cynefino, a bydd staff newydd yn cael gweld fideo, a grëwyd gan y Cyngor, ar yr iaith Gymraeg ym Mhowys.</p> <p>Mae'r fideo yn rhoi gwybodaeth ac ystadegau am siaradwyr Cymraeg ym Mhowys, gan amlinellu nifer a chyfran y siaradwyr Cymraeg ym Mhowys gyfan, ac o fewn gwahanol ardaloedd yn y sir, ac o fewn gwahanol grwpiau oedran.</p>

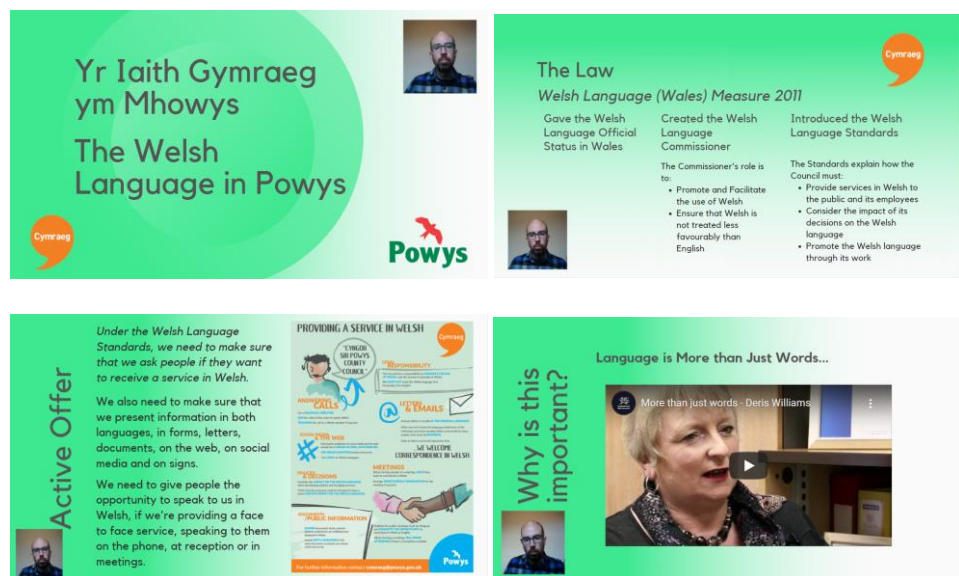


Ceir trafodaeth hefyd am Fesur y Gymraeg (Cymru) 2011, sut y rhoddodd statws swyddogol i'r Gymraeg yng Nghymru, creu rôl Comisiynydd y Gymraeg a chyflwyno Safonau'r Gymraeg, sy'n esbonio sut mae gofyn i'r Cyngor ddarparu gwasanaethau yn Gymraeg, ystyried effaith ei benderfyniadau ar y Gymraeg a hyrwyddo'r iaith Gymraeg trwy ei waith.


Rhoddir pwyslais arbennig ar y Cynnig Rhagweithiol, a sicrhau fod gan y Cyngor sgiliau digonol i ddarparu gwasanaethau yn Gymraeg, trwy recriwtio a hyfforddi, a thrafod pwysigrwydd y cynnig rhagweithiol o safbwynt defnyddiwr y gwasanaeth.

Yn olaf, mae'r fideo'n amlinellu'r cymorth sydd ar gael i wasanaethau a swyddogion i ddarparu gwasanaeth Cymraeg a chydymffurfio â'r Safonau, ac i helpu swyddogion i weithio mwy trwy gyfrwng y Gymraeg.

Dyla rai delweddau o fideo cynefino Yr Iaith Gymraeg ym Mhowys:



Cam Gweithredu	13. Darparu sesiwn ar ofynion Safonau'r Gymraeg fel rhan o'r rhaglen gynefino chwarterol i reolwyr newydd
Adrannau Perthnasol Safonau'r Gymraeg	Cyflenwi Gwasanaeth Llunio Polisi Gweithredu Hybu
Gweithgaredd	Fel gyda'r sesiynau Cynefino Corfforaethol, cafodd y sesiynau Cynefino Rheolwyr wyneb yn wyneb a drefnwyd ar gyfer 2020-21 hefyd eu canslo oherwydd y pandemig Covid.  Datblygwyd cwrs rhithiol ar gyfer Rheolwyr hefyd, a gyflwynwyd ym mis Chwefror 2021, gyda deunydd yn cael ei anfon i Rheolwyr yn cynnwys y fideo a grëwyd gan y Cyngor ar yr iaith Gymraeg ym Mhowys, uchod.  Mae'r negeseuon allweddol i Reolwyr sydd wedi'u cynnwys yn y fideo yn amlinellu ystyriaethau allweddol i'r Cyngor wrth ddatblygu cynigion a gwneud

	<p>penderyniadau i asesu'r effaith ar y Gymraeg, ynghyd â'r angen i gynllunio gwasanaethau i alluogi rhoi'r Cynnig Rhagweithiol o wasanaeth yn Gymraeg, gan edrych yn arbennig ar sgiliau Cymraeg o fewn eu timau, a rhoi ymarferwyr sy'n siarad Cymraeg i weithio a defnyddwyr gwasanaeth sy'n siarad Cymraeg.</p> <p>Dyma rai delweddau o'r fideo cynefino:</p> 
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Cam Gweithredu	14. Hyrwyddo a hwyluso cyfleoedd i gael hyfforddiant a sesiynau ymarfer anffurfiol i alluogi staff i ddatblygu eu sgiliau Cymraeg
Adrannau Perthnasol Safonau'r Gymraeg	Gweithredu
Gweithgaredd	<p>Parhaodd y Cyngor i hyrwyddo a hwyluso cyfleoedd i staff ddatblygu eu sgiliau Cymraeg trwy gydol y flwyddyn.</p> <p>Gall staff ymgymryd â chyrсияu trwy'r cynllun Cymraeg Gwaith, yn cynnwys cyrsiau ar-lein Croeso Cymraeg Gwaith i ddechreuwyr, sy'n cynnwys cwrs 10 awr cychwynnol, sy'n cynnwys 10 modiwl awr o hyd a chyrсияu dilynol, a chyrсияu Cymraeg Gwaith dwys, e.e. y cwrs 4* newydd a lanswyd yn 2020, sy'n gymysgedd o hunan-astudio ar-lein a chefnogaeth gan diwtor. Mae'r cyrsiau hyn ar gael am ddim i staff Cyngor Sir Powys.</p> <p>Gall staff hefyd gofrestru ar gyrсияu cymunedol sy'n cael eu darparu yn ystod y dydd a fin nos gan y Ganolfan Dysgu Cymraeg Genedlaethol, trwy Dysgu Cymraeg Ceredigion, Powys a Sir Gâr yn bennaf, sy'n cynnig cyrsiau ar wahanol lefel yn yr ardal. Byddai'r cyrsiau hyn fel arfer yn cael eu cynnig mewn ystafelloedd dosbarth ledled y sir, ond yn cael eu cynnal mewn dosbarthiadau rhithiol ar hyn o bryd. Mae'r Cyngor yn cefnogi staff sy'n ymgymryd â'r cyrsiau hyn trwy dalu eu ffioedd cofrestru.</p> <p>Fel rheol, gall staff hefyd gofrestru ar gyrсияu preswyl dwys, ac er i aelodau o staff y Cyngor gofrestru ar gyrсияu o'r fath yn ystod y flwyddyn, cafodd y cyrsiau eu canslo yn sgil cyfyngiadau Covid.</p> <p>Mae gwybodaeth am y cyrsiau sydd ar gael i staff ar gael yn yr adran ar yr iaith Gymraeg ar fewnrwyd y Cyngor.</p> <p>Anfonwyd gwybodaeth hefyd i hyrwyddo cyfleoedd dysgu trwy sianeli cyfathrebu corfforaethol y Cyngor – trwy eitemau newyddion ar hafan y fewnrwyd a'r cyfrif e-bost cyfathrebu corfforaethol. Trefnwyd straeon newyddion a negeseuon i gyd-</p>

	<p>fynd â dyddiadau cychwyn y Cyrsiau Cymunedol ym mis Medi, ac i hyrwyddo cyrsiau newydd ac ychwanegol yn ystod y flwyddyn.</p> <p>Cafwyd ymgyrch farchnata benodol i hyrwyddo'r cwrs Cymraeg Gwaith 4* newydd, a amlinellir uchod, ym mis Hydref 2020, gan arwain at 47 o staff y Cyngor yn cofrestru ar gyfer y cwrs, a ddechreuodd ym mis Rhagfyr 2020.</p> <p>Dosbarthwyd gwybodaeth hefyd am y cwrs Croeso Cymraeg Gwaith, sydd ar gael i staff ar unrhyw bryd.</p> <p>Cafodd cyfleoedd dysgu eu hyrwyddo trwy fideo cynefino yr Iaith Gymraeg ym Mhowys, yn Llawlyfr Staff y Cyngor, ac mewn sesiynau gyda thimau rheoli gwasanaethau.</p> <p>Yn ystod y flwyddyn, roedd y niferoedd canlynol o staff wedi cofrestru / cwblhau cyrsiau Cymraeg;</p> <ul style="list-style-type: none"> <li>• 51 o aelodau staff yn cwblhau 89 cwrs Croeso Cymraeg Gwaith ar-lein.</li> <li>• 47 o aelodau staff yn cofrestru ar gwrs hunan-ddysgu Cymraeg Gwaith 4*</li> <li>• 26 o aelodau staff yn cofrestru ar gyrsiau Cymraeg i Oedolion cymunedol</li> </ul>
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Cam Gweithredu	15. Parhau â'r trafodaethau gyda'r Urdd i hwyluso ymweliad Eisteddfod Genedlaethol yr Urdd â Phowys yn 2023
Adrannau Perthnasol Safonau'r Gymraeg	Cyflenwi Gwasanaeth Llunio Polisi Gweithredu Hybu
Gweithgaredd	<p>Mae'r trafodaethau wedi parhau gyda'r Urdd i hwyluso dod ag Eisteddfod Genedlaethol yr Urdd i Bowys.</p> <p>Serch hynny, yn sgil effaith barhaol pandemig Covid, a gohirio'r Eisteddfod unwaith eto yn 2021, mae ymweliad yr Eisteddfod â Phowys wedi'i gohirio eto tan 2024.</p>

Cam Gweithredu	16. Creu taflen i hyrwyddo addysg cyfrwng Cymraeg ym Mhowys o dan waith Is-grŵp Hyrwyddo Addysg Gymraeg y Fforwm Addysg Gymraeg
Adrannau Perthnasol Safonau'r Gymraeg	Hybu
Gweithgaredd	<p>Rhodddwyd pwyslais ar hyrwyddo addysg cyfrwng Cymraeg ym Mhowys yn ystod y flwyddyn, i gyd-fynd â'r Cyngor yn mabwysiadu Strategaeth ar gyfer Trawsnewid Addysg ym Mhowys ym mis Mawrth 2020, a gweledigaeth newydd ar gyfer cynyddu nifer y dysgwyr cwbl ddwyieithog ym Mhowys ym mis Rhagfyr 2020.</p> <p>Mae adran newydd wedi cael ei chreu ar wefan y Cyngor, dan y teitl 'Taith at Ddwy Iaith: manteision dewis addysg Gymraeg', sy'n cynnwys gwybodaeth am</p>

fanteision bod yn ddwyieithog, y daith ddwyieithog o'r cyfnod cyn geni hyd at addysg uwchradd, tystebau ac astudiaethau achos gan ddysgwyr a rhieni, atebion i gwestiynau cyffredin am addysg cyfrwng Cymraeg, ffynonellau gwybodaeth ddefnyddiol i rieni, a dolenni i strategaethau'r Cyngor i wella addysg cyfrwng Cymraeg.

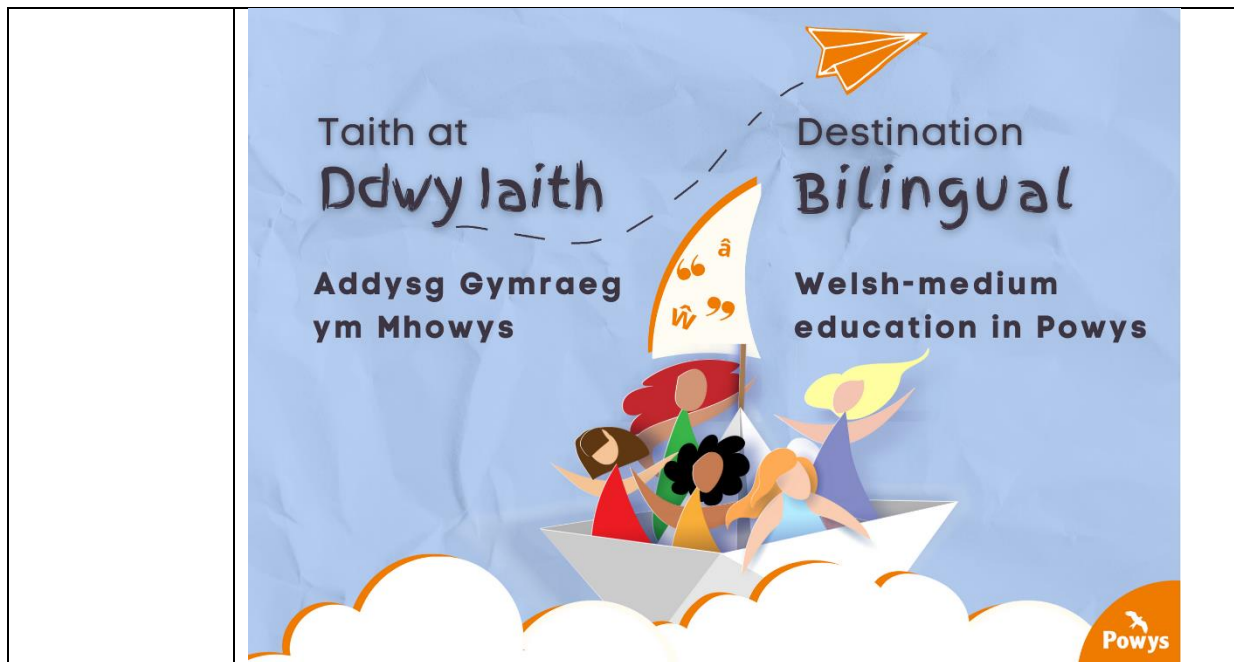
Gellir gweld y wefan newydd trwy ddefnyddio'r ddolen ganlynol – [Taith at Ddwy iaith: manteision dewis addysg Gymraeg - Powys](#)

Mae'r ddelwedd ganlynol yn dangos y brif dudalen, a'r is-adrannau sydd ar gael;

The screenshot shows the Powys website interface. At the top, there is a navigation bar with the Powys logo, a search bar, and links for 'Logio Mewn / Cofrestru' and 'English'. Below the navigation bar, there are links for 'Pori trwy Wasanaethau', 'Fy nghyngor', 'Cysylltwch â Ni', 'Hygyrchedd', and 'BSL'. The main heading is 'Taith at Ddwy iaith: manteision dewis addysg Gymraeg'. Below the heading, there is a sub-heading 'Lledled Cymru mae mwy a mwy o rieni yn dewis addysg Gymraeg i'w plant fel y gallant ddod yn ddwyieithog ac yn rhugl yn y Gymraeg a'r Saesneg. Does dim angen i rieni allu siarad Cymraeg er mwyn i'w plant fynychu addysg Gymraeg - mae plant yn cael eu trochi yn y Gymraeg yn yr ysgol ac yn dod yn rhugl yn gyflym.' Below this, there is a section titled 'Gall dwyieithrwydd ddod â llawer o fanteision i'ch plentyn:' followed by a list of bullet points. The main content area features five cards with illustrations and text: 1. 'Y daith ddwyieithog' with an illustration of a hot air balloon, text: 'Y daith o'r cyfnod cyn geni hyd at addysg uwchradd'. 2. 'Clywch gan ddysgwyr a rhieni' with an illustration of a family, text: 'Tystebau ac astudiaethau achos gan ddysgwyr a rhieni'. 3. 'Atebion i'ch cwestiynau' with an illustration of question marks, text: 'Atebion i gwestiynau cyffredin am addysg Cyfrwng Cymraeg'. 4. 'Ffynonellau Gwybodaeth Defnyddiol i rieni' with an illustration of a person reading, text: 'Rydym wedi casglu'r holl ffynonellau gwybodaeth defnyddiol i un man'. 5. 'Strategaethau iaith Gymraeg Cyngor Sir Powys' with an illustration of a flag, text: 'Dysgwch am ein cyrlluniau i wella addysg Gymraeg ym Mhowys'.

I gyd-fynd â'r wybodaeth ar y wefan, mae'r Cyngor hefyd wedi creu taflen, gyda'r un teitl, i hyrwyddo addysg cyfrwng Cymraeg yn y sir, a rhannu gwybodaeth am y dewisiadau sydd ar gael i rieni.

Mae'r ddelwedd ganlynol yn dangos tudalen flaen y daflen;



## ii. Cyflenwi Gwasanaeth

Ceir isod amlinelliad isod o waith pellach a gafodd ei wneud yn ystod blwyddyn ariannol 2020-21 ar gyfer cydymffurfio â'r Safonau Cyflenwi Gwasanaeth ac i wella'r modd y darperir gwasanaethau trwy gyfrwng y Gymraeg gan Gyngor Sir Powys.

### Cyflenwi Gwasanaeth a'r Cynnig Rhagweithiol – Archwiliadau Darparwyr 3ydd Plaid

Ym mis Awst 2020, derbyniodd y Cyngor ohebiaeth gan Gomisiynydd y Gymraeg yn amlinellu Ymchwiliad Safonau'r Gymraeg a gynhaliwyd gan Gomisiynydd y Gymraeg yn dilyn methiant gan awdurdod lleol arall i gydymffurfio â'r Safonau yn ymwneud â gwasanaethau a ddarperir gan Gontractwyr 3ydd Plaid. Cyflwynwyd adroddiad i Uwch Dîm Arwain y Cyngor ym amlinellu canlyniadau'r ymchwiliad, a'r gofyniad i Gontractwyr 3ydd Plaid ddarparu gwasanaethau yn unol â gofynion y Safonau er mwyn i'r Cyngor sicrhau cydymffurfiaeth.

Yn y cyfarfod, cytunwyd i gynnal archwiliadau ar hap ar gyfran o gontractwyr sy'n darparu gwasanaethau ar ran Cyngor Sir Powys i fesur sut maent yn gallu darparu'r Cynnig Rhagweithiol o wasanaeth yn Gymraeg.

Dewiswyd contractwyr 3ydd plaid ar hap o restrau o gontractwyr sy'n darparu gwasanaethau ar ran pob maes gwasanaeth, gyda sylw arbennig i Wasanaethau sy'n darparu gwasanaeth uniongyrchol i gwsmeriaid Powys.

I fesur sut roedd contractwyr yn gannu rhoi'r Cynnig Rhagweithiol, canolbwyntiwyd ar 3 elfen;

- i) Gwybodaeth ar wefannau'r darparwyr
- ii) Gwasanaethau a ddarperir dros y ffôn
- iii) Ymateb i e-bost

Gwelodd y canlyniadau fod gan 60.7% o ddarparwyr wybodaeth yn Gymraeg ar eu gwefannau. Roedd hyn yn cynyddu i 76.5% pan oedd adrannau penodol ar eu gwefannau yn ymwneud â gwasanaethau a ddarperir ym Mhowys.

Dim ond 40.7% o ddarparwyr atebodd y ffôn gyda chyfarchiad Cymraeg, ac roedd modd cynnal y galwadau yn Gymraeg yn ystod 46.2% o alwadau. Cynigiwyd galwad yn ôl yn Gymraeg mewn 23% yn rhagor o alwadau.

60.7% o negeseuon e-bost Cymraeg dderbyniodd ymateb o fewn 10 diwrnod gwaith. Ond o'r ymatebion, roedd 76.5% ohonynt yn Gymraeg.

Yn dilyn yr ymarfer, ym mis Rhagfyr 2020, cysylltodd y Cyngor â'r Contractwyr sy'n darparu gwasanaethau ar ei ran i adrodd ar ganlyniadau'r archwiliadau. Amlinellwyd hefyd ofynion Safonau'r Gymraeg, a gofynion y cytundebau gyda'r Cyngor, a'u cyfeirio tuag at adnoddau a chefnogaeth sydd ar gael i'w helpu i ddarparu mwy o wasanaethau trwy gyfrwng y Gymraeg.

Roedd hyn yn cynnwys gwybodaeth am wasanaethau cyfieithu a theclynnau cyfieithu digidol, gwasanaethau gwybodaeth a chyngor, cyfleoedd i ddatblygu sgiliau iaith Gymraeg staff, ac adnoddau defnyddiol yn cynnwys geirfa a brawddegau i'w defnyddio yn y gweithle.

Darparwyd cyfres o sesiynau ar Ymwybyddiaeth Iaith, Rhoi'r Cynnig Rhagweithiol a Datblygu Sgiliau Cymraeg hefyd ar gyfer Darparwyr 3ydd Plaid ar y cyd â Cymdeithas Mudiadau Gwirfoddol Powys a Dysgu Cymraeg Ceredigion, Powys a Sir Gâr, i amlinellu'r gofynion, trafod yr heriau ac ystyried ffyrdd y gall darparwyr ddatblygu'r gwasanaethau maent yn gallu eu cynnig yn Gymraeg.

Anfonwyd gohebiaeth bellach at Ddarparwyr 3ydd Plaid yn Ebrill 2021 i'w hatgoffa am y gofynion, a'u hysbysu am y bwriad i gynnal archwiliadau pellach yn ystod haf 2021.

#### Adroddiad Sicrwydd Comisiynydd y Gymraeg

Fel rhan o waith Comisiynydd y Gymraeg ar gyfer yr Adroddiad Sicrwydd Blynyddol, derbyniodd Cyngor Sir Powys adroddiad manwl am ei berfformiad, sy'n nodi ym mha feysydd y mae'n perfformio'n dda, a pha feysydd sydd angen eu gwella.

Roedd yr adroddiad a dderbyniwyd ym mis Awst 2020 yn nodi fel a ganlyn;

- O'r tair galwad ffôn a wnaed i'r Cyngor, roedd yr holl wybodaeth awtomatig ar gael yn Gymraeg, a derbyniwyd cynnig rhagweithiol o wasanaeth Cymraeg ar ddechrau tair galwad.
- Roedd tair ffurflen yn destun i'r arolwg, a'r tair ar gael yn gyflawn yn Gymraeg. Roedd y ffurflenni yn dudalennau ar wefan y sefydliad, ac roedd botwm dewis iaith ar y fersiynau Saesneg
- Roedd tri datganiad i'r wasg yn destun i'r arolwg, gyda'r tri ar gael yn gyflawn yn Gymraeg. Roedd y tri datganiad ar gael ar wefan y sefydliad, ac roedd botwm dewis iaith ar y fersiynau Saesneg.
- Roedd tair enghraifft o daflenni yn destun i'r arolwg, gyda'r tair ar gael yn gyflawn yn Gymraeg. Roeddynt ar gael ar wefan y sefydliad, ac roedd botwm dewis iaith ar y fersiynau Saesneg
- Roedd tair enghraifft o hunaniaeth gorfforaethol y Cyngor yn destun i'r arolwg, gyda'r tair ar gael yn gyflawn yn Gymraeg
- Roedd 30 o dudalennau gwefan y sefydliad yn destun i'r arolwg, gyda thestun 29 o'r tudalennau ar gael, ac yn gweithio'n llawn yn Gymraeg.
- O'r 15 neges ar gyfrif Facebook y sefydliad, roedd 13 ar gael yn Gymraeg, a 15 o 15 tweet ar gael yn Gymraeg.
- Roedd 15 o swyddi a hysbysebwyd ar wefan y Cyngor yn destun i'r arolwg, gyda'r Gymraeg yn cael ei chrybwyll ym mhob un. Roedd y ffurflenni cais a'r swydd ddisgrifiadau ar gael yn

Gymraeg, a'r ffurflenni cais yn rhoi lle i nodi dewis iaith asesu. Nid oedd y Gymraeg yn cael ei hystyried yn hanfodol ar gyfer dim o'r swyddi.

- Gwnaed dau ymweliad â Neuadd y Sir. Cyfarchwyd yr ymwelydd gan aelod o staff y dderbynfa yn Gymraeg ar ddechrau'r ddau ymweliad a llwyddwyd i ymdrin â'r ddau ymweliad yn Gymraeg. Roedd y sefydliad wedi arddangos arwydd yn y dderbynfa yn datgan bod croeso i bersonau ddefnyddio'r Gymraeg yno. Nid oedd pob aelod o staff y dderbynfa yn gwisgo bathodyn yn nodi eu bod yn siarad Cymraeg.
- Arolygwyd chwe arwydd yn ystod yr ymweliadau â Neuadd y Sir. Roedd yr holl destun ar bob un ar gael yn Gymraeg ac yn gywir o ran ystyr a mynegiant. Roedd y testun Cymraeg wedi'i osod fel mai hwnnw sy'n debygol o gael ei ddarllen yn gyntaf ar 2 o'r arwyddion.

Roedd gwendidau a nodwyd yn yr adroddiad, ynghyd ag ymateb y Cyngor, fel a ganlyn;

- Ni dderbyniwyd ymateb i 2 e-bost a anfonwyd yn Gymraeg  
E-bost 1 - Roedd yr Adran Gwasanaethau Cwsmer wedi gallu olrhain y neges, a nodwyd fod neges awtomatig wedi cael ei hanfon yn ôl. Roedd yr e-bost wedi'i hanfon ymlaen at yr adran briodol. Oherwydd trafferthion technegol yn ystod cyfnod yr arolwg, nid oedd gan y gwasanaeth gofnod o dderbyn yr e-bost. Serch hynny, atgoffwyd y gwasanaeth o'r angen i ymateb yn Gymraeg i negeseuon a dderbynnir yn Gymraeg, i ddefnyddio uned gyfieithu'r Cyngor neu declyn cyfieithu Microsoft i ddeall y testun mewn e-bost Cymraeg (os nad yw'r swyddog yn siarad Cymraeg), i anfon ymateb yn Gymraeg a sicrhau fod llofnod yr e-bost yn cynnwys datganiad am groesawu gohebiaeth Gymraeg. Cafodd y mater ei godi hefyd mewn cyfarfod tîm i'w hatgoffa am y gofynion.  
E-bost 2 – Roedd y Gwasanaeth wedi gallu canfod y neges dan sylw, ac yn gweld na fu ymateb. Sefydlodd y tîm system lle bydd gohebiaeth Gymraeg yn cael ei anfon i'w chyfieithu, ei hanfon i arweinydd y tîm sydd yn siarad Cymraeg, neu bod teclyn cyfieithu Microsoft yn cael ei ddefnyddio i ddeall y cynnwys, er mwyn darparu ymateb yn Gymraeg.
- Cafodd neges Saesneg ei chwarae gyntaf mewn 2 alwad ffôn  
Mae Tîm Gwasanaethau Cwsmer y Cyngor wedi trefnu i'r neges gael ei hail-recordio, fel bod y cyfarchiad Cymraeg yn cael ei chwarae gyntaf.
- Roedd tudalen gwe ar gyfer gofyn am waith trwsio yn cynnwys paragraff Saesneg ar y dudalen Gymraeg  
Serch hynny, roedd y dudalen wedi cael ei diweddarau ers hynny, a'r holl destun ar gael yn Gymraeg. Amlinellodd y Cyngor hefyd y broses ar gyfer diweddarau a chyfieithu tudalennau gwe i sicrhau fod gwybodaeth yn cael ei chyhoeddi yr un pryd yn Gymraeg a Saesneg.
- Dwy neges Facebook yn ymddangos yn Saesneg yn unig  
Roedd y Cyngor wedi medru olrhain y negeseuon Facebook gafodd eu cyhoeddi yn Saesneg yn unig. Ers hynny, mae'r tîm cyfathrebu wedi rhannu canllawiau pellach â gwasanaethau'r Cyngor sy'n gweinyddu cyfrifon cyfryngau cymdeithasol i'w hatgoffa o ofynion Safonau'r Gymraeg, ac i amlinellu'r gefnogaeth sydd ar gael i'w galluogi i gydymffurfio. Mae'r tîm cyfathrebu bellach yn defnyddio meddalwedd Crowd Control i drefnu negeseuon, gan ei gwneud yn haws i drefnu bod negeseuon yn cael eu rhannu yr un pryd yn y ddwy iaith.

Cyfieithu a Darparu Gwybodaeth Ddwylieithog



Mae gan Gyngor Sir Powys uned gyfieithu fewnol sy'n cefnogi gwasanaethau'r Cyngor ac yn eu galluogi i ddarparu gwybodaeth yn ddwyieithog, ac yn darparu gwasanaeth cyfieithu ar y pryd mewn cyfarfodydd, sy'n galluogi pobl i gyfrannu at gyfarfodydd yn yr iaith o'u dewis, ac yn sicrhau fod pawb sy'n cymryd rhan yn y cyfarfod yn medru dilyn y drafodaeth yn llawn.

Derbyniodd Uned Gyfieithu'r Cyngor 6499 cais am wasanaeth cyfieithu ysgrifenedig yn ystod y flwyddyn, yn cynrychioli 2.96 miliwn o eiriau, a chynnydd yn nifer y geiriau a gyfieithwyd o'i gymharu â'r flwyddyn flaenorol, sy'n dangos fod y Cyngor yn parhau i gynyddu'r wybodaeth sydd ar gael yn ddwyieithog i drigolion ac ymwelwyr â'r sir. Datblygwyd proses ddigidol hefyd o wneud cais a chofnodi gwaith cyfieithu (fel yr amlinellir yn erbyn y Cynllun Gwaith, uchod) i hwyluso trefnu'r gwaith a chefnogi'r trefniadau gweithio newydd.

Yn ystod y flwyddyn, cafodd 95.9% o geisiadau cyfieithu eu dychwelyd o fewn y targedau ar gyfer dychwelyd gwaith. Mae hyn yn amrywio o targed o 1 diwrnod gwaith ar gyfer ceisiadau brys fel datganiadau i'r wasg brys, gwybodaeth frys ar gyfer y wefan a'r fewnrwyd, deunydd ar gyfer y cyfryngau cymdeithasol, gohebiaeth, hysbysebion ac agendau pwyllgorau; 5 diwrnod gwaith ar gyfer ceisiadau â llai o frys ar eu cyfer fel llythyron cyffredinol, posteri, swydd ddisgrifiadau a dogfennau llai na 100 o eiriau, neu darged hirach y cytunwyd arno ar gyfer dogfennau a strategaethau hirach. Roedd hyn yn galluogi cyhoeddi gwybodaeth yn ddwyieithog i'r cyhoedd, swyddogion ac aelodau etholedig mewn modd amserol.

Daeth y gyfran fwyaf o'r gwaith o'r Gwasanaeth Ysgolion (28.22%) gyda chyfran sylweddol hefyd gan y Gwasanaeth Trawsnewid a Chyfathrebu (10.3%), y Gwasanaeth Eiddo, Cynllunio a Gwarchod y Cyhoedd (9%) a'r Adran Datblygu'r Sefydliad a'r Gweithlu (8.4%).

#### Cyfieithu ar y Pryd mewn Cyfarfodydd

Yn sgil y pandemig Covid-19, symudodd holl gyfarfodydd y Cyngor i gael eu cynnal yn rhithiol yn ystod y flwyddyn. Roedd y Cyngor yn defnyddio rhaglen Microsoft Teams i gynnal y cyfarfodydd, ond roedd hynny'n peri her wrth ddarparu gwasanaeth cyfieithu ar y pryd a chynnal cyfarfodydd yn ddwyieithog.

Gan nad oes modd cyfieithu'n uniongyrchol trwy Teams, sefydlwyd trefn dros dro o gyfieithu olynol yn y cyfarfodydd i alluogi i gyfranwyr siarad yn eu dewis iaith, ac i bawb yn y cyfarfod ddeall y drafodaeth yn llawn.

Yn y cyfamser, bu adrannau Cyfathrebu a'r Iaith Gymraeg, Cyfreithiol a Democrataidd, ac Economi a Digidol y Cyngor yn cydweithio'n helaeth dros fisoedd cyntaf 2020-21 i geisio datblygu modd o ddarparu cyfieithu ar y pryd trwy Teams, gan gynnal trafodaethau hefyd gyda swyddogion o fewn Llywodraeth Cymru a Microsoft i geisio datrys y sefyllfa. Profwyd nifer o ddulliau posibl o gynnal cyfarfodydd dwyieithog, yn cynnwys cynnal dau gyfarfod yn cydreddeg oddi mewn i Teams a defnyddio ategolion ar gyfer darlledu cyfieithiad. Ond nid oedd y Cyngor o'r farn fod y dulliau hynny'n ymarferol nac am weithio'n ddigon hwylus i alluogi cynnal cyfarfodydd dwyieithog yn llwyddiannus.

Yn sgil hynny, cafodd rhaglen Zoom ei chaffael gan y Cyngor ym mis Hydref 2020 er mwyn cynnal cyfarfodydd, ac mae'r Cyngor wedi darparu hyfforddiant a chanllawiau i'r swyddogion sy'n gweinyddu'r cyfarfodydd, cyfieithwyr y Cyngor ac aelodau etholedig y sir er mwyn gallu cynnal cyfarfodydd dwyieithog yn llwyddiannus. Mae'r rhaglen bellach yn cael ei defnyddio gan rai o bwyllgorau'r Cyngor, er mwyn gallu darparu cyfieithu ar y pryd. Mae rhai problemau technegol yn



ymwneud â phleidleisio hefyd yn y broses o gael eu goresgyn i alluogi defnyddio Zoom ar gyfer pob cyfarfod.

Mae Zoom hefyd wedi cael ei ddefnyddio gan y Cyngor ar gyfer cyfarfodydd ymgynghori â'r cyhoedd, e.e. ymgynghori ar drawsnewid ysgolion, i alluogi cynnal y cyfarfodydd hynny'n ddwyieithog.

### Darpariaeth Gwyliau'r Haf – Urdd Gobaith Cymru

Fel rhan o'r ymateb i Covid-19, roedd Cyngor Sir Powys yn darparu gofal plant wedi'i ariannu ar gyfer holl blant gweithwyr hanfodol ac i blant bregus. Roedd yn teimlo'i bod yn hollbwysig fod gweithgareddau wedi'u trefnu ar gael yn ystod yr haf yn ogystal.

Bu'r Cyngor yn gweithio gydag Urdd Gobaith Cymru i ddarparu gweithgareddau gwyliau haf trwy gyfrwng y Gymraeg ym Machynlleth a Llandrindod, gyda sesiynau yn cael eu gynnal yn ystod yr wythnos o 27 Gorffennaf tan 28 Awst. Roedd hyn yn cynnwys darpariaeth dan do ac awyr agored, ac yn cael eu darparu yn unol â Gorchymyn Eithriadau Gwarchod Plant a Gofal Dydd. Cafodd y prosiect ei gomisiynu a'i redeg gan y Gwasanaethau Plant, gyda phartneriaid y prosiect yn cynnwys Cymdeithas Mudiadau Gwirfoddol Powys (PAVO), y Tîm Datblygu Chwaraeon a'r Gwasanaeth Ieuenctid, ynghyd â darparwyr y gweithgareddau. Datblygwyd system gadw lle ar-lein i gynorthwyo gyda rhoi blaenoriaeth i blant bregus a gwirio cymhwyster ar gyfer cwrdd â'r gofynion ariannu, a hefyd i gydymffurfio â gofynion tracio ac olrhain.

Ynghyd â darpariaeth ar gyfer plant gweithwyr hanfodol ac phlant bregus, cafodd y sesiynau eu hagor i blant eraill pan oedd lleoedd ar gael.

Darparodd yr Urdd 2 swyddog bob dydd i ddarparu gweithgareddau ar y ddau safle, gyda'r gweithgareddau'n cynnwys Datrys Problemau, Cyfeiriannu, Saethyddiaeth a Gweithgareddau Natur ac Arsylwi.

### iii. Safonau Llundio Polisi

Ceir isod amlinelliad isod o waith pellach a gafodd ei wneud yn ystod blwyddyn ariannol 2020-21 ar gyfer cydymffurfio â'r Safonau Llundio Polisi ac i wella'r modd y caiff yr effaith ar yr iaith Gymraeg ei ystyried o fewn polisiau a phenderfyniadau Cyngor Sir Powys.

Yn dilyn yr Ymchwiliad Safonau'r Gymraeg a gynhaliwyd yn ystod 2019-20, cafodd proses Asesu Effaith Gorfforaethol y Cyngor, sy'n cynnwys proses y Cyngor ar gyfer asesu effaith ar yr iaith Gymraeg, ei diweddarau.

Cafodd y cwestiynau ar effaith ar yr iaith Gymraeg a ddefnyddir mewn prosesau ymgynghori eu diweddarau i sicrhau fod y Cyngor yn gallu llwyr ystyried yr effaith ar gyfleoedd i unigolion ddefnyddio'r iaith, a pheidio trin yn Gymraeg yn llai ffafriol na'r Saesneg; cyfleoedd i hyrwyddo'r iaith Gymraeg; ac effaith ar staff o ran y Gymraeg, ynghyd ag ystyried ffyrdd o newid cynigion wneud i sicrhau effaith fwy cadarnhaol neu i liniaru unrhyw effeithiau negyddol ar y Gymraeg.

Cyhoeddwyd canllaw hefyd ar bryd mae gofyn i'r Cyngor gynnal asesiad effaith, gan nodi fod gwasanaethau, polisiau a chynigion sydd heb gael eu hasesu yn mynd yn groes i Fesur y Gymraeg a deddfwriaeth allweddol arall. Mae'n nodi'n glir hefyd fod angen i asesiadau effaith gael eu cynnal cyn i'r penderfyniad neu'r cynnig gael ei gymeradwyo, ac y dylai fod yn rhan o'r broses benderfynu.

Mae'r canllaw yn nodi pryd y dylid cynnal asesiad effaith, yn cynnwys ar benderfyniadau strategol, polisiau a chynigion newydd, newidiadau i bolisiau a gwasanaethau, amcanion newid, penderfyniadau cyllidebol a phenderfyniadau sy'n effeithio ar staff, ynghyd â Chynlluniau Busnes Integredig.

Mae'r canllaw hefyd yn cynnwys dolenni i wybodaeth a chyngor bellach, yn cynnwys dogfen gyngor Comisiynydd y Gymraeg ar y Safonau Llundio Polisi.

Ar 21 Hydref 2020, fel rhan o Seminar a gynhaliwyd gan Gomisiynydd y Gymraeg ar y Safonau Llundio Polisi a'r cyngor a gyhoeddwyd gan y Comisiynydd, rhoddodd Prif Weithredwr Cyngor Sir Powys gyflwyniad ar sut roedd y Cyngor wedi ymateb i'r Ymchwiliad Safonau i sicrhau ei fod yn ystyried yr effaith ar y Gymraeg o fewn ei benderfyniadau, ac yn casglu barn y cyhoedd ar yr effaith ar y Gymraeg i fwydo i mewn i'r broses benderfynu.

Amlinellodd y cyflwyniad fod y Cyngor wedi penderfynu ymateb yn bositif i'r Ymchwiliad er mwyn gwella'r broses. Mae templed ymgysylltu'r Cyngor wedi'i adolygu i sicrhau fod y cwestiynau cywir yn cael eu gofyn mewn dogfennau a holiaduron ymgynghori ar yr effaith ar y Gymraeg. Mae'r canllawiau ymgynghori wedi cael eu diweddarau, ac ymgyrch gyfathrebu fewnol wedi cael ei chynnal, ynghyd â sesiynau hyfforddi i staff ac aelodau etholedig, ac fe gyhoeddwyd canlyniadau'r Ymchwiliad yn unol â gofynion y Comisiynydd.

Cymerodd y Prif Weithredwr y cyfle hefyd i rannu gwybodaeth am broses Asesu Effaith ddigidol newydd y Cyngor.

Cafodd y broses Asesu Effaith ddigidol ei chreu fel rhan o agenda trawsnewid y Cyngor, i greu un o'r teclynnau pwysicaf y dylai swyddogion ac aelodau fod yn eu defnyddio i asesu a deall effaith cynigion cyn i benderfyniadau gael eu gwneud. Mae'n cynnig dull mwy effeithlon a hwylus o asesu effaith cynigion a phenderfyniadau'r Cyngor ar yr iaith Gymraeg o dan Safonau'r Gymraeg a deddfwriaeth allweddol arall, ar y cyd â deddfwriaeth allweddol arall, ac i sicrhau'r fod y penderfyniadau gorau posibl yn cael eu gwneud ar ran pobl Powys.

Mae'r broses ddigidol yn cynnig dull mwy cadarn ac yn cyflwyno proses gymeradwyo wedi'i hawtomeiddio i Benaethiaid Gwasanaethau ac Aelodau Portffolio i gefnogi llywodraethiant.

Bydd digideiddio'r broses Asesu Effaith hefyd yn galluogi'r Cyngor i dynnu data o nifer o asesiadau effaith, i edrych ar effaith gronnus penderfyniadau ar ardaloedd daearyddol neu grwpiau o fewn y gymuned, i weld os bydd effaith anghymesur ar unrhyw grŵp yn sgil penderfyniadau'r Cyngor, ac yn galluogi'r Cyngor i weld os yw ei benderfyniadau yn cael effaith gadarnhaol neu negyddol, ar yr iaith Gymraeg ac ar yr elfennau eraill sy'n cael eu hystyried. Bydd hefyd yn creu llyfrgell ganolog o asesiadau effaith i aelodau a staff eu gweld (ynghyd â'r cyhoedd, pan fo hynny'n briodol).

Mae rhagor o wybodaeth am yr Asesiad Effaith Digidol i'w gweld yn yr adran ar y gweithgareddau o dan y Cynllun Gwaith, uchod.

#### iv. Safonau Gweithredu

Ceir isod amlinelliad isod o waith pellach a gafodd ei wneud yn ystod blwyddyn ariannol 2020-21 ar gyfer cydymffurfio â'r Safonau Gweithredu ac i wella'r modd y darperir gwybodaeth, adnoddau a gwasanaethau mewnol trwy gyfrwng y Gymraeg gan Gyngor Sir Powys.

Cyfathrebu a Gwybodaeth Fewnol

Mae rhagor o waith wedi'i wneud yn ystod y flwyddyn i sicrhau fod gwybodaeth yn cael ei chyflwyno'n ddwyieithog i staff trwy sianeli cyfathrebu mewnol.

Mae Prif Weithredwr y Cyngor yn cyhoeddi blog fideo rheolaidd ar gyfer aelodau a staff y Cyngor, sy'n cae ei gyhoeddi yn Gymraeg a Saesneg, ac yn cael ei rannu trwy sianeli cyfathrebu mewnol. Mae'r blog fideo yn amlinellu negeseuon allweddol a gwybodaeth am fentrau y mae'r Prif Weithredwr am dynnu sylw atynt.

Caiff negeseuon e-bost o gyfrif corfforaethol mewnol y Cyngor eu hanfon un ai'n ddwyieithog ar ffurf tabl gyda'r ddwy iaith ochr yn ochr ar gyfer negeseuon byrrach, neu mewn dwy neges ar wahân – un yn Gymraeg ac un yn Saesneg – yn cael eu hanfon yr un pryd os yw'r negeseuon yn hirach. Dilynir yr un drefn bellach gyda negeseuon o gyfrifon Gwasanaethau TGCh a Dysgu a Datblygu'r Cyngor.

Rhannodd y Cyngor wybodaeth hefyd gyda staff am ddefnyddio teclyn Cyfieithu Microsoft 365 i gynorthwyo cyfathrebu mewnol, gan alluogi cynnal mwy o drafodaethau mewnol yn Gymraeg neu'n ddwyieithog o fewn y Cyngor, yn enwedig yn sgil mwy o ryngweithio digidol rhwng staff. Mae'r teclyn hefyd yn galluogi i rai sydd ddim yn siarad Cymraeg fedru deall a chyfeirio e-byst a negeseuon y byddant yn eu derbyn i'r gwasanaeth neu'r swyddog priodol, i hwyluso'r Cynnig Rhagweithiol. Roedd y Cyngor hefyd yn nodi'n glir na ddylid defnyddio teclyn Cyfieithu Microsoft 365 i ddarparu cyfieithiad terfynol i'w gyhoeddi heb iddo gael ei wirio'n drylwyr, ac y dylid parhau i anfon dogfennau sydd i'w cyhoeddi'n allanol i'w cyfieithu gan yr Uned Gyfieithu i sicrhau cyfieithiad cywir ac addas.

Mae'r Cyngor hefyd wedi datblygu safle mewnol dwyieithog newydd yn ystod 2020-21 fel porth ar gyfer yr holl wybodaeth berthnasol yn ymwneud â Covid-19 a Lles Staff, sy'n cynnwys erthyglau i staff, flog a fideos am y gwaith sy'n cael ei wneud, dolenni i gyngor a dogfennau perthnasol, Bwletin Coronafeirws rheolaidd yn amlinellu'r wybodaeth ddiweddaraf, a gwybodaeth am lesiant i helpu staff i gadw'n ddiogel a hybu iechyd a lles corfforol a meddyliol.

### Datblygu Sgiliau Cymraeg

O dan ofynion y Safonau Gweithredu, ond hefyd fel rhan o ymrwymiad y cyngor i gynyddu nifer y siaradwyr Cymraeg o fewn y sir, fel ei gyfraniad tuag at darged y Llywodraeth o sicrhau miliwn o siaradwyr Cymraeg erbyn 2050, mae'r Cyngor yn annog ei staff i ddysgu Cymraeg trwy amrywiaeth o dulliau;

#### a) Cwrs ar-lein Croeso Cymraeg Gwaith

Mae'r Cyngor wedi cofrestru fel cyflogwr ar gyfer cyrsiau Cymraeg Gwaith ac yn hyrwyddo'r cyfleoedd i ddysgu trwy'r dulliau hyn trwy erthyglau newyddion ac adran ar y fewnwyd a thrwy negeseuon trwy gyfrif e-bost Cyfathrebu Corfforaethol.

Mae'r cwrs Croeso ar-lein felly ar gael i unrhyw un o staff y Cyngor gofrestru arno am ddim. Yn ystod 2020-21, gyda chyfyngiadau symud a newidiadau yn y ffordd roedd pobl yn gweithio yn sgil Covid-19, gwelwyd cynnydd sylweddol yn nifer y staff oedd yn ymgymryd â'r cwrs Croeso ar-lein. Cwblhaodd 51 o staff y Cyngor 89 cwrs Croeso Cymraeg Gwaith yn ystod 2020-21, cynnydd sylweddol o'r 11 cwrs oedd wedi'i gwblhau'n flaenorol.

#### a) Cyrsiau Cymraeg i Oedolion cymunedol

Mae nifer o staff y Cyngor yn dilyn cyrsiau Cymraeg cymunedol, un ai fin nos neu yn ystod y diwrnod gwaith, gyda'r Cyngor yn talu ffioedd cofrestru'r cyrsiau.

Mae 26 wedi mynychu cyrsiau yn ystod y flwyddyn academaidd, gan gofrestru trwy'r Cyngor, a gyda'r Cyngor yn talu eu ffioedd.

b) Cwrs Cymraeg Gwaith 4\*

Cyflwynwyd cwrs Cymraeg Gwaith 4\* newydd gan y Ganolfan Dysgu Cymraeg Genedlaethol yn ystod y flwyddyn. Cwrs Cymraeg hunan-ddysgu yw hwn ar lefel mynediad, sy'n cynnwys 60 awr o ddysgu annibynnol i'r rhai sydd wedi cofrestru, ynghyd â chefnogaeth tiwtor trwy sesiynau adolygu rhithiol, sesiynau cwestiwn ac ateb a chefnogaeth dros e-bost, a chyfle i ddefnyddio gwiriwr lefel cyn ac ar ôl y cwrs. Roedd y cwrs hwn hefyd wedi'i ariannu'n llawn trwy'r cynllun Cymraeg Gwaith.

Sicrhodd Cyngor Sir Powys le i'w staff ar gwrs i ddechrau ym mis Rhagfyr 2020. Mae 47 wedi cofrestru ac yn dilyn y cwrs ar hyn o bryd.

c) Dulliau Dysgu Eraill

Er i aelodau o staff y Cyngor gofrestru ar gyrsiau preswyl dwys ar gyfer rhan gyntaf 2020-21, cafodd y cyrsiau hyn eu canslo yn sgil cyfyngiadau Covid.

## v. Safonau Hybu

Ceir isod amlinelliad o waith pellach a gafodd ei wneud yn ystod blwyddyn ariannol 2020-21 ar gyfer cydymffurfio â Safonau Hybu'r Gymraeg ac yn ymwneud â Strategaeth Hybu'r Gymraeg Cyngor Sir Powys i ehangu'r defnydd a chyfleoedd i ddefnyddio'r Gymraeg, a chynyddu nifer siaradwyr Cymraeg ym Mhowys.

### Hyrwyddo'r Diwylliant a Digwyddiadau Cymraeg

Manteisiodd y Cyngor ar ddigwyddiadau fel Dydd Miwsig Cymru i godi ymwybyddiaeth ac i hyrwyddo'r diwylliant Cymraeg. Yn achos Dydd Miwsig Cymru crëwyd rhestr chwarae newydd o gerddoriaeth gan artistiaid o Bowys neu sydd â chysylltiad â Phowys, gan ei hyrwyddo ar y cyfryngau cymdeithasol, ynghyd â chyfres o bostiadau yn cynnwys fideo neu recordiad o artistiaid o'r ardal o wahanol *genres* cerddorol i ennyn diddordeb a chodi ymwybyddiaeth o gerddoriaeth Gymraeg o'r sir, a rhoi cyhoeddusrwydd yr un pryd i'r ymgyrch a'r dathliadau cenedlaethol.

Bu'r Cyngor hefyd yn hyrwyddo Diwrnod Hawliau'r Gymraeg, gan rannu adnoddau a ddarparwyd gan Gomisiynydd y Gymraeg ar y cyfryngau cymdeithasol, i atgoffa trigolion am eu hawliau i dderbyn gwasanaethau a gwybodaeth gan y Cyngor yn Gymraeg, a'u hannog i ddefnyddio'r Gymraeg wrth ymwneud â'r Cyngor.

Rhannwyd negeseuon ar y cyfryngau cymdeithasol hefyd ar ddyddiadau allweddol fel Dydd Santes Dwynwen a Dydd Gŵyl Dewi i hyrwyddo'r iaith a'r diwylliant Cymraeg.

Mae llawer o weithgareddau Menter Brycheiniog a Maesyfed i hyrwyddo'r iaith a'r diwylliant Cymraeg yn ne Powys wedi symud ar-lein ac ar y cyfryngau cymdeithasol yn ystod y flwyddyn, yn sgil cyfyngiadau Covid. Mae'r Fenter wedi bod yn darparu ac yn cefnogi gweithgareddau i bobl o bob oed, i siaradwyr rhugl a dysgwyr Cymraeg, sydd wedi cynnwys sesiynau canu a dawnsio ar-lein i'r teulu gyda Martyn Geraint, sesiynau Clocsffit gyda Tudur Philips, sesiynau Sgiliau Craidd Beicio Mynydd a Chynnal a Chadw Beic, Clwb Lego, fideos hanes lleol yn trafod y blygain a'r fari lwyd gyda Geraint Roberts a hyd yn oed sesiwn ar ddysgu Cymraeg i'r ci. Caiff Clwb Llyfrau Cymraeg ei gynnal yn rheolaidd hefyd.

Mae'r gweithgareddau eraill yn cynnwys sesiwn Teams gydag 20 o blant o'r ardal i gyfansoddi cerdd gyda'r prifardd Mererid Hopwood, gyda'r cerddor Cerys Havana hefyd yn rhan o'r sesiwn i gyfansoddi alaw ar gyfer y gerdd. Cynhaliwyd prosiect hefyd gyda Chôr Meibion Aberhonddu, y prifardd Twm Morys a'r cerddor Rich Vaughan i gyfansoddi cân Gymraeg newydd ar gyfer y côr.

Comisiynwyd y Welsh Whisperer i weithio gyda phlant ysgolion cynradd o'r ardal i gyfansoddi cân am y Sioe Fawr, i nodi'r dyddiad y byddai fel arfer yn cael ei chynnal yn Llanelwedd. Mae'r gân 'Nôl i Faes y Sioe' bellach wedi ael ei recordio gan y Welsh Whisperer, a'i pherfformio am y tro cyntaf ar Heno ar S4C. Mae'r gân bellach ar gael i'w ffrydio ar Spotify.

Trefnodd Menter Brycheiniog a Maesyfed hefyd 'Bodcast Takeover Tegwen', podlediad yn siarad am y sîn roc Gymraeg, gyda thrafodaethau am gerddoriaeth Gymraeg a chwarae caneuon Cymraeg fel rhan o'r sioe. Roedd y podlediad yn llwyddiannus iawn, gyda Tegwen yn cymryd rhan mewn rhaglenni ar Radio Cymru hefyd ers hynny.

Bu Menter Brycheiniog a Maesyfed a Menter Maldwyn hefyd yn cymryd rhan ym mhrosiect Tafarn y Clo Mentrau Iaith Cymru, gyda gemau, cerddoriaeth a gweithgareddau yn cael eu darparu rhwng 8 a 10 bob nos Fercher yn ystod yr haf gan wahanol Fenter Iaith bob wythnos, a phobl yn ymuno â'r sesiynau o bob rhan o Gymru.

#### Datblygiadau Addysg Powys

Ym mis Ebrill 2020, cymeradwywyd 'Strategaeth ar gyfer Trawsnewid Addysg ym Mhowys 2020-2030'. Mae'r strategaeth yn amlinellu pam fod angen newid, ac yn gosod gweledigaeth y Cyngor ar gyfer addysg ym Mhowys, sef y "bydd holl blant a phobl ifanc Powys yn derbyn addysg ysbrydoledig o ansawdd uchel i'w helpu i ennill y wybodaeth, sgiliau a'r nodweddion i fod yn bobl iach, economaidd gynhyrchiol sy'n gymdeithasol a byd-eang gyfrifol ac yn gallu gwireddu eu dyheadau personol yng Nghymru'r 21ain ganrif". Mae'r ddogfen hefyd yn nodi "Darpariaeth cyfrwng Cymraeg sy'n hygyrch ac yn cynnig cwricwlwm llawn yn y Gymraeg o oed meithrin i rai 19+ oed" fel un o egwyddorion sylfaenol y Strategaeth.

Mae'r Strategaeth hefyd yn cynnwys 4 Nod Strategol. Un o'r rhain yw i 'Wella mynediad i ddarpariaeth cyfrwng Cymraeg ar draws pob cyfnod allweddol', gyda'r nod o sicrhau cynnydd yn y nifer o blant sy'n cael mynediad i addysg Gymraeg. Mae rhaglen waith yn cyd-fynd â'r strategaeth, sy'n cynnig gweithgareddau penodol yn ymwneud ag addysg Gymraeg, yn cynnwys symud ysgolion ar hyd y continwmm iaith, datblygu darpariaeth newydd a datblygu cyfleoedd trochi.

I gyd-fynd â'r Strategaeth ar gyfer Trawsnewid Addysg, mae'r Cyngor hefyd wedi cyhoeddi gweledigaeth ar gyfer cynyddu nifer y dysgwyr cwbl ddwyieithog ym Mhowys, yn Rhagfyr 2020. Mae'r ddogfen yn amlinellu gweledigaeth y Cyngor ar gyfer creu dyfodol dwyieithog i Bowys a'i phobl ifanc, trwy normaleiddio addysg cyfrwng Cymraeg/dwyieithog; gweithio gyda phartneriaid i sicrhau fod darpariaeth feithrin a blynyddoedd cynnar ar gael i bob plentyn; cefnogi newydd-ddyfodiaid i'r ardal a'r rhai sydd wedi dewis addysg Saesneg yn wreiddiol ddewis addysg Gymraeg; sicrhau rhwydwaith o ddarparwyr cynradd cyfrwng Cymraeg/dwyieithog ym mhob ardal yn y sir; a datblygu rhwydwaith o ddarparwyr uwchradd sy'n cefnogi ei gilydd ac sy'n medru cynnig cwricwlwm llawn ar draws Powys yn Gymraeg ym mhob cyfnod allweddol.

Bydd y weledigaeth yn llywio cynnwys Cynllun Strategol y Gymraeg mewn Addysg manwl ar gyfer 2022-2032 a ddaw'n ddogfen orfodol i sicrhau darpariaeth fwriadol ar gyfer cynyddu cyfleoedd i nifer cynyddol o blant a phobl ifanc ym Mhowys i ddod yn gwbl ddwyieithog.

Yn unol â nod y Strategaeth ar gyfer Trawsnewid Addysg i wella mynediad at addysg cyfrwng Cymraeg, mae'r Cyngor wedi bod yn ymgynghori ar gynigion i ddatblygu darpariaeth cyfrwng Cymraeg mewn nifer o ysgolion yn y sir, gyda'r cynigion i'w cyflwyno i'r Cyngor yn ystod 2021-22.

Mae'r Cyngor hefyd wedi datblygu adran newydd ar ei wefan, dan y teitl 'Taith at Ddwy Iaith: manteision dewis addysg Gymraeg' i hyrwyddo a rhannu gwybodaeth am addysg cyfrwng Cymraeg ym Mhowys. Mae'r tudalennau hyn yn cynnwys gwybodaeth am fanteision bod yn ddwyieithog; y daith ddwyieithog o'r cyfnod cyn geni hyd at addysg uwchradd; tystebau ac astudiaethau achos gan ddysgwyr a rhieni; atebion i gwestiynau cyffredin am addysg cyfrwng Cymraeg; ffynonellau gwybodaeth ddefnyddiol i rieni, a dolenni i'r strategaethau uchod.

I gyd-fynd â'r wybodaeth ar y wefan, mae'r Cyngor hefyd wedi cyhoeddi taflen, gyda'r un teitl, i hyrwyddo addysg cyfrwng Cymraeg yn y sir, a rhannu gwybodaeth am y dewisiadau sydd ar gael i rieni.

#### vi. Cynllun Gwaith 2021-22

		Adrannau Perthnasol Safonau'r Gymraeg	Dyddiad Targed
1	Cynnal cyfarfodydd chwarterol o'r Grŵp Llywodraethiant Iaith Gymraeg newydd, i sicrhau trosolwg o waith ar yr iaith Gymraeg, ystyried strategaethau a chynlluniau'r Cyngor o safbwynt y Gymraeg, i argymhell dulliau o warchod, hyrwyddo a chynyddu defnydd o'r Gymraeg	Llunio Polisi Cyflenwi Gwasanaeth Gweithredu Hybu	Mawrth 2022
2	Cynnal adolygiad o waith a strwythur Grŵp Hyrwyddo, Herio a Chefnogi'r Gymraeg Powys, i sicrhau fod y grŵp yn cael dylanwad priodol, a bod y partneriaid yn cael budd o'r gwaith	Cyflenwi Gwasanaeth Hybu	Gorffennaf 2021
3	Cynnal rownd arall o archwiliadau ar allu Contractwyr 3ydd Plaid i ddarparu'r Cynnig Rhagweithiol o wasanaeth Cymraeg	Cyflenwi Gwasanaeth	Awst 2021
4	Cynnal Ymarfer Cwsmer Cudd chwarterol o fewn gwasanaethau gofal cymdeithasol y Cyngor er mwyn gwerthuso sut mae gwasanaethau yn cydymffurfio â gofynion Safonau'r Gymraeg a Mwy na Geiriau	Cyflenwi Gwasanaeth	Mawrth 2022
5	Diweddarau'r wybodaeth am yr iaith Gymraeg a'r gofynion o dan Fesur y Gymraeg (Cymru) 2011 ar wefan gyhoeddus y Cyngor	Llunio Polisi Cyflenwi Gwasanaeth Gweithredu Hybu	Mehefin 2021
6	Cyflwyno'r system i awtomeiddio'r broses o wneud cais a chofnodi gwaith cyfieithu i'r awdurdod cyfan, i greu proses hwylus i wneud cais am gyfieithiad, a galluogi casglu data cyfieithu, i alluogi i'r tîm cyfieithu ganolbwyntio ar lunio cyfieithiadau	Cyflenwi Gwasanaeth Gweithredu	Gorffennaf 2021

7	Cynyddu'r ganran o staff sy'n medru darparu gwasanaeth yn Gymraeg, i hwyluso rhoi'r Cynnig Rhagweithiol, i 11.5% erbyn diwedd 2021/22	Gweithredu	Mawrth 2022
8	Sicrhau fod 60+ o staff y flwyddyn yn ymgymryd â chyrtsiau iaith Gymraeg, i ddatblygu eu sgiliau Cymraeg ar gyfer y gweithle	Cyflenwi Gwasanaeth Gweithredu	Mawrth 2022
9	Darparu sesiynau hyfforddi chwarterol i staff ar asesu effaith polisiau a phenderfyniadau ar y Gymraeg, yn defnyddio'r Broses Asesu Effaith Gorfforaethol ddigidol newydd	Llunio Polisi	Mawrth 2022
10	Darparu sesiwn i Aelodau Etholedig ar y broses Asesu Effaith fel rhan o'r Rhaglen Datblygu Aelodau	Llunio Polisi	Rhagfyr 2021
11	Cynnal ymgyrch Cynnig Rhagweithiol fewnol olynol trwy sianeli cyfathrebu corfforaethol i atgoffa staff am ofynion Safonau'r Gymraeg	Cyflenwi Gwasanaeth Llunio Polisi Gweithredu	Mawrth 2022
12	Adolygu Gweithgareddau Hybu'r Gymraeg ar draws y Cyngor yn erbyn Strategaeth Hybu'r Gymraeg a Strategaeth Llywodraeth Cymru i gynyddu nifer y siaradwyr Cymraeg erbyn 2050	Hybu	Mawrth 2022
13	Parhau â'r trafodaethau gyda'r Urdd i hwyluso ymweliad Eisteddfod Genedlaethol yr Urdd â Phowys yn 2024	Hybu	Mai 2024
14	Hyrwyddo manteision addysg cyfrwng Cymraeg a darpariaeth addysg cyfrwng Cymraeg ym Mhowys	Hybu	Mawrth 2022

### 3. Nifer y Cwynion a Dderbyniwyd

Mae rhestr o'r cwynion a dderbyniwyd gan y Cyngor yn ymwneud a Safonau'r Gymraeg yn ystod y flwyddyn ariannol 2020-21 i'w gweld yn Atodiad 1. Ni chynhaliwyd Ymchwiliadau Safonau'r Gymraeg yn ystod y flwyddyn.

### 4. Nifer y Cyflogeion sy'n meddu ar sgiliau yn y Gymraeg ar ddiwedd y flwyddyn

Mae Cyngor Sir Powys yn cofnodi sgiliau iaith Gymraeg staff trwy ddefnyddio'r lefelau cymhwysedd canlynol o 0 i 5;

Lefel cymhwysedd	Diffiniad
0	Dim neu ychydig bach o wybodaeth o'r Gymraeg.

<b>1</b>	Gallaf ynganu enwau personol ac enwau lleoedd yn gywir, a gallaf roi ac ymateb i gyfarchion syml ar y ffôn ac wyneb yn wyneb.
<b>2</b>	Gallaf cyfathrebu mewn tasgau syml cyffredin, sy'n gofyn am gyfnewid gwybodaeth ar bynciau a gweithgareddau cyfarwydd. Gallaf gynnal sgwrs gymdeithasol fer, er na allaf ddeall digon i gadw'r sgwrs i fynd fy hun.
<b>3</b>	Gallaf ddelio â'r rhan fwyaf o sefyllfaoedd sy'n debygol o godi wrth deithio mewn ardal lle mae'r iaith yn cael ei siarad. Gallaf ymuno â sgwrs yn fyrfyr ar bynciau sy'n gyfarwydd neu'n berthnasol i fywyd bob dydd (e.e. teulu, diddordebau, gwaith).
<b>4</b>	Gallaf ymwneud â siaradwyr brodorol yn rhugl ac yn fyrfyr. Gallaf gymryd rhan mewn trafodaethau mewn sefyllfaoedd cyfarwydd.
<b>5</b>	Gallaf gymryd rhan mewn unrhyw sgwrs neu drafodaeth yn ddiymdrech ac rwy'n gyfarwydd iawn â phriod-ddulliau a dywediadau llafar. Gallaf fynegi fy hun yn rhugl a chyfleu arlliw penodol i ystyr yn fanwl.

Mae'r sgiliau yn cael eu cofnodi trwy hunan asesiad gan y staff eu hunain, ac yn cael eu cadw mewn cronfa ddata yn system Adnoddau Dynol iTrent y Cyngor.

Ar gyfer staff newydd, sydd wedi dechrau gweithio i'r Cyngor ers Ebrill 2017, mae'r cofnod lefel iaith yn cael ei drosglwyddo'n awtomatig o'r cofnod yn eu ffurflen gais am swydd. Ar gyfer staff sy'n gweithio i'r awdurdod ers cyn hynny, mae gofyn iddynt fynd i mewn i system iTrent a chofnodi eu lefel iaith o fewn y system yn uniongyrchol.

Mae modd i staff diweddarau eu lefelau sgiliau iaith wrth fynd ati i ddysgu a datblygu eu sgiliau Cymraeg.

Mae'r ffigyrau sgiliau iaith diweddaraf ar gyfer staff y Cyngor fel a ganlyn;

<b>Gwasanaeth</b>	<b>Dim Data</b>	<b>Lefel 0</b>	<b>Lefel 1</b>	<b>Lefel 2</b>	<b>Lefel 3</b>	<b>Lefel 4</b>	<b>Lefel 5</b>	<b>Mwy nag un lefel wedi'i chofnodi</b>
<b>Gwasanaethau Oedolion</b>	1.8%	26.8%	44.1%	14.5%	4.8%	3.0%	4.7%	0.2%
<b>Gwasanaethau Plant</b>	6.9%	16.3%	51.3%	12.2%	5.1%	3.1%	3.6%	1.5%
<b>Comisiynu</b>	1.4%	16.7%	40.3%	16.7%	5.6%	1.4%	5.6%	12.5%
<b>Priffyrdd, Trafnidiaeth ac Ailgyrchu</b>	19.8%	27.2%	37.1%	6.2%	2.6%	2.0%	2.8%	2.4%
<b>Tai a Datblygu Cymunedol</b>	32.9%	21.0%	28.0%	5.6%	3.7%	1.6%	2.8%	4.4%
<b>Eiddo, Cynllunio a Gwarchod y Cyhoedd</b>	27.9%	14.4%	38.6%	9.4%	2.8%	1.6%	4.1%	1.3%
<b>Gwasanaeth Ysgolion</b>	14.0%	6.2%	37.1%	15.7%	6.2%	6.7%	10.7%	3.4%
<b>Cyfreithiol a Democraidd</b>	33.9%	12.9%	27.4%	9.7%	3.2%	1.6%	11.3%	0.0%
<b>Cefnogi'r Aelodau</b>	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%
<b>Gwasanaethau Digidol a'r Economi</b>	7.1%	24.8%	44.0%	11.3%	2.8%	1.4%	5.7%	2.8%
<b>Cyllid</b>	5.3%	25.2%	45.7%	11.9%	2.6%	2.6%	5.3%	1.3%
<b>Trawsnewid a Chyfathrebu</b>	1.9%	11.1%	42.6%	16.7%	5.6%	5.6%	16.7%	0.0%



<b>Datblygu'r Gweithlu a'r Sefydliad</b>	6.0%	18.1%	39.8%	15.7%	7.2%	4.8%	4.8%	3.6%
<b>Cyngor Sir Powys</b>	16.5%	20.9%	38.8%	10.2%	4.0%	2.5%	4.5%	2.4%

- Mae gan Gyngor Sir Powys bellach gofnod sgiliau iaith ar gyfer 83.5% o'i aelodau staff. Mae hyn yn gynydd o 8.7% ar ffigwr 2020 (74.8%)
- 20.9% o staff y Cyngor sydd heb unrhyw sgiliau iaith.
- Mae 49% o staff yn medru gallu cyfathrebu tasgau syml, cyffredin, yn gallu cynnal sgwrs gymdeithasol fer, neu'n gallu cyfarch ac ynganu enwau yn gywir fel isafswm
- Mae 11% o staff yn nodi eu bod yn gallu delio â'r rhan fwyaf o sefyllfaoedd sy'n debygol o godi, yn medru cynnal sgwrs fyrfyr ar bynciau cyfarwydd neu berthnasol, neu'n aelodau staff cwbl rugl.

## 5. Nifer yr aelodau o staff a fynychodd gyrsiau hyfforddi penodol a gynigiwyd gennych yn y Gymraeg yn ystod y flwyddyn, a'r ganran o'r holl fynychwyr wnaeth fynychu'r fersiwn Cymraeg

Mae hyn yn berthnasol i gyrsiau penodol a enwir yn y safonau (h.y. recriwtio a chyfweld; rheoli perfformiad; gweithdrefnau cwyno a disgyblu; ymsefydlu; delio â'r cyhoedd; iechyd a diogelwch) ac nid yw'n cyfeirio at hyfforddiant dysgu Cymraeg

### Cyrsiau E-ddysgu

	<b>Nifer y Staff a wnaeth yr hyfforddiant yn Gymraeg</b>	<b>Nifer y Staff a wnaeth yr hyfforddiant yn Saesneg</b>	<b>% y Staff a wnaeth yr hyfforddiant yn Gymraeg</b>
<b>Diogelu Oedolion – Ymwybyddiaeth Sylfaenol</b>	0	175	0%
<b>Gwarchod a Diogelu Plant</b>	7	553	1.3%
<b>Diogelwch Seibr a GDPR</b>	11	2590	0.4%
<b>Rheoli Perfformiad Effeithiol</b>	0	0	-
<b>Deddf Cydraddoldeb (2010)</b>	4	2496	0.2%
<b>Ymwybyddiaeth o Dwyll</b>	0	6	0%
<b>Ymwybyddiaeth HAVS</b>	1	12	8.3%
<b>Rheoli Clefyd y Llengfilwyr</b>	1	73	1.4%
<b>Modiwl Codi a Chario A (Theori)</b>	10	1850	0.5%
<b>Credyd Cynhwysol Lefel 1</b>	0	12	0%

Mae'r hyfforddiant Trais yn erbyn Merched, Cam-drin Domestig a Thrais Rhywiol, hyfforddiant Ymwybyddiaeth Dementia, Codi a Chario (pobl), cwrs Atal a hyfforddiant Ymwybyddiaeth Gofalwyr Gofal Cymdeithasol Cymry a'r GIG oll yn cael eu darparu'n ddwyieithog. Serch hynny, mae'r cyrsiau'n cael eu darparu gan ddarparwr allanol trwy byrth e-ddysgu'r GIG a'r Swyddfa Gartref. Nid yw'r adroddiadau am y cyrsiau hyn, yn cynnwys ym mha iaith yr ymgymerwyd â hwy, ar gael ar hyn o bryd gan y darparwr.

Darperir rhagor o hyfforddiant yn ddigidol trwy Netconsent, meddalwedd sy'n gofyn bod staff yn darllen polisïau, llenwi holiaduron ac ymgymryd â hyfforddiant cyn mewngofnodi i'w peiriannau.

Caiff y polisïau, holiaduron a'r hyfforddiant hyn yn darparu yn awtomatig yn Gymraeg neu yn Saesneg, yn dibynnu ar yr iaith a ddewiswyd gan bob defnyddiwr wrth ddefnyddio Netconsent am y tro cyntaf.

Nid yw'r data am ddewis iaith defnyddwyr serch hynny yn cael ei storio gan feddalwedd Netconsent, ac felly nid oes modd adrodd ar nifer a chanran y defnyddwyr sy'n ymgymryd â'r hyfforddiant hwn yn Gymraeg.

Darparwyd llai o gyrsiau yn ystod 2020-21 wrth i'r Cyngor ganolbwyntio ar weithgareddau allweddol i'r busnes, ond mae Cyngor Sir Powys yn gwneud trefniadau i alluogi staff i gael hyfforddiant arall yn Gymraeg pan fo gofyn. Serch hynny, ni dderbyniwyd ceisiadau am hyfforddiant o'r fath yn Gymraeg yn ystod 2020-21.

## 6. Nifer y swyddi newydd a'r swyddi gwag a hysbysebwyd gennych yn ystod y flwyddyn a gategoreiddiwyd â gwahanol ofynion o ran sgiliau Cymraeg.

O dan Bolisi Recriwtio a'r Gymraeg y Cyngor, a ddaeth yn weithredol ar 1 Ebrill 2018, mae sgiliau Cymraeg yn angenrheidiol ar gyfer pob swydd sy'n cael ei hysbysebu, gyda'r rheolwr recriwtio i asesu a phennu'r lefel briodol o 1 i 5. Nodir hynny yn y swydd ddisgrifiad a'r manyleb person ar gyfer pob swydd sy'n cael ei hysbysebu.

Yn ystod 2020-21 cafodd 681 o swyddi eu hysbysebu gan y Cyngor, yn cynnwys swyddi o fewn yr awdurdod a swyddi mewn ysgolion. Roedd lefel y sgiliau iaith Gymraeg oedd yn ofynnol ar gyfer y swyddi fel a ganlyn;

Lefel Sgiliau Iaith Gymraeg	Nifer y Swyddi
1	603
2	29
3	5
4	3
5	41

Mae disgrifiad o'r lefelau i'w weld yn yr adran ar sgiliau iaith y gweithlu yn adran 4 uchod.

## Atodiad 1: Cwynion ac Ymchwiliadau yn ymwneud a Safonau'r Gymraeg

Mae'r tabl isod yn amlinellu'r cwynion a dderbyniwyd gan y Cyngor yn ymwneud a Safonau'r Gymraeg ynghyd a manylion yr Ymchwiliadau Safonau a gynhaliwyd yn ystod y flwyddyn ariannol 2020-21

### Cwynion 2020-21

Cyfeirnod y Gwyn	Dyddiad	Manylion y Gŵyn	Adran Safonau'r Gymraeg	Ymateb / Gweithred
	30/9/2020	Roedd yr achwynydd wedi derbyn ateb awtomatig yn Saesneg yn dilyn cais derbyniadau Ysgol a waned yn Gymraeg.	Cyflenwi Gwasanaeth	Mae'r system Derbyniadau Ysgol yn cael ei gweinyddu gan Gyngor Ceredigion ar ran Cyngor Sir Powys. Cysylltodd y Gwasanaeth ysgolion â darparwr y gwasanaeth a fedrodd gywiro'r mater, a phrofi'r system er mwyn sicrhau fod ymatebion yn cael eu hanfon yn yr iaith gywir. Hysbyswyd yr achwynydd fod y mater wedi cael ei ddatrys.
	1/11/2020	Derbyniwyd cwyn pellach fod ateb awtomatig wedi'i anfon yn Saesneg yn dilyn cais derbyniadau Ysgol a waned yn Gymraeg	Cyflenwi Gwasanaeth	Fel uchod
	4/11/2020	Mewn ymholiad trwy Twitter ynghylch pryd fyddai papurau'r Cabinet y Cyngor ar gael ar gyfer cyfarfod ar 10 Tachwedd, nododd yr achwynydd nad oedd yn gallu toglo rhwng y ddwy iaith ar ran o'r wefan, ac nad oedd yn gallu anfon neges uniongyrchol i gyfrif Twitter Cymraeg y Cyngor.	Cyflenwi Gwasanaeth	Hysbyswyd yr achwynydd fod papurau'r Cabinet wedi cael eu cyhoeddi am 15:20 ar 4 Tachwedd 2020. Llwyddodd y Cyngor hefyd i ddod o hyd i'r rheswm pam fod y botwm toglo wedi'i guddio. Mae'r cod y tu cefn i'r rhaglen wedi cael ei gywiro, ac mae'r botwm dewis iaith bellach yn weladwy. Pan dderbyniwyd y gŵyn, roedd cyfrif Twitter Cymraeg y Cyngor wedi'i osod fel ei fod ond yn derbyn negeseuon uniongyrchol gan gyfrifol yr oedd yn eu dilyn. Mae hyn bellach wedi'i newid er mwyn gallu derbyn negeseuon gan unrhyw un.
	2/3/2021	Derbyniodd y Cyngor gŵyn am ofynion ieithyddol ar gyfer swydd goruchwyliwr amser cinio yn Ysgol Carno. Fel ysgol cyfrwng Cymraeg,	Gweithredu	Ymatebodd y Cyngor gan nodi ysgolion eu hunain sy'n gyfrifol am recriwtio staff, gyda'r Cyngor yn darparu cefnogaeth trwy hysbysebu'r swyddi trwy safle swyddi'r Cyngor, mynediad at dempledi ar gyfer swydd ddisgrifiadau, a chefnogaeth gyda'r prosesau recriwtio. Nid yw'r

		<p>roedd yr achwynydd o'r farn y dylai unrhyw un yn dal swydd yn yr ysgol fedru siarad Cymraeg.</p>		<p>awdurdod serch hynny yn gwirio'r hysbysebion a'r swydd ddisgrifiadau ar gyfer gofynion y swyddi.</p> <p>Nododd y Cyngor ei fod yn ymwybodol iawn o bwysigrwydd cael staff sydd â sgiliau iaith Gymraeg addas yn ysgolion cyfrwng Cymraeg y sir er mwyn cefnogi'r ethos Gymraeg yn yr ysgolion hynny, a bod yr ysgol hefyd yn gwbl gefnogol o hynny. Nodwyd fod ysgol wedi bod yn hysbysebu'r swydd dan sylw ers 2017, gan hysbysebu'n gyson ar wefan Cyngor Sir Powys ac yn y papurau bro, a thrwy bosteri'n lleol.</p> <p>Serch hynny, mae methiant i recriwtio dros 4 blynedd yn dangos prinder siaradwyr Cymraeg yn yr ardal sy'n chwilio am swydd o'r fath, a gyda staff eraill yn ymgymryd â'r dyletswyddau, penderfynodd yr ysgol newid y gofynion ieithyddol.</p> <p>Hysbysebwyd y swydd yn gofyn am sgiliau iaith ar lefel 1, sef y gallu i ynganu enwau yn gywir a rhoi ac ymateb i gyfarchion Cymraeg fel isafswm, ond gyda'r ysgol yn cynnig hyfforddiant i ddatblygu sgiliau iaith o fewn y swydd.</p> <p>Roedd yr ysgol yn aflwyddiannus unwaith eto yn yr ymgais i recriwtio, a bydd nawr yn parhau i hysbysebu'r swydd fel un Cymraeg hanfodol.</p> <p>Roedd yr achwynydd yn ddiolchgar am yr ymateb, a bod y Cyngor wedi rhoi ei sylw i'r mater.</p>
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#### Gohebiaeth gan Swyddfa Comisiynydd y Gymraeg i dynnu sylw at gwynion

Cyfeirnod y Gwyn	Dyddiad	Manylion y Gwyn	Adran Safonau'r Gymraeg	Ymateb / Gweithred
CSG743	13/7/2020	Roedd y Comisiynydd wedi derbyn cwyn yn ymwneud â thestun Saesneg ar dudalennau gwe Cymraeg y Cyngor yn ymwneud â Chynghorwyr a Phwyllgorau, gan godi amheuaeth o fethiant i gydymffurfio â Safonau'r Gymraeg	Cyflenwi Gwasanaeth	Ymatebodd y Cyngor i gadarnhau cyfrifoldeb am y wefan. Cadarnhaodd y Cyngor hefyd fod y testun bellach wedi'i gyfieithu, ac yn ymddangos yn Gymraeg ar y wefan, a bod y safle'n cael ei archwilio i sicrhau fod y cynnwys ar gael yn Gymraeg. Nododd y Comisiynydd ar 30/7/2020 na fyddai'n cynnal ymchwiliad gan fod y cwyn wedi'i dynnu yn ôl.

CSG785	8/10/2020	Roedd y Comisiynydd wedi derbyn cwyn yn ymwneud â bwriad y Cyngor i gau Ysgol Pennant fel rhan o'i gynllun ad-drefnu ysgolion, gan godi amheuaeth o fethiant i gydymffurfio â Safonau'r Gymraeg. Gofynnodd y Comisiynydd am gadarnhad os mai'r Cyngor oedd yn gyfrifol am y penderfyniad, cyflwyno sylwadau am amgylchiadau'r gŵyn ac esbonio statws y penderfyniad neu'r bwriad i gau'r ysgol.	Llunio Polisi	<p>Ymatebodd y Cyngor i gadarnhau cyfrifoldeb am y mater dan sylw. Amlinellodd hefyd fod adroddiad wedi'i gyflwyno i'r Cabinet ar 29 Medi 2020 lle'r oedd y Cabinet wedi cymeradwyo cyflwyno achos busnes i Lywodraeth Cymru ar gyfer buddsoddiad posibl yn Nalgylch Llanfyllin, i gynnwys agor ysgol cyfrwng Cymraeg newydd i gymryd lle Ysgolion Pennant a Llanrhaeadr-ym-Mochnant. Cymeradwyodd y Cabinet hefyd y cynnig i ddod ag adroddiad arall ger ei fron ym mis Rhagfyr 2020 yn amlinellu'r cynigion ad-drefnu ysgol cychwynnol y byddai eu hangen. Amlinellodd yr ymateb nad oedd penderfyniad wedi cael ei wneud ar y mater, ac eithrio cytundeb gan y cabinet i alluogi'r adran i fynd ymlaen i ystyried y mater yn bellach, i ymgynghori yn llawn ar y cynigion, a chyflwyno cais amlinellol i'r Llywodraeth am unrhyw gyllid angenrheidiol ar gyfer unrhyw gynlluniau, o'u cymeradwyo.</p> <p>Nodwyd fod Asesiad Effaith cychwynnol wedi'i lunio ar y cynigion, fydd yn cael ei ddatblygu wrth i'r cynigion ddatblygu. Bydd Asesiadau Effaith ar y Gymraeg hefyd yn cael eu cynnal yn unol â gofynion y Cod Trefniadaeth Ysgolion ac yn dilyn gofynion Safonau'r Gymraeg.</p> <p>Mae'r Asesiad Effaith hefyd yn cyfeirio at y gofyniad a'r ymrwymiad i ymgynghori ac ymgysylltu â chymuned yr ysgol a'r gymuned ehangach, fydd yn cynnwys ymgynghori ar yr effaith ar y Gymraeg.</p> <p>Derbyniodd y Cyngor gadarnhad ar 12/11/2020 na fyddai'r Comisiynydd yn cynnal ymchwiliad, gan nad oedd y Cyngor eto wedi cyflawni'r camau ymgynghori cymunedol a chynnal asesiadau effaith ar y Gymraeg, ac felly bod y penderfyniad terfynol heb ei wneud hyd nes y bydd y camau hynny wedi eu cynnal.</p>
CS023	15/3/2021	Roedd y Comisiynydd wedi derbyn cwyn yn ymwneud â hysbyseb am swydd goruchwyliwr amser cinio rhan amser yn Ysgol Carno, lle nodwyd nad oedd sgiliau Cymraeg yn hanfodol. Gofynnodd y Comisiynydd am gadarnhad os mai'r Cyngor oedd yn gyfrifol am y	Gweithredu	<p>Ymatebodd y Cyngor gan nodi ysgolion eu hunain sy'n gyfrifol am recriwtio staff, gyda'r Cyngor yn darparu cefnogaeth trwy hysbysebu'r swyddi trwy safle swyddi'r Cyngor, mynediad at dempledi ar gyfer swydd ddisgrifiadau, a chefnogaeth gyda'r prosesau recriwtio. Nid yw'r awdurdod serch hynny yn gwirio'r hysbysebion a'r swydd ddisgrifiadau ar gyfer gofynion y swyddi.</p> <p>Nododd yr ymateb fod ysgol wedi bod yn hysbysebu'r swydd dan sylw ers 2017, gan hysbysebu'n gyson ar wefan Cyngor Sir Powys ac yn y</p>

		<p>mater dan sylw, ynghyd â sylwadau am gywirdeb honiadau'r gŵyn, amgylchiadau perthnasol, camau gweithredu neu ymrwymadau a dehongliad y Cyngor o'r Safonau perthnasol.</p>		<p>papurau bro, a thrwy bosteri'n lleol, gyda sgiliau Cymraeg yn hanfodol. Serch hynny, mae methiant i recriwtio dros 4 blynedd yn dangos prinder siaradwyr Cymraeg yn yr ardal sy'n chwilio am swydd o'r fath, a gyda staff eraill yn ymgymryd â'r dyletswyddau ar hyn o bryd, penderfynodd yr ysgol newid y gofynion ieithyddol.</p> <p>Hysbysebwyd y swydd yn gofyn am sgiliau iaith ar lefel 1, sef y gallu i ynganu enwau yn gywir a rhoi ac ymateb i gyfarchion Cymraeg fel isafswm, ond gyda'r ysgol yn cynnig hyfforddiant i ddatblygu sgiliau iaith o fewn y swydd.</p> <p>Roedd yr ysgol yn aflwyddiannus unwaith eto yn yr ymgais i recriwtio, a bydd nawr yn parhau i hysbysebu'r swydd fel un Cymraeg hanfodol. Penderfynodd y Comisiynydd beidio cynnal Ymchwiliad, gan nad oes dyletswydd gyfreithiol ar gyrff llywodraethu ysgolion i gwrdd â safonau'r Gymraeg. Hefyd, o ystyried y camau sydd wedi eu cymryd gan yr ysgol i geisio denu siaradwr Cymraeg i'r swydd, nodwyd hefyd na fyddent ychwaith yn dymuno cynnal ymchwiliad o dan yr amgylchiadau hyn.</p>
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**CYNGOR SIR POWYS COUNTY COUNCIL.**

**CABINET EXECUTIVE  
22 June 2021**

**REPORT AUTHOR:** County Councillor Myfanwy Alexander  
Portfolio Holder for Adult Social Care and Welsh  
Language

**REPORT TITLE:** Draft Welsh Language Standards Annual Report 2021

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**REPORT FOR:** Consideration

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**1. Purpose**

- 1.1 The purpose of this report is to present the Draft Welsh Language Standards Annual Report for consideration and approval. The Report outlines work undertaken during 2020-21 to ensure compliance with the Welsh Language Standards under the Welsh Language (Wales) Measure 2011, and performance against the requirements of the Standards.

**2. Background**

- 2.1 The Council is required, under the Welsh Language Standards, to publish an annual report, outlining the work undertaken to comply with the requirements of the Standards during the previous year.
- 2.2 The Draft Welsh Language Standards Annual Report (attached as Appendix A) includes work undertaken to comply with the;
- Service Delivery Standards – which state how the Council must deliver services to the public, e.g. by telephone, in meetings, through correspondence, in documents and through digital platforms
  - Policy Making Standards – stating how the Council must consider the impact of its decisions and services on the Welsh language
  - Operational Standards – what information, support and procedures the Council must provide to its workforce through the medium of Welsh and to enable them to work more through the medium of Welsh
  - Promotion Standards – how the Council intends to promote and increase opportunities to use the Welsh language within Powys.
  - Safonau cadw Cofnodion – cofnodion penodol y mae gofyn i'w Cyngor eu cadw yn ymwneud â'r iaith Gymraeg
  - Record Keeping Standards – specific records to be kept by the Council regarding the Welsh language

- 2.3 The report also sets out work to be undertaken during 2021-22 to further improve how the Council provides services to its Welsh speaking residents, visitors and workforce; to ensure impacts on opportunities to use the Welsh language and on treating the Welsh language no less favourably than English are considered through the Council's decision-making processes, including how proposals could be amended to ensure a more positive or less negative impact; and to promote the Welsh language and culture through the Council's work.
- 2.4 The final sections include data the Council must record under the Record Keeping Standards under the Welsh Language Measure, which include;
- Complaints received by the Council regarding its compliance with the Welsh Language Standards, along with Welsh Language Standards Investigations conducted by the Welsh Language Commissioner during the 2020-21 financial year
  - Data on the Welsh language skills of Council employees
  - The number of staff undertaking training courses provided by the Council through the medium of Welsh
  - The language skills requirements of new posts and vacancies advertised by the Council during the year.

### **3. Advice**

- 3.1 To approve the Draft Welsh Language Standards Annual Report 2021 to be published on the Council's public website. This provides a review of work undertaken by the Council to ensure compliance with the Welsh Language Standards during the 2020-21 financial year, and to meet its statutory obligations under the Welsh Language (Wales) Measure 2011.

### **4. Resource Implications**

- 4.1 The Draft Welsh Language Standards Annual Report is a review of work undertaken during 2020-21 and of information held by the Council regarding its compliance with the Standards. The work plan included for 2021-22 is within existing budget.
- 4.2 The Head of Finance (Section 151 Officer) notes the content of the report and can support the recommendation.

### **5. Legal implications**

- 5.1 Legal: the recommendations can be accepted from a legal point of view



5.2 The Head of Legal and Democratic Services ( Monitoring Officer ) has commented as follows: “I note the legal comment and have nothing to add to the report”.

**6. Data Protection**

6.1 N/A

**7. Comment from local member(s)**

7.1 N/A

**8. Integrated Impact Assessment**

8.1 An Impact Assessment is not required as the Welsh Language Standards Annual Report is a review of work undertaken during 2020-21 and of information held by the Council regarding its compliance with the Standards.

**9. Recommendation**

<b>Recommendation:</b>	<b>Reason for Recommendation:</b>
To approve the Draft Welsh Language Standards Annual Report 2021 (attached as Appendix A) for it to be published on the Council’s public website by 30 June 2021.	To provide a review of work undertaken during the 2020-21 financial year to ensure compliance with the Welsh Language Standards.  To ensure the Council meets its statutory obligations as outlined in the Welsh Language (Wales) Measure 2011.

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Head of Service:	Emma Palmer, Head of Transformation and Communication

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol



# **Powys County Council Welsh Language Standards Annual Report 2021**



**Prepared in accordance with the requirements of the**



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## 1. Introduction

Powys County Council is required to comply with the Welsh Language Standards, introduced under the Welsh Language (Wales) Measure 2011. The Welsh Language Measure gives the Welsh language official status in Wales, and its basic principles are that the Welsh language should be treated no less favourably than English, and use of the Welsh language should be promoted and facilitated, to make it easier for people to use Welsh in their day to day lives.

There are 5 main sets of Standards the Council must comply with, with the first ones becoming operational from 30 March 2016.

**Service Delivery Standards** – how the Council provides services through the medium of Welsh, including through correspondence, telephone services, meetings, documents, digital information, reception services, administering grants and contracts and promoting Welsh language services.

**Policy Making Standards** – how the Council considers the Welsh language and assesses impact on the Welsh language when making decisions and allocating grants, and how to modify any proposals in order to have a better impact on the Welsh language.

**Operational Standards** – how the Council provides opportunities and encourages the use of Welsh in its internal operations, including employment information and internal policies, complaints and disciplinary procedures, intranet services, training and resources for staff and the recruitment process.

**Promotion Standards** – prepare and implement a Strategy for promoting the Welsh language in the area, to increase the number of Welsh speakers and increase its use.

**Record Keeping Standards** – keeping specific records concerning the Council's performance in certain areas under the standards.

A copy of Powys County Council's compliance notice, which outlines all the Standards the Council is under duty to comply with, is available on the Council's website, as well as on the staff intranet.

This Annual Report is published to comply with Standards 158, 164 and 170, which state that the Council must prepare an annual report to deal with the way in which the Council complied with the Standards. This report's main focus is therefore on the period between 1 April 2020 and 31 March 2021.

## 2. Compliance with the Welsh Language Standards

In the 2019-20 Welsh Language Standards Annual Report, a Work Plan was developed for 2020-21 outlining the activities to be undertaken during the year.

### i. Activities undertaken against the 2020-21 Work Plan

Action	1. To establish a new Welsh Language Governance Group for Powys County Council, to ensure the Welsh language, including the impact of decisions on the Welsh Language, is considered in strategic discussions and plans
Relevant Sections of the Welsh Language Standards	Policy Making Service Delivery Promotion
Activity	<p>At the Democratic Services Committee meeting on 19 October 2020 and the Full Council meeting on 26 November 2020, the Council resolved that a new cross cutting Panel to promote the Welsh Language and to provide oversight of Welsh Language Provision within the Council be approved.</p> <p>The Welsh Language Governance Group will:</p> <ul style="list-style-type: none"> <li>• Oversee the work of other groups considering Welsh language issues within the Council, e.g. Welsh Language Support, Promotion and Challenge Group; Welsh Language Education Forum by receiving reports and setting a direction for the work of those groups.</li> <li>• Consider the Council's main strategies and plans, to ensure the Welsh language is sufficiently considered, and proposing ways in which the Welsh language can be promoted within those plans and strategies.</li> <li>• Consider samples of Welsh Language Impact Assessments, which are required under the Welsh Language Standards, to ensure sufficient attention is given to the impact of the Council's decisions on the Welsh language, to look at how our considerations could be strengthened to achieve a better impact, and that appropriate mitigation is proposed if any adverse impacts are identified.</li> <li>• Recommend ways in which the Council's strategies and plans could contribute towards the Welsh Government's goal of achieving one million Welsh speakers by 2050.</li> <li>• Consider how we can increase the use of the Welsh language internally within the Council.</li> <li>• Receive reports on Powys County Council's compliance with the Welsh Language Standards under the Welsh Language (Wales) Measure 2011.</li> </ul> <p>It was decided that the Panel will meet every quarter, with meetings arranged to fit with the Democratic Services Committee timetable, and that the Panel's meetings will be held through the medium of Welsh, with simultaneous translation provided when required to enable non-Welsh speaking members and officers to participate in the discussion.</p> <p>Membership of the group will consist of the Chairperson / Member of the Democratic Services Committee, the Welsh Language Portfolio Holder and one</p>

	<p>member from each political group represented on the Council, to ensure cross-party input and support to the discussions, with appropriate officers also in attendance to support the Panel's work.</p> <p>The Council is currently awaiting confirmation of the nominations for membership of the Panel, with the first meeting due to be held by July 2021.</p>
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Action	2. Conduct a review of the work and structure of Powys' Welsh Language Support, Challenge and Promotion work, to ensure the group has the appropriate influence, and the partners benefit from its work
Relevant Sections of the Welsh Language Standards	Service Delivery Promotion
Activity	<p>The review of the work and structure of Powys' Welsh Language Support, Challenge and Promotion Group had originally been planned for 2020-21, with a workshop to be held with group members and an independent facilitator to review the group's work, to ensure the group has the appropriate influence, and that the partners benefit from its work.</p> <p>However, this was put on hold due to Covid restrictions, and other priorities for key members of the group.</p> <p>A brief has been prepared for the review, key participants have been identified to participate, and the review session has now been scheduled for 10 June 2021.</p>

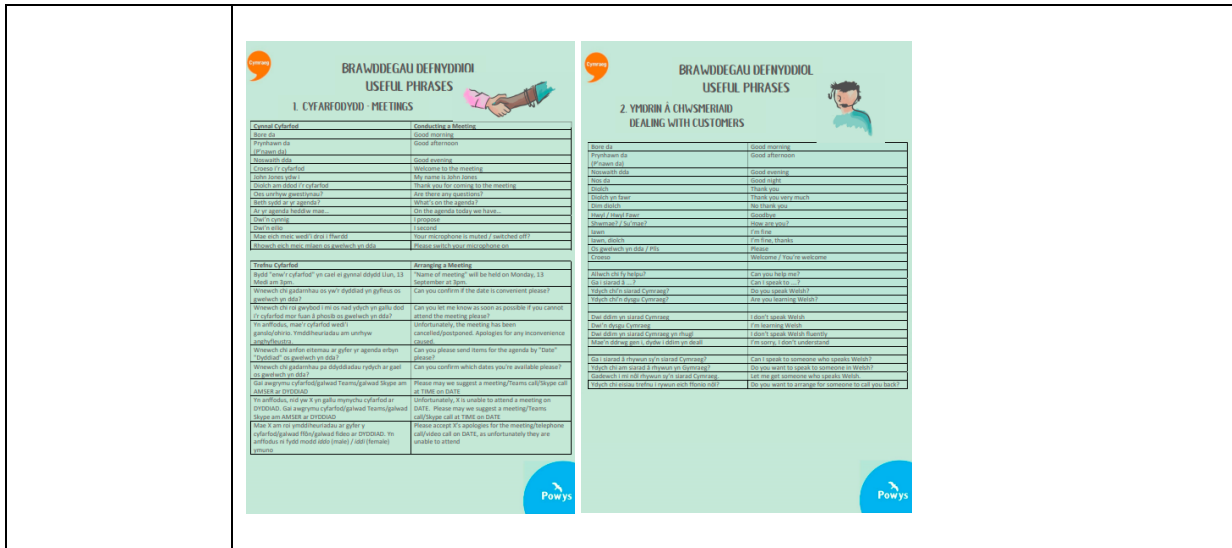
Action	3. Support the delivery of services through the medium of Welsh and the provision of the Active Offer through sessions at Service Management Teams to discuss the requirements of the Welsh Language Standards, including Service Delivery, Policy Making and Internal Operation Standards
Relevant Sections of the Welsh Language Standards	Service Delivery Policy Making Operational
Activity	<p>Sessions were conducted with all Service Management Teams within Powys County Council during the final quarter of 2020-21 to outline the requirements of the Welsh Language Standards.</p> <p>The sessions included discussions on;</p> <ul style="list-style-type: none"> <li>• The requirements of the Service Delivery Standards, and providing the Active Offer of a service in Welsh, as is required under the Standards and More than Just Words, the Welsh Government's Strategic Framework for the Welsh Language in Health and Social Care.</li> <li>• Communication via Social Media, and the requirement to ensure that information is published bilingually and in a manner where the Welsh language is treated no less favourably than English, on the Council's Corporate and service-based accounts.</li> <li>• Ensuring services are provided according to the requirements of the Standards when provided by 3<sup>rd</sup> parties on behalf of the Council.</li> <li>• Assessing the impact of proposals and decisions on the Welsh language.</li> </ul>

	<ul style="list-style-type: none"> <li>• Information, processes and resources available under the Operations Standards</li> <li>• Recruiting, developing and recording Welsh language skills, and the Council's Recruitment and Welsh Language Policy</li> <li>• Support available to comply with the requirements of the Welsh Language Standards</li> </ul>
Action	4. Conduct a Mystery Shopper Exercise within the Council's social care services to evaluate how services are complying with the requirements of the Welsh Language Standards and More Than Just Words
Relevant Sections of the Welsh Language Standards	Service Delivery
Activity	<p>Powys County Council's Social Services has commissioned the Powys Association of Voluntary Organisations (PAVO) to undertake a mystery shopper exercise to discover how accessible services are to the public. This will enable Social Services to receive an overview of the effectiveness of various customer-facing service areas via quarterly short reports and a full annual report.</p> <p>The Service Specification required that every calendar quarter PAVO provide 10 secret shopper contacts made up of Telephone calls, Emails, Internet contact systems, Letters and face to face queries at a reception desk.</p> <p>Over a year, these 40 contacts will delve into:</p> <ul style="list-style-type: none"> <li>• Welsh language standards in Social Services</li> <li>• Information Advice and Assistance</li> <li>• Calls to Assist and Children's Services' Front Door &amp; General Council Reception</li> <li>• Phone calls to specific practitioners, randomly chosen from a list of staff, to understand ease of contact and/or response</li> </ul> <p>The methodology outlines the data to be collated, as:</p> <ol style="list-style-type: none"> <li>1. Total Contacts</li> <li>2. Contact Method</li> <li>3. Time in days to respond</li> <li>4. Was a response received?</li> <li>5. Was the query answered?</li> <li>6. Interaction length</li> <li>7. Satisfaction Score</li> <li>8. Language of response mirrors language of contact?</li> <li>9. Met Welsh Language Standards</li> <li>10. Satisfaction according to contact language</li> </ol> <p>Along with qualitative information about the experience.</p>



	<p>The first round of the mystery shopper exercise was held in the 3<sup>rd</sup> quarter of 2020-21. Of the 10 contacts, 2 were by online chat, 3 by telephone, 2 by letter and 3 by email.</p> <p>Of the 10 contacts, only 6 received a response (67% of the contacts made in English and 50% of contacts made in Welsh)</p> <p>Only 25% of Welsh contacts received a response in Welsh.</p> <p>Responses to Welsh queries took more time than responses to queries sent in English.</p> <p>The Council is currently awaiting the results of the Quarter 4 exercise to measure improvement on the initial results.</p> <p>The Mystery Shopper exercise has highlighted areas for improvement, finding that the Council does not consistently comply with the Welsh Language Standards. The continued exercise will be used to drive improvement in the service provided in Welsh by Powys County Council's Social Services, with a Senior Manager identified to oversee the delivery of the improvements. The Mystery Shopper work is embryonic, and changes have been made to the brief following the first round of contacts to ensure clear, accurate and thorough results, and enable the service to track improvement. Clear actions and timescales for improvement will be identified based on the Quarter 4 results.</p>
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Action	5. Create a database of useful phrases for staff and elected members, to encourage more use of the Welsh language and provide the Active Offer of a Service in Welsh
Relevant Sections of the Welsh Language Standards	Service Delivery
Activity	<p>Useful phrases for Council staff and elected members to use, to encourage more use of the Welsh language and provide the Active Offer of a Service in Welsh were published during the year and launched on St David's day, to coincide with messaging to encourage staff and elected members to use more Welsh.</p> <p>The phrases were published and advertised on the Council's intranet and emails sent to all staff and elected members through the Corporate Communications email. They are also available on the Welsh Language section of the intranet.</p> <p>Lists of phrases are included on downloadable and printable pdfs, and include useful phrases to be used when arranging and conducting bilingual meetings and when dealing with the public, as well as bilingual lists including dates and times; place-names; and service, committee and job titles.</p> <p>Background images were also created for computer screens and mobile devices with phrases to help staff answer the phone with a bilingual greeting.</p> <p>We will continue to raise the profile of the phrase lists and other resources to encourage more use of the Welsh language with regular messages as part of the Active Offer refresher campaign.</p> <p>Below are examples of the phrases provided:</p>



Action	6. Create and introduce a system to automatize the translation request and logging process, to create a user-friendly process to request translation work, and enabling the capture of translation data, allowing the translation team to focus on translation work
Relevant Sections of the Welsh Language Standards	Service Delivery Operational
Activity	<p>During 2020-21, the Council introduced a new system to submit and log translation requests.</p> <p>The system was a collaboration between the Welsh Unit and the Business Intelligence Systems teams to create a user-friendly process to request translation work. It provides the necessary information required by the translation team to undertake the work, and enables the capture of translation data for the Council’s quarterly reporting schedule, and annual budget process. This takes the onus off the translation team to record these details within its database, as the details will be automatically taken from the form.</p> <p>This includes the project title, service area, the relevant priority within the Council’s Vision 2025, document size and category (e.g. letter, agenda, press release, policy/strategy) and any special requirements.</p> <p>Upon submitting the request, an automated email is sent to the requester confirming that the translation team has received the request, and providing a date for when they can expect to receive the translation.</p> <p>The request is then converted into a task within the translation task list which can be picked up or allocated to a member of the team.</p> <p>When complete, the translator can return the translation to the requester, record the number of words and mark the task as complete.</p> <p>The system was extensively tested initially by the Transformation and Communications Service during the 1<sup>st</sup> quarter of 2020-21, and is now live.</p>

	Some capacity issues were experienced during the roll-out, meaning that the system does not have sufficient capacity to deal with all the work currently submitted for translation. Further development work is being undertaken to enable full roll-out to the whole Council.
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Action	7. To digitise the integrated impact assessment process, to make the impact assessment process more accessible, and enable interrogation of the data
Relevant Sections of the Welsh Language Standards	Policy Making
Activity	<p>Powys County Council recognises that the Impact Assessments form one of the most important tools that officers and members should be using to assess and understand the impact of proposals before decisions are taken.</p> <p>During 2020-21, as part of the transformation agenda, the Council worked extensively on developing a digitised impact assessment process. The project was a collaboration between the Transformation and Communication and the Economy and Digital Service Areas, to provide a more efficient and user-friendly method for assessing the impact of the Council's proposals and decisions on the Welsh Language, alongside Equalities, Future Generations, Socio-economic Duty, Council Priorities and other key considerations, to ensure compliance with the Welsh Language Standards and other legislation, and to ensure the best possible decisions are made for the people of Powys.</p> <p>The form also enables the author to identify what mitigating actions are to be implemented to ensure a more positive, or less negative impact, and outlines when the Impact Assessment must be reviewed.</p> <p>The digitised process provides enhanced robustness and introduces an automated flow and sign-off process by Heads of Service and Portfolio Holders to support governance. This means that once the author has completed the draft Impact Assessment (IA), the system will automatically generate an email which sends the form to the relevant Head of Service for sign-off. The Head of Service can either submit comments for the author to amend the draft, or approve the draft IA. When the Head of Service has approved the draft IA, an email will be generated and sent automatically to the Portfolio Holder for final sign-off. Again, the Portfolio Holder can submit comments back to the author to amend the draft or click to approve the Assessment. The assessment will then be ready to accompany the proposal to the decision-making stage.</p> <p>Digitising the Impact Assessment process will also enable the Council to interrogate data from multiple impact assessments, to look at the cumulative impact of decisions on particular geographic areas or groups within the community, to see if any group is impact disproportionately by decisions, and will enable the Council to see if its decisions impacts positively or negatively, on the Welsh language and on the other elements considered. It will also create a central repository of impact assessments for members and staff to access (as well as public access, when appropriate).</p>

	<p>The new process was launched at the beginning of April 2021, with all service areas expected to use the digitised form from this date.</p> <p>Briefing sessions have been held for Cabinet and the Council’s Senior Leadership Team, with a session also to be scheduled for all Council members as part of the member development programme, to ensure all members are familiar with the process, and understand their role within the process.</p> <p>A series of training sessions have been scheduled in June, September and December 2021 for any officers undertaking assessments, along with training arranged specifically for the School Transformation Team in May 2021 on the Impact Assessment process and the digitised form.</p> <p>Communication was sent to all staff via the Corporate Communications channels in March and April 2021 outlining the new process, with further communication scheduled for June 2021.</p>
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Action	8. Conduct an internal Active Offer refresher campaign through corporate communication channels to remind staff of the requirements of the Welsh Language Standards
Relevant Sections of the Welsh Language Standards	Service Delivery Policy Making Operational
Activity	<p>Following on from the Active Offer campaign conducted during 2019-20 to highlight the requirement to provide services in Welsh, focussing on answering the telephone; in letters and email; conducting meetings; publishing documents and when sharing information through social media and the web, further messages were shared through the Corporate Communications channels during 2020-21.</p> <p>The main Corporate Communications channels were reserved for messages relating to the Covid pandemic, staff well-being and new working arrangements during the first few months of the year.</p> <p>During the latter part of the year, key messages about providing services in Welsh and providing the Active Offer were shared, including;</p> <p>7 December 2020 – Welsh Language Rights Day Celebrating the Welsh language services provided by the Council, and the rights people have to use the Welsh language when dealing with us. The messaging also included images for staff to use as a background for their PC or phones screens with useful phrases to use when answering the phone, using the same branding as the previous Active Offer campaign. The messages also directed staff to the Welsh Language section on the Intranet for further information and resources.</p> <p>5 February 2021 – Social Media Reminder A reminder to staff who administer social media accounts of the requirements of the Welsh Language Standards, and to publish information in both languages. Staff were reminded that all posts must be bilingual, or that separate Welsh and</p>

English posts are issued, and that text in images and graphics must also be bilingual or that Welsh and English graphics are issued in separate posts. Staff were also reminded of the support available from the translation team, and that they should prepare messages in advance where possible, or have a bank of useful words or phrases available should they need to issue an urgent post.

#### 22 February 2021 – Use of Microsoft 365 Translator

The Council also issued a message about the use of the Microsoft 365 Translator function to aid internal communication, enabling more conversations to be held in Welsh or bilingually within the Council, and for those who don't speak Welsh to be able to understand and direct emails and messages they receive to the correct service or officer, to facilitate providing the Active Offer.

However, it was also clearly stated that it should not be used to provide a final translation for publication, and that documents for external publication should continue to be sent to the Translation Unit.

#### 1 March 2021 – St David's Day

The St David's Day messaging was used to encourage more Council staff to use their Welsh language skills. To give them a helping hand, useful phrases were also published to enable staff to use more Welsh when dealing with the public and working from day to day (outlined in section 5 above), and encouraging them to use the phrases to start conversations in Welsh.

These again used the same branding as the previous Active Offer campaign.

To coincide with the messaging via the Corporate Communications channels, the Active Offer was a key element discussed in the sessions with each Service Management Team (outlined in section 3 above), with the Council's Active Offer branding again used during the session to tie in with the refresher campaign. The section on Service Delivery Standards outlined the requirements when providing Services via different channels, with particular focus given to Social Media and ensuring that 3<sup>rd</sup> Party Operators also provide the Active Offer, and services according to the requirements of the Service Delivery Standards when operating on behalf of the Council.

Communication was also sent to 3<sup>rd</sup> Party Operators working on behalf of the Council, outlining the requirement to provide services in Welsh, and the Active Offer when operating on behalf of the Council. The communication also included useful resources and information about support available to help in delivering services in Welsh.

The Staff Induction video, to be used in the Corporate Induction and Line Manager Induction also focusses on delivering services in Welsh and the Active Offer, and again uses branding similar to that of the Active Offer campaign, to ensure employees are familiar with the requirements from the outset, and understand why providing the Active Offer is important.

Communication about opportunities to learn Welsh also tie into the requirement to provide the Active Offer of a service in Welsh.

Action	9. Provide quarterly training for staff on assessing the impact of policies and decisions on the Welsh language as part of the Corporate Impact Assessment training
Relevant Sections of the Welsh Language Standards	Policy Making
Activity	<p>Quarterly training sessions were scheduled for 2020-21 to provide information and guidance to council staff on assessing the impact of policies and decisions on the Welsh language, as part of the Corporate Impact Assessment process.</p> <p>Sessions had originally been scheduled to be held in a training room at County Hall in Llandrindod in May, July and November 2020 and March 2021, but due to the Covid restrictions, the sessions scheduled for May and July 2020 were cancelled.</p> <p>However, the sessions arranged for November 2020 and March 2021 were rearranged to be held virtually via Microsoft Teams. The November session was held successfully for 6 members of staff. With only one participant registered for the March training, the session was postponed, and the member of staff will join the next training session scheduled for June 2021, when the training will be updated to reflect the new digitised Impact Assessment process.</p> <p>108 Council employees have now received the formal Impact Assessment Training.</p> <p>Further sessions have also been scheduled for September and December 2021, which will be advertised through the Council's internal communications channel, and available for staff to book via the Council's intranet.</p>


Action	10. Provide a session for Cabinet on their role in assessing the impact of decisions on the Welsh language, as part of the Corporate Impact Assessment process
Relevant Sections of the Welsh Language Standards	Policy Making
Activity	<p>To coincide with the launch of the Council's new digitised Impact Assessment process on 1 April 2021, a briefing session was conducted for Cabinet members on 20 April 2021 to outline the process and legal requirements, to demonstrate how the new digitised impact assessment process works, including the sign-off and governance procedure, where Portfolio Holders are required to approve the Impact Assessment before it is attached to Cabinet reports, or reject and provide comments to the author if they consider that the impact assessment needs to be developed further.</p> <p>The session outlined the fact that the Impact Assessment process is one of the most important tools that officers and members have to assess and understand the impact of proposals before decisions are taken, and that it enables the Council to comply with the Welsh Language Standards as well as other legislation.</p>

	<p>The Impact Assessment form has been digitised as part of the Council’s transformation agenda, as outlined in section 7 above, with the form newly available in the staff section of the Council’s website, and all services are now expected to use the digitised form for all new assessments.</p> <p>A more robust and streamlined sign-off process is considered one of the benefits of the digitised process, and the role of Cabinet members within the sign-off process was outlined in the session.</p> <p>The approval flow was outlined to Cabinet, showing that once the author submits the Assessment, and automated email is generated and sent to the relevant Head of Service. The email includes a link to the completed form and a unique code to enable them to access the assessment. The Head of Service can either submit comments for the author to amend the draft, or approve the draft IA.</p> <p>Once approved, an automated email is then sent to the Portfolio Holder. Again, the Portfolio Holder can submit comments back to the author to amend the draft or click to approve the Assessment.</p> <p>The Head of Service and Portfolio Holder must be content that the Impact Assessment outlines the relevant impacts, that the mitigation are steps that will be undertaken by the Council, and that the assessment will stand up to scrutiny and challenge.</p> <p>Once approved, the assessment will be ready to accompany the proposal to the decision-making stage, and published when appropriate to do so.</p>
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Action	11. Provide training for elected members as part of the Member Training programme on the requirements of the Welsh Language Standards, including Service Delivery, Policy Making, Operational and Promotion Standards
Relevant Sections of the Welsh Language Standards	Service Delivery Policy Making Operational Promotion
Activity	<p>On 16 November 2020, training was provided on the Welsh Language in Powys as part of the Member Training programme.</p> <p>The session was provided by the Portfolio Holder for the Welsh Language, the Chief Executive and the Welsh Language Officer, and included:</p> <ul style="list-style-type: none"> <li>• Information and statistics about the Welsh language in Powys and in Wales, including where they might live, how old they may be, and the numbers and proportion of Welsh speakers in different areas.</li> <li>• The history of the Welsh language, outlining how we got to where we are today.</li> <li>• A change of attitude towards the language in the 20<sup>th</sup> century, leading to new opportunities to use the language and new legislation.</li> <li>• The Welsh Language Measure (Wales) 2011, the Welsh Language Standards, and what it means to organisations such as Powys County Council, including</li> </ul>

providing service to the public, policy making, how the Welsh language is used internally, keeping records, and promoting the Welsh language.

- The Welsh language in other legislation including the Well-being of Future Generations Act
- More than Just Words, the Welsh Government’s Strategic Framework for the Welsh Language in Health and Social Care, and the value and importance of providing an Active Offer, where a service is provided in Welsh without forcing a request, acknowledging that people may not always ask for a service in Welsh, even though they have a right to receive it, and would prefer to have that’s service in Welsh.
- How the Council is supporting and promoting the language.



## Yr Iaith Gymraeg ym Mhowys The Welsh Language in Powys

**Y cefndir a’r gofynion ar gyfer y Cyngor  
The background and requirements for the Council**

Cyng. Myfanwy Alexander, Aelod Portffolio’r Gymraeg / Portfolio Holder for the Welsh Language  
Dr Caroline Turner, Prif Weithredwr / Chief Executive  
Bedwyr Fychan, Swyddog Iaith Gymraeg / Welsh Language Officer

16 Tachwedd 2020

**GWELEDIGAETH  
VISION 2025**
**Yn agored a blaengar  
Open and enterprising**
**Powys**

Action	12. Provide a Welsh Language Awareness session for all new staff as part of the new Staff Induction process
Relevant Sections of the Welsh Language Standards	Service Delivery Policy Making Operational Promotion
Activity	<p>The face-to-face Corporate Induction sessions for new staff scheduled for 2020-21 were cancelled due to the Covid pandemic.</p> <p>A new virtual programme has been created however, which was introduced in April 2021. Information about the Welsh language in Powys and the requirements under the Welsh Language Standards is included in the induction pack, and new starters are also shown a video, created by the Council, on the Welsh Language in Powys.</p> <p>The video provides information and statistics about Welsh speakers in Powys, outlining the number and proportion of Welsh speakers within Powys as a whole, and also within different areas in the county, and within different age groups.</p> <p>It also discusses the Welsh Language (Wales) Measure 2011, and how it gave the Welsh language official status in Wales, created the role of the Welsh Language Commissioner and introduced the Welsh Language Standards, explaining how</p>



the Council must provide services in Welsh, consider the impact of its decisions on the Welsh language and promote the Welsh language through its work.


Particular emphasis is placed on the Active Offer, and ensuring the council has sufficient Welsh language skills to provide services in Welsh, through recruitment and training, and discusses the importance of the Active Offer and a service in Welsh from a service user's perspective.

Finally, the video outlines the support available to service areas and officers to provide a service in Welsh, in compliance with the Standards, and also to help officers work more through the medium of Welsh.

Below are some images from the Welsh Language in Powys induction video:



Action	13. Provide a session of the requirements of the Welsh Language Standards as part of the quarterly induction programme for new managers
Relevant Sections of the Welsh Language Standards	Service Delivery Policy Making Operational Promotion
Activity	As with the Corporate Induction sessions, the face to face Line Manager Induction sessions scheduled for 2020-21 were also cancelled due to the Covid pandemic.  A new virtual course was also developed for Line Managers, which was introduced in February 2021, with material sent out to Line Managers including the video created by the Council on the Welsh Language in Powys, above.  Key messages for Line Managers included in the video outline the key considerations for the Council when developing proposals and making decisions to assess the impact on the Welsh language, as well as the requirement to plan services to enable the provision of the Active Offer of a service in Welsh,

	<p>particularly looking at the Welsh language skills within their team, to match Welsh speaking practitioners with Welsh speaking service users.</p> <p>Below are some images from the induction video:</p> 
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Action	14. Promote and facilitate training opportunities and informal practice sessions to enable staff to develop their Welsh language skills
Relevant Sections of the Welsh Language Standards	Operational
Activity	<p>We have continued to promote and facilitate opportunities for staff to develop their Welsh language skills throughout the year.</p> <p>Staff are able to access courses through the Work Welsh Scheme, including the Work Welsh Welcome online courses for beginners which include an initial 10-hour course consisting of 10 hour-long modules as well as follow on courses, and also the more intensive Work Welsh courses, such as the new 4* Work Welsh course, which was launched in 2020, which is a mixture of on-line self-study and tutor support.</p> <p>These courses are available free of charge to Powys County Council employees.</p> <p>Staff can also enrol on community courses provided during the working day or in the evening by the National Centre for Learning Welsh, mainly through Learn Welsh Ceredigion, Powys and Carmarthenshire, who provide weekly courses at different levels within the area. These courses would normally be held in classrooms around the county, but are currently being provided via virtual classrooms. The Council supports staff undertaking these courses by paying their course registration fees.</p> <p>Staff can also normally access intensive residential courses, and although members of Council staff had enrolled on such courses this year, the courses were cancelled due to Covid restrictions.</p> <p>Information about the courses available for Council staff is provided within the Welsh Language section on the Council's intranet.</p> <p>Information was also sent out to promote learning opportunities through the Council's corporate communications channels – through news items on the intranet homepage and the corporate communications email. News stories and emails were scheduled to coincide with the Community Courses starting in</p>

	<p>September, and to promote additional and new courses provided during the year.</p> <p>A specific marketing campaign was conducted to promote the new 4* Work Welsh course, outlined above, in October 2020, leading to 47 Council employees enrolling on the course, which started in December 2020.</p> <p>Information was also disseminated about the Work Welsh Welcome course, which employees can access at any time.</p> <p>Learning opportunities were also promoted through the Welsh Language in Powys induction video, the Council’s Staff Handbook, and during information sessions held with service management teams.</p> <p>During the year, the following number of employees enrolled / completed Welsh language courses;</p> <ul style="list-style-type: none"> <li>• 51 employees completed 89 Work Welsh Welcome on-line courses.</li> <li>• 47 employees enrolled on the 4* Work Welsh Entry 1 Self-study course</li> <li>• 26 employees enrolled on community Welsh for Adults courses</li> </ul>
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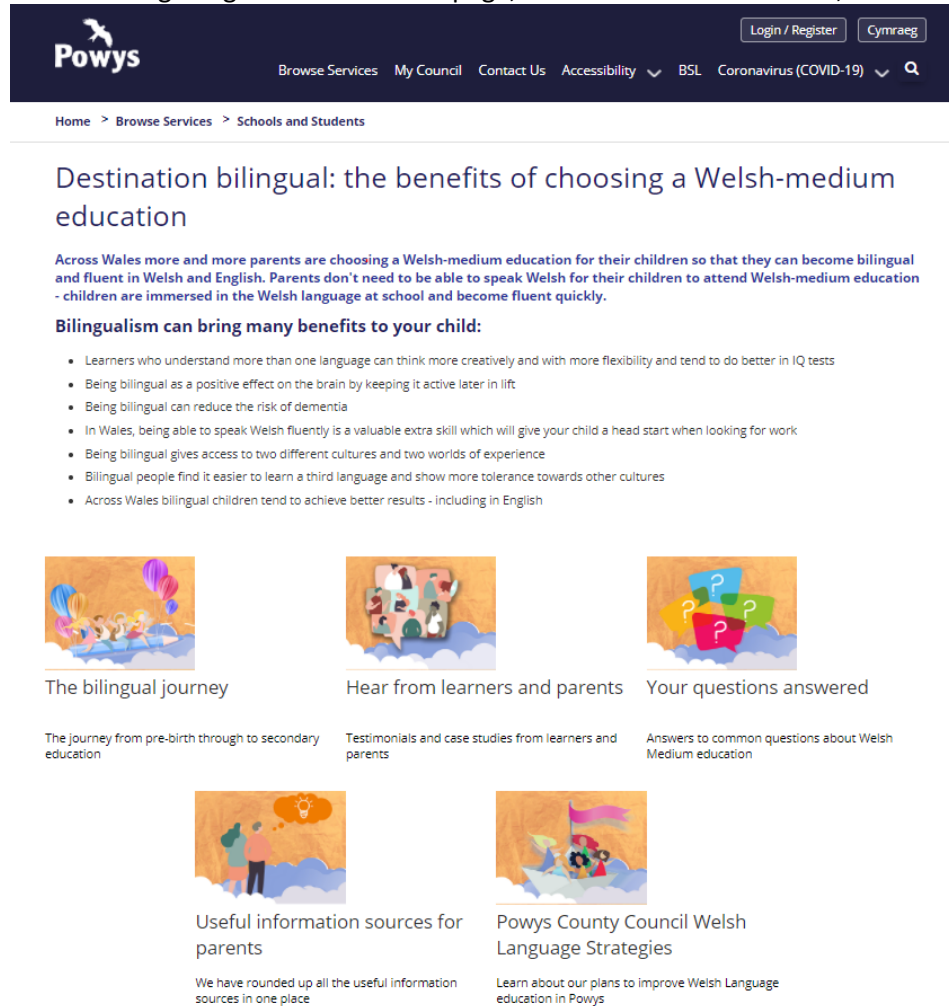
Action	15. Continue discussions with the Urdd to facilitate the National Urdd Eisteddfod’s visit to Powys in 2023
Relevant Sections of the Welsh Language Standards	Service Delivery Policy Making Operational Promotion
Activity	<p>Discussions have continued with the Urdd to facilitate bringing the National Urdd Eisteddfod to Powys.</p> <p>However, due to the ongoing impact of the Covid pandemic, and the postponement of the Eisteddfod again in 2021, the Eisteddfod’s visit to Powys had now been postponed to 2024.</p>

Action	16. Create a leaflet to promote Welsh-medium education in Powys under the Welsh Education Forum’s Welsh Education Promotion Sub-group
Relevant Sections of the Welsh Language Standards	Promotion
Activity	<p>Emphasis has been placed on promoting Welsh-medium education within Powys during the year, to coincide with the Council adopting a new Strategy for Transforming Education on Powys in March 2020, and a new vision for increasing the number of fully bilingual learners in Powys in December 2020.</p> <p>A new section has been created on the Council’s website, entitled ‘Destination bilingual: the benefits of choosing Welsh-medium education’, which includes information about the benefits of being bilingual, the bilingual journey from pre-</p>

birth to secondary school, testimonials and case studies from learners and parents, answers to common questions about Welsh-medium education, sources of useful information for parents, and links to the Council's strategies to improve Welsh-medium education.

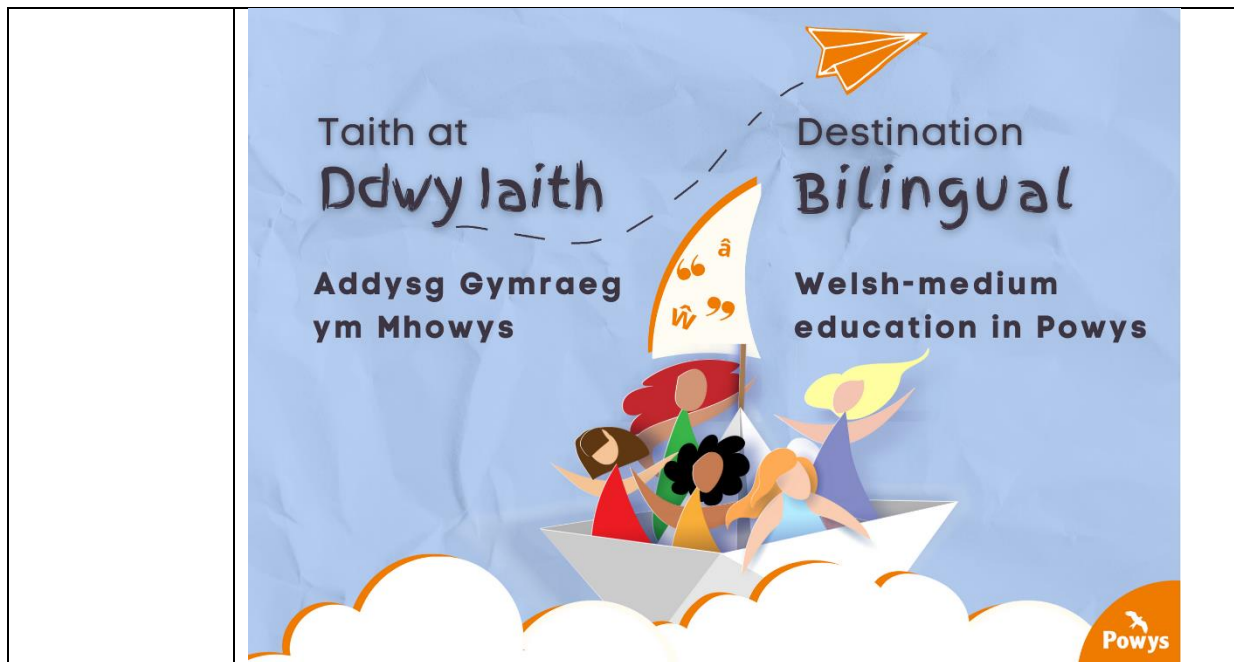
The new website can be accessed using the following link – [Destination bilingual: the benefits of choosing a Welsh-medium education - Powys County Council](#)

The following image shows the main page, and sub-sections available;



To complement the information on the website, the Council has also produced a leaflet, under the same title, to promote Welsh-medium education within the county, and provide information about the options available to parents.

The following image shows the leaflet's front page;



## ii. Service Delivery

Further work undertaken during the 2020-21 financial year to ensure compliance with the Service Delivery Standards and to improve how services are provided through the medium of Welsh by Powys County Council is outlined below.

### Service Delivery and the Active Offer - 3<sup>rd</sup> Party Provider Spot Checks

In August 2020, the Council received communication from the Welsh Language Commissioner outlining a Welsh Language Standards Investigation conducted by the Welsh Language Commissioner following a failure by another local authority to comply with the Standards with regard to services provided by a 3<sup>rd</sup> Party Contractor. A report was presented to the Council's Senior Leadership Team outlining the result of the investigation, and the requirement for 3<sup>rd</sup> Party Contractors to provide services according to the requirements of the Standards in order for the Council to ensure compliance.

At the meeting, it was agreed to conduct spot-checks on a selection of contractors providing services on behalf of Powys County Council to measure how they are able to provide the Active Offer of a service in Welsh.

3<sup>rd</sup> party contractors were selected at random from lists of contractors providing services on behalf of each service area, with particular focus on Service Areas providing a direct service to Powys customers.

To measure how contractors were able to provide the Active Offer, the spot checks focussed on 3 elements;

- i) Information on provider's websites
- ii) Services provided by telephone
- iii) Responding to email

The results identified that 60.7% of providers had information in Welsh on their websites. This increased to 76.5% when they had specific sections on their websites relating to services provided in Powys.

Only 40.7% of providers answered the telephone with a bilingual greeting, and calls could be conducted in Welsh during 46.2% of the calls. A call back in Welsh was offered during a further 23% of calls.

60.7% of emails sent in Welsh received a response within 10 working days of the email being sent. However, of the responses received, 76.5% were received in Welsh.

Following the exercise, in December 2020, the Council contacted Contractors who provide services on its behalf to report on the results of the spot checks. The communication also outlined the requirements of the Welsh Language Standards, and the requirements of the contracts with the Council, and directed them towards resources and support available to help them provide more services through the medium of Welsh.

This included information about translation services and digital translation tools, information and advice services, opportunities to develop staff Welsh language skills, and useful resources including useful phrases and vocabulary to use in the workplace.

A series of sessions on Welsh Language Awareness, Providing the Active Offer and Developing Welsh Language Skills were also provided for 3<sup>rd</sup> Party Providers in collaboration with the Powys Association of Voluntary Organisations and Learn Welsh Ceredigion, Powys and Carmarthenshire, to outline the requirements, discuss the challenges and consider ways in which providers can develop the services they are able to provide in Welsh.

Further communication was sent to 3<sup>rd</sup> Party Providers in April 2021 to remind them again of the requirements, and to notify them of the intention to conduct further spot checks in the summer of 2021.

#### Welsh Language Commissioner Assurance Report

As part of the Welsh language Commissioner's work for the annual assurance report, Powys County Council received a detailed report on its performance, which sets out the areas where it is performing well, and which areas need to be improved.

The report received in August 2020 stated as follows;

- Of three telephone calls made to the Council, all the automatic information was available in Welsh, and the Active Offer of a Welsh service was offered at the beginning of the 3 calls.
- Three forms were subject to the survey, with the three available fully in Welsh. The forms were available on the Council's website with a language button on the English version to reach the Welsh form
- Three press releases were subject to the survey, with the three available fully in Welsh. The press releases were available on the Council's website with a language button on the English version to reach the Welsh version
- Three examples of brochures and leaflets were subject to the survey, with the three available fully in Welsh. They were available on the Council's website with a language button on the English version
- Three examples of the Council's corporate identity were subject to the survey, with all three appearing in Welsh

- 30 of the Council's webpages were subject to the survey, with text on 29 pages available and working fully in Welsh
- Of the 15 Facebook posts included in the survey, 13 were available in Welsh, with 15 of 15 Tweets available in Welsh
- 15 posts advertised on the Council's website were surveyed, with the Welsh language mentioned in each one. The advert and job description for each role were available in Welsh, with the application form including an option to note language preference for assessment. The Welsh language was not considered essential for any of these roles.
- Two visits were made to County Hall. The receptionist greeted the visitor in Welsh at the beginning of both visits, and was able to deal with both visits in Welsh. The organisation had signs in the reception area stating that visitors were welcome to use the Welsh language. However, not all Welsh speaking reception staff were wearing badges showcasing this ability.
- Six signs were subject to the survey during visits to County Hall, with the text on each one available in Welsh, and correct in meaning and expression. The text on two signs was set so that the Welsh was likely to be read first.

Weaknesses identified in the report, along with the Council's response, are as follows;

- A reply was not received to 2 emails sent in Welsh  
Email 1 - Customer Service were able to identify the email, and stated that a bilingual automatic response was sent. The email was forwarded to the relevant service area. Due to technical issues during the survey period, the service had no record of receiving the email. However, the service was reminded of the need to respond in Welsh to emails received in Welsh, to use the Council's translation unit or Microsoft Translate to understand the text within a Welsh email (if the officer didn't speak Welsh), to send any response in Welsh and to ensure that the email signature included a statement about welcoming correspondence in Welsh. The issue was also raised in a team meeting to remind the team of the requirements.  
Email 2 – The Service were able to identify the email, and could see that no response was sent. The team established a system where the correspondence would be sent for translation, sent to the team leader who is a Welsh speaker, or Microsoft Translate used to understand the contents, in order to provide a response in Welsh.
- The English message was played first during 2 telephone calls  
The Council's Customer Service Team have arranged for the telephone message to be re-recorded, so the Welsh greeting is played first.
- A webpage for requesting repair works included an English paragraph on the Welsh page  
However, the page had since been updated, with all the text available in Welsh. The Council also outlined the process for updating and translating webpages to ensure information is published in Welsh and English at the same time.
- Two Facebook posts appeared in English only  
The Council was able to identify the Facebook posts published in English only. The communications team have since issued further guidance to Council services who administer social media accounts to remind them of the requirements of the Welsh Language Standards, and outline the support available to enable them to comply. The Council's

communications team now also use Crowd Control to schedule posts, making it easier to schedule posts to published simultaneously in both languages.

#### Translation and Providing Information Bilingually

Powys County Council has an internal translation unit which supports the Council's services and enables them to provide information bilingually, and provides simultaneous translation in meetings, enabling people to contribute to meetings in their language of choice, and ensuring that all those taking part in the meeting are able to follow the discussion fully.

The Council's Translation Unit received 6499 requests for written translation service during the year, representing 2.96 million words, and an increase in the number of words translated during the previous year, showing that the Council continues to increase the information available bilingually for residents and visitors to the county. An automated translation request and logging process was also developed during the year (as outlined in the activities against the Work Plan above) to facilitate arranging translation work and to support the new working arrangements.

During the year, 95.9% of translation requests were returned within the targets set for completing the work. This varies from a 1 day turnaround target for urgent requests such as urgent press releases, urgent information for the website and intranet, social media posts, correspondence, adverts and committee agendas, 5 working days for less urgent requests such as general letters, posters, job descriptions and documents less than 100 words, or a longer agreed target for larger documents and strategies. This enabled publishing information bilingually to the public, employees and elected members in a timely manner.

The largest proportion of translation work was undertaken for the Schools Service (28.22%) with a significant proportion also undertaken for the Transformation and Communication Service (10.3%), Property, Planning and Public Protection Service (9%) and Workforce and Organisational Development (8.4%).

#### Simultaneous Translation in Meetings

Due to the Covid-19 pandemic, all Council meetings moved to be held virtually during the year. The Council used Microsoft Teams to conduct the meetings, but this posed a challenge in providing simultaneous translation and conducting the meetings bilingually.

As it is not possible to provide simultaneous translation directly through Teams, a temporary system of consecutive translation was introduced at the meetings to enable contributors to speak in their language of choice, and to enable everyone at the meeting to be fully understand the discussion.

Meanwhile, the Council's Communications and Welsh Language, Legal and Democratic, and Economy and Digital teams worked extensively over the first few months of 2020-21 to try to develop a means of providing simultaneous translation through Teams, while also holding discussions with officials within Welsh Government and Microsoft to try to resolve the situation. A number of possible methods of conducting bilingual meetings were tested, including conducting two meetings concurrently within Teams and using plug-ins to provide and access translation. However, the Council did not consider these methods to be practical or user-friendly enough to enable successful bilingual meetings to be held.

As a result, the Council procured Zoom to conduct meetings in October 2020, and has provided training and guidance to officers administering the meetings, the translators and elected members to ensure that bilingual meetings can be conducted successfully. Zoom is now being used for some



committee meetings, to enable simultaneous translation. Some technical issues with voting are also in the process of being resolved to enable Zoom to be utilized for all meetings.

Zoom has also been used by the Council for public consultation meetings, e.g. school transformation consultations, to enable those meetings to be held bilingually.

#### Summer Holiday Provision – Urdd Gobaith Cymru

As part of the Covid-19 response, Powys County Council made available funded childcare for all children of critical workers and vulnerable children. It also considered it vitally important to have organised activities during the summer as well.

The Council worked with Urdd Gobaith Cymru to provide summer holiday activities through the medium of Welsh in Machynlleth and Llandrindod, with sessions run every weekday from 27 July to 28 August. This included indoor and outdoor provision, and operated under the Childminding and Day Care Exceptions Order. The project was commissioned and run by Children Services, with partners in the project including the Powys Association of Voluntary Organisers (PAVO), Sports Development Team and Youth Services as well as the activity providers. An on-line booking system was developed to assist with prioritising vulnerable children for the activities and checking eligibility to meet the funding requirements, and also ensured compliance with track and trace requirements.

As well as provision for children of critical workers and vulnerable children, the sessions were also opened up for other children where there were spaces available.

The Urdd provided 2 instructors each day to provide activities at each site, with the activities including Problem Solving, Orienteering, Archery and Nature and Observation Activities.

#### iii. Policy Making Standards

Further work undertaken during the 2020-21 financial year to ensure compliance with the Policy Making Standards and to improve how the impact on the Welsh language is considered within Powys County Council's policies and decisions is outlined below.

Following the Welsh Language Standards Investigation conducted during 2019-20, the Council's Corporate Impact Assessment process, which incorporates the Council's process for assessing the impact on the Welsh language, was updated.

Questions on impact on the Welsh language used within consultation processes were updated to ensure the Council is able to fully consider the impact on Opportunities for individuals to use the language, and not treating the Welsh language less favourably than the English language; Opportunities to promote the Welsh language; and Welsh language impact on staff, as well as considering ways in which proposals could be modified to ensure a more positive or less negative impact on the Welsh language.

Guidance was also issued on when the Council is required to conduct an impact assessment, outlining that services, policies and proposals that have not been assessed are in breach of the Welsh Language Measure, as well as other key legislation. It also clearly states that impact assessments must be conducted before the proposal or decision is approved, as it should formulate part of the decision-making process.

The guidance outlines when impact assessments should be undertaken, which include strategic decisions, new policies and proposals, changes to policies and services, change objectives, budget decisions and decisions impacting staff, as well Integrated Business Plans.

The guidance also provides links to further information and advice, including the Welsh Language Commissioner's advice document on the Policy Making Standards.

On 21 October 2020, as part of a Seminar conducted by the Welsh Language Commissioner on the Policy Making Standards and advice paper published by the Commissioner, Powys County Council's Chief Executive gave a presentation on how the Council had responded to the Welsh Language Standards Investigation to ensure it considers the impact on the Welsh language within its decisions, and gathers the views of the public on the impact on the Welsh language to feed into the decision-making process.

The presentation outlined that the Council decided to respond positively to the Investigation to improve the process. The Council's engagement template had been revised to ensure the correct questions were asked in consultation documents and questionnaires on the impact on the Welsh language. The consultation guidance had been updated, and an internal communications campaign conducted, as well as training sessions for staff and elected members, and the results of the Investigation publicised according to the Commissioner's requirements.

The Chief Executive also took this opportunity to share information about the Council's new digitised Impact Assessment process.

The digitised Impact Assessment process was created as part of the Council's transformation agenda, to form one of the most important tools that officers and members should be using to assess and understand the impact of proposals before decisions are taken. It provides a more efficient and user-friendly method for assessing the impact of the Council's proposals and decisions under the Welsh Language Standards and other key legislation, and to ensure the best possible decisions are made for the people of Powys.

The digitised process provides enhanced robustness and introduces an automated flow and sign-off process by Heads of Service and Portfolio holders to support governance.

Digitising the Impact Assessment process will also enable the Council to interrogate data from multiple impact assessments, to look at the cumulative impact of decisions on particular geographic areas or groups within the community, to see if any group is impacted disproportionately by decisions, and will enable the Council to see if its decisions impact positively or negatively, on the Welsh language and on the other elements considered. It will also create a central repository of impact assessments for members and staff to access (as well as public access, when appropriate).

Further information on the Digital Impact Assessment is available in the section on activities under the Work Plan, above.

#### iv. Operational Standards

Further work undertaken during the 2020-21 financial year to ensure compliance with the Operational Standards and to improve how internal information, resources and services are provided is outlined below.

##### Internal Communication and Information

Further work has been undertaken during the year to ensure that information is presented bilingually to staff through the internal communication channels.

The Chief Executive publishes a regular video blog for Council members and staff, which is produced in Welsh and English, and shared through internal communications channels. The video blog outlines key messages and information about council initiatives that the Chief Executive wishes to highlight.

E-mails from the Council's internal corporate communications account are sent either bilingually in tabular form with both languages side-by-side for shorter messages, or in two separate emails – one in Welsh and one in English – sent simultaneously if the messages are longer. The same procedure is now also followed with emails from the Council's ICT Services and Learning and Development accounts.

The Council has also issued communication to staff about the use of the Microsoft 365 Translator function to aid internal communication, enabling more conversations to be held in Welsh or bilingually within the Council particularly with more digital interaction between staff. It also enables those who don't speak Welsh to be able to understand and direct emails and messages they receive in Welsh to the correct service or officer, to facilitate providing the Active Offer. The Council also clearly stated that the Microsoft 365 Translator should not be used to provide a final translation for publication without being checked thoroughly, and that documents for external publication should continue to be sent to the Translation Unit to ensure an accurate and appropriate translation.

The Council also developed a new bilingual internal site during 2020-21 as a portal for all relevant information relating to Covid-19 and Staff Well-being, which included articles for staff, vlogs and videos about the work undertaken, links to relevant advice and documents, a regular Coronavirus Bulletin outlining the most recent information, and well-being information to help staff stay safe and promote physical and mental health and well-being.

#### Welsh Language Skills Development

Under the requirements of the Operational Standards, but also as part of the council's commitment to increase the number of Welsh speakers within the county, as its contribution towards the Government's target of one million Welsh speakers by 2050, the council encourages its staff to learn Welsh through a variety of options;

a) Work Welsh Welcome on-line course

The council has registered as an employer for the Work Welsh courses, and promotes opportunities to learn through these methods through news articles and a Learn Welsh section on the intranet, and through emails from the Corporate Communications account.

The Work Welsh Welcome Course is available for all Council staff free of charge.

During 2020-21, with Covid-19 movement restrictions and changes in the way in which people work, we saw a significant increase in the number of staff undertaking the on-line Welcome course. 51 employees completed 89 Work Welsh Welcome on-line courses during 2020-21, a significant increase from the 11 courses had previously been completed.

b) Community Welsh for Adults courses

Several staff follow Welsh community courses, either in the evening or during the working day, with the council paying their registration fees.

26 members of staff have attended community courses during this academic year, enrolling through the Council, and with the council paying their fee.

c) Work Welsh 4\* course

A new Work Welsh 4\* course was introduced by the National Centre for Learning Welsh during the year. The course is an on-line self-study Welsh course at entry level, which includes 60 hours of independent learning for those who have enrolled, along with tutor support via virtual revision sessions, Q&A sessions and support via email, and provided an opportunity to use the level checker before and after the course. This course was also fully funded through the Work Welsh scheme.

Powys County Council secured spaces for its staff on a course to start in December 2020, and 47 employees enrolled and are currently following the course.

d) Other Learning Methods

Although members of Council staff had enrolled on residential courses scheduled for the early part of 2020-21, these courses were cancelled due to Covid restrictions.

v. Promotion Standards

Further work undertaken during the 2020-21 financial year to ensure compliance with the Promotion Standards and connected to Powys County Council's Welsh Language Promotion Strategy to extend the use and opportunities to use the Welsh language, and increase the number of Welsh speakers in Powys is outlined below.

Promoting Welsh Culture and Events

The Council took advantage of national events and initiatives such as Welsh Music Day to raise awareness and celebrate Welsh culture. For Welsh Music Day (Dydd Miwsig Cymru) the Council created a new playlist with music by artists from Powys or who have links to Powys, to promote on social media, along with a series of videos and recordings by artists from the area representing different musical *genres* to generate interest and raise awareness of Welsh language music from the county, as well as provide publicity for the national campaign and celebrations.

The Council also promoted the Welsh Language Rights day, sharing resources provided by the Welsh Language Commissioner on social media, to remind residents of their rights to receive services and information provided by the Council in Welsh, and encourage them to use the Welsh language in their interaction with the Council.

Messages were also posted on social media on key dates such as St Dwynwen's Day and St David's day to promote the Welsh language and culture.

Many of Menter Brycheiniog a Maesyfed's activities to promote the Welsh language and culture in south Powys have moved on-line and to social media during the year, due to the ongoing Covid restrictions. The Menter has been providing and supporting activities for people of all ages, and for fluent Welsh speakers and Welsh learners, which have included online singing and dancing sessions for the family with Martyn Geraint, Clog dancing fitness sessions with Tudur Philips, Mountain Biking Core Skills and Bike Maintenance sessions, Lego Club, local history videos with Geraint Roberts and even sessions on teaching Welsh to the dog. A Welsh Book Club is also held regularly.

Other activities have included a Teams session with 20 children from the area to compose a poem with renowned Welsh poet Mererid Hopwood, with Powys musician Cerys Havana also part of the

session to compose music to set the words to. A project was also undertaken with Brecon Male Voice Choir, poet Twm Morys and musician Rich Vaughan to compose a new Welsh language song for the choir.

The Welsh Whisperer was also commissioned to work with primary school children from the area to compose a song about the Royal Welsh Show, to mark the date it would normally have been held in Llanellwedd. The song, entitled 'Nôl i Faes y Sioe' (Back to the Showground) has now been recorded by the Welsh Whisperer, and performed for the 1<sup>st</sup> time on Heno on S4C. It is now available to be streamed on Spotify.

Menter Brycheiniog a Maesyfed also provided 'Podcast Takeover Tegwen', a Welsh rock music podcast with discussions about Welsh music, and songs played as part of the show. The podcast was very successful, with Tegwen since having taken part on shows on Radio Cymru.

Menter Brycheiniog a Maesyfed and Menter Maldwyn also took part in the Mentrau Iaith Cymru's Tafarn y Clo (The Lock Inn) initiative, with games, music and activities provided between 8 and 10 each Wednesday night during the summer by a different Menter Iaith each week, with people joining the sessions from all part of Wales.

### Powys Education Developments

In April 2020, a 'Strategy for Transforming Education in Powys 2020-2030' was approved. The strategy outlines the reasons why change is needed, and sets out the Council's vision for education in Powys, which is that "all children and young people in Powys will experience a high-quality, inspiring education to help develop knowledge, skills and attributes that will enable them to become healthy, personally fulfilled, productive, socially responsible and globally engaged citizens of 21<sup>st</sup> century Wales". The document also sets "Welsh-medium provision that is accessible and provides a full curriculum in Welsh from Meithrin to age 19 and beyond" as one of the guiding principles for the Strategy.

The Strategy also includes 4 Strategic Aims, one of which is to 'Improve access to Welsh-medium provision across all key stages', with the aim of ensuring an increase in the number of children accessing Welsh-medium education. A work programme accompanies the strategy, which includes specific activities relating to Welsh-medium education, including moving schools along the language continuum, developing new provision and developing immersion opportunities.

To complement the Strategy for Transforming Education, the Council also published a vision for increasing the number of fully bilingual learners in Powys, in December 2020. The document outlines the Council's vision for building a bilingual future for Powys and its young people, by normalising Welsh-medium/bilingual education; working with partners to ensure Welsh early years provision is available to every child; supporting newcomers to Powys and those who have initially chosen education in accessing Welsh-medium provision; ensuring a network of Welsh-medium/bilingual primary provision in every locality across the county; and developing a mutually supportive network of secondary providers able to offer a full curriculum in Welsh at all key stages.

This vision document will form the basis for the contents of a detailed Welsh in Education Strategic Plan for 2022-2032 which will become the binding document to ensure well planned provision for increasing the opportunities for a growing number of children and young people in Powys to become fully bilingual.

Under the Strategy for Transforming Education’s aim to improve access to Welsh medium-education, the Council has also been consulting on proposals to develop Welsh-language provision at several schools within the county, with proposals due to be presented to the Council in 2021-22.

The Council has also developed a new section on it’s website, entitled ‘Destination bilingual: the benefits of choosing Welsh-medium education’ to promote and share information about Welsh-medium education in Powys. The webpages include information about the benefits of being bilingual; the bilingual journey from pre-birth to secondary school; testimonials and case studies from learners and parents; answers to common questions about Welsh-medium education; sources of useful information for parents; as well as links to the Council’s strategies above.

To complement the information on the website, the Council has also published a leaflet, under the same title, to promote Welsh-medium education within the county, and provide information about the options available to parents.

#### vi. 2021-22 Work Plan

		Relevant Sections of the Welsh Language Standards	Target Date
1	To conduct quarterly meetings of the new Welsh Language Governance Group, to provide oversight of Welsh language work, consider the Council’s strategies and plans from a Welsh language perspective, to recommend ways of protecting, promoting and increasing the use of the Welsh language	Policy Making Service Delivery Operational Promotion	March 2022
2	Conduct a review of the work and structure of Powys’ Welsh Language Support, Challenge and Promotion group, to ensure the group has the appropriate influence, and the partners benefit from its work	Service Delivery Promotion	July 2021
3	Conduct a further round of spot checks on the ability of 3 <sup>rd</sup> Party Contractors to provide the Active Offer of a Service in Welsh	Service Delivery	August 2021
4	Conduct a quarterly Mystery Shopper Exercise within the Council’s social care services to evaluate how services are complying with the requirements of the Welsh Language Standards and More Than Just Words	Service Delivery	March 2022
5	Update information about the Welsh Language and requirements under the Welsh Language (Wales) Measure 2011 on the Council’s public website	Policy Making Service Delivery Operational Promotion	June 2021
6	Roll out the translation request and logging process to the whole authority, to ensure a user-friendly process to request translation work, and enabling the capture of translation data, allowing the translation team to focus on translation work	Service Delivery, Operational	July 2021

7	To increase the percentage of staff able to provide a service in Welsh, to facilitate providing the Active Offer, to 11.5% by the end of 2021/22	Operational	March 2022
8	To ensure 60+ staff per year are undertaking welsh language training courses, to develop their Welsh language skills for the workplace	Service Delivery Operational	March 2022
9	Provide quarterly training for staff on assessing the impact of policies and decisions on the Welsh language using the new digitised Corporate Impact Assessment process	Policy Making	March 2022
10	Provide a session for Elected Members on the Impact Assessment process as part of the Member Development Programme	Policy Making	December 2021
11	Conduct an internal Active Offer refresher campaign through corporate communication channels to remind staff of the requirements of the Welsh Language Standards	Service Delivery Policy Making Operational	March 2022
12	Review Welsh Language Promotion Activities across the Council against the Welsh Language Promotion Strategy and Welsh Government's Strategy to increase the number of Welsh speakers by 2050	Promotion	March 2022
13	Continue discussions with the Urdd to facilitate the National Urdd Eisteddfod's visit to Powys in 2024	Promotion	May 2024
14	Promote the benefits of Welsh-medium education and Welsh-medium provision within Powys	Promotion	March 2022

### 3. Number of Complaints Received

A list of the complaint received by the council regarding the Welsh Language Standards during the 2021-20 financial year is provided in Appendix 1. No Welsh Language Standards Investigations were conducted during the year.

### 4. The Number of Employees with Welsh language skills at the end of the year

Powys County Council records staff Welsh language skills using competency levels from 0 to 5;

Competency level	Definition
0	Very little or no knowledge of Welsh.
1	I can pronounce Welsh personal and place-names correctly, and I can give and respond to basic greetings on the telephone or in person.

<b>2</b>	I can communicate routine tasks requiring a simple exchange of information on familiar topics and activities. I can handle very short social exchanges, even though I can't usually understand enough to keep the conversation going myself.
<b>3</b>	I can deal with most situations likely to arise whilst travelling in an area where the language is spoken. I can enter unprepared into conversation on topics that are familiar or pertinent to everyday life (e.g. family, hobbies, work).
<b>4</b>	I can interact with a degree of fluency and spontaneity that makes interaction with native speakers possible. I can take an active part in discussion in familiar contexts.
<b>5</b>	I can take part effortlessly in any conversation or discussion and have a good familiarity with idiomatic expressions and colloquialisms. I can express myself fluently and convey finer shades of meaning precisely.

Skills are recorded by self-assessment by the staff themselves, and the data is stored within the council's iTrent Human Resources site.

For new staff, who have joined the council since April 2017, the language skill level is transferred automatically from the record in their job application form. Staff who worked for the council before that date are required to access iTrent and record their language skill level directly within the system.

Employees can also update their skill levels as they learn and develop their Welsh language skills.

The latest language skills data for council staff is as follows;

<b>Service</b>	<b>No Data</b>	<b>Level 0</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>More than one level recorded</b>
<b>Adult Services</b>	1.8%	26.8%	44.1%	14.5%	4.8%	3.0%	4.7%	0.2%
<b>Children's Services</b>	6.9%	16.3%	51.3%	12.2%	5.1%	3.1%	3.6%	1.5%
<b>Commissioning</b>	1.4%	16.7%	40.3%	16.7%	5.6%	1.4%	5.6%	12.5%
<b>Highways, Transport and Recycling</b>	19.8%	27.2%	37.1%	6.2%	2.6%	2.0%	2.8%	2.4%
<b>Housing and Community Development</b>	32.9%	21.0%	28.0%	5.6%	3.7%	1.6%	2.8%	4.4%
<b>Property, Planning and Public Protection</b>	27.9%	14.4%	38.6%	9.4%	2.8%	1.6%	4.1%	1.3%
<b>Schools Service</b>	14.0%	6.2%	37.1%	15.7%	6.2%	6.7%	10.7%	3.4%
<b>Corporate Legal and Democratic</b>	33.9%	12.9%	27.4%	9.7%	3.2%	1.6%	11.3%	0.0%
<b>Member Support</b>	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%
<b>Economy and Digital Services</b>	7.1%	24.8%	44.0%	11.3%	2.8%	1.4%	5.7%	2.8%
<b>Finance</b>	5.3%	25.2%	45.7%	11.9%	2.6%	2.6%	5.3%	1.3%
<b>Transformation and Communication Service</b>	1.9%	11.1%	42.6%	16.7%	5.6%	5.6%	16.7%	0.0%
<b>Workforce and Organisational Development</b>	6.0%	18.1%	39.8%	15.7%	7.2%	4.8%	4.8%	3.6%



<b>Powys County Council</b>	16.5%	20.9%	38.8%	10.2%	4.0%	2.5%	4.5%	2.4%
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- Powys County Council now has language skills details for 83.5% of its staff. This is an increase of 8.7% on the 2020 figure (74.8%)
- 20.9% of Council staff have no Welsh language skills.
- 49% of staff can communicate routine tasks, can sustain a short social exchange, or can greet and pronounce names correctly as a minimum.
- 11% of staff have stated that they can deal with most situations likely to arise, can enter unprepared into conversations on familiar topics, or are fluent Welsh speakers.

## 5. The number of staff who attended specific training courses offered by you in Welsh during the year, and the percentage of all attendees who attended the Welsh version

This applies to specific courses named in the standards (i.e. recruitment and interviewing; performance management; grievance and disciplinary procedures; induction; dealing with the public; health and safety) and does not refer to Welsh language training

### E-learning Courses

	<b>Number of Staff who accessed Welsh Training</b>	<b>Number of Staff who accessed English Training</b>	<b>% of Staff who accessed Welsh Training</b>
Adult Safeguarding Basic Awareness	0	175	0%
Child Protection and Safeguarding	7	553	1.3%
<b>Cyber Security and GDPR</b>	11	2590	0.4%
<b>Effective Performance Management</b>	0	0	-
<b>Equality Act (2010)</b>	4	2496	0.2%
<b>Fraud Awareness</b>	0	6	0%
<b>HAVS Awareness</b>	1	12	8.3%
<b>Legionella Control</b>	1	73	1.4%
<b>Manual Handling Module A (Theory)</b>	10	1850	0.5%
<b>Universal Credit Level 1</b>	0	12	0%

Violence Against Women, Domestic Abuse and Sexual Violence training, Dementia Awareness training, Manual Handling (People), Prevent course and Social Care Wales and NHS Carer Awareness training are all provided bilingually. However, these courses are provided by external providers through the NHS and Home Office e-learning portals, and reporting on these courses, including the language in which they were accessed is not currently available from the provider.

Further training is provided digitally through Netconsent, software which requires employees to read policies, complete surveys and undertake training before they can log in to their PCs. This is provided in Welsh or English automatically, depending on the language selected by each user when they first access Netconsent. User language choice data isn't stored within Netconsent software, and it is not therefore possible to report on the number and percentage of users accessing this training in Welsh.

Fewer courses were provided during 2020-21 due to the Council focussing on business critical activities, but Powys County Council does make arrangements for employees to access other training courses in Welsh when this is required. However, no requests for such training in Welsh was received in 2020-21.

## 6. The number of new posts and vacancies you advertised during the year that were categorised with different Welsh language skills requirements.

Under the council's Recruitment and Welsh Language Policy, which became operational on 1 April 2018, Welsh language skills are required for all posts which are advertised by the council, with the recruiting manager assessing and setting the appropriate level from 1 to 5. This is outlined in the job description and person specification for each post that is advertised.

During 2020-21, 681 posts were advertised by the council, including posts within the authority and posts within schools. The Welsh language skills required for these posts were as follows.

Welsh Language Skill Level	Number of Posts
1	603
2	29
3	5
4	3
5	41

A description of the Welsh language skill levels is available in the section on workforce language skills, in section 4 above.

## Appendix 1: Welsh Language Standards Complaints and Investigations

The table below outlines the complaints received by the council regarding the Welsh Language Standards along with details of the Standards Investigations held during the 2020-21 financial year.

### Complaints 2020-21

Complaint Reference	Date	Complaint Details	Welsh Language Standards Section	Response / Action
	30/9/2020	The complainant had received an automatic response in English following a school admissions application made in Welsh.	Service Delivery	The Schools Admissions system is administered by Ceredigion Council on behalf of Powys County Council. The Schools Service contacted the service provider who were able to rectify the issue, and test the system to ensure responses were sent in the correct language. The complainant was notified that the issue has now been rectified.
	1/11/2020	A further complaint was received that an automatic response was sent in English following a school admissions application made in Welsh	Service Delivery	As above
	4/11/2020	In an enquiry via Twitter about when the Council's Cabinet papers would be available for a meeting on 10 November, the complainant states that he was not able to toggle between languages on a section of the website, and that he was not able to direct message the Council's Welsh Twitter account	Service Delivery	The complainant was notified that the Cabinet papers were published at 15:20 on 4 November 2020. The Council was also able to identify the issue causing the language toggle button to be hidden. The coding has been corrected, and the language toggle button is now visible. When the complaint was received the Council's Welsh Twitter account was set up so that it would only accept direct messages from accounts we were following. This has now been changed to accept messages from anyone.
	2/3/2021	The Council received a complaint about the language requirement for a mid-day supervisor role at	Operational	The Council responded outlining that schools themselves are responsible for the recruitment of staff, with the Council providing support through advertising vacancies on its website, access to

		Ysgol Carno. As a Welsh-medium school, the complainant was of the view that any post holder within such a school should be able to speak Welsh.		<p>templates and support with recruitment processes. The Council does not, however, vet the adverts and job descriptions.</p> <p>The Council noted that it is very aware of the importance of having staff with appropriate skills within the workforce to support the Welsh language ethos within those schools, and that the school in question is very supportive of this, and that the school had been advertising for a Welsh speaker to the role since 2017, advertising regularly on the Council's website and local Papurau Bro, and through posters locally. However, the failure to recruit over 4 years shows a shortage of Welsh speakers in the area looking for such opportunities, and with other staff currently having to cover the role, the school decided to change the language requirements.</p> <p>The post was advertised requiring Welsh language skills at level 1, which is the ability to pronounce names correctly and give and respond to Welsh greetings as a minimum, but with the school to provide training to develop Welsh language skills within the role.</p> <p>The school was once again unsuccessful in its attempt to recruit, and will now continue to advertise the role as Welsh essential.</p> <p>The complainant was grateful for the response, and that the Council had given the matter its attention.</p>
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#### Correspondence from the Welsh Language Commissioner's Office to notify of complaints

Complaint Reference	Date	Complaint Details	Welsh Language Standards Section	Response / Action
CSG743	13/7/2020	The Commissioner had received a complaint regarding English text on the Welsh version of the Council's website relating to Councillors and Committees, raising suspicion of a failure to comply with the Welsh Language Standards	Service Delivery	The Council responded to confirm responsibility for the website. The Council also confirmed that the text had by then been translated, and appeared in Welsh on the website, and that the site was being reviewed to ensure all content was available in Welsh. The Commissioner indicated on 30/7/2020 that an investigation would not be undertaken as the complaint had been withdrawn.

CSG785	8/10/2020	The Commissioner had received a complaint regarding the Council's intention to close Ysgol Pennant as part of its school reorganisation plan, raising suspicion of a failure to comply with the Welsh Language Standards. The Commissioner requested confirmation of whether the Council was responsible for the decision, submit comments about the circumstances of the complaint and explain the status of the decision or intention to close the school.	Policy Making	<p>The Council responded to confirm responsibility for the issue. It also outlined that a report was presented to Cabinet on 29 September 2020 where Cabinet approved the submission of a business case to Welsh Government for a potential investment in the Llanfyllin catchment, to include opening a new Welsh-medium school to replace Ysgol Pennant and Ysgol Llanrhaeadr-ym-Mochnant. Cabinet also approved a proposal to receive a further report in December 2020 outlining the initial school reorganisation proposals required.</p> <p>The response outlined that no decision had yet been made on the issue, other than a decision by cabinet to allow the Schools Service to further consider the options, to consult fully on the proposals, and submit an outline application to Welsh Government for appropriate funding for any plans, if approved.</p> <p>An initial Impact Assessment had been conducted on the proposals, which will be developed as the proposals develop. Welsh Language Impact Assessments would also be conducted in line with the School Organisation Code and the Welsh Language Standards.</p> <p>The IA outlines the requirement and commitment to consult and engage with the school and wider community, which will include a consultation on the impact on the Welsh language.</p> <p>The Council received confirmation on 12/11/2020 that the Commissioner would not be conducting an investigation, as the Council had not yet carried out the stages of community consultation and Welsh language impact assessments, and therefore the final decision is still outstanding pending those stages.</p>
CS023	15/3/2021	The Commissioner had received a complaint regarding an advert for a part time mid-day supervisor role at Ysgol Carno, where it was stated that Welsh language skills were not essential. The Commissioner requested confirmation of whether the	Operational	<p>The Council responded outlining that schools themselves are responsible for the recruitment of staff, with the Council providing support through advertising vacancies on its website, access to templates and support with recruitment processes. The Council does not, however, vet the adverts and job descriptions.</p> <p>The response outlined that the school had been advertising the post without success since 2017, advertising regularly on the Council's website and local Papurau Bro, and through posters locally, with Welsh</p>

		<p>Council was responsible for the issue, as well as representations on the accuracy of the allegations, relevant circumstances, actions or commitments and interpretation of the relevant standards.</p>		<p>language skills deemed essential. However, the failure to recruit over 4 years shows a shortage of Welsh speakers in the area looking for such opportunities, and with other staff currently having to cover the role, the school decided to change the language requirements.</p> <p>The post was advertised requiring Welsh language skills at level 1, which is the ability to pronounce names correctly and give and respond to Welsh greetings as a minimum, but with the school to provide training to develop Welsh language skills within the role.</p> <p>The school was once again unsuccessful in its attempt to recruit, and will now continue to advertise the role as Welsh essential.</p> <p>The Commissioner decided not to conduct an Investigation, as school governing bodies are not subject to the Welsh Language Standards.</p> <p>Also, based on the information submitted and steps undertaken by the school to try and recruit a Welsh speaker, it was also stated that they would not wish to conduct an investigation under these circumstances.</p>
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## CYNGOR SIR POWYS COUNTY COUNCIL.

## CABINET EXECUTIVE

22<sup>nd</sup> June 2021

**REPORT AUTHOR:** County Councillor Rosemarie Harris  
Leader

**REPORT TITLE:** Ysgol Dyffryn Trannon Language Category

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**REPORT FOR:** Decision

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**1. Purpose**

1.1 Further to the decision made by Cabinet on the 26th January 2021, the Council has carried out consultation on the following proposal:

- To make a regulated alteration to alter the medium of instruction at Ysgol Dyffryn Trannon from dual-stream to Welsh-medium
- This would be introduced on a phased basis, year-by-year, starting with Reception in September 2022

1.2 The purpose of this report is to inform Cabinet members of the responses received to the consultation and to determine whether or not to proceed with the statutory process to change the school's language category.

1.3 The report is supported by the following appendices:

- **Appendix A** – Consultation Document
- **Appendix B** – Consultation Report
- **Appendix C** – Minutes of meetings with School Council, Governors and Staff
- **Appendix D** – Updated Impact Assessments
- **Appendix E** – Comments from the Learning and Skills Scrutiny Committee (To follow)

**2. Background**

**Strategy for Transforming Education in Powys**

2.1 On the 14th April 2020, a new Strategy for Transforming Education in Powys was approved by the Leader via a delegated decision.

2.2 The Strategy was developed following extensive engagement with a range of stakeholders during two separate periods between October

2019 and March 2020. The Strategy sets out a new vision education in Powys, as follows:

*'All children and young people in Powys will experience a high quality, inspiring education to help develop the knowledge, skills and attributes that will enable them to become healthy, personally fulfilled, economically productive, socially responsible and globally engaged citizens of 21st century Wales.'*

2.3 The new strategy also sets out a number of guiding principles which will underpin the transformation of education in Powys. These are as follows:

- *A world class rural education system that has learner entitlement at its core*
- *Schools that are fully inclusive, with a culture of deep collaboration in order to improve learner outcomes and experience*
- *A broad choice and high quality of provision for 14 – 19 year old learners, that includes both academic and vocational provision, meeting the needs of all learners, communities and the Powys economy*
- *Welsh-medium provision that is accessible and provides a full curriculum in Welsh from Meithrin to age 19 and beyond Provision for learners with Special Educational Needs (SEN)/Additional Learning Needs (ALN) that is accessible as near to home as is practicably possible, with the appropriate specialist teaching, support and facilities that enables every learner to meet their potential*
- *A digitally-rich schools sector that enables all learners and staff to enhance their teaching and learning experience*
- *Community-focused schools that are the central point for multi-agency services to support children, young people, families and the community*
- *Early years provision that is designed to meet the needs of all children, mindful of their particular circumstances, language requirements or any special or additional learning needs*
- *Financially and environmentally sustainable schools*
- *The highest priority is given to staff wellbeing and professional development*

2.4 The new strategy sets out a number of Strategic Aims and Objectives, to shape the Council's work to transform the Powys education system over the coming years. One of the Strategic Aims of the Strategy is to *'improve Welsh-medium provision across all key stages.'* Within this aim, the Strategy sets out a Strategic Objective to *'Move schools along the language continuum'*.



- 2.5 On the 26th January 2021, the Council's Cabinet considered an options appraisal paper in respect of Ysgol Dyffryn Trannon, and agreed to carry out consultation on the following:
- To make a regulated alteration to alter the medium of instruction at Ysgol Dyffryn Trannon from Bilingual (dual-stream) to Welsh-medium
  - This would be introduced on a phased basis, year-by-year, starting with Reception in September 2022.

### **The Consultation Period**

- 2.6 Consultation on the proposal to change the language category of Ysgol Dyffryn Trannon commenced on the 25<sup>th</sup> February 2021 and ended on the 15<sup>th</sup> April 2021.
- 2.7 The consultation document was available on the Council's website throughout the consultation period. The document was also distributed to stakeholders as required by the School Organisation Code (2018). The consultation document that was issued is attached as Appendix A.
- 2.8 Consultees were asked to respond to the consultation by either completing the online consultation form, filling in a paper copy of the form and returning it to the Transforming Education Team, or by writing to the Transforming Education Team.
- 2.9 During the consultation period, virtual meetings were also held with the following:
- Staff of Ysgol Dyffryn Trannon
  - Governors of Ysgol Dyffryn Trannon
  - School council of Ysgol Dyffryn Trannon

The minutes of these meetings are attached as Appendix C, and the issues raised in the meetings are included in the Consultation Report (Appendix B).

### **Consultation Responses**

- 2.10 71 respondents completed the consultation response form which was included in the consultation document. This included paper copies as well as responses submitted using the online response form. In addition, 9 written responses were received from respondents including Estyn, by e-mail or post.
- 2.11 As well as responses from parents, pupils, staff and governors at Ysgol Dyffryn Trannon and members of the local community, responses were received from the following organisations:

Trefeglwys Community Council

Llanidloes Town Council  
Mudiad Meithrin  
Rhieni Dros Addysg Gymraeg – RhAG

- 2.12 Estyn's response to the consultation is provided on page 18 of the Consultation Report (Appendix B).
- 2.13 The consultation response form asked respondents to answer a number of questions. The findings are provided in full on pages 5 to 8 of the Consultation Report (Appendix B).

### **Consultation Findings**

- 2.14 As part of the consultation, a consultation response form was issued, which was completed by 71 respondents. 54.9 % of respondents indicated that they were associated with Ysgol Dyffryn Trannon, 8.5% indicated that they were associated with another school and 33.8% of respondents indicated that they were not associated with any school.
- 2.15 Written comments were also received by e-mail and post. These comments, as well as issues raised by those completing the consultation response form and those raised in the consultation meetings, are listed in the Consultation Report (Appendix B) from page 25 onwards, along with the Council's response to these issues. The issues raised relate to the following headings:
1. General support for the proposal
  2. General disagreement with the proposal
  3. Impact on pupils
  4. Reference to English language provision / skills
  5. Reference to the need for choice
  6. Concern about impact on pupil numbers at Ysgol Dyffryn Trannon in the future
  7. Additional support that would be needed to support the change of language category
  8. Reference to transport arrangements
  9. Comments about Ysgol Dyffryn Trannon
  10. Comments about other schools
  11. Financial impact
  12. Impact on staff
  13. Impact on families / parents
  14. Reference to early years provision
  15. Reference to transition arrangements
  16. Impact on the community
  17. Comments about the Welsh language
  18. Reference to Welsh-medium education delivery models
  19. Reference to discrimination / inequality
  20. Impact on protected characteristic groups

21. Comments about the consultation documentation
22. Comments about the consultation process
23. Reference to council strategies
24. Reference to alternative options

### **3 Advice**

- 3.1 Based on the findings of the consultation, the advice of officers is that the Council should proceed with the proposal to change the language category of Ysgol Dyffryn Trannon by publishing a Statutory Notice.
- 3.2 The reasons for this are outlined below:
  - i) To improve educational outcomes
    - Children would no longer be taught in small mixed age classes
    - There would be more pupils who are fluent and confident in using the Welsh and English language equally
  - ii) To improve educational provision
    - Opportunities to develop a broader curriculum to meet the needs of pupils
    - Having one language stream would make it easier to track and target the progress of pupils and their well-being
  - iii) To improve leadership and management
    - The school's management team could work more efficiently
  - iv) To improve efficiency in the delivery of education
    - Potential for the school to operate more efficiently through more efficient deployment of staff and resources
  - v) To increase the number of pupils accessing Welsh-medium education
    - More pupils would be fluent in both Welsh and English, therefore contributing to the Welsh Government's aim to achieve a million Welsh speakers by the year 2050.
- 3.3 It is anticipated that the Statutory Notice will be published in June 2021, and that a further report, summarising any objections received, will be considered by the Council's Cabinet in the autumn term 2021.
- 3.4 The target would be to implement the change on a phased basis, year by year, starting with Reception aged pupils in September 2022.

- 3.5 It must be noted that proceeding with the proposal to change the school's language category does not preclude that school from being a part of future reorganisation proposals.

#### **4. Resource Implications**

- 4.1 Based on the current formula, the formula funding requirement will reduce as a result of these proposals and it is estimated that changing the school's language category would eventually result in annual revenue savings to the Council of £122k per annum, once the school is fully single-stream. There would be no saving in the first year, and although there would be opportunities for savings as the phasing takes place, this would be dependent on pupil numbers.

It is not anticipated that there would be an impact on transport costs, and there would be no capital costs.

- 4.2 Implementation of the proposal would require involvement from a number of service areas, including staff from the Schools Service, HR and Finance.
- 4.3 The Head of Finance (Section 151 Officer) notes the content of the report and can support the recommendation.

#### **5. Legal implications**

- 5.1 Legal: The recommendation can be supported from a legal point of view.
- 5.2 The Head of Legal and Democratic Services ( Monitoring Officer ) has commented as follows: " I note the legal comment and have nothing to add to the report".

#### **6. Comment from local member(s)**

- 6.1 Cllr Phyl Davies: I hope that Cabinet will take account of all responses before making the decision and thank members of the community for the responses received.

#### **7. Integrated Impact Assessment**

- 7.1 An initial impact assessment was considered by Cabinet on the 26th January 2021.
- 7.2 In addition, a range of draft impact assessments were produced as part of the consultation documentation. These included an Integrated Impact Assessment, an Equalities Impact Assessment, a Community Impact Assessment and a Welsh Language Impact Assessment.

7.3 These draft impact assessments have been updated to reflect issues raised during the consultation period, and are attached in Appendix D.

## 8. **Recommendation**

- To receive the Consultation Report in respect of changing the language category of Ysgol Dyffryn Trannon.
- To approve the publication of a statutory notice to make a regulated alteration to alter the medium of instruction at Ysgol Dyffryn Trannon to Welsh-medium, on a phased basis, year-by-year, starting with Reception in September 2022.

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Head of Service:	Emma Palmer – Head of Transformation & Communications Lynette Lovell – Interim Chief Education Officer
Corporate Director:	Dr Caroline Turner

CABINET REPORT TEMPLATE VERSION X

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol



## Changing the language category of Ysgol Dyffryn Trannon

Consultation Document



# Consultation on changing the language category of Ysgol Dyffryn Trannon

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# Consultation on changing the language category of Ysgol Dyffryn Trannon

## OVERVIEW

### 1. The Proposal

Powys County Council is consulting on a proposal to change the language category of Ysgol Dyffryn Trannon. The proposal is as follows:

- To make a regulated alteration to alter the medium of instruction at Ysgol Dyffryn Trannon from dual stream to Welsh-medium.
- This would be introduced on a phased basis, year-by-year, starting with Reception in September 2022.

### 2. How to respond to the consultation

You can respond to this consultation by completing the online questionnaire which is available on our website:

<http://en.powys.gov.uk/article/10461/Ysgol-Dyffryn-Trannon>

A copy of the questionnaire is also available at the back of this document. Alternatively, you can respond in writing using the contact details below.

All responses must be received by the **15 April 2021**.

### 3. Contact details

All responses should be sent to the following address:

Transforming Education Team  
Powys County Council  
County Hall  
Llandrindod Wells  
Powys  
LD1 5LG

E-mail: [school.consultation@powys.gov.uk](mailto:school.consultation@powys.gov.uk)

Phone: 01597 826618

### 4. What will happen next

Once the consultation period has ended, a consultation report will be produced which will outline the feedback received. The Council's Cabinet will consider the consultation report and will consider whether or not they wish to proceed with either

of the options outlined in the consultation document. This is expected to happen in May 2021.

If the Cabinet decide to proceed with the proposals, a statutory notice would be published, and there would be a period of 28 days for people to submit objections. The Cabinet would then need to consider another report summarising any objections received and decide whether or not to proceed with implementation.

## PART A – THE CASE FOR CHANGE

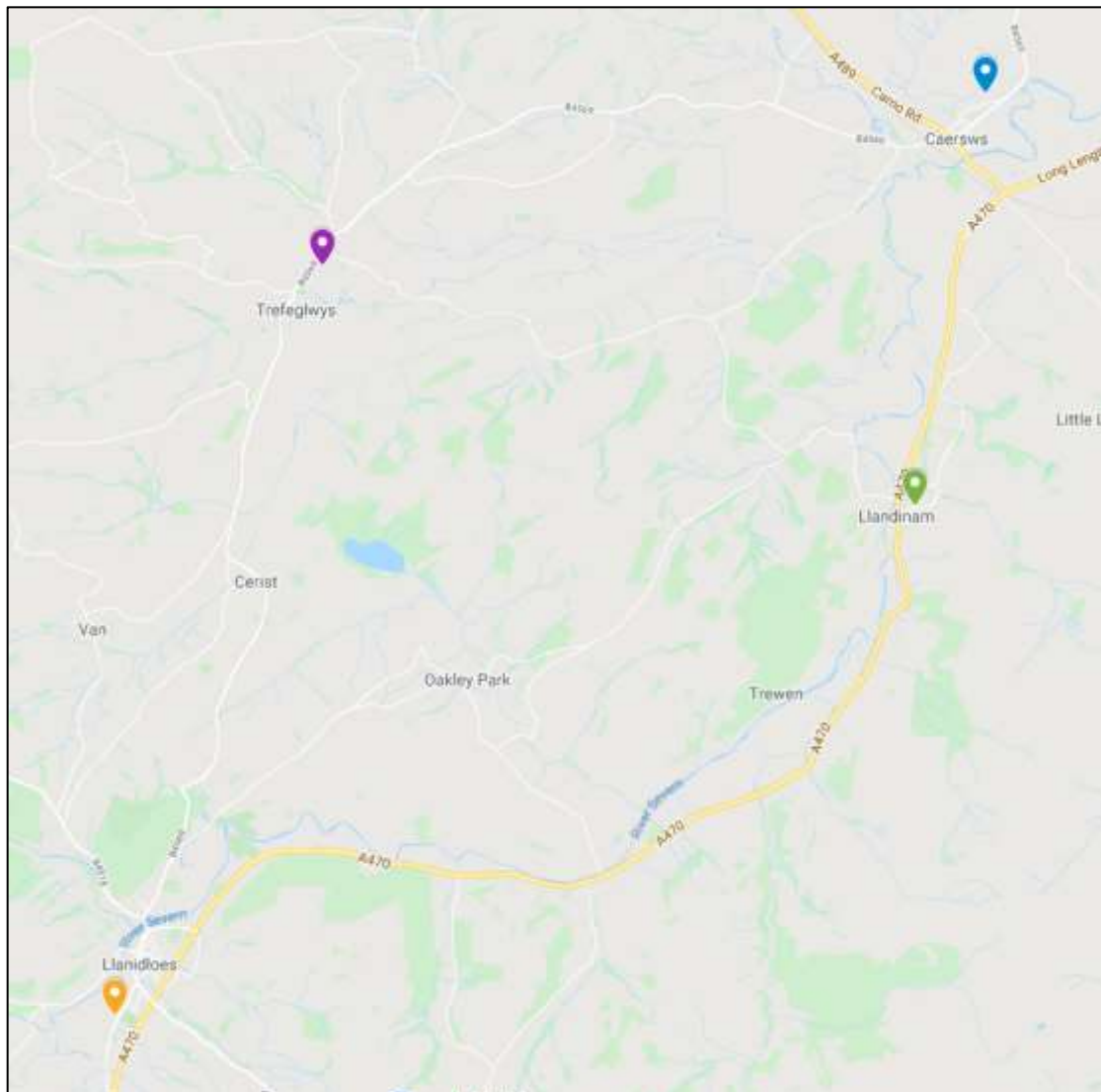
**Powys County Council is consulting on a proposal to change the language category of Ysgol Dyffryn Trannon. The proposal is as follows:**

- **To make a regulated alteration to alter the medium of instruction at Ysgol Dyffryn Trannon from dual-stream to Welsh-medium.**
- **This would be introduced on a phased basis, year-by-year, starting with Reception in September 2022.**

### 1. BACKGROUND

Ysgol Dyffryn Trannon is a dual-stream primary school located in the village of Trefeglwys in North Powys. As well as serving the village of Trefeglwys and the surrounding villages, the school is the only Welsh-medium primary provider in the Llanidloes catchment area, therefore a significant number of pupils from the town of Llanidloes attend the school.

The following map shows the location of the school in the catchment:



**Key:** Purple – Ysgol Dyffryn Trannon, Orange – Llanidloes C.P. School, Green – Llandinam C.P. School, Blue – Caersws C.P. School

The following is a summary of key data relating to Ysgol Dyffryn Trannon:

	School Type	Language Category	Admission Number
<b>Ysgol Dyffryn Trannon, Trefeglwys Powys SY17 5PH</b>	Community Primary School  School building owned by Powys County Council	Dual-Stream	20

Current pupil numbers<sup>1</sup> at Ysgol Dyffryn Trannon are as follows:

	R	1	2	3	4	5	6	Total
<b>Welsh-medium</b>	11	15	13	16	12	21	9	97
<b>English-medium</b>	0	0	1	1	4	2	4	12
<b>Total</b>	11	15	14	17	16	23	13	109

The very low number of English-medium pupils at the school causes a challenge to the school in providing appropriate provision for these learners. Pupils are taught in small classes, with a high number of year groups in each class.

The Council's Strategy for Transforming Education in Powys includes an aim to 'improve access to Welsh-medium provision across all key stages', as well as an objective to 'move schools along the language continuum'.

In order to meet these aims and objectives, the Council wishes to consult on a proposal to change Ysgol Dyffryn Trannon's language category in order to address the small number of pupils accessing English-medium provision at the school. This would ensure that all pupils attending the school have the opportunity to become fluent in Welsh and English, therefore contributing to the Welsh Government's aspiration to achieve a million Welsh speakers by 2050.

The following steps have been undertaken:

- Discussions with representatives of Ysgol Dyffryn Trannon
- Options appraisal exercise

<sup>1</sup> Finance NOR – 2020 Pupil Count Day (6<sup>th</sup> November 2020)

- Options appraisal considered and agreed by the Transforming Education Programme Board
- Recommendation considered and agreed by Cabinet

The recommendation agreed by Cabinet on the 26<sup>th</sup> January 2021 was to commence consultation on the following:

*'To make a regulated alteration to alter the medium of instruction at Ysgol Dyffryn Trannon from bilingual (dual-stream) to Welsh-medium*

*This would be introduced on a phased basis, year-by-year, starting with Reception in September 2022.'*

## **2. WHY CHANGE IS NEEDED IN POWYS**

Powys is a large, rural authority. Covering a quarter of the landmass of Wales, it contains only 4.2% of the population, making it the most sparsely populated county in Wales. Delivering services across such a large, sparsely populated area is challenging and expensive.

Whilst there has been some school reorganisation activity in Powys over recent years, the county's schools' infrastructure largely remains similar to that which was in place 20 years ago.

The Council's new Strategy for Transforming Education in Powys outlines a number of challenges facing education in Powys, which were identified following engagement with key stakeholders during the autumn term 2019 and spring term 2020.

The following is a summary of the main challenges facing the Council:

### **i) High proportion of small schools**

Based on PLASC 2019 figures, there were 33 small primary schools in Powys – this is approximately 40% of the primary provision in the county. 21 schools had fewer than 50 pupils, and for those schools the budget share per pupil is generally higher than the Powys average for primary schools.

### **ii) Decreasing pupil numbers**

Pupil numbers have decreased over the past decade, and are expected to decrease further over the next five years. Pupil numbers in the primary sector in Powys are expected to decrease by approximately 4% by 2025.

### **iii) High number of surplus places**

Based on PLASC 2019 figures, there was 18% surplus capacity in Powys primary schools. With pupil numbers across Powys projected to decrease overall over the coming years, the proportion of surplus places across the county will continue to increase.

### **iv) Building condition**

Whilst the Council has invested in its school's estate through the 21<sup>st</sup> Century Schools Programme and the Asset Management Plan, building condition remains an issue across Powys, with associated maintenance costs.

**v) Financial pressures**

The Council is currently facing significant financial pressures in general. This is affecting all service areas, including the schools' sector. There are significant variations in the budget share per pupil across Powys schools, ranging from £3,127 to £7,877 in the primary sector.

**vi) Inequality in access to Welsh-medium education**

In contrast to other areas of Wales, there has been no growth in Welsh-medium pupil numbers in Powys over recent years. Significant changes are needed to the Welsh-medium offer in Powys to reverse the trend of the last few years and ensure that all Powys learners can access comprehensive Welsh-medium provision throughout their educational careers.

**vii) Limited post-14 and post-16 offer**

In September 2019, the Council's Cabinet considered a report on post-16 provision, which outlined a number of challenges facing the sector, including decreasing learner numbers, financial challenges and sustainability of the curriculum offer, including Welsh-medium provision.

**viii) Inequality in access to SEN provision**

Within Powys, pupils with special education needs (SEN) attend a range of settings, including special schools, specialist centres, the pupil referral unit (PRU) as well as mainstream schools.

Currently, not all pupils are educated in the setting that meets their needs best, and depending on where pupils live, they have access to a different quality and type of provision.

**ix) Historical lack of political decision making**

Although there have been some developments in terms of the schools' infrastructure over recent years, the Council's failure to implement a number of high-profile proposals in the last few years has left a legacy in Powys, and there has been a reluctance to embark on large scale reorganisation of education provision since then.

### 3. THE STRATEGIC CONTEXT

In the summer of 2019, Powys Education Services were inspected by Estyn. The report published by Estyn following the inspection outlined significant concerns regarding the Council's progress on school reorganisation, and includes a recommendation to 'Ensure that the organisation of provision for non-maintained, post-16, Welsh-medium education and secondary education meets the needs of children and young people of Powys.'

Following the publication of the inspection report, the Council carried out a strategic review of schools during 2019-20, which led to the development of a new Strategy for Transforming Education in Powys. The strategy, which was developed following engagement with a wide range of stakeholders, was approved in April 2020.

The strategy sets out a Vision Statement and Guiding Principles which will underpin the Council's work to transform the Powys education system over the coming years.

The Vision Statement is as follows:

***All children and young people in Powys will experience a high-quality, inspiring education to help develop the knowledge, skills and attributes that will enable them to become healthy, personally fulfilled, economically productive, socially responsible and globally engaged citizens of 21st century Wales.***

The Council's Strategy for Transforming Education in Powys includes an aim to 'improve access to Welsh-medium provision across all key stages', as well as an objective to 'move schools along the language continuum'.

In order to meet these aims and objectives, the Council is keen to explore options to move Ysgol Dyffryn Trannon along the language continuum. This would ensure that all pupils attending the school have the opportunity to become fluent in Welsh and English, therefore contributing to the Welsh Government's aspiration to achieve a million Welsh speakers by 2050.



#### 4. WHY CHANGE IS NEEDED AT YSGOL DYFFRYN TRANNON

The number of English-medium pupils at Ysgol Dyffryn Trannon has decreased over recent years. Current pupil numbers at the school are as follows:

	R	1	2	3	4	5	6	Total
Welsh-medium	11	15	13	16	12	21	9	97
English-medium	0	0	1	1	4	2	4	12
Total	11	15	14	17	16	23	13	109

The very low number of English-medium pupils at the school causes a challenge to the school in providing appropriate provision for these learners. Pupils are taught in small classes, with a high number of year groups in each class. There are currently no English-medium pupils in Reception or year 1.

The Council's Strategy for Transforming Education in Powys includes an aim to 'improve access to Welsh-medium provision across all key stages', as well as an objective to 'move schools along the language continuum'.

In order to meet these aims and objectives, the Council wishes to consult on a proposal to change Ysgol Dyffryn Trannon's language category in order to address the small number of pupils accessing English-medium provision at the school. This would ensure that all pupils attending the school have the opportunity to become fluent in Welsh and English, therefore contributing to the Welsh Government's aspiration to achieve a million Welsh speakers by 2050.

## 5. THE BENEFITS OF BILINGUALISM

Between 60% and 75% of the world's population is bilingual, and international research has shown that there are many benefits associated with being bilingual. These include the following:

- Children exposed to different languages become more aware of different cultures, other people and other points of view
- Bilingual children tend to be better than monolinguals at 'multitasking' and focusing attention
- Generally, bilingual people find it easier to learn other languages
- Research suggests that learning another language can delay the onset of dementia

In Wales, being bilingual in Welsh and English brings further benefits when seeking employment, as employers are increasingly looking for people who are able to work in Welsh and English.

Welsh-medium education is the best way to ensure young people become fully bilingual in Welsh and English. Most pupils that access Welsh-medium education don't speak Welsh when they start school, however they are immersed in the Welsh language when they start in school, becoming fully bilingual, and able to communicate fluently in Welsh and English.

More information about bilingualism and Welsh-medium education is available at <https://gov.wales/cymraeg-education>.

## 6. OPTIONS CONSIDERED

The following options have been identified to address the challenges caused by the school's current dual-stream structure:

Option	Description
1	Status quo – Ysgol Dyffryn Trannon continues to operate as a dual-stream school
2	Change Ysgol Dyffryn Trannon's language category to Welsh-medium
3	Change Ysgol Dyffryn Trannon's language category to English-medium

SWOT analyses have been carried out for each of these options. In addition, the options have been assessed against a number of Critical Success Factors. These can be found in Appendix B of this document.

Based on the SWOT analyses and the assessment against the Critical Success Factors, the preferred option for Ysgol Dyffryn Trannon is as follows:

### **Option 2: Change Ysgol Dyffryn Trannon's language category to Welsh-medium**

The reasons for this are:

- Would enable the school to operate more efficiently as a single stream school
- All pupils at the school would study through the medium of Welsh and would develop bilingual skills
- Potential to increase the number of pupils studying through the medium of Welsh
- More opportunities could be offered through the medium of Welsh
- Improvement in pupils' Welsh language skills through improved Welsh ethos
- Would ensure that all pupils would be taught in appropriately sized year groups
- Small potential financial saving to the authority
- Meets all of the Critical Success Factors
- Supports the Council's objective to 'Move schools along the language continuum', as stated in the Strategy for Transforming Education in Powys

To minimise the impact on current pupils, it is recommended that the emerging preferred option would be implemented on a phased basis, with pupils currently accessing English-medium provision at the school being able to continue to do so until the end of year 6.

To take forward this preferred option, the Council is consulting on the following:

- To make a regulated alteration to alter the medium of instruction at Ysgol Dyffryn Trannon from dual stream to Welsh-medium
- This would be introduced on a phased basis, year-by-year, starting with Reception in September 2022.

This proposal is further considered in the following section.

## **PART B – THE PROPOSAL**

### **7. OVERVIEW**

Powys County Council is consulting on a proposal to change the language category of Ysgol Dyffryn Trannon. The proposal is as follows:

- To make a regulated alteration to alter the medium of instruction at Ysgol Dyffryn Trannon from dual stream to Welsh-medium.
- This will be introduced on a phased basis, year-by-year, starting with Reception in September 2022.

This would mean that:

- Welsh-medium provision would be phased in gradually year by year, starting with Reception in September 2022
- Eventually, all pupils at the school would attend Welsh-medium provision, ensuring that all pupils would be fluent in Welsh and English

### **8. REASONS FOR THE PROPOSAL**

In addition to the strengths and opportunities identified in Appendix B, the Council is proposing to change the language category of Ysgol Dyffryn Trannon for the following reasons:

- To improve educational outcomes
  - Children would no longer be taught in small mixed age classes
  - There would be more pupils who are fluent and confident in using the Welsh and English language equally
- To improve educational provision
  - Opportunities to develop a broader curriculum to meet the needs of pupils
  - Having one language stream would make it easier to track and target the progress of pupils and their well-being
- To improve leadership and management
  - The school's management team could work more efficiently
- To improve efficiency in the delivery of education
  - Potential for the school to operate more efficiently through more efficient deployment of staff and resources
- To increase the number of pupils accessing Welsh-medium education

- More pupils would be fluent in both Welsh and English, therefore contributing to the Welsh Government’s aim to achieve a million Welsh speakers by the year 2050.

## 9. ADVANTAGES AND DISADVANTAGES

The advantages and disadvantages of the current proposal to change the language category of Ysgol Dyffryn Trannon are summarised below:

Advantages	Disadvantages
<ul style="list-style-type: none"> <li>- Would enable the school to operate more efficiently as a single stream school</li> <li>- Minimal impact on pupils currently accessing English-medium education at the school – the provision would continue until they left school</li> <li>- All pupils at the school would study through the medium of Welsh and would develop bilingual skills</li> <li>- Potential to increase the number of pupils studying through the medium of Welsh</li> <li>- More opportunities could be offered through the medium of Welsh</li> <li>- Improvement in pupils’ Welsh language skills through improved Welsh ethos</li> <li>- Would ensure that all pupils would be taught in appropriately sized year groups</li> <li>- Meets the Council’s strategy for Transforming Education in Powys</li> <li>- Small potential financial saving to the authority</li> </ul>	<ul style="list-style-type: none"> <li>- Pupils may choose to attend other schools in order to access English-medium provision</li> <li>- May be unpopular with some members of the local community</li> <li>- Impact on non-Welsh speaking staff</li> <li>- Lengthy transition period for the school</li> </ul>

## 10. RISKS

As with all school reorganisation proposals, there are risks associated with the proposal to change the language category of Ysgol Dyffryn Trannon from dual stream to Welsh-medium.

These are outlined below, along with suggested mitigating actions:

<b>Risk</b>	<b>Inherent Risk Rating</b>	<b>Mitigating Actions</b>	<b>Residual Risk Rating</b>
Parents don't want their children to attend a Welsh-medium school, so choose for them to move to alternative schools	Medium	<ul style="list-style-type: none"> <li>- Change to be phased in to minimise the impact on current pupils</li> <li>- Engagement with parents to take place throughout the process</li> </ul>	Low
Parents choose for their children to attend other schools instead of Ysgol Dyffryn Trannon in the future, which would impact on the school's budget and increase surplus places	Medium	<ul style="list-style-type: none"> <li>- Promotional campaign to help parents understand the benefits of a bilingual education and the support available, e.g. Trochi</li> </ul>	Low

## 11. POTENTIAL IMPLEMENTATION TIMESCALE

Should Cabinet decide to proceed with the proposals, potential implementation timescales are as follows:

Formal Consultation	25 February 2021 to 15 April 2021
Consultation Report to be published, and considered by Cabinet	Summer 2021

### If Cabinet decide to proceed:

Publish Statutory Notice (28 days objection period)	June/July 2021
Objection Report to be published and considered by Cabinet	September 2021

### If Cabinet approves implementation:

The English stream starts to be phased out year by year, starting with Reception	September 2022
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## **PART C – LIKELY IMPACT OF THE PROPOSAL**

### **12. IMPACT ON PUPILS**

#### **i) Pupils currently attending Ysgol Dyffryn Trannon**

Should the proposal be implemented, the change in the school's language category would be phased in gradually, starting with the Reception class in September 2022. All pupils currently accessing English-medium provision at Ysgol Dyffryn Trannon would be able to continue to access this provision until they leave school. Therefore, it is anticipated that the impact on pupils currently attending Ysgol Dyffryn Trannon would be minimal.

#### **ii) Pupils currently attending other schools**

It is not anticipated that implementation of the proposal would have any impact on pupils attending other primary schools in the area. Whilst it is possible that some pupils could choose to attend other English-medium schools in the local area instead of accessing Welsh-medium provision at Ysgol Dyffryn Trannon, it is anticipated that the numbers would be relatively small, and therefore the impact on pupils at these schools would not be significant.

It is not anticipated that implementation of the proposal would have any impact on pupils attending secondary schools in the area.

### **13. IMPACT ON STAFF**

The majority of staff at Ysgol Dyffryn Trannon are able to work through the medium of Welsh. Whilst some staff are not able to work through the medium of Welsh, the phasing in of the new linguistic delivery model would provide an opportunity for these staff to improve and develop their own Welsh language skills.

### **14. IMPACT ON GOVERNANCE ARRANGEMENTS**

Implementation of the proposal would not result in changes to governance arrangements at the school.

### **15. EARLY YEARS PROVISION**

Early years provision is available on the school site at Cylch Meithrin Trannon, which offers Welsh-medium provision for pre-school aged children.

The proposal to change Ysgol Dyffryn Trannon's language category would not impact on this provision.

### **16. IMPACT ON QUALITY AND STANDARDS IN EDUCATION**

#### **i) Standards, wellbeing and attitudes to learning**

## **Standards and progress overall, of specific groups and in skills**

The Council would expect changing Ysgol Dyffryn Trannon's language category to have a positive impact on provision, standards and pupil progress overall. As the change is phased in, the Council would expect that implementation would lead to more effective and efficient use of resources as the school would no longer need to duplicate provision, which, in turn, would ensure improved opportunities for learners across all ages.

It is anticipated that changing the school's language category would have a positive impact on provision, standards and progress overall for all pupils, including pupils belonging to specific groups such as English as an Additional Language, eligible for Free School Meals, Looked After Children, Additional Learning Needs.

It is also anticipated that changing the school's language category would have a positive impact on the skills of all pupils, in particular Welsh language skills, as it would enable all pupils to become fully bilingual in Welsh and English. Operating as a single stream school would enable the school to target support across all phases of education more effectively.

## **Wellbeing and attitudes to learning**

Changing the school's language category would mean that eventually, all pupils would receive a fully Welsh medium education. This would mean that all pupils would be taught together, ensuring improved cohesion across the school and impacting positively on pupil well-being.

## **ii) Teaching and learning experiences**

### **Quality of teaching**

The Council would expect that changing the language category of Ysgol Dyffryn Trannon would lead to improvements in the quality of teaching at the school, due to the improved Welsh medium professional development and collaboration opportunities that could be offered to staff, for example collaborating with other Welsh-medium schools within Powys and in other local authorities and educational regions to share best practice in pedagogy.

It could also enhance teachers' ability to build systematically on pupils' existing knowledge, understanding and skills and provide pupils with a suitably wide range of experiences to develop their interest and literacy skills across a range of subjects and areas of learning.

### **The breadth, balance and appropriateness of the curriculum**

It is anticipated that changing the school's language category would have a positive impact on the breadth, balance and appropriateness of the curriculum at the school. Should this be implemented, the school would be



able to focus on delivering in one language medium, which should have a positive impact on the curriculum that could be provided, ensuring that the curriculum meets the requirements of the new curriculum for Wales, as outlined in 'Our National Mission'.

### **The provision of skills**

It is anticipated that changing the school's language category would have a positive impact on the literacy skills of all pupils, through improved opportunities to share staff expertise and resources across all age ranges, and through the ability to target across all phases of education.

In particular, the change would have a positive impact on Welsh language skills, as all pupils would be taught through the medium of Welsh, enabling all pupils to become bilingual in Welsh and English. The change would also enable the school to enhance Welsh language skills in formal teaching activities and in informal situations.

### **iii) Care support and guidance**

Operating as a single stream school would enable the school to improve its tracking and monitoring of pupils.

The Council would expect that changing the school's language category would enable the school to further enhance its provision to prepare pupils, including those with special educational needs, to become active citizens, for example by making decisions about the life and work of the school.

It would also support how well the school's provision helps pupils to develop their understanding of the Welsh language and culture, the local community and the wider world.

### **iv) Leadership and management**

#### **Quality and effectiveness of leaders and managers, self-evaluation processes and improvement planning**

It is anticipated that changing the school's language category would lead to improvements in terms of leadership and management at the school. The proposed change would help the school to establish a clear, strategic rationale for the curriculum in terms of its benefits for pupils in preparing them to learn throughout their lives and to play a full part in society. It would also support the extent to which leaders and managers are purposeful and successful in meeting the national priority of providing purposeful opportunities for pupils to develop their Welsh language skills in formal and informal situations.

Operating as a single stream school would enable the school to operate more efficiently, and leaders and managers would have more time to focus on developing effective provision across the school.

### **Professional learning**

Changing the school's language category could provide improved professional learning opportunities for staff through greater opportunities for collaboration with other Welsh-medium schools across Wales.

### **Use of resources**

Should the change be implemented, the school would eventually become a single stream Welsh-medium school and would be funded as such. As a Welsh-medium school, the school would be able to operate more efficiently, as there would be no need to duplicate provision.

#### **v) Impact on vulnerable groups, including children with Special Educational Needs (SEN)**

It is noted that should the school move along the language continuum, there could be a negative impact on pupils with ALN who are from families where very little or no Welsh is spoken. This would require the school to provide an enhanced level of support to these pupils in order to meet their needs.

#### **vi) Ability of the school/schools which are the subject of the proposals to deliver the full curriculum at the foundation phase and each key stage of education, including the quality of curriculum delivery and the extent to which the structure or size of the school is impacting on this**

It is anticipated that changing the school's language category would have a positive impact on the ability to deliver the full curriculum in the foundation phase and each key stage of education, as there would no longer be a requirement to duplicate provision in two streams.

It is possible that there could be some challenges during the transition period as the school would need to accommodate decreasing numbers of English-medium pupils, however should the change to the school's language category be implemented, the Council would continue to support the school throughout the transition period to ensure that an appropriate curriculum is provided to all pupils.

#### **vii) Impact on the school's ability to deliver the full curriculum in the foundation stage and each key stage, including the quality of curriculum delivery and the extent to which the structure or size of the school is impacting on this**

It is anticipated that changing the school's language category would have a positive impact on the ability to deliver the full curriculum in the foundation

phase and each key stage of education, as there would no longer be a requirement to duplicate provision in two streams.

It is possible that there could be some challenges during the transition period as the school would need to accommodate decreasing numbers of English-medium pupils, however should the change to the school's language category be implemented, the Council would continue to support the school throughout the transition period to ensure that an appropriate curriculum is provided to pupils in all key stages.

#### **viii) Impact on other schools**

It is not anticipated that implementation of the proposal would have a significant impact on other schools. It is possible that some pupils may choose to access alternative English-medium providers instead of accessing Welsh-medium provision at Ysgol Dyffryn Trannon, therefore it is possible that there would be an increase in pupil numbers at these schools. However the numbers are likely to be relatively small therefore it is not anticipated that the impact would be significant.

### **17. NEED FOR PLACES AND IMPACT ON AVAILABILITY OF PLACES AND ACCESSIBILITY OF SCHOOLS**

#### **i) Will the alternative provision have sufficient capacity and provide accommodation of at least equivalent quality for existing and projected pupil numbers?**

It is not anticipated that the preferred option would impact on the school's capacity or projected pupil numbers.

It is possible that changing the school's language category could have some impact on pupil numbers, should pupils from the local area choose to attend alternative English-medium providers. However, it is also possible that changing the school's language category could lead to an increase in pupil numbers, as more pupils could choose to attend the school to access Welsh-medium provision.

#### **ii) Is the alternative provision sufficient to meet existing and projected demand for schools of the same language category and (if relevant) designated religious character?**

There is sufficient provision to meet existing and projected demand for Welsh-medium provision. For pupils wishing to access English-medium provision, there is alternative English-medium provision available in the catchment area at Llanidloes C.P. School, Caersws C.P. School and Llandinam C.P. School.

The school does not have a religious character – this would continue to be the case following any change to the language category.

**iii) What will be the nature of journeys to alternative provision and resulting journey times for pupils including SEN pupils?**

The plan to introduce the proposed change to the school's language category on a phased basis would mean that all current pupils at Ysgol Dyffryn Trannon would continue to be able to access the school, therefore there would be no impact on journeys to school or journey times for any pupils.

In the future, should pupils choose to attend English-medium provision in other locations instead of accessing Welsh-medium provision at Ysgol Dyffryn Trannon, there would be an increase in journeys / journey times in order to access this provision. However there are three other English-medium schools in the Llanidloes catchment. Two of these are located within around 5 miles of Ysgol Dyffryn Trannon, therefore journeys / journey times to alternative English-medium provision would not be excessive.

**iv) Is there evidence of current or future need/demand in the area for additional places?**

The latest pupil projection figures received by the Council suggest that there will be a small decrease in pupil numbers at Ysgol Dyffryn Trannon over the coming years. However, were there to be an increase in pupil numbers in the future, there is sufficient capacity within the school to accommodate an increase in pupil numbers.

There has been a decrease in demand for English-medium provision at Ysgol Dyffryn Trannon over recent years – there are currently no English-medium pupils at the school in Reception or Year 1.

**v) Will the proposals improve access for disabled pupils in accordance with requirements under the Equality Act 2010?**

Any change to the school's language category would not impact on access for disabled pupils in accordance with the requirements of the Equality Act 2010.

**18. RESOURCING OF EDUCATION AND OTHER FINANCIAL IMPLICATIONS**

**i) What effect will the proposals have on surplus places in the area?**

The intention is to introduce the change on a phased basis starting with the Reception year group and moving through the school each year as pupils move through the school. The intention is that all current pupils would continue to attend the school, therefore there would be no impact on surplus places.

It is possible that changing the school's language category could have some impact on pupil numbers, should pupils from the local area choose to attend alternative English-medium providers. However, it is also possible that

changing the school's language category could lead to an increase in pupil numbers, as more pupils could choose to attend the school to access Welsh-medium provision.

- ii) Do the proposals form part of the local authority's 21<sup>st</sup> Century Schools Investment Programme and contribute to the delivery of sustainable schools for the 21<sup>st</sup> Century and to the better strategic management of the school estate?**

The current plans in respect of Ysgol Dyffryn Trannon's language category are not part of the local authority's 21<sup>st</sup> Century Schools Investment Programme.

- iii) What are the recurrent costs of proposals over a period of at least 3 years and is the necessary recurrent funding available?**

There are no recurrent costs associated with changing the school's language category.

- iv) Will additional transport costs be incurred as a result of the proposal?**

The intention is to introduce the change to the school's language category on a phased basis as pupils move through the school. It is not anticipated that additional transport costs would be incurred as a result of the change.

- v) What are the capital costs of the proposal and is the necessary capital funding is available?**

There are no capital costs associated with changing the language category of Ysgol Dyffryn Trannon.

- vi) What is the scale of any projected net savings (taking into account school revenue, transport and capital costs)**

It is estimated that changing the school's language category would result in annual revenue savings to the Council of approximately £122k per annum, once the school is fully single-stream.

There would be no saving in the first year, and although there would be opportunities for savings as the phasing takes place, this would be dependent on pupil numbers.

It is not anticipated that there would be an impact on transport costs, and there would be no capital costs.

- vii) Without the proposals, would the schools affected face budget deficits?**

Ysgol Dyffryn Trannon is currently projecting to be in a deficit budget position by 2022/23.

**viii) Will any savings in recurrent costs be retained in the local authority's local schools budget?**

Any savings would be reinvested in the Council's corporate budget and any reinvestment in the schools' system would be agreed as part of the annual budget planning cycle.

**ix) Will the proceeds of sales (capital receipts) of redundant sites be made available to meet the costs of the proposal or contribute to the costs of future proposals which will promote effective management of school places?**

Changing Ysgol Dyffryn Trannon's language category would not result in any capital receipts.

**x) What impact will the proposals have on educational attainment among children from economically deprived backgrounds?**

There would be a positive impact on educational attainment among children from economically deprived backgrounds, as they would be able to participate in a fully bilingual curriculum from the beginning of their education.

In the future, any pupils in the Ysgol Dyffryn Trannon catchment who wish to attend English-medium provision would need to attend alternative provision, which would have an impact on travel. However, the Council would hope that all pupils living in the catchment area of Ysgol Dyffryn Trannon would attend Welsh-medium provision at the school.

**xi) Any equality issues, including those identified through equality impact assessments**

Supporting the school to move along the language continuum would have an impact on pupils belonging to the protected characteristic groups, however in the majority of cases, it is not anticipated that this would be a negative impact.

It is acknowledged that there may be concern about the impact of changing the school's language category on pupils with additional learning needs, however, the school would need to provide intensive and specialist support to these pupils to ensure that they weren't disadvantaged.

Should the Council proceed with the statutory process in respect of the preferred option, equality impact assessments will be carried out and regularly reviewed throughout the process to ensure that any issues are identified and fully considered.

- xii) **Whether the school / schools involved are subject to any trust or charitable interests which might be affected by the proposals, for example in relation to the use or disposal of land.**

Ysgol Dyffryn Trannon is not subject to any trust or charitable interests which might be affected by the plans to change the school's language category.

## **19. FACTORS TO BE CONSIDERED IN RESPECT OF PROPOSALS TO CHANGE LANGUAGE MEDIUM**

- i) **The extent to which existing provision by the local authority of education in the medium of English and/or Welsh exceeds or falls short of demand or projected demand from parents for that type of provision, and the contribution the proposal would make to remedying that situation**

There is currently no dedicated Welsh-medium primary provision in the Llanidloes catchment. Implementing the proposed change to the language category of Ysgol Dyffryn Trannon would ensure that this type of provision was available.

Implementing the proposed change would mean that education through the medium of English would no longer be available in the village of Trefeglwys. However the trend in Trefeglwys has been an increase in demand for Welsh-medium provision, therefore the proposed change reflects this. The proposed change would also ensure that all pupils attending Ysgol Dyffryn Trannon would be fully bilingual, therefore contributing to the Welsh Government's aim to achieve a million Welsh speakers by 2050.

Should pupils not want to access Welsh-medium provision at Ysgol Dyffryn Trannon, there are other English-medium providers available in the Llanidloes catchment.

- ii) **The extent to which the proposal would support the targets in the local authority's Welsh in Education Strategic Plan (WESP)**

Changing the language category of Ysgol Dyffryn Trannon would support the local authority to meet the targets in its Welsh in Education Strategic Plan. The Council's current WESP states that the Council 'acknowledges that designated Welsh-medium schools are the preferred model of delivery for Welsh-medium education', and includes an objective 'To establish and identify opportunities to establish new designated Welsh-medium provision in the primary sector'. The current proposal for Ysgol Dyffryn Trannon is in line with this.

In addition, the Council has recently approved a new Strategy for Transforming Education in Powys, which includes an aim to 'Improve access to Welsh-medium provision across all key stages', and an objective to 'Move schools along the language continuum'. The current proposal for Ysgol

Dyffryn Trannon is in-line with aims and objectives.

## 20. EQUALITY, COMMUNITY AND WELSH LANGUAGE IMPACT ASSESSMENTS

Draft impact assessments have been carried out in respect of the proposal. These will be updated following the consultation period to reflect any additional issues raised. The assessments are available on the Council's website:

<http://en.powys.gov.uk/article/10461/Ysgol-Dyffryn-Trannon>

A summary of the assessments are provided below:

### i) Equalities impact assessment

Should the proposal be implemented, the medium of instruction of Ysgol Dyffryn Trannon would change to Welsh-medium. This would be phased in, year on year, starting with Reception pupils. There would be no impact on existing pupils.

The proposal aims to improve the educational opportunities offered to all pupils in the Ysgol Dyffryn Trannon catchment, including pupils that belong to the protected characteristic groups.

It is noted that there could be concern about the impact of the proposal to change the school's language category to Welsh-medium on any pupils with additional learning needs attending the school in the future. To mitigate this concern, the school may need to provide enhanced support to pupils with ALN as needed in order to meet their needs. The consultation period will provide an opportunity for any concerns about the impact on pupils with ALN to be raised, and these will be considered as the process moves forward.

### ii) Impact on the community

The proposal only proposes changing the language category of Ysgol Dyffryn Trannon, therefore it is anticipated that the proposal's impact on the community would be minimal. Primary provision would continue to be available in Trefeglwys, and community facilities associated with the school would continue to be available.

It is acknowledged that the proposal would eventually lead to additional travel for any pupils wishing to access English-medium education. However by phasing in the change in language category over a number of years, the intention is that all pupils in the school's catchment area would access Welsh-medium provision at Ysgol Dyffryn Trannon, therefore the number of affected pupils would be small. Should pupils wish to access English-medium provision instead of accessing Welsh-medium provision at Ysgol Dyffryn Trannon, there are three English-medium schools within 8 miles of Ysgol Dyffryn Trannon, therefore the additional travel time / distance involved would not be significant.



**iii) Impact on the Welsh language**

Implementation of the proposal would have a positive impact on the Welsh language, as in time, it would ensure that all pupils in the Ysgol Dyffryn Trannon catchment area would access Welsh-medium education, and would become fully bilingual in Welsh and English, leading to an increase in the number of pupils able to use the Welsh language confidently, and contributing to the Welsh Government's Strategy to achieve a million Welsh speakers by 2050.

## **PART D – CONSULTATION DETAILS**

### **Who will we consult with?**

The Council will consult with a range of stakeholders as required by the School Organisation Code, which include the following:

- Parents, carers and guardians at Ysgol Dyffryn Trannon
- Governors at Ysgol Dyffryn Trannon
- Staff at Ysgol Dyffryn Trannon
- Pupils at Ysgol Dyffryn Trannon
- The Church in Wales and Roman Catholic Diocesan Authorities
- The Welsh Minister for Education
- Neighbouring Local Authorities
- Local Powys Councillors
- Town and Community Councils in the local area
- The Member of the Senedd for Montgomeryshire and regional Members of the Senedd for the area
- The MP for Montgomeryshire
- Estyn
- Teaching and staff trade unions
- ERW
- The Police & Crime Commissioner for Dyfed Powys
- Nursery providers in the local area
- Mudiad Meithrin
- The Powys Children and Young People's Partnership
- Welsh Language Commissioner

Consultation with pupils will take place in accordance with the Welsh children and young people's national participation standards<sup>2</sup>.

### **The consultation period**

The consultation period will commence on the 25 February 2021 and will end on the 15 April 2021.

### **The statutory process**

Consultation on this proposal will follow the guidelines set out by the Welsh Government in the revised School Organisation Code which became operational on the 1<sup>st</sup> November 2018. The process is summarised below:

#### **i) Consultation**

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<sup>2</sup> <https://gov.wales/children-and-young-peoples-national-participation-standards>

Consultation will start on the 25 February 2021 and will end on the 15 April 2021. Feedback from the consultation will be collated and summarised, and a consultation report will be produced and shared with stakeholders.

It is important to note that responses made to the consultation will not be counted as objections to the proposal, and that only objections can be registered following publication of a statutory notice.

The Council's Cabinet will consider the consultation report and the feedback received during the consultation period, and will decide whether to proceed with the proposal, to make changes to the proposal, or to not proceed with the proposal. If the Cabinet decides not to proceed, that will be the end of this proposal.

It is anticipated that the Consultation Report will be considered by the Cabinet in the summer of 2021.

## **ii) Statutory notice**

If the Cabinet decides to proceed with the proposal, statutory notices would be published after the Cabinet meeting. There would then be a period of 28 days for people to submit written objections.

If there were objections, the Council would publish an objection report providing a summary of the objections and the Council's response to them before the end of 7 days beginning with the day of the local authority's determination. Only written objections submitted during the statutory notice period will be considered as objections and included in this report. Comments submitted as part of the consultation period would not be counted as objections. Should stakeholders wish their consultation responses to be considered as objections, they would need to be re-submitted in writing during the statutory notice period.

A further report would be presented to the Council's Cabinet, which they would consider alongside the objection report, in order to decide whether or not to approve the proposal.

It is anticipated that a final decision would be made by the end of September 2021.

## **iii) Implementation**

If the Council's Cabinet were to approve the proposal, it would be implemented in accordance with the date given in the statutory notice or any subsequently modified date.

## **How to respond to the consultation**

A consultation response form is attached to this document. An online version is also available on the Council's website:

<http://en.powys.gov.uk/article/10461/Ysgol-Dyffryn-Trannon>

Alternatively, you can respond in writing.

Completed forms and other written responses should be sent to the following address:

*Transforming Education Team, Powys County Council, County Hall, Llandrindod Wells, LD1 5LG*

*E-mail: [school.consultation@powys.gov.uk](mailto:school.consultation@powys.gov.uk)*

All correspondence should be received by the **15 April 2021**.

If you have any further questions about this proposal, you can contact the Transforming Education Team using the above contact details, or by phoning (01597) 826618.

## APPENDIX A – KEY DATA

### 1. Ysgol Dyffryn Trannon

Information about Ysgol Dyffryn Trannon is provided below.

	School Type	Language Category	Admission Number
<b>Ysgol Dyffryn Trannon</b>	Community Primary School School building owned by Powys County Council	Dual Stream	20

### Pupil Numbers

#### i) Current pupil numbers<sup>3</sup>

	R	1	2	3	4	5	6	Total
Welsh-medium	11	15	13	16	12	21	9	97
English-medium	0	0	1	1	4	2	4	12
Total	11	15	14	17	16	23	13	109

#### ii) Historical pupil numbers<sup>4</sup>

	Jan. 2014	Jan. 2015	Jan. 2016	Jan. 2017	Jan. 2018	Jan. 2019	Jan. 2020
<b>Ysgol Dyffryn Trannon</b>	124	118	122	138	121	125	129

#### iii) Projected pupil numbers (Birth rate)<sup>5</sup>

	Jan. 2021 <sup>6</sup>	Jan. 2022	Jan. 2023	Jan. 2024	Jan. 2025
<b>Ysgol Dyffryn Trannon</b>	116	111	101	99	94

<sup>3</sup> Finance NOR – 2020 Pupil Count Day (6<sup>th</sup> November 2020)

<sup>4</sup> PLASC 2020

<sup>5</sup> Powys Schools Service Projections (R – Yr6) based on PLASC 2020 & Birth Rates

<sup>6</sup> These are the projected figures based on PLASC 2020 information, therefore include a projection for January 2021. PLASC 2021 information and projected pupil numbers based on PLASC 2021 are not yet available.

iv) **Projected pupil numbers (Finance projections)<sup>7</sup>**

	Jan. 2021	Jan. 2022	Jan. 2023	Jan. 2024	Jan. 2025
Ysgol Dyffryn Trannon	109	106	93	N/A	N/A

**Building Capacity and Condition**

i) **Capacity**

The following table provides information about the school's current capacity:

	Current Capacity	Currently Filled	Surplus Capacity
Ysgol Dyffryn Trannon	170	109 (64.1%)	61 (35.9%)

ii) **Building condition**

In 2009, Welsh Government carried out condition and suitability assessments of the school.

	Condition	Suitability	Access to hall on site
Ysgol Dyffryn Trannon	B Good	B Good	Yes

**Standards of Education**

i) **Estyn**

	Ysgol Dyffryn Trannon
Date of Inspection	February 2017
Standards	Adequate
Well Being	Good
Learning Experiences	Adequate
Teaching	Good
Care, Support and Guidance	Good
Learning Environment	Good
Leadership	Good
Improving Quality	Adequate

<sup>7</sup> Powys Finance Projections based on current numbers – November 2020

<b>Partnership Working</b>	Good
<b>Resource Management</b>	Adequate
<b>Outcome</b>	The school will produce an action plan that shows how it will address the recommendations. Estyn will review the school's progress.

## ii) School Categorisation<sup>8</sup>

	<b>Standards Group</b>	<b>Improvement Capacity</b>	<b>Support Capacity</b>
<b>Ysgol Dyffryn Trannon</b>	N/A	D	Red

## Financial information

### i) Cost per pupil<sup>9</sup> (Section 52 Budget Statement, 2020/2021)

	<b>Budget share per school</b>	<b>Budget share per pupil</b>	<b>Notional SEN budget</b>	<b>Non ISB funds devolved to the school</b>
<b>Ysgol Dyffryn Trannon</b>	£549,0000	£4,650	£24,000	£5,000
<b>Powys average (Primary)</b>	N/A	£4,264	N/A	N/A

## Equalities Information

### i) Free School Meals<sup>10</sup>

	<b>Number of pupils who had a free school meal on Census day</b>
Ysgol Dyffryn Trannon	7 (5.4%)

### ii) Pupils in care<sup>11</sup>

	<b>Number of pupils in care</b>
Ysgol Dyffryn Trannon	0

<sup>8</sup> 2019

<sup>9</sup> Section 52 Budget Statement 2020/2021

<sup>10</sup> PLASC 2020

<sup>11</sup> PLASC 2020

iii) SEN/ALN<sup>12</sup>

	School Action	School Action Plus	Statement
Ysgol Dyffryn Trannon	15 (11.6%)	1 (0.8%)	0 (0%)

2. Other schools that could be affected

As the proposal is to introduce the change to Ysgol Dyffryn Trannon's language category on a phased basis, no current pupils would need to transfer to alternative schools. However, should the proposal be implemented, it is possible that in the future, some pupils may choose to attend other schools to access English-medium provision, instead of accessing Welsh-medium provision at Ysgol Dyffryn Trannon.

Whilst the expectation is that the number of pupils would be small, and therefore the impact on these schools would not be significant, information about schools which may be affected in the future is provided below:

	School Type	Language Category	Admission Number
<b>Llanidloes C.P. School</b>	Community Primary School School building owned by Powys County Council	English medium	38
<b>Caersws C.P. School</b>	Community Primary School School building owned by Powys County Council	English medium	14
<b>Llandinam C.P. School</b>	Community Primary School School building owned by Powys County Council	English medium	7

**Pupil Numbers**

i) Current pupil numbers<sup>13</sup>

	R	1	2	3	4	5	6	Total
<b>Llanidloes C.P. School</b>	48	38	50	26	48	43	37	290

<sup>12</sup> PLASC 2020

<sup>13</sup> Finance NOR – 2020 Pupil Count Day (6<sup>th</sup> November 2020)



<b>Caersws C.P. School</b>	8	11	13	6	6	6	6	56
<b>Llandinam C.P. School</b>	8	5	1	5	6	4	5	34

ii) **Historical pupil numbers<sup>14</sup>**

	<b>Jan. 2014</b>	<b>Jan. 2015</b>	<b>Jan. 2016</b>	<b>Jan. 2017</b>	<b>Jan. 2018</b>	<b>Jan. 2019</b>	<b>Jan. 2020</b>
<b>Llanidloes C.P. School</b>	306	312	290	308	283	288	288
<b>Caersws C.P. School</b>	82	68	54	42	55	55	68
<b>Llandinam C.P. School</b>	57	57	54	52	47	49	47

iii) **Projected pupil numbers (Birth rate)<sup>15</sup>**

	<b>Jan. 2021<sup>16</sup></b>	<b>Jan. 2022</b>	<b>Jan. 2023</b>	<b>Jan. 2024</b>	<b>Jan. 2025</b>
<b>Llanidloes C.P. School</b>	282	277	276	266	272
<b>Caersws C.P. School</b>	52	52	54	57	56
<b>Llandinam C.P. School</b>	27	25	24	21	20

iv) **Projected pupil numbers (Finance projections)<sup>17</sup>**

	<b>Jan. 2021</b>	<b>Jan. 2022</b>	<b>Jan. 2023</b>	<b>Jan. 2024</b>	<b>Jan. 2025</b>
<b>Llanidloes C.P. School</b>	290	293	290	N/A	N/A

<sup>14</sup> PLASC 2020

<sup>15</sup> Powys Schools Service Projections (R – Yr6) based on PLASC 2020 & Birth Rates

<sup>16</sup> These are the projected figures based on PLASC 2020 information, therefore include a projection for January 2021. PLASC 2021 information and projected pupil numbers based on PLASC 2021 are not yet available.

<sup>17</sup> Powys Finance Projections based on data provided by the school – November 2020

<b>Caersws C.P. School</b>	56	56	56	N/A	N/A
<b>Llandinam C.P. School</b>	34	35	37	N/A	N/A

### **Building Capacity and Condition**

#### **i) Capacity**

The following table provides information about the school's current capacity:

	<b>Current Capacity</b>	<b>Currently Filled</b>	<b>Surplus Capacity</b>
<b>Llanidloes C.P. School</b>	269	290	-21 (7.8%)
<b>Caersws C.P. School</b>	102	56	46 (45.1%)
<b>Llandinam C.P. School</b>	53	34	19 (35.8%)

#### **ii) Building condition**

In 2009, Welsh Government carried out condition and suitability assessments of the school.

	<b>Condition</b>	<b>Suitability</b>	<b>Access to hall on site</b>
<b>Llanidloes C.P. School</b>	C	B	Yes
<b>Caersws C.P. School</b>	B	B	Yes
<b>Llandinam C.P. School</b>	C	C	Yes

### **Standards of Education**

#### **i) Estyn**

	<b>Llanidloes C.P. School</b>
<b>Date of Inspection</b>	January 2014

<b>Standards</b>	Good
<b>Wellbeing</b>	Adequate
<b>Learning Experiences</b>	Good
<b>Teaching</b>	Good
<b>Care, Support and Guidance</b>	Good
<b>Learning Environment</b>	Good
<b>Leadership</b>	Good
<b>Improving Quality</b>	Adequate
<b>Partnership Working</b>	Good
<b>Resource Management</b>	Good
<b>Outcome</b>	School to draw up action plan and the local authority to monitor progress.

	<b>Caersws C.P. School</b>
<b>Date of Inspection</b>	April 2013
<b>Standards</b>	Adequate
<b>Wellbeing</b>	Good
<b>Learning Experiences</b>	Adequate
<b>Teaching</b>	Adequate
<b>Care, Support and Guidance</b>	Adequate
<b>Learning Environment</b>	Good
<b>Leadership</b>	Adequate
<b>Improving Quality</b>	Adequate
<b>Partnership Working</b>	Good
<b>Resource Management</b>	Adequate
<b>Outcome</b>	School to draw up action plan and Estyn to monitor progress. Removed from Estyn Monitoring in June 2014

	<b>Llandinam C.P. School</b>
<b>Date of Inspection</b>	May 2013
<b>Standards</b>	Good
<b>Wellbeing</b>	Good
<b>Learning Experiences</b>	Good
<b>Teaching</b>	Good
<b>Care, Support and Guidance</b>	Good
<b>Learning Environment</b>	Good
<b>Leadership</b>	Good
<b>Improving Quality</b>	Good
<b>Partnership Working</b>	Good
<b>Resource Management</b>	Good
<b>Outcome</b>	School to produce an action plan to show how it will address the recommendations

ii) **School Categorisation<sup>18</sup>**

	<b>Standards Group</b>	<b>Support Capacity</b>
<b>Llanidloes C.P. School</b>	N/A	Yellow
<b>Caersws C.P. School</b>	N/A	Amber
<b>Llandinam C.P. School</b>	N/A	Green

**Financial information**

i) **Cost per pupil<sup>19</sup> (Section 52 Budget Statement, 2020/2021)**

	<b>Budget share per school</b>	<b>Budget share per pupil</b>	<b>Notional SEN budget</b>	<b>Non ISB funds devolved to the school</b>
<b>Llanidloes C.P. School</b>	£1,033,000	£3,613	£101,000	£52,000
<b>Caersws C.P. School</b>	£264,000	£4,711	£14,000	£8,000
<b>Llandinam C.P. School</b>	£199,000	£7,098	£16,000	£7,000
<b>Powys average (Primary)</b>	N/A	£4,264	N/A	N/A

**Equalities Information**

i) **Free School Meals<sup>20</sup>**

	<b>Number of pupils who had a free school meal on Census day</b>
<b>Llanidloes C.P. School</b>	14.9%
<b>Caersws C.P. School</b>	16.2%
<b>Llandinam C.P. School</b>	2.1%

ii) **Pupils in care<sup>21</sup>**

<sup>18</sup> 2019

<sup>19</sup> Section 52 Budget Statement 2020/2021

<sup>20</sup> PLASC 2020

<sup>21</sup> PLASC 2020

	Number of pupils in care
Llanidloes C.P. School	0
Caersws C.P. School	0
Llandinam C.P. School	0

iii) SEN/ALN<sup>22</sup>

	School Action	School Action Plus	Statement
Llanidloes C.P. School	12.2%	13.5%	0.3%
Caersws C.P. School	11.8%	4.4%	1.5%
Llandinam C.P. School	17.0%	2.1%	0.0%

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<sup>22</sup> PLASC 2020

## APPENDIX B – SWOT ANALYSIS AND CRITICAL SUCCESS FACTORS

### 1. SWOT ANALYSES

SWOT analyses for each of these three options identified in section 6 are provided below:

#### Option 1: Status quo – Ysgol Dyffryn Trannon continues to operate as a dual-stream school

Strengths	Weaknesses
<ul style="list-style-type: none"> <li>- No impact on pupils, parents or staff</li> <li>- No additional travel for pupils</li> <li>- No impact on pupil numbers at Ysgol Dyffryn Trannon</li> <li>- No impact on staff at Ysgol Dyffryn Trannon</li> <li>- No need for a statutory process</li> </ul>	<ul style="list-style-type: none"> <li>- Does not enable Ysgol Dyffryn Trannon to operate more efficiently</li> <li>- Some pupils do not become fully bilingual</li> <li>- Small numbers likely to continue in the English-medium stream</li> <li>- Does not provide access to designated Welsh-medium primary provision in the Llanidloes catchment</li> <li>- Does not meet the aims and objectives of the Council’s Strategy for Transforming Education in Powys</li> </ul>
Opportunities	Threats
	<ul style="list-style-type: none"> <li>- Continued small numbers in the English-medium stream</li> </ul>

#### Option 2: Change Ysgol Dyffryn Trannon’s language category to Welsh-medium

Strengths	Weaknesses
<ul style="list-style-type: none"> <li>- Would enable the school to operate more efficiently as a single stream school</li> <li>- All pupils at the school would study through the medium of Welsh and would develop bilingual skills</li> <li>- Potential to increase the number of pupils studying through the medium of Welsh</li> <li>- More opportunities could be offered through the medium of Welsh</li> <li>- Improvement in pupils’ Welsh language skills through improved Welsh ethos</li> </ul>	<ul style="list-style-type: none"> <li>- Pupils may choose to attend other schools in order to access English-medium provision</li> <li>- May be unpopular with some members of the local community</li> <li>- Impact on non-Welsh speaking staff</li> </ul>

<ul style="list-style-type: none"> <li>- Would ensure that all pupils would be taught in appropriately sized year groups</li> <li>- Small potential financial saving to the authority</li> </ul>	
<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"> <li>- Opportunity to further promote the Welsh-medium provision available to attract more pupils to Welsh-medium provision</li> </ul>	<ul style="list-style-type: none"> <li>- Possible impact on pupil numbers should pupils choose to attend other schools in order to access English-medium provision</li> </ul>

### Option 3: Change Ysgol Dyffryn Trannon's language category to English-medium

<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>- Would enable the school to operate more efficiently as a single stream school</li> <li>- Small potential financial saving to the authority</li> </ul>	<ul style="list-style-type: none"> <li>- There would be no Welsh-medium primary provision in the catchment</li> <li>- Would not attract pupils from Llanidloes who travel to Trefeglwys to access Welsh-medium provision</li> <li>- Does not reflect parental choices / current pupil trends</li> <li>- The number of English-medium pupils at the school is currently very low</li> <li>- Likely to be unpopular with some members of the local community</li> <li>- Would not provide access to designated Welsh-medium primary provision in the Llanidloes catchment</li> <li>- Does not meet the aims and objectives of the Council's Strategy for Transforming Education in Powys</li> <li>- Does not meet the Welsh Government's aspiration to increase the number of Welsh speakers</li> </ul>
<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"> <li>- Opportunity to increase the number of pupils studying through the medium of English</li> </ul>	<ul style="list-style-type: none"> <li>- Significant reduction in pupil numbers as pupils from Llanidloes would no longer be eligible for home to school transport to the school</li> </ul>

## 2. CRITICAL SUCCESS FACTORS

The options have also been assessed against the following Critical Success Factors:

Critical Success Factor	Description
1 – Strategic fit and business needs	<ul style="list-style-type: none"> <li>• The option must align with the Council’s Strategy for Transforming Education in Powys 2020-2030, to include the following:               <ul style="list-style-type: none"> <li>- Address the challenges facing education in Powys, as outlined in the Council’s Strategy for Transforming Education in Powys 2020-2030</li> <li>- Align with the Vision and Guiding Principles outlined in the Council’s Strategy for Transforming Education in Powys 2020-2030</li> <li>- Align with the Strategic Aims and Objectives outlined in the Council’s Strategy for Transforming Education in Powys 2020-2030</li> </ul> </li> <li>• The option must optimise the benefits of the Council’s Transforming Education Programme</li> </ul>
2 – Value for money	<ul style="list-style-type: none"> <li>• The option must optimise the resources available for the delivery of learning</li> <li>• The option must provide value for money in the delivery of learning</li> </ul>
3 – Potential achievability	<ul style="list-style-type: none"> <li>• The option must be achievable within current legislation</li> <li>• The option must be operationally achievable</li> <li>• The option must be physically achievable</li> </ul>
4 – Potential affordability	<ul style="list-style-type: none"> <li>• The extent to which the option is affordable within the Council’s forecasted revenue</li> <li>• The extent to which the option is affordable within the forecasted capital funding available to the Council</li> </ul>

Each option has been assessed against the Critical Success Factors based on the following criteria:

✓ – Meets    ? – Could meet    x – Does not meet

The assessment for each option is as follows:

	Option 1	Option 2	Option 3
1 – Strategic fit and business needs	x	✓	x



2 – Value for money	x	✓	?
3 – Potential achievability	✓	✓	x
5 – Potential affordability	✓	✓	?
<b>Total ✓</b>	2	4	0
<b>Total x</b>	0	0	2
<b>Outcome</b>	Discount	<b>Preferred</b>	Discount

## APPENDIX C – REASONS WHY ALTERNATIVE OPTIONS HAVE NOT BEEN TAKEN FORWARD

Option	Description	Reason for discounting
1	Status quo – Ysgol Dyffryn Trannon continues to operate as a dual-stream school	<ul style="list-style-type: none"> <li>- Does not enable Ysgol Dyffryn Trannon to operate more efficiently</li> <li>- Some pupils do not become fully bilingual</li> <li>- Small numbers likely to continue in the English-medium stream</li> <li>- Does not provide access to designated Welsh-medium primary provision in the Llanidloes catchment</li> <li>- Would result in continued small numbers in the English-medium stream</li> <li>- Does not meet the aims and objectives of the Council’s Strategy for Transforming Education in Powys</li> <li>- Does not meet all the Critical Success Factors</li> </ul>
2	Change Ysgol Dyffryn Trannon’s language category to Welsh-medium	N/A – This is the option taken forward
3	Change Ysgol Dyffryn Trannon’s language category to English-medium	<ul style="list-style-type: none"> <li>- There would be no Welsh-medium primary provision in the catchment</li> <li>- Would not attract pupils from Llanidloes who travel to Trefeglwys to access Welsh-medium provision</li> <li>- Does not reflect parental choices / current pupil trends</li> <li>- The number of English-medium pupils at the school is currently very low</li> <li>- Likely to be unpopular with some members of the local community</li> <li>- Would not provide access to designated Welsh-medium primary provision in the Llanidloes catchment</li> <li>- Significant reduction in pupil numbers as pupils from Llanidloes would no longer be eligible for home to school transport to the school</li> <li>- Does not meet the aims and objectives of the Council’s Strategy for Transforming Education in Powys</li> <li>- Does not meet the Welsh Government’s aspiration to increase the number of Welsh speakers</li> <li>- Does not meet all the Critical Success Factors</li> </ul>

## APPENDIX D – RESPONSE FORM

### PROPOSAL TO CHANGE THE LANGUAGE CATEGORY OF YSGOL DYFFRYN TRANNON

Powys County Council is consulting on the following proposals relating to Ysgol Dyffryn Trannon:

- To make a regulated alteration to alter the medium of instruction at Ysgol Dyffryn Trannon from dual stream to Welsh-medium.
- This would be introduced on a phased basis, year-by-year, starting with Reception in September 2022.

A consultation document which provides more information about the proposals is available on the Council's website at <http://www.powys.gov.uk/transformingeducation>. This consultation response form gives you the opportunity to let us know your view on the Council's proposal. The response form can also be completed online – a link to the online form is available by following the link above.

The closing date for this consultation is the **15 April 2021**. All responses must be received by this date.

For information on how the Transforming Education Team protects and uses personal information collected during consultation processes, please see the Transforming Education privacy notice, which is available via the following link:  
<https://en.powys.gov.uk/article/9803/Transforming-Education-Privacy-Notice>

#### Part 1 – About You

**1. Please indicate how you are associated with the schools affected by this consultation:**

- |  |  |
|--|--|
| <input type="checkbox"/> Parent, carer or guardian | <input type="checkbox"/> Prospective parent, carer or guardian |
| <input type="checkbox"/> Governor                  | <input type="checkbox"/> Member of staff                       |
| <input type="checkbox"/> Member of the community   | <input type="checkbox"/> Organisation e.g. Community Council   |
| <input type="checkbox"/> No association            | <input type="checkbox"/> Other                                 |

If you said 'Other', please specify: \_\_\_\_\_

**2. If you are associated with a school, please specify which school you are associated with:**

- |  |   |
|--|---|
| <input type="checkbox"/> Ysgol Dyffryn Trannon | <input type="checkbox"/> Another school |
| <input type="checkbox"/> No association        |   |

If you are associated with another school, please specify which school:

\_\_\_\_\_

**3. Please provide your postcode:** \_\_\_\_\_



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**Impact on the Welsh language**

6. In your opinion, what positive or adverse effects would the proposal to change the language category of Ysgol Dyffryn Trannon have on opportunities for persons to use the Welsh language and treating the Welsh language no less favourably than the English language?

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7. How do you think the proposal to change the language category of Ysgol Dyffryn Trannon could be formulated or revised so that it would have positive / more positive effects, or so that it would not have adverse effects / less adverse effects on opportunities for persons to use the Welsh language and treating the Welsh language no less favourably than the English language?

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**Impact on people with protected characteristics**

8. Do you have any comments or concerns about the impact of the proposal to change the language category of Ysgol Dyffryn Trannon on people with protected characteristics under the Equality Act 2010?

The protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

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**Copy of Consultation Report**

**9. At the end of the Consultation Period, the Council will publish a Consultation Report, summarising the issues raised in the consultation responses received and providing the Council's response to these issues.**

Would you like to be informed of the publication of the consultation report?

Yes

No

If you answered 'Yes', please provide an e-mail address or postal address:

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**Part 3 – Equalities Information (Optional)**

We want to ensure that we include all sectors of the community in our consultation, and are requesting that you provide this information to enable us to identify whether the consultation has been inclusive. However, these questions are optional.

**10. How old are you?**

Under 16

16-24

25-34

35-44

45-54

55-64

65-74

75-84

85+

Prefer not to say

**11. What is your gender?**

Male

Female

Gender Fluid

Non-Binary

Gender neutral

Prefer not to say

**12. Can you understand, speak or write Welsh?**

Yes

No

Prefer not to say

**13. If you have school-aged children, are they entitled to receive free school meals?**

Yes

No

Prefer not to say

**14. If you have school-aged children, do they have any additional learning needs?**

Yes

No

Prefer not to say

**15. Do you consider yourself to be disabled?**

Yes

No

Prefer not to say

**16. What is your ethnic group?**

White

Asian

Black, African or Caribbean

Mixed

Gypsy/Traveller

Other

Prefer not to say

**Thank you for completing this questionnaire.**

Completed questionnaires should be sent to the following address, to arrive **no later than the 15 April 2021**.

*Transforming Education Team, Powys County Council, County Hall, Llandrindod Wells, LD1 5LG*

*E-mail: [school.consultation@powys.gov.uk](mailto:school.consultation@powys.gov.uk)*

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol





## Newid categori iaith Ysgol Dyffryn Trannon

Dogfen Ymgynghori



# Ymgynghoriad ar newid categori iaith Ysgol Dyffryn Trannon

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## Ymgynghoriad ar newid categori iaith Ysgol Dyffryn Trannon

### TROSOLWG

#### 1. Y Cynnig

Mae Cyngor Sir Powys yn ymgynghori ar gynnig i newid categori iaith Ysgol Dyffryn Trannon. Mae'r cynnig fel a ganlyn:

- Gwneud newid rheoledig er mwyn newid cyfrwng yr addysg yn Ysgol Dyffryn Trannon o ddwyieithog i gyfrwng Cymraeg.
- Byddai hyn yn cael ei gyflwyno fesul cam, o flwyddyn i flwyddyn, gan ddechrau gyda'r Dosbarth Derbyn ym mis Medi 2022.

#### 2. Sut i ymateb i'r ymgynghoriad

Gallwch ymateb i'r ymgynghoriad hwn drwy lenwi'r holiadur ar-lein sydd ar gael ar ein gwefan:

<https://cy.powys.gov.uk/article/10462/Ysgol-Dyffryn-Trannon>

Mae copi o'r holiadur ar gael yng nghefn y ddogfen hon hefyd. Fel arall, gallwch ymateb yn ysgrifenedig gan ddefnyddio'r manylion cyswllt isod.

Mae'n rhaid i ni dderbyn pob ymateb erbyn **15 Ebrill 2021**.

#### 3. Manylion cyswllt

Dylid anfon pob ymateb i'r cyfeiriad canlynol:

Tîm Trawsnewid Addysg  
Cyngor Sir Powys  
Neuadd y Sir  
Llandrindod  
Powys  
LD1 5LG

E-bost: [school.consultation@powys.gov.uk](mailto:school.consultation@powys.gov.uk)

Ffôn: 01597 826618

#### 4. Beth fydd yn digwydd nesaf

Pan fydd y cyfnod ymgynghori wedi dod i ben, caiff adroddiad ymgynghori ei lunio a fydd yn amlinellu'r sylwadau a gafwyd. Bydd Cabinet y Cyngor yn ystyried yr adroddiad ymgynghori ac yn ystyried a yw'n dymuno bwrw ymlaen â'r naill ddewis a amlinellir yn y ddogfen ymgynghori ai peidio. Disgwylir i hyn ddigwydd ym mis Mai 2021.

Os bydd y Cabinet yn penderfynu bwrw ymlaen â'r cynigion, byddai hysbysiad statudol yn cael ei gyhoeddi, a bydd cyfnod o 28 diwrnod dilynol i bobl gyflwyno gwrthwynebiad. Yna, byddai angen i'r Cabinet ystyried adroddiad arall yn crynhoi unrhyw wrthwynebiad a gafwyd a phenderfynu a ddylid bwrw ymlaen â'r gweithredu ai peidio.

## RHAN A – YR ACHOS DROS NEWID

Mae Cyngor Sir Powys yn ymgynghori ar gynnig i newid categori iaith Ysgol Dyffryn Trannon. Mae'r cynnig fel a ganlyn:

- Gwneud newid rheoledig er mwyn newid cyfrwng yr addysg yn Ysgol Dyffryn Trannon o ddwy ffrwd i gyfrwng Cymraeg.
- Byddai hyn yn cael ei gyflwyno fesul cam, o flwyddyn i flwyddyn, gan ddechrau gyda'r Dosbarth Derbyn ym mis Medi 2022.

### 1. Y CEFNDIR

Ysgol gynradd dwy ffrwd a leolir ym mhentref Trefeglwys yng Ngogledd Powys yw Ysgol Dyffryn Trannon. Yn ogystal â gwasanaethu pentref Trefeglwys a'r pentrefi cyfagos, yr ysgol yw'r unig ddarparwr cynradd cyfrwng Cymraeg yn nalgylch Llanidloes, felly mae nifer sylweddol o ddisgyblion o dref Llanidloes yn mynychu'r ysgol.

Mae'r canlynol yn grynodedb o ddata allweddol sy'n ymwneud ag Ysgol Dyffryn Trannon:

	Math o Ysgol	Categori iaith	Nifer Derbyn
<b>Ysgol Dyffryn Trannon</b>	Ysgol Gynradd Gymunedol Cyngor Sir Powys sy'n berchen ar adeilad yr ysgol	Dwy Ffrwd	20

Mae niferoedd presennol y disgyblion<sup>1</sup> yn Ysgol Dyffryn Trannon fel a ganlyn:

	D	1	2	3	4	5	6	Cyfanswm
Cyfrwng Cymraeg	11	15	13	16	12	21	9	97
Cyfrwng Saesneg	0	0	1	1	4	2	4	12
Cyfanswm	11	15	14	17	16	23	13	109

Mae'r nifer isel iawn o ddisgyblion cyfrwng Saesneg yn yr ysgol yn achosi her i'r ysgol o ran darparu darpariaeth briodol i'r dysgwyr hyn. Addysgir disgyblion mewn dosbarthiadau bach, gyda nifer uchel o grwpiau blwyddyn ym mhob dosbarth.

<sup>1</sup> Nifer ar y gofrestr Cyllid – Diwrnod Cyfrif Disgyblion 2020 (6 Tachwedd 2020)

Mae Strategaeth y Cyngor ar gyfer Trawsnewid Addysg ym Mhowys yn cynnwys nod o 'wella mynediad at ddarpariaeth cyfrwng Cymraeg ar draws pob cyfnod allweddol', yn ogystal ag amcan o 'symud ysgolion ar hyd y continwmm iaith'.

Er mwyn cyflawni'r nodau a'r amcanion hyn, mae'r Cyngor yn awyddus i ymgynghori ar newid categori iaith Ysgol Dyffryn Trannon er mwyn mynd i'r afael â'r nifer bach o ddisgyblion sy'n defnyddio darpariaeth cyfrwng Saesneg yn yr ysgol. Byddai hyn yn sicrhau bod pob disgybl sy'n mynychu'r ysgol yn cael cyfle i fod yn rhugl yn y Gymraeg a'r Saesneg, gan gyfrannu at ddyhead Llywodraeth Cymru o sicrhau miliwn o siaradwyr Cymraeg erbyn 2050.

Cymerwyd y camau canlynol:

- Trafodaethau gyda chynrychiolwyr Ysgol Dyffryn Trannon
- Ymarfer arfarnu dewisiadau
- Ystyriodd Bwrdd y Rhaglen Trawsnewid Addysg yr arfarniad o ddewisiadau a chytuno arno
- Ystyriodd y Cabinet yr argymhelliad a chytuno arno

Yr argymhelliad y cytunodd y Cabinet arno ar 26 Ionawr 2021 oedd y dylid dechrau ymgynghori ar y canlynol:

*'Gwneud newid rheoledig er mwyn newid cyfrwng yr addysg yn Ysgol Dyffryn Trannon o ddwyieithog (dwy ffrwd) i gyfrwng Cymraeg*

*Byddai hyn yn cael ei gyflwyno fesul cam, o flwyddyn i flwyddyn, gan ddechrau gyda'r Dosbarth Derby yn mis Medi 2022.'*

## 2. PAM MAE ANGEN NEWID YM MHOWYS

Mae Powys yn awdurdod gwledig mawr. Mae'n cwmpasu chwarter o dirwedd Cymru, mae'n cynnwys 4.2% o'r boblogaeth yn unig, sy'n golygu mai hon yw'r sir â'r boblogaeth fwyaf gwasgaredig yng Nghymru. Mae darparu gwasanaethau ar draws ardal mor fawr â phoblogaeth mor wasgaredig yn heriol ac yn ddrud.

Er y bu rhywfaint o weithgarwch ad-drefnu ysgolion ym Mhowys yn ystod y blynyddoedd diwethaf, mae seilwaith ysgolion y sir yn parhau i fod yn debyg i'r hyn a oedd ar waith 20 mlynedd yn ôl.

Mae Strategaeth newydd y Cyngor ar gyfer Trawsnewid Addysg ym Mhowys yn amlinellu nifer o heriau i addysg ym Mhowys, a nodwyd ar ôl ymgysylltu â rhanddeiliaid allweddol yn ystod tymor yr hydref 2019 a thymor y gwanwyn 2020.

Mae'r canlynol yn grynodeb o'r prif heriau i'r Cyngor:

### i) Cyfran uchel o ysgolion bach

Ar sail ffigurau CYBLD 2019, roedd 33 o ysgolion cynradd bach ym Mhowys – mae hyn gyfwerth ag oddeutu 40% o ddarpariaeth gynradd yn y sir. Roedd gan 21 o ysgolion lai na 50 o ddisgyblion, ac i'r ysgolion hynny, mae cyfran y gyllideb fesul disgybl yn uwch ar y cyfan na'r cyfartaledd ar gyfer ysgolion cynradd Powys.

### ii) Gostyngiad yn niferoedd y disgyblion

Mae niferoedd y disgyblion wedi gostwng yn ystod y degawd diwethaf, a disgwylir iddynt ostwng yn fwy yn ystod y pum mlynedd nesaf. Disgwylir i niferoedd y disgyblion yn y sector cynradd ym Mhowys ostwng oddeutu 4% erbyn 2025.

### iii) Nifer uchel o leoedd dros ben

Ar sail ffigurau CYBLD 2019, roedd 18% o gapasiti ysgolion cynradd Powys dros ben. Oherwydd yr amcanestyniad y bydd nifer y disgyblion ledled Powys yn gostwng yn gyffredinol yn ystod y blynyddoedd nesaf, bydd cyfran y lleoedd dros ben ledled y sir yn parhau i gynyddu.

### iv) Cyflwr yr adeiladau

Er bod y Cyngor wedi buddsoddi yn ei ystâd ysgolion drwy'r Rhaglen Ysgolion yr 21<sup>ain</sup> Ganrif a'r Cynllun Rheoli Asedau, mae cyflwr adeiladau yn parhau i fod yn broblem ledled Powys, gyda chostau cynnal a chadw cysylltiedig.

**v) Pwysau ariannol**

Ar hyn o bryd, mae'r Cyngor yn wynebu pwysau ariannol sylweddol yn gyffredinol. Mae hyn yn effeithio ar bob maes gwasanaeth, gan gynnwys y sector ysgolion. Ceir amrywiadau sylweddol yn y gyfran o'r gyllideb fesul disgybl ar draws ysgolion Powys, gan amrywio o £3,127 i £7,877 yn y sector cynradd.

**vi) Anghydraddoldeb o ran y gallu i gael addysg cyfrwng Cymraeg**

Yn wahanol i rannau eraill o Gymru, ni fu twf yn nifer y disgyblion cyfrwng Cymraeg ym Mhowys yn ystod y blynyddoedd diwethaf. Mae angen newidiadau sylweddol i'r cynnig cyfrwng Cymraeg sydd ar gael ym Mhowys er mwyn gwrthdroi tuedd y blynyddoedd diwethaf a sicrhau bod holl ddysgwyr Powys yn gallu cael gafael ar ddarpariaeth cyfrwng Cymraeg gynhwysfawr drwy gydol eu gyrfaoedd addysgol.

**vii) Cynnig ôl-14 ac ôl-16 cyfyngedig**

Ym mis Medi 2019, ystyriodd Cabinet y Cyngor adroddiad ar ddarpariaeth ôl-16 a wnaeth amlinellu nifer o heriau i'r sector, gan gynnwys gostyngiad yn niferoedd y dysgwyr, heriau ariannol a chynaliadwyedd y cwricwlwm a gynigir, gan gynnwys darpariaeth cyfrwng Cymraeg.

**viii) Anghydraddoldeb o ran y gallu i gael darpariaeth AAA**

Ym Mhowys, mae disgyblion ag anghenion addysgol arbennig (AAA) yn mynychu amrywiaeth o leoliadau, gan gynnwys ysgolion arbennig, canolfannau arbenigol, yr uned cyfeirio disgyblion (UCD) yn ogystal ag ysgolion prif ffrwd.

Ar hyn o bryd, nid yw pob disgybl yn cael ei addysgu yn y lleoliad sy'n diwallu ei anghenion orau, a gan ddibynnu ar ble mae disgyblion yn byw, mae'r ddarpariaeth sydd ar gael iddynt o wahanol ansawdd a math.

**ix) Diffyg penderfyniadau gwleidyddol hanesyddol**

Er y bu rhai datblygiadau o ran seilwaith ysgolion yn ystod blynyddoedd diweddar, mae methiant y Cyngor i weithredu nifer o gynigion proffil uchel yn ystod y blynyddoedd diwethaf wedi gadael ei ôl ym Mhowys, a bu amharodrwydd i ddechrau ad-drefnu'r ddarpariaeth addysg ar raddfa fawr ers hynny.



### 3. Y CYD-DESTUN STRATEGOL

Yn ystod haf 2019, arolygwyd Gwasanaethau Addysg Powys gan Estyn. Mae'r adroddiad a gyhoeddwyd gan Estyn yn sgil yr arolygiad yn amlinellu pryderon sylweddol ynghylch cynnydd y Cyngor o ran ad-drefnu ysgolion, ac mae'n cynnwys argymhelliad i 'Sicrhau bod trefniadaeth y ddarpariaeth ar gyfer addysg nas cynhelir, addysg ôl16, addysg cyfrwng Cymraeg ac addysg uwchradd yn bodloni anghenion plant a phobl ifanc Powys.'

Ar ôl cyhoeddi'r adroddiad arolygu, cynhaliodd y Cyngor adolygiad strategol o ysgolion yn ystod 2019-20, a arweiniodd at ddatblygu Strategaeth newydd ar gyfer Trawsnewid Addysg ym Mhowys. Cymeradwywyd y strategaeth, a ddatblygwyd ar ôl ymgysylltu ag ystod eang o randdeiliaid, ym mis Ebrill 2020.

Mae'r strategaeth yn nodi Datganiad y Weledigaeth ac Egwyddorion Arweiniol a fydd yn tanategu gwaith y Cyngor o ran trawsnewid system addysg Powys yn ystod y blynyddoedd nesaf.

Mae Datganiad y Weledigaeth fel a ganlyn:

***Bydd holl blant a phobl ifanc Powys yn derbyn addysg ysbrydoledig o ansawdd uchel i'w helpu i ennill y wybodaeth, sgiliau a'r nodweddion i fod yn bobl iach, economaidd gynhyrchiol sy'n gymdeithasol a byd-eang gyfrifol ac yn gallu gwireddu eu dyheadau personol yng Nghymru'r 21ain ganrif.***

Mae Strategaeth y Cyngor ar gyfer Trawsnewid Addysg ym Mhowys yn cynnwys nod o 'wella mynediad at ddarpariaeth cyfrwng Cymraeg ar draws pob cyfnod allweddol', yn ogystal ag amcan o 'symud ysgolion ar hyd y continwmm iaith'.

Er mwyn cyflawni'r nodau a'r amcanion hyn, mae'r Cyngor yn awyddus i yngynghori ar symud Ysgol Dyffryn Trannon ar hyd y continwmm iaith. Byddai hyn yn sicrhau bod pob disgybl sy'n mynychu'r ysgol yn cael cyfle i fod yn rhugl yn y Gymraeg a'r Saesneg, gan gyfrannu at ddyhead Llywodraeth Cymru o sicrhau miliwn o siaradwyr Cymraeg erbyn 2050.

#### 4. PAM MAE ANGEN NEWID YN YSGOL DYFFRYN TRANNON

Mae nifer y disgyblion cyfrwng Saesneg yn Ysgol Dyffryn Trannon wedi gostwng yn ystod y blynyddoedd diwethaf. Mae niferoedd presennol y disgyblion yn yr ysgol fel a ganlyn:

	D	1	2	3	4	5	6	Cyfanswm
Cyfrwng Cymraeg	11	15	13	16	12	21	9	97
Cyfrwng Saesneg	0	0	1	1	4	2	4	12
Cyfanswm	11	15	14	17	16	23	13	109

Mae'r nifer isel iawn o ddisgyblion cyfrwng Saesneg yn yr ysgol yn achosi her i'r ysgol o ran darparu darpariaeth briodol i'r dysgwyr hyn. Addysgir disgyblion mewn dosbarthiadau bach, gyda nifer uchel o grwpiau blwyddyn ym mhob dosbarth. Ar hyn o bryd nid oes unrhyw ddisgyblion cyfrwng Saesneg yn y Dosbarth Derbyn nac ym mlwyddyn 1.

Mae Strategaeth y Cyngor ar gyfer Trawsnewid Addysg ym Mhowys yn cynnwys nod o 'wella mynediad at ddarpariaeth cyfrwng Cymraeg ar draws pob cyfnod allweddol', yn ogystal ag amcan o 'symud ysgolion ar hyd y continwmm iaith'.

Er mwyn cyflawni'r nodau a'r amcanion hyn, mae'r Cyngor yn awyddus i ymgynghori i newid categori iaith Ysgol Dyffryn Trannon er mwyn mynd i'r afael â'r nifer bach o ddisgyblion sy'n defnyddio darpariaeth cyfrwng Saesneg yn yr ysgol. Byddai hyn yn sicrhau bod pob disgybl sy'n mynychu'r ysgol yn cael cyfle i fod yn rhugl yn y Gymraeg a'r Saesneg, gan gyfrannu at ddyhead Llywodraeth Cymru o sicrhau miliwn o siaradwyr Cymraeg erbyn 2050.

## 5. MANTEISION DWYIEITHRWYDD

Mae rhwng 60% a 75% o boblogaeth y byd yn ddwyieithog, ac mae ymchwil ryngwladol wedi dangos bod llawer o fanteision yn gysylltiedig â bod yn ddwyieithog. Mae'r rhain yn cynnwys y canlynol:

- Mae plant sy'n agored i wahanol ieithoedd yn dod yn fwy ymwybodol o wahanol ddiwylliannau, pobl eraill a safbwyntiau eraill
- Mae tuedd i blant dwyieithog fod yn well na phlant uniaith o ran gallu i 'amldasgio' a chanolbwyntio
- Yn gyffredinol, mae pobl ddwyieithog yn ei chael yn haws dysgu ieithoedd eraill
- Mae ymchwil yn awgrymu y gall dysgu iaith arall oedi dechrau dementia

Yng Nghymru, mae bod yn ddwyieithog yn y Gymraeg a'r Saesneg yn cyflwyno manteision ychwanegol o ran chwilio am waith, oherwydd bod cyflogwyr yn chwilio mwyfwy am bobl sy'n gallu gweithio yn y Gymraeg a'r Saesneg.

Addysg cyfrwng Cymraeg yw'r ffordd orau o sicrhau bod pobl ifanc yn dod yn gwbl ddwyieithog yn y Gymraeg a'r Saesneg. Nid yw mwyafrif y disgyblion sy'n derbyn addysg cyfrwng Cymraeg yn siarad Cymraeg wrth ddechrau yn yr ysgol, ond maent yn cael eu trochi yn y Gymraeg wrth ddechrau yn yr ysgol, gan ddod yn gwbl ddwyieithog, ac maent yn gallu cyfathrebu'n rhugl yn y Gymraeg a'r Saesneg.

Ceir rhagor o wybodaeth am ddwyieithrwydd ac addysg cyfrwng Cymraeg yn <https://llyw.cymru/cymraeg-addysg>

## 6. Y DEWISIADAU A YSTYRIWYD

Nodwyd y dewisiadau canlynol er mwyn mynd i'r afael â'r heriau a achoswyd gan strwythur dwy ffrwd bresennol yr ysgol:

Dewis	Disgrifiad
1	Y sefyllfa bresennol – Ysgol Dyffryn Trannon yn parhau i weithredu fel ysgol dwy ffrwd
2	Newid categori iaith Ysgol Dyffryn Trannon yn gyfrwng Cymraeg
3	Newid categori iaith Ysgol Dyffryn Trannon yn gyfrwng Saesneg

Cynhaliwyd dadansoddiad Cryfderau, Gwendidau, Cyfleoedd a Bygythiadau (SWOT) ar bob un o'r dewisiadau hyn. Hefyd, mae'r dewisiadau wedi eu hasesu o'u cymharu â nifer o Ffactorau Llwyddiant Critigol. Mae'r rhain i'w gweld yn Atodiad B i'r ddogfen hon.

Ar sail y dadansoddiadau SWOT a'r asesiad Ffactorau Llwyddiant Critigol, dyma'r dewis a ffefrir ar gyfer Ysgol Dyffryn Trannon:

### **Dewis 2: Newid categori iaith Ysgol Dyffryn Trannon yn gyfrwng Cymraeg**

Dyma'r rhesymau dros hyn:

- Byddai'n galluogi'r ysgol i weithredu'n fwy effeithlon fel ysgol un ffrwd
- Byddai pob disgybl yn yr ysgol yn astudio drwy gyfrwng y Gymraeg ac yn datblygu sgiliau dwyieithog
- Y potensial i gynyddu nifer y disgyblion sy'n astudio drwy gyfrwng y Gymraeg
- Gellid cynnig mwy o gyfleoedd drwy gyfrwng y Gymraeg
- Gwelliant yn sgiliau Cymraeg disgyblion drwy well ethos Cymraeg
- Byddai'n sicrhau y byddai pob disgybl yn cael ei addysgu mewn grwpiau blwyddyn o faint priodol
- Arbedion ariannol bach posibl i'r awdurdod
- Cyflawni'r holl Ffactorau Llwyddiant Critigol
- Cefnogi amcan y Cyngor i 'Symud ysgolion ar hyd y continwmm ieithyddol' fel y nodir yn y Strategaeth Trawsnewid Addysg ym Mhowys

Er mwyn lleihau'r effaith ar y disgyblion presennol, argymhellir gweithredu'r dewis a ffefrir sy'n dod i'r amlwg fesul cam, gan ganiatáu i ddisgyblion sy'n derbyn darpariaeth cyfrwng Saesneg yn yr ysgol ar hyn o bryd i barhau i wneud hynny tan ddiwedd blwyddyn 6.

Er mwyn bwrw ymlaen â'r dewis a ffefrir hwn, mae'r Cyngor yn ymgynghori ar y canlynol:

- Gwneud newid rheoledig er mwyn newid cyfrwng yr addysg yn Ysgol Dyffryn Trannon o ddwyieithog (dwy ffrwd) i gyfrwng Cymraeg

- Byddai hyn yn cael ei gyflwyno fesul cam, o flwyddyn i flwyddyn, gan ddechrau gyda'r Dosbarth Derbyn ym mis Medi 2022.

Caiff y cynnig hwn ei ystyried ymhellach yn yr adran ganlynol.

## **RHAN B – Y CYNNIG**

### **7. TROSOLWG**

Mae Cyngor Sir Powys yn ymgynghori ar gynnig i newid categori iaith Ysgol Dyffryn Trannon. Mae'r cynnig fel a ganlyn

- Gwneud newid rheoledig er mwyn newid cyfrwng yr addysg yn Ysgol Dyffryn Trannon o ddwyieithog (dwy ffrwd) i gyfrwng Cymraeg.
- Bydd hyn yn cael ei gyflwyno fesul cam, o flwyddyn i flwyddyn, gan ddechrau gyda'r Dosbarth Derbyn ym mis Medi 2022.

Byddai hyn yn golygu'r canlynol:

- Byddai darpariaeth cyfrwng Cymraeg yn cael ei chyflwyno'n raddol fesul blwyddyn, gan ddechrau gyda'r Dosbarth Derbyn ym mis Medi 2022
- Yn y pen draw, byddai holl ddisgyblion yr ysgol yn derbyn darpariaeth cyfrwng Cymraeg, gan sicrhau y byddai pob disgybl yn rhugl yn y Gymraeg a'r Saesneg

### **8. Y RHESYMAU DROS Y CYNNIG**

Yn ogystal â'r cryfderau a'r cyfleoedd a nodir yn Atodiad B, mae'r Cyngor yn cynnig newid categori iaith Ysgol Dyffryn Trannon am y rhesymau canlynol:

- Gwella deilliannau addysgol
  - Ni fyddai plant yn cael eu haddysgu mewn dosbarthiadau oedran cymysg bach mwyach
  - Byddai mwy o ddisgyblion yn rhugl ac yn hyderus wrth ddefnyddio'r Gymraeg a'r Saesneg yn gyfartal
- Gwella'r ddarpariaeth addysgol
  - Ceir cyfleoedd i ddatblygu cwricwlwm ehangach er mwyn diwallu anghenion disgyblion
  - Byddai bod ag un ffrwd iaith yn ei gwneud yn haws monitro a thargeddu cynnydd a llesiant disgyblion
- Gwella arweinyddiaeth a rheolaeth
  - Gallai tîm rheoli'r ysgol weithio'n fwy effeithlon
- Gwella effeithlonrwydd wrth ddarparu addysg
  - Ceir potensial i'r ysgol weithredu'n fwy effeithlon drwy ddefnyddio staff ac adnoddau mewn modd mwy effeithlon

- Cynyddu nifer y disgyblion sy'n derbyn addysg cyfrwng Cymraeg
  - Byddai mwy o ddisgyblion yn rhugl yn y Gymraeg a'r Saesneg, gan gyfrannu at nod Llywodraeth Cymru o sicrhau miliwn o siaradwyr Cymraeg erbyn 2050.

## 9. MANTEISION AC ANFANTEISION

Ceir crynodeb isod o fanteision ac anfanteision y cynnig presennol i newid categori iaith Ysgol Dyffryn Trannon:

Manteision	Anfanteision
<ul style="list-style-type: none"> <li>- Byddai'n galluogi'r ysgol i weithredu'n fwy effeithlon fel ysgol un ffrwd</li> <li>- Yr effaith leiaf bosibl ar ddisgyblion sy'n derbyn addysg cyfrwng Saesneg yn yr ysgol ar hyn o bryd – byddai'r ddarpariaeth yn parhau nes iddynt adael yr ysgol</li> <li>- Byddai pob disgybl yn yr ysgol yn astudio drwy gyfrwng y Gymraeg ac yn datblygu sgiliau dwyieithog</li> <li>- Y potensial o gynyddu nifer y disgyblion sy'n astudio drwy gyfrwng y Gymraeg</li> <li>- Gellid cynnig mwy o gyfleoedd drwy gyfrwng y Gymraeg</li> <li>- Gwelliant yn sgiliau Cymraeg disgyblion drwy well ethos Cymraeg</li> <li>- Byddai'n sicrhau y byddai pob disgybl yn cael ei addysgu mewn grwpiau blwyddyn o faint priodol</li> <li>- Mae'n bodloni strategaeth y Cyngor ar gyfer Trawsnewid Addysg ym Mhowys</li> <li>- Arbedion ariannol bach posibl i'r awdurdod</li> </ul>	<ul style="list-style-type: none"> <li>- Mae'n bosibl y bydd disgyblion yn dewis mynychu ysgolion eraill er mwyn derbyn darpariaeth cyfrwng Saesneg</li> <li>- Gallai fod yn amhoblogaidd ymhlith rhai aelodau o'r gymuned leol</li> <li>- Yr effaith ar staff di-Gymraeg</li> <li>- Cyfnod pontio hir i'r ysgol</li> </ul>

## 10. Y RISGIAU

Fel gyda phob cynnig i ad-drefnu ysgolion, mae risgiau'n gysylltiedig â'r cynnig i newid categori iaith Ysgol Dyffryn Trannon o ddwy ffrwd i gyfrwng Cymraeg.

Amlinellir y rhain isod, ynghyd ag awgrymiadau o gamau lliniaru:

Risg	Sgôr Risg Gynhenid	Camau Lliniaru	Sgôr Risg Weddilliol
Nid yw rhieni'n dymuno i'w plant fynychu ysgol Gymraeg, felly maent yn penderfynu eu symud i ysgolion eraill	Canolig	- Cyflwyno'r newid fesul cam er mwyn lleihau'r effaith ar y disgyblion presennol - Ymgysylltu â rhieni drwy gydol y broses	Isel
Mae rhieni'n dewis anfon eu plant i ysgolion eraill yn y dyfodol yn lle Ysgol Dyffryn Trannon, a fyddai'n effeithio ar gyllideb yr ysgol ac yn cynyddu lleoedd dros ben	Canolig	- Ymgyrch hyrwyddo i helpu rhieni i ddeall manteision addysg ddwyieithog a'r cymorth sydd ar gael, e.e. Trochi	Isel

## 11. AMSERLEN WEITHREDU BOSIBL

Pe byddai'r Cabinet yn penderfynu bwrw ymlaen â'r cynigion, mae amserlenni gweithredu posibl fel a ganlyn:

Ymgynghoriad Ffurfiol	25 Chwefror 2021 i 15 Ebrill 2021
Cabinet i gyhoeddi Adroddiad Ymgynghori a'i ystyried	Haf 2021

### Os bydd y Cabinet yn penderfynu bwrw ymlaen:

Cyhoeddi Hysbysiad Statudol (cyfnod gwrthwynebu o 28 diwrnod)	Gorffennaf 2021
Cabinet i gyhoeddi Adroddiad Gwrthwynebu a'i ystyried	Medi 2021

### Os yw'r Cabinet yn cymeradwyo'r gweithrediad:

Dechreuir diddymu'r ffrwd Saesneg yn raddol, fesul blwyddyn, gan ddechrau gyda'r Dosbarth Derbyn	Medi 2022
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## **RHAN C – EFFAITH DEBYGOL Y CYNNIG**

### **12. YR EFFAITH AR DDISGYBLION**

#### **i) Disgyblion sy'n mynychu Ysgol Dyffryn Trannon ar hyn o bryd**

Pe byddai'r cynnig yn cael ei weithredu, byddai'r newid i gategori iaith yr ysgol yn cael ei gyflwyno fesul cam, gan ddechrau gyda'r Dosbarth Derbyn ym mis Medi 2022. Byddai pob disgybl sy'n derbyn darpariaeth cyfrwng Saesneg yn Ysgol Dyffryn Trannon ar hyn o bryd yn gallu parhau i dderbyn y ddarpariaeth hon nes gadael yr ysgol. Felly, rhagwelir mai bach iawn fyddai'r effaith ar ddisgyblion sy'n mynychu Ysgol Dyffryn Trannon ar hyn o bryd.

#### **ii) Disgyblion sy'n mynychu ysgolion eraill ar hyn o bryd**

Ni ragwelir y byddai gweithredu'r cynnig yn cael unrhyw effaith ar ddisgyblion sy'n mynychu ysgolion cynradd eraill yn yr ardal. Er ei bod yn bosibl y gallai rhai disgyblion ddewis mynychu ysgolion cyfrwng Saesneg eraill yn hytrach na defnyddio darpariaeth cyfrwng Cymraeg yn Ysgol Dyffryn Trannon, rhagwelir y byddai'r niferoedd yn gymharol fach, ac felly ni fyddai'r effaith ar ddisgyblion yn yr ysgolion hyn yn sylweddol.

Ni ragwelir y byddai gweithredu'r cynnig yn cael unrhyw effaith ar ddisgyblion sy'n mynychu ysgolion uwchradd yn yr ardal.

### **13. YR EFFAITH AR STAFF**

Mae mwyafrif staff Ysgol Dyffryn Trannon yn gallu gweithio drwy gyfrwng y Gymraeg. Er nad yw rhai aelodau o staff yn gallu gweithio drwy gyfrwng y Gymraeg, byddai cyflwyno'r model addysgu ieithyddol newydd yn raddol yn rhoi cyfle i'r staff hyn wella a datblygu eu sgiliau Cymraeg eu hunain.

### **14. YR EFFAITH AR DREFNIADAU LLYWODRAETHU**

Ni fyddai gweithredu'r cynnig yn arwain at newidiadau i drefniadau llywodraethu yn yr ysgol.

### **15. YR EFFAITH AR DDARPARIAETH BLYNYDDOEDD CYNNAR**

Mae Cylch Meithrin Trannon yn cynnig darpariaeth blynyddoedd cynnar cyfrwng Cymraeg ar gyfer plant cyn-ysgol ar safle'r ysgol.

Ni fyddai gweithredu'r cynnig i newid categori iaith Ysgol Dyffryn Trannon yn cael unrhyw effaith ar y ddarpariaeth yma.

### **16. YR EFFAITH AR ANSAWDD A SAFONAU MEWN ADDYSG**

#### **i) Safonau, lles ac agweddau at ddysgu**

## **Safonau a chynnydd cyffredinol, o ran grwpiau penodol ac o ran sgiliau**

Mae'r Cyngor yn disgwyl i newid categori iaith Ysgol Dyffryn Trannon gael effaith gadarnhaol ar ddarpariaeth, safonau a chynnydd disgyblion yn gyffredinol. Wrth i'r newid gael ei gyflwyno fesul cam, mae'r Cyngor yn disgwyl y byddai gweithredu yn arwain at ddefnyddio adnoddau'n fwy effeithiol ac effeithlon oherwydd na fyddai angen i'r ysgol ddyblygu'r ddarpariaeth mwyach, a fyddai, yn ei thro, yn sicrhau gwell cyfleoedd i ddysgwyr o bob oedran.

Rhagwelir y byddai newid categori iaith yr ysgol yn cael effaith gadarnhaol ar ddarpariaeth, safonau a chynnydd cyffredinol pob disgybl, gan gynnwys disgyblion sy'n perthyn i grwpiau penodol megis Saesneg fel Iaith Ychwanegol, disgyblion sy'n gymwys i gael Prydau Ysgol am Ddim, Plant sy'n Derbyn Gofal, a disgyblion ag Anghenion Dysgu Ychwanegol.

Rhagwelir hefyd y byddai newid categori iaith yr ysgol yn cael effaith gadarnhaol ar sgiliau pob disgybl, yn enwedig sgiliau Cymraeg, oherwydd y byddai'n galluogi pob disgybl i fod yn gwbl ddwyieithog yn y Gymraeg a'r Saesneg. Byddai gweithredu fel ysgol un ffrwd yn galluogi'r ysgol i dargedu cymorth ar draws pob cyfnod o addysg yn fwy effeithiol.

### **Lles ac agweddau tuag at ddysgu**

Byddai newid categori iaith yr ysgol yn golygu y byddai pob disgybl yn derbyn addysg cyfrwng Cymraeg lawn yn y pen draw. Byddai hyn yn golygu y byddai'r holl ddisgyblion yn cael eu haddysgu gyda'i gilydd, gan sicrhau gwell cydlynad ar draws yr ysgol ac effeithio'n gadarnhaol ar les disgyblion.

## **ii) Profiadau dysgu ac addysgu**

### **Ansawdd yr addysgu**

Mae'r Cyngor yn disgwyl y byddai newid categori iaith Ysgol Dyffryn Trannon yn arwain at welliannau yn ansawdd yr addysgu yn yr ysgol, oherwydd y cyfleoedd datblygu proffesiynol a chydweithredu cyfrwng Cymraeg gwell y gellid eu cynnig i'r staff, megis cydweithio ag ysgolion cyfrwng Cymraeg eraill ym Mhowys ac mewn awdurdodau lleol a rhanbarthau addysgol eraill i rannu arferion gorau mewn addysgeg.

Gallai wella gallu athrawon i ddatblygu'n systematig wybodaeth, dealltwriaeth a sgiliau presennol disgyblion hefyd ac i ddarparu ystod addas o brofiadau i'r disgyblion er mwyn datblygu eu diddordeb a'u sgiliau llythrennedd ar draws ystod o bynciau a meysydd dysgu.

## **Ehangder, cydbwysedd a phriodoldeb y cwricwlwm**

Rhagwelir y byddai newid categori iaith yr ysgol yn cael effaith gadarnhaol ar ehangder, cydbwysedd a phriodoldeb y cwricwlwm yn yr ysgol. Pe byddai hyn yn cael ei weithredu, byddai'r ysgol yn gallu canolbwyntio ar ddarparu mewn un cyfrwng iaith, a ddylai gael effaith gadarnhaol ar y cwricwlwm y gellid ei ddarparu, gan sicrhau bod y cwricwlwm yn bodloni gofynion y cwricwlwm newydd i Gymru, fel yr amlinellir yn 'Cenhadaeth ein Cenedl'.

### **Darparu sgiliau**

Rhagwelir y byddai newid categori iaith yr ysgol yn cael effaith gadarnhaol ar sgiliau llythrennedd pob disgybl, trwy well cyfleoedd i rannu adnoddau ac arbenigedd staff ar draws pob ystod oedran, a thrwy'r gallu i dargedu ar draws pob cyfnod addysg.

Yn benodol, byddai'r newid yn cael effaith gadarnhaol ar sgiliau Cymraeg, oherwydd y byddai pob disgybl yn cael ei addysgu drwy gyfrwng y Gymraeg, gan alluogi pob disgybl i fod yn ddwyieithog yn y Gymraeg a'r Saesneg. Byddai'r newid hefyd yn galluogi'r ysgol i wella sgiliau Cymraeg mewn gweithgareddau addysgu ffurfiol ac mewn sefyllfaoedd anffurfiol.

### **iii) Cymorth, gofal ac arweiniad**

Byddai gweithredu fel ysgol un ffrwd yn galluogi'r ysgol i wella ei gwaith o olrhain a monitro disgyblion.

Mae'r Cyngor yn disgwyl y byddai newid categori iaith yr ysgol yn galluogi'r ysgol i wella ei darpariaeth ymhellach er mwyn paratoi disgyblion, gan gynnwys y rhai ag anghenion addysgol arbennig, i fod yn ddinasyddion gweithgar, er enghraifft trwy wneud penderfyniadau am fywyd a gwaith yr ysgol.

Byddai hefyd yn cefnogi i ba raddau mae darpariaeth yr ysgol yn helpu disgyblion i ddatblygu eu dealltwriaeth o'r Gymraeg a diwylliant Cymru, y gymuned leol a'r byd ehangach.

### **iv) Arwain a rheoli**

#### **Ansawdd ac effeithiolrwydd arweinwyr a rheolwyr, prosesau hunanwerthuso a chynllunio gwelliannau**

Rhagwelir y byddai newid categori iaith yr ysgol yn arwain at welliannau o ran arweinyddiaeth a rheolaeth yn yr ysgol. Byddai'r newid arfaethedig yn helpu'r ysgol i sefydlu sail resymegol glir a strategol ar gyfer y cwricwlwm o ran ei fanteision i ddisgyblion wrth eu paratoi i ddysgu drwy gydol eu hoes ac i chwarae rhan lawn mewn cymdeithas. Byddai hefyd yn cefnogi i ba raddau y mae arweinwyr a rheolwyr yn bwrpasol ac yn llwyddiannus wrth gyflawni'r

flaenoriaeth genedlaethol i ddarparu cyfleoedd pwrpasol i ddisgyblion ddatblygu eu sgiliau Cymraeg mewn sefyllfaoedd ffurfiol ac anffurfiol.

Byddai gweithredu fel ysgol un ffrwd yn galluogi'r ysgol i weithredu'n fwy effeithlon, a byddai gan arweinwyr a rheolwyr fwy o amser i ganolbwyntio ar ddatblygu darpariaeth effeithiol ar draws yr ysgol.

### **Dysgu proffesiynol**

Gallai newid categori iaith yr ysgol ddarparu gwell cyfleoedd dysgu proffesiynol i staff trwy gynnig mwy o gyfleoedd i gydweithio ag ysgolion cyfrwng Cymraeg eraill ledled Cymru.

### **Defnyddio adnoddau**

Pe byddai'r newid yn cael ei weithredu, byddai'r ysgol yn dod yn ysgol cyfrwng Cymraeg un ffrwd yn y pen draw ac yn cael ei hariannu felly. Fel ysgol Cyfrwng Cymraeg, byddai'r ysgol yn gallu gweithredu'n fwy effeithlon, oherwydd na fyddai angen dyblygu'r ddarpariaeth.

#### **v) Yr effaith ar grwpiau sy'n agored i niwed, gan gynnwys plant ag Anghenion Addysgol Arbennig (AAA)**

Nodir, pe byddai'r ysgol yn symud ar hyd y continwwm iaith, gallai fod effaith negyddol ar ddisgyblion ag ADY sy'n dod o deuluoedd lle siaredir prin iawn o Gymraeg, neu ddim o gwbl. Byddai hyn yn ei gwneud yn ofynnol i'r ysgol ddarparu lefel uwch o gymorth i'r disgyblion hyn er mwyn diwallu eu hanghenion.

#### **vi) Gallu'r ysgol(ion) sy'n destun y cynigion i addysgu'r cwricwlwm llawn yn y cyfnod sylfaen a phob cyfnod allweddol o addysg, gan gynnwys ansawdd addysgu'r cwricwlwm ac i ba raddau y mae strwythur neu faint yr ysgol yn effeithio ar hyn**

Rhagwelir y byddai newid categori iaith yr ysgol yn cael effaith gadarnhaol ar y gallu i addysgu'r cwricwlwm llawn yn y cyfnod sylfaen a phob cyfnod allweddol o addysg, oherwydd na fyddai angen dyblygu darpariaeth mewn dwy ffrwd mwyach.

Mae'n bosibl y gallai fod rhai heriau yn ystod y cyfnod pontio oherwydd byddai angen i'r ysgol ddarparu ar gyfer niferoedd is o ddisgyblion cyfrwng Saesneg. Fodd bynnag, pe byddai'r newid i gategori iaith yr ysgol yn cael ei weithredu, byddai'r Cyngor yn parhau i gefnogi'r ysgol drwy gydol y cyfnod pontio i sicrhau y darperir cwricwlwm priodol i bob disgybl.

#### **vii) Yr effaith ar allu'r ysgol i addysgu'r cwricwlwm llawn yn y cyfnod sylfaen a phob cyfnod allweddol, gan gynnwys ansawdd addysgu'r**

## **cwricwlwm ac i ba raddau y mae strwythur neu faint yr ysgol yn effeithio ar hyn**

Rhagwelir y byddai newid categori iaith yr ysgol yn cael effaith gadarnhaol ar y gallu i addysgu'r cwricwlwm llawn yn y cyfnod sylfaen a phob cyfnod allweddol o addysg, oherwydd na fyddai angen dyblygu darpariaeth mewn dwy ffrwd mwyach.

Mae'n bosibl y gallai fod rhai heriau yn ystod y cyfnod pontio oherwydd byddai angen i'r ysgol ddarparu ar gyfer niferoedd is o ddisgyblion cyfrwng Saesneg. Fodd bynnag, pe byddai'r newid i gategori iaith yr ysgol yn cael ei weithredu, byddai'r Cyngor yn parhau i gefnogi'r ysgol drwy gydol y cyfnod pontio i sicrhau y darperir cwricwlwm priodol i ddisgyblion ym mhob cyfnod allweddol.

### **viii) Yr effaith ar ysgolion eraill**

Ni ragwelir y byddai gweithredu'r cynnig yn cael effaith sylweddol ar ysgolion eraill. Mae'n bosibl y bydd rhai disgyblion yn dewis defnyddio darparwyr cyfrwng Saesneg eraill yn hytrach na derbyn darpariaeth cyfrwng Cymraeg yn Ysgol Dyffryn Trannon, felly mae'n bosibl y bydd cynnydd yn nifer y disgyblion yn yr ysgolion hyn. Fodd bynnag, mae'r niferoedd yn debygol o fod yn gymharol fach, felly ni ragwelir y byddai'r effaith yn sylweddol.

## **17. YR ANGEN AM LEOEDD A'R EFFAITH AR Y LLEOEDD SYDD AR GAEL A HYGyrchedd Ysgolion**

### **i) A fydd gan y ddarpariaeth amgen ddigon o gapasiti ac a fydd yn darparu lleoedd o ansawdd cystal neu well ar gyfer niferoedd presennol ac amcanol y disgyblion?**

Ni ragwelir y byddai'r dewis a ffeirir yn effeithio ar gapasiti'r ysgol na niferoedd amcanol y disgyblion.

Mae'n bosibl y gallai newid categori iaith yr ysgol gael rhywfaint o effaith ar niferoedd disgyblion, pe byddai disgyblion o'r ardal leol yn dewis mynychu darparwyr cyfrwng Saesneg eraill. Fodd bynnag, mae'n bosibl hefyd y gallai newid categori iaith yr ysgol arwain at gynnydd yn nifer y disgyblion, oherwydd gallai mwy o ddisgyblion ddewis mynychu'r ysgol er mwyn derbyn darpariaeth cyfrwng Cymraeg.

### **ii) A yw'r ddarpariaeth amgen yn ddigonol i fodloni'r galw presennol ac amcanol ar gyfer ysgolion o'r un categori iaith a'r cymeriad crefyddol dynodedig (os yw hynny'n berthnasol)?**

Mae digon o ddarpariaeth i ateb y galw presennol a'r galw a ragwelir am ddarpariaeth cyfrwng Cymraeg. Ar gyfer disgyblion sy'n dymuno defnyddio darpariaeth cyfrwng Saesneg, mae darpariaeth cyfrwng Saesneg amgen ar

gael yn y dalgylch yn Ysgol Gynradd Gymunedol Llanidloes, Ysgol Gynradd Gymunedol Caersws ac Ysgol Gynradd Gymunedol Llandinam.

Nid oes gan yr ysgol gymeriad crefyddol – byddai hyn yn parhau i fod yn wir yn dilyn unrhyw newid i'r categori iaith.

**iii) Beth fydd natur teithiau i ddarpariaeth amgen ac amseroedd teithio canlyniadol ar gyfer disgyblion, gan gynnwys disgyblion ag AAA?**

Byddai'r cynllun i gyflwyno'r newid arfaethedig i gategori iaith yr ysgol fesul cam yn golygu y byddai holl ddisgyblion presennol yr ysgol yn parhau i allu defnyddio'r ysgol, felly ni fyddai unrhyw effaith ar deithiau i'r ysgol nac amseroedd teithio.

Pe byddai disgyblion yn dewis mynychu darpariaeth cyfrwng Saesneg mewn lleoliadau eraill yn hytrach na'r ddarpariaeth cyfrwng Cymraeg yn Ysgol Dyffryn Trannon, byddai cynnydd mewn teithiau / amseroedd teithio, er mwyn cael mynediad i'r ddarpariaeth yma. Fodd bynnag, mae yna dair ysgol cyfrwng Saesneg yn nalgylch Llanidloes. Mae dwy o'r ysgolion yma wedi eu lleoli o fewn 5 milltir i Ysgol Dyffryn Trannon, felly ni fyddai teithiau / amseroedd teithio i ddarpariaeth cyfrwng Saesneg amgen yn ormodol.

**iv) A oes tystiolaeth o angen/galw am leoedd ychwanegol yn yr ardal ar hyn o bryd neu yn y dyfodol?**

Mae amcanestyniadau diweddaraf y disgyblion a gafwyd gan y Cyngor yn awgrymu y bydd gostyngiad bach yn nifer y disgyblion yn ystod y blynyddoedd nesaf. Fodd bynnag, pe byddai cynnydd yn nifer y disgyblion yn y dyfodol, mae digon o gapasiti yn yr ysgol i ddarparu ar gyfer cynnydd yn nifer y disgyblion.

Bu gostyngiad yn y galw ar gyfer darpariaeth cyfrwng Saesneg yn Ysgol Dyffryn Trannon dros y blynyddoedd diwethaf – ar hyn o bryd does yr un disgybl yn mynychu'r Dosbarth Derby na Blwyddyn 1.

**v) A fydd y cynigion yn gwella mynediad i ddisgyblion anabl yn unol â gofynion o dan Ddeddf Cydraddoldeb 2010?**

Ni fyddai unrhyw newid i gategori iaith yr ysgol yn effeithio ar fynediad i ddisgyblion anabl yn unol â gofynion Deddf Cydraddoldeb 2010.

**18. ADNODDU ADDYSG A GOBLYGIADAU ARIANNOL ERAILL**

**i) Pa effaith a gaiff y cynigion ar leoedd dros ben yn yr ardal?**

Y bwriad yw cyflwyno'r newid fesul cam gan ddechrau gyda'r grŵp blwyddyn Derbyn a symud drwy'r ysgol fesul blwyddyn wrth i ddisgyblion symud drwy'r

ysgol. Y bwriad yw y byddai pob disgybl presennol yn parhau i fynychu'r ysgol, felly ni fyddai unrhyw effaith ar leoedd dros ben.

Mae'n bosibl y gallai newid categori iaith yr ysgol gael rhywfaint o effaith ar niferoedd disgyblion, pe byddai disgyblion o'r ardal leol yn dewis mynychu darparwyr cyfrwng Saesneg eraill. Fodd bynnag, mae'n bosibl hefyd y gallai newid categori iaith yr ysgol arwain at gynnydd yn nifer y disgyblion, oherwydd y posibilrwydd y byddai mwy o ddisgyblion yn dewis mynychu'r ysgol er mwyn derbyn darpariaeth cyfrwng Cymraeg.

- ii) A yw'r cynigion yn rhan o Raglen Fuddsoddi Ysgolion yr 21<sup>ain</sup> Ganrif yr awdurdod lleol ac yn cyfrannu at ddarparu ysgolion cynaliadwy ar gyfer yr 21<sup>ain</sup> ganrif ac at reolaeth strategol well o'r ystad yr ysgolion?**

Nid yw'r cynlluniau presennol mewn cysylltiad â chategori iaith Ysgol Dyffryn Trannon yn rhan o Raglen Fuddsoddi Ysgolion yr 21<sup>ain</sup> Ganrif yr awdurdod lleol.

- iii) Beth yw costau rheolaidd y cynigion dros gyfnod o 3 blynedd neu fwy, ac a yw'r cyllid rheolaidd angenrheidiol ar gael?**

Nid oes unrhyw gostau rheolaidd yn gysylltiedig â newid categori iaith yr ysgol.

- iv) A fydd costau trafndiaeth ychwanegol yn codi o ganlyniad i'r cynnig?**

Y bwriad yw cyflwyno'r newid i gategori iaith yr ysgol fesul cam wrth i ddisgyblion symud drwy'r ysgol. Ni ragwelir y byddai costau trafndiaeth ychwanegol o ganlyniad i'r newid.

- v) Beth yw costau cyfalaf y cynnig ac a yw'r cyllid cyfalaf angenrheidiol ar gael?**

Nid oes unrhyw gostau cyfalaf yn gysylltiedig â newid categori iaith Ysgol Dyffryn Trannon.

- vi) Beth yw graddfa unrhyw arbedion net amcanol (gan ystyried refeniw yr ysgol, trafndiaeth a chostau cyfalaf)?**

Amcangyfrifir y byddai newid categori iaith yr ysgol yn arwain at arbedion refeniw blynyddol i'r Cyngor o ryw £122,000 y flwyddyn, pan fydd yr ysgol yn gwbl un ffrwd.

Ni fyddai unrhyw arbedion yn y flwyddyn gyntaf, ac er y byddai cyfleoedd i arbed arian wrth gyflwyno'r broses fesul cam, byddai hyn yn dibynnu ar niferoedd y disgyblion.

Ni ragwelir yr effeithir ar gostau trafndiaeth, ac ni fydd unrhyw gostau cyfalaf.

**vii) Heb y cynigion, a fyddai'r ysgolion dan sylw yn wynebu diffygion yn eu cyllidebau?**

Ar hyn o bryd, rhagwelir y bydd gan Ysgol Dyffryn Trannon ddiffyg yn ei chyllideb erbyn 2022/23.

**viii) A fydd unrhyw arbedion mewn costau rheolaidd yn cael eu cadw yng nghyllideb ysgolion leol yr awdurdod lleol?**

Byddai unrhyw arbedion yn cael eu hailfuddsoddi yng nghyllideb gorfforaethol y Cyngor, a byddai unrhyw ailfuddsoddiad yn y system ysgolion yn cael ei gytuno yn rhan o gylch cynllunio blynyddol y gyllideb.

**ix) A fydd enillion o werthu safleoedd segur (derbyniadau cyfalaf) ar gael i dalu costau'r cynnig neu i gyfrannu at gostau cynigion yn y dyfodol a fydd yn hybu rheolaeth effeithiol o leoedd mewn ysgolion?**

Ni fyddai newid categori iaith Ysgol Dyffryn Trannon yn arwain at unrhyw dderbyniadau cyfalaf.

**x) Pa effaith fydd y cynigion yn eu cael ar gyrhaeddiad addysgol ymhlith plant o gefndiroedd economaidd difreintiedig?**

Byddai effaith gadarnhaol ar gyrhaeddiad addysgol ymhlith plant o gefndiroedd economaidd difreintiedig, oherwydd y byddent yn gallu cymryd rhan mewn cwricwlwm cwbl ddwyieithog o ddechrau eu haddysg.

Yn y dyfodol, byddai angen i unrhyw ddisgyblion yn nalgylch Ysgol Dyffryn Trannon sy'n dymuno mynychu darpariaeth cyfrwng Saesneg fynychu darpariaeth arall, a fyddai'n effeithio ar deithio. Fodd bynnag, mae'r Cyngor yn gobeithio y byddai pob disgybl sy'n byw yn nalgylch Ysgol Dyffryn Trannon yn mynychu darpariaeth cyfrwng Cymraeg yn yr ysgol.

**xi) Unrhyw faterion cydraddoldeb, gan gynnwys y rhai a nodwyd drwy asesiadau o'r effaith ar gydraddoldeb**

Byddai cefnogi'r ysgol i symud ar hyd y continwrm iaith yn cael effaith ar ddisgyblion sy'n perthyn i'r grwpiau nodweddiadol gwarchoddedig, fodd bynnag, ym mwyafrif yr achosion, ni ragwelir y byddai hyn yn effaith negyddol.

Cydnabyddir efallai fod pryder ynglŷn ag effaith newid categori iaith yr ysgol ar ddisgyblion a chanddynt anghenion dysgu ychwanegol, fodd bynnag, byddai angen i'r ysgol ddarparu cymorth dwys ac arbenigol i'r disgyblion hyn er mwyn sicrhau na fyddant o dan anfantais.

Os bydd y Cyngor yn bwrw ymlaen â'r broses statudol mewn cysylltiad â'r dewis a ffeirir, cynhelir asesiadau o'r effaith ar gydraddoldeb a chânt eu



hadolygu'n rheolaidd drwy gydol y broses er mwyn sicrhau bod unrhyw faterion yn cael eu nodi a'u hystyried yn llawn.

- xii) **A yw'r ysgol(ion) dan sylw yn destun unrhyw fuddiannau elusen neu ymddiriedolaeth y gallai'r cynigion effeithio arnynt, er enghraifft mewn cysylltiad â defnyddio neu gael gwared â thir?**

Nid yw Ysgol Dyffryn Trannon yn destun unrhyw fuddiannau elusen nac ymddiriedolaeth y gallai'r cynlluniau i newid categori iaith yr ysgol effeithio arnynt.

## 19. **FFACTORAU I'W HYSTYRIED MEWN CYSYLLTIAD Â CHYNIGION I NEWID Y CYFRWNG IAITH**

- i) **I ba raddau y mae'r ddarpariaeth addysg bresennol gan yr awdurdod lleol drwy gyfrwng y Gymraeg a/neu'r Saesneg yn fwy na'r galw neu'n methu â bodloni'r galw a ragwelir gan rieni am y math hwnnw o ddarpariaeth, a'r cyfraniad y byddai'r cynnig yn ei wneud i unioni'r sefyllfa honno?**

Ar hyn o bryd, nid oes darpariaeth gynradd cyfrwng Cymraeg pwrpasol yn nalgylch Llanidloes. Byddai gweithredu'r newid arfaethedig i gategori iaith Ysgol Dyffryn Trannon yn sicrhau bod y math hwn o ddarpariaeth ar gael.

Byddai gweithredu'r newid arfaethedig yn golygu na fyddai addysg drwy gyfrwng y Saesneg ar gael mwyach ym mhentref Trefeglwys. Fodd bynnag, y duedd yn Nhrefeglwys fu cynnydd yn y galw am ddarpariaeth cyfrwng Cymraeg, felly mae'r newid arfaethedig yn adlewyrchu hyn. Byddai'r newid arfaethedig hefyd yn sicrhau y byddai'r holl ddisgyblion sy'n mynychu Ysgol Dyffryn Trannon yn gwbl ddwyieithog, gan gyfrannu at nod Llywodraeth Cymru o sicrhau miliwn o siaradwyr Cymraeg erbyn 2050.

Pe na byddai disgyblion yn dymuno derbyn darpariaeth cyfrwng Cymraeg yn Ysgol Dyffryn Trannon, mae darparwyr cyfrwng Saesneg eraill ar gael yn nalgylch Llanidloes.

- ii) **I ba raddau y byddai'r cynnig yn cefnogi'r targedau yng Nghynllun Strategol Cymraeg mewn Addysg yr awdurdod lleol?**

Byddai newid categori iaith Ysgol Dyffryn Trannon yn cefnogi'r awdurdod lleol i gyflawni'r targedau yn ei Gynllun Strategol Cymraeg mewn Addysg. Mae CSGA cyfredol y Cyngor yn nodi fod y Cyngor yn 'cydnabod mai ysgolion cyfrwng Cymraeg dynodedig yw'r model a ffefrir er mwyn darparu addysg cyfrwng Gymraeg', ac yn cynnwys amcan i 'Sefydlu ac adnabod cyfleoedd i sefydlu ysgolion dynodedig cyfrwng Cymraeg newydd yn y sector gynradd.' Mae'r cynnig presennol ar gyfer Dyffryn Trannon yn cydfynd â hyn.

Yn ogystal, mae'r Cyngor wedi cymeradwyo'n ddiweddar Strategaeth newydd ar gyfer Trawsnewid Addysg ym Mhowys, sydd yn cynnwys bwriad i 'wella mynediad i addysg cyfrwng Cymraeg ar draws pob cyfnod allweddol', a amcan i 'symud ysgolion ar hyd y continwmm iaith'. Mae'r cynnig presennol ar gyfer Dyffryn Trannon yn cydfynd â hyn.

## **20. ASESIAU O'R EFFAITH AR GYDRADDOLDEB, Y GYMUNED A'R GYMRAEG**

Cynhaliwyd asesiadau drafft o effaith mewn cysylltiad â'r cynnig. Caiff y rhain eu diweddarau yn dilyn y cyfnod ymgynghori er mwyn adlewyrchu unrhyw faterion ychwanegol a godir. Mae'r asesiadau ar gael ar wefan y Cyngor:

<https://cy.powys.gov.uk/article/10462/Ysgol-Dyffryn-Trannon>

Ceir crynodeb o'r asesiadau isod:

### **i) Asesiad o'r effaith ar gydraddoldeb**

Pe byddai'r cynnig yn cael ei weithredu, byddai cyfrwng addysg Ysgol Dyffryn Trannon yn newid i Gymraeg. Byddai hyn yn cael ei gyflwyno fesul cam, fesul blwyddyn, gan ddechrau gyda disgyblion y Dosbarth Derbyn. Ni fyddai unrhyw effaith ar ddisgyblion presennol.

Nod y cynnig yw gwella'r cyfleoedd addysgol a gynigir i bob disgybl yn nalgylch Ysgol Dyffryn Trannon, gan gynnwys disgyblion sy'n perthyn i'r grwpiau nodweddiol gwarchoddedig.

Nodir pryder posibl ynglŷn ag effaith y cynnig i newid categori iaith yr ysgol i gyfrwng Cymraeg ar unrhyw ddisgyblion ag anghenion dysgu ychwanegol a fydd yn mynychu'r ysgol yn y dyfodol. Er mwyn lliniaru'r pryder hwn, efallai y bydd angen i'r ysgol ddarparu cymorth uwch i ddisgyblion ag ADY yn ôl yr angen er mwyn diwallu eu hanghenion. Bydd y cyfnod ymgynghori yn rhoi cyfle i godi unrhyw bryderon ynglŷn â'r effaith ar ddisgyblion ag ADY, a bydd y rhain yn cael eu hystyried wrth i'r broses fynd rhagddi.

### **ii) Yr effaith ar y gymuned**

Gan fod y cynnig yn ymwneud â newid categori iaith Ysgol Dyffryn Trannon yn unig, rhagwelir mai bach iawn fydd effaith y cynnig ar y gymuned. Byddai darpariaeth gynradd yn parhau i fod ar gael yn Nhrefeglwys, a byddai cyfleusterau cymunedol sy'n gysylltiedig â'r ysgol yn parhau i fod ar gael.

Cydnabyddir, yn y pen draw, y byddai'r cynnig yn arwain at deithio ychwanegol i ddisgyblion sy'n dymuno derbyn addysg gynradd cyfrwng Saesneg, fodd bynnag, trwy gyflwyno'r newid i'r categori iaith fesul cam dros nifer o flynyddoedd, y bwriad yw y bydd gan bob disgybl sy'n byw yn y dalgylch y sgiliau Cymraeg angenrheidiol i barhau i astudio drwy gyfrwng y Gymraeg drwy gydol eu hamser yn yr ysgol. Felly, dylai nifer y disgyblion sy'n teithio i dderbyn addysg cyfrwng Saesneg fod yn fach.

**iii) Yr effaith ar y Gymraeg**

Byddai gweithredu'r cynnig yn cael effaith gadarnhaol ar y Gymraeg oherwydd, dros amser, byddai'n sicrhau y bydd pob disgybl yn nalgylch Ysgol Dyffryn Trannon yn derbyn addysg cyfrwng Cymraeg, ac yn gwbl ddwyieithog yn y Gymraeg a'r Saesneg, gan arwain at gynnydd yn nifer y disgyblion sy'n gallu defnyddio'r Gymraeg yn hyderus, a chyfrannu at Strategaeth Llywodraeth Cymru o sicrhau miliwn o siaradwyr Cymraeg erbyn 2050.

## **RHAN D – MANYLION YR YMGYNGHORIAD**

### **Gyda phwy y byddwn yn ymgynghori?**

Bydd y Cyngor yn ymgynghori ag amrywiaeth o randdeiliaid fel sy'n ofynnol yn ôl y Cod Trefniadaeth Ysgolion, sy'n cynnwys y canlynol:

- Rhieni, gofalwyr a gwarcheidwaid Ysgol Dyffryn Trannon
- Llywodraethwyr Ysgol Dyffryn Trannon
- Staff Ysgol Dyffryn Trannon
- Disgyblion Ysgol Dyffryn Trannon
- Awdurdodau yr Eglwys yng Nghymru ac Esgobaethol yr Eglwys Gatholig
- Gweinidog Addysg Cymru
- Awdurdodau Lleol Cyfagos
- Cyngorwyr Lleol Powys
- Cyngorau Tref a Chymuned yn yr ardal leol
- Aelod o'r Senedd dros Sir Drefaldwyn ac Aelodau rhanbarthol o'r Senedd dros yr ardal
- Yr AS dros Sir Drefaldwyn
- Estyn
- Undebau llafur athrawon a staff
- ERW
- Comisiynydd Heddlu a Throsedd Dyfed Powys
- Darparwyr meithrin yn yr ardal leol
- Mudiad Meithrin
- Partneriaeth Plant a Phobl Ifanc Powys
- Comisiynydd y Gymraeg

Cynhelir ymgynghoriad â disgyblion yn unol â safonau cenedlaethol ar gyfer cyfranogiad plant a phobl ifanc Cymru<sup>2</sup>.

### **Y cyfnod ymgynghori**

Bydd y cyfnod ymgynghori yn dechrau ar 25 Chwefror 2021 ac yn dod i ben ar 15 Ebrill 2021.

### **Y broses statudol**

Bydd ymgynghoriad ar y cynnig hwn yn dilyn y canllawiau a nodwyd gan Lywodraeth Cymru yn y Cod Trefniadaeth Ysgolion diwygiedig a ddaeth yn weithredol ar 1 Tachwedd 2018. Crynhoir y broses isod:

#### **i) Ymgynghoriad**

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<sup>2</sup> <https://llyw.cymru/safonau-cyfranogiad-cenedlaethol-plant-phobl-ifanc>

Bydd yr ymgynghoriad yn dechrau ar 25 Chwefror 2021 ac yn dod i ben ar 15 Ebrill 2021. Caiff sylwadau o'r ymgynghoriad eu coladu a'u crynhoi, a chaiff adroddiad ymgynghori ei lunio a'i rannu â rhanddeiliaid.

Mae'n bwysig nodi na fydd ymatebion i'r ymgynghoriad yn cael eu cyfrif fel gwrthwynebiadau i'r cynnig, ac mai dim ond gwrthwynebiadau y gellir eu cofrestru ar ôl cyhoeddi hysbysiad statudol.

Bydd Cabinet y Cyngor yn ystyried yr adroddiad ymgynghori a'r sylwadau a gafwyd yn ystod y cyfnod ymgynghori, ac yn penderfynu a ddylid bwrw ymlaen â'r cynnig, gwneud newidiadau i'r cynnig, neu beidio â bwrw ymlaen â'r cynnig. Os bydd y Cabinet yn penderfynu peidio â bwrw ymlaen, dyna fydd diwedd y cynnig hwn.

Rhagwelir y bydd y Cabinet yn ystyried yr Adroddiad Ymgynghori yn ystod haf 2021.

## **ii) Hysbysiad statudol**

Os bydd y Cabinet yn penderfynu bwrw ymlaen â'r cynnig, bydd hysbysiadau statudol yn cael eu cyhoeddi yn dilyn cyfarfod y Cabinet. Yna, bydd cyfnod o 28 diwrnod i bobl gyflwyno gwrthwynebiad ysgrifenedig.

Pe byddai pobl yn gwrthwynebu, byddai'r Cyngor yn cyhoeddi adroddiad gwrthwynebu gan ddarparu crynodeb o'r gwrthwynebiadau ac ymateb y Cyngor iddynt cyn pen 7 diwrnod, gan ddechrau ar ddiwrnod penderfyniad yr awdurdod lleol. Dim ond gwrthwynebiadau ysgrifenedig a gyflwynir yn ystod y cyfnod rhybudd statudol fydd yn cael eu hystyried yn wrthwynebiadau a'u cynnwys yn yr adroddiad hwn. Ni fydd sylwadau a gyflwynir yn rhan o'r cyfnod ymgynghori yn cael eu cyfrif yn wrthwynebiadau. Pe byddai rhanddeiliaid yn dymuno i'w hymatebion i'r ymgynghoriad gael eu hystyried yn wrthwynebiadau, bydd angen iddynt eu hailgyflwyno'n ysgrifenedig yn ystod y cyfnod rhybudd statudol.

Byddai adroddiad ychwanegol yn cael ei gyflwyno i Gabinet y Cyngor, a bydd yn ei ystyried ochr yn ochr â'r adroddiad gwrthwynebu, er mwyn penderfynu a ddylid cymeradwyo'r cynnig ai peidio.

Rhagwelir y bydd penderfyniad terfynol yn cael ei wneud erbyn diwedd mis Medi 2021.

## **iii) Gweithredu**

Pe byddai Cabinet y Cyngor yn cymeradwyo'r cynnig, byddai'n cael ei weithredu yn unol â'r dyddiad a nodir yn yr hysbysiad statudol neu unrhyw ddyddiad diwygiedig dilynol.

## Sut i ymateb i'r ymgynghoriad

Mae ffurflen ymateb i'r ymgynghoriad ynghlwm wrth y ddogfen hon. Mae fersiwn ar-lein ar gael hefyd ar wefan y Cyngor:

<https://cy.powys.gov.uk/article/10462/Ysgol-Dyffryn-Trannon>

Fel arall, gallwch ymateb yn ysgrifenedig.

Dylid anfon ffurflenni wedi'u llenwi ac ymatebion ysgrifenedig eraill i'r cyfeiriad canlynol:

*Y Tîm Trawsnewid Addysg, Cyngor Sir Powys, Neuadd y Sir, Llandrindod, LD1 5LG*

*E-bost: [school.consultation@powys.gov.uk](mailto:school.consultation@powys.gov.uk)*

Dylid derbyn pob gohebiaeth erbyn **15 Ebrill 2021**.

Os oes gennych unrhyw gwestiynau eraill am y cynnig hwn, gallwch gysylltu â'r Tîm Trawsnewid Addysg gan ddefnyddio'r manylion cyswllt uchod, neu drwy ffonio (01597) 826618.

## ATODIAD A – DATA ALLWEDDOL

### 1. Ysgol Dyffryn Trannon

Ceir gwybodaeth isod am Ysgol Dyffryn Trannon.

	Math o Ysgol	Categori Iaith	Nifer Derbyn
<b>Ysgol Dyffryn Trannon</b>	Ysgol Gynradd Gymunedol Cyngor Sir Powys sy'n berchen ar adeilad yr ysgol	Dwy Ffrwd	20

### Niferoedd Disgyblion

#### i) Niferoedd y disgyblion cyfredol<sup>3</sup>

	D	1	2	3	4	5	6	Cyfanswm
Cyfrwng Cymraeg	11	15	13	16	12	21	9	97
Cyfrwng Saesneg	0	0	1	1	4	2	4	12
Cyfanswm	11	15	14	17	16	23	13	109

#### ii) Niferoedd disgyblion hanesyddol<sup>4</sup>

	Ionawr 2014	Ionawr 2015	Ionawr 2016	Ionawr 2017	Ionawr 2018	Ionawr 2019	Ionawr 2020
<b>Ysgol Dyffryn Trannon</b>	124	118	122	138	121	125	129

#### iii) Niferoedd amcanol y disgyblion (Cyfradd geni)<sup>5</sup>

	Ionawr 2021 <sup>6</sup>	Ionawr 2022	Ionawr 2023	Ionawr 2024	Ionawr 2025
<b>Ysgol Dyffryn Trannon</b>	116	111	101	99	94

<sup>3</sup> Nifer ar y gofrestr Cyllid – Diwrnod Cyfrif Disgyblion 2020 (6 Tachwedd 2020)

<sup>4</sup> CYBLD 2020

<sup>5</sup> Amcanestyniadau Gwasanaeth Ysgolion Powys (Derbyn – Blwyddyn 6) ar sail CYBLD 2020 a Chyfraddau Geni

<sup>6</sup> Dyma'r niferoedd amcannol yn seiliedig ar wybodaeth CYBLD 2020, felly maent yn cynnwys niferoedd amcannol ar gyfer Ionawr 2021. Nid yw CYBLD 2021 a'r niferoedd amcannol yn seiliedig ar CYBLD 2021 ar gael eto.

iv) Niferoedd amcanol y disgyblion (Amcanestyniadau cyllid)<sup>7</sup>

	Ionawr 2021	Ionawr 2022	Ionawr 2023	Ionawr 2024	Ionawr 2025
Ysgol Dyffryn Trannon	109	106	93	N/A	N/A

**Capasiti a Chyflwr yr Adeilad**

i) Capasiti

Mae'r tabl canlynol yn rhoi gwybodaeth am gapasiti presennol yr ysgol:

	Capasiti Presennol	Wedi'i ddefnyddio ar hyn o bryd	Capasiti Dros Ben
Ysgol Dyffryn Trannon	170	109 (64.1%)	61 (35.9%)

ii) Cyflwr yr adeilad

Yn 2009, cynhaliodd Llywodraeth Cymru asesiadau o gyflwr ac addasrwydd yr ysgol.

	Cyflwr	Addasrwydd	Mynediad i neuadd ar y safle
Ysgol Dyffryn Trannon	B Da	B Da	Oes

**Safonau Addysg**

i) Estyn

	Ysgol Dyffryn Trannon
Dyddiad yr Arolygiad	Chwefror 2017
Safonau	Digonol
Lles	Da
Profiadau Dysgu	Digonol
Addysgu	Da

<sup>7</sup> Amcanestyniadau Cyllid Powys ar sail data a ddarparwyd gan yr ysgol – Tachwedd 2020



<b>Cymorth, Gofal ac Arweiniad</b>	Da
<b>Yr Amgylchedd Dysgu</b>	Da
<b>Arweinyddiaeth</b>	Da
<b>Gwella Ansawdd</b>	Digonol
<b>Gweithio mewn Partneriaeth</b>	Da
<b>Rheoli Adnoddau</b>	Digonol
<b>Y Canlyniad</b>	Bydd yr ysgol yn llunio cynllun gweithredu sy'n dangos sut y bydd yn mynd i'r afael â'r argymhellion. Bydd Estyn yn adolygu cynnydd yr ysgol.

ii) **Categori'r Ysgol<sup>8</sup>**

	<b>Grŵp Safonau</b>	<b>Capasiti Gwella</b>	<b>Capasiti Cymorth</b>
<b>Ysgol Dyffryn Trannon</b>	Amherthnasol	D	Coch

**Gwybodaeth ariannol**

i) **Cost fesul disgybl<sup>9</sup> (Adran 52 o'r Datganiad Cyllideb, 2020/2021)**

	<b>Cyfran o'r gyllideb fesul ysgol</b>	<b>Cyfran o'r gyllideb fesul disgybl</b>	<b>Cyllideb AAA dybiannol</b>	<b>Cyllid nad yw'n Gyllideb Ysgolion Unigol a datganolwyd i'r ysgol</b>
<b>Ysgol Dyffryn Trannon</b>	£549,0000	£4,650	£24,000	£5,000
<b>Cyfartaledd Powys (Cynradd)</b>	Amherthnasol	£4,264	Amherthnasol	Amherthnasol

**Gwybodaeth am Gydraddoldeb**

i) **Prydau Ysgol am Ddim<sup>10</sup>**

<sup>8</sup> 2019

<sup>9</sup> Adran 52 o Ddatganiad Cyllideb 2020/2021

<sup>10</sup> CYBLD 2020

	<b>Nifer y disgyblion a gafodd bryd ysgol am ddim ar ddiwrnod y Cyfrifiad</b>
Ysgol Dyffryn Trannon	7 (5.4%)

## ii) Disgyblion mewn gofal<sup>11</sup>

	<b>Nifer y disgyblion mewn gofal</b>
Ysgol Dyffryn Trannon	0

## iii) AAA/ADY<sup>12</sup>

	<b>Gweithredu gan yr Ysgol</b>	<b>Gweithredu gan yr Ysgol a Mwy</b>	<b>Datganiad</b>
Ysgol Dyffryn Trannon	15 (11.6%)	1 (0.8%)	0 (0%)

## 2. Ysgolion eraill a allai gael eu heffeithio

Gan mai'r cynnig yw i gyflwyno'r newid i gategori iaith Ysgol Dyffryn Trannon yn raddol, ni fyddai angen i unrhyw ddisgyblion presennol drosglwyddo i ysgolion eraill. Fodd bynnag, os bydd y cynnig yn cael ei weithredu, mae'n bosibl y bydd rhai disgyblion yn dewis mynychu ysgolion eraill i gael mynediad i ddarpariaeth cyfrwng Saesneg yn y dyfodol, yn lle cael mynediad i ddarpariaeth cyfrwng Cymraeg yn Ysgol Dyffryn Trannon.

Er mai'r disgwyliad yw y byddai nifer y disgyblion yn fach, ac felly ni fyddai'r effaith ar yr ysgolion hyn yn arwyddocaol, mae gwybodaeth am ysgolion a allai gael eu heffeithio yn y dyfodol wedi'i ddarparu isod:

	<b>Math o Ysgol</b>	<b>Categori iaith</b>	<b>Nifer Derbyn</b>
<b>Ysgol Gynradd Gymunedol Llanidloes</b>	Ysgol Gynradd Gymunedol Cyngor Sir Powys sydd berchen ar adeilad yr ysgol	Cyfrwng Saesneg	38
<b>Ysgol Gynradd Gymunedol Caersws</b>	Ysgol Gynradd Gymunedol Cyngor Sir Powys sydd berchen ar adeilad yr ysgol	Cyfrwng Saesneg	14
<b>Ysgol Gynradd Gymunedol Llandinam</b>	Ysgol Gynradd Gymunedol Cyngor Sir Powys sydd berchen ar adeilad yr ysgol	Cyfrwng Saesneg	7

<sup>11</sup> CYBLD 2020

<sup>12</sup> CYBLD 2020

## Niferoedd Disgyblion

### i) Niferoedd y disgyblion cyfredol<sup>13</sup>

	R	1	2	3	4	5	6	Cyfanswm
Ysgol Gynradd Gymunedol Llanidloes	48	38	50	26	48	43	37	290
Ysgol Gynradd Gymunedol Caersws	8	11	13	6	6	6	6	56
Ysgol Gynradd Gymunedol Llandinam	8	5	1	5	6	4	5	34

### ii) Niferoedd disgyblion hanesyddol<sup>14</sup>

	Ionawr 2014	Ionawr 2015	Ionawr 2016	Ionawr 2017	Ionawr 2018	Ionawr 2019	Ionawr 2020
Ysgol Gynradd Gymunedol Llanidloes	306	312	290	308	283	288	288
Ysgol Gynradd Gymunedol Caersws	82	68	54	42	55	55	68
Ysgol Gynradd Gymunedol Llandinam	57	57	54	52	47	49	47

### iii) Niferoedd amcanol y disgyblion (Cyfradd geni)<sup>15</sup>

<sup>13</sup> Nifer ar y gofrestr Cyllid – Diwrnod Cyfrif Disgyblion 2020 (6 Tachwedd 2020)

<sup>14</sup> CYBLD 2020

<sup>15</sup> Amcanestyniadau Gwasanaeth Ysgolion Powys (Derbyn – Blwyddyn 6) ar sail CYBLD 2020 a Chyfraddau Geni

	Ionawr 2021 <sup>16</sup>	Ionawr 2022	Ionawr 2023	Ionawr 2024	Ionawr 2025
Ysgol Gynradd Gymunedol Llanidloes	282	277	276	266	272
Ysgol Gynradd Gymunedol Caersws	52	52	54	57	56
Ysgol Gynradd Gymunedol Llandinam	27	25	24	21	20

iv) Niferoedd amcanol y disgyblion (Amcaniadau cyllid)<sup>17</sup>

	Ionawr 2021	Ionawr 2022	Ionawr 2023	Ionawr 2024	Ionawr 2025
Ysgol Gynradd Gymunedol Llanidloes	290	293	290	N/A	N/A
Ysgol Gynradd Gymunedol Caersws	56	56	56	N/A	N/A
Ysgol Gynradd Gymunedol Llanfyllin	34	35	37	N/A	N/A

**Capasiti a Chyflwr yr Adeiladau**

i) **Capasiti**

Mae'r tabl canlynol yn rhoi gwybodaeth am gapasiti presennol yr ysgolion:

	Capasiti Presennol	Wedi'i ddefnyddio ar hyn o bryd	Capasiti Dros Ben
Ysgol Gynradd Gymunedol Llanidloes	269	290	-21 (7.8%)

<sup>16</sup> Dyma'r niferoedd amcanol yn seiliedig ar wybodaeth CYBLD 2020, felly maent yn cynnwys niferoedd amcanol ar gyfer Ionawr 2021. Nid yw CYBLD 2021 a'r niferoedd amcanol yn seiliedig ar CYBLD 2021 ar gael eto.

<sup>17</sup> Amcanestyniadau Cyllid Powys ar sail data a ddarparwyd gan yr ysgol – Tachwedd 2020

<b>Ysgol Gynradd Gymunedol Caersws</b>	102	56	46 (45.1%)
<b>Ysgol Gynradd Gymunedol Llandinam</b>	53	34	19 (35.8%)

**ii) Cyflwr yr adeiladau**

Yn 2009, cynhaliodd Llywodraeth Cymru asesiadau o gyflwr ac addasrwydd yr ysgolion.

	<b>Cyflwr</b>	<b>Addasrwydd</b>	<b>Mynediad i neuadd ar y safle</b>
<b>Ysgol Gynradd Gymunedol Llanidloes</b>	C	B	Oes
<b>Ysgol Gynradd Gymunedol Caersws</b>	B	B	Oes
<b>Ysgol Gynradd Gymunedol Llandinam</b>	C	C	Oes

**Safonau Addysg**

**i) Estyn**

	<b>Ysgol Gynradd Gymunedol Llanidloes</b>
<b>Dyddiad yr arolygiad</b>	Ionawr 2014
<b>Safonau</b>	Da
<b>Lles</b>	Digonol
<b>Profiadau Dysgu</b>	Da
<b>Addysgu</b>	Da
<b>Cymorth, Gofal ac Arweiniad</b>	Da
<b>Yr Amgylchedd Dysgu</b>	Da

<b>Arweinyddiaeth</b>	Da
<b>Gwella Ansawdd</b>	Digonol
<b>Gweithio mewn Partneriaeth</b>	Da
<b>Rheoli Adnoddau</b>	Da
<b>Y Canlyniad</b>	Bydd yr ysgol yn llunio cynllun gweithredu a'r awdurdod lleol yn monitor cynnydd.

<b>Ysgol Gynradd Gymunedol Caersws</b>	
<b>Dyddiad yr Arolygiad</b>	Ebrill 2013
<b>Safonau</b>	Digonol
<b>Lles</b>	Da
<b>Profiadau Dysgu</b>	Digonol
<b>Addysgu</b>	Digonol
<b>Cymorth, Gofal ac Arweiniad</b>	Digonol
<b>Yr Amgylchedd Dysgu</b>	Da
<b>Arweinyddiaeth</b>	Digonol
<b>Gwella Ansawdd</b>	Digonol
<b>Gweithio mewn Partneriaeth</b>	Da
<b>Rheoli Adnoddau</b>	Digonol
<b>Y Canlyniad</b>	Bydd yr ysgol yn llunio cynllun gweithredu ac Estyn yn monitro cynnydd. Daeth monitro gan Estyn i ben ym mis Mehefin 2014.

<b>Ysgol Gynradd Gymunedol Llandinam</b>	
<b>Dyddiad yr Arolygiad</b>	Mai 2013
<b>Safonau</b>	Da
<b>Lles</b>	Da
<b>Profiadau Dysgu</b>	Da
<b>Addysgu</b>	Da

<b>Cymorth, Gofal ac Arweiniad</b>	Da
<b>Yr Amgylchedd Dysgu</b>	Da
<b>Arweinyddiaeth</b>	Da
<b>Gwella Ansawdd</b>	Da
<b>Gweithio mewn Partneriaeth</b>	Da
<b>Rheoli Adnoddau</b>	Da
<b>Y Canlyniad</b>	Yr ysgol i baratoi cynllun gweithredu er mwyn dagos sut y bydd yn ymateb i'r argymhellion.

ii) **Categori'r Ysgol<sup>18</sup>**

	<b>Grwp Safonau</b>	<b>Capasiti Cymorth</b>
<b>Ysgol Gynradd Gymunedol Llanidloes</b>	Amherthnasol	Melyn
<b>Ysgol Gynradd Gymunedol Caersws</b>	Amherthnasol	Oren
<b>Ysgol Gynradd Gymunedol Llandinam</b>	Amherthnasol	Gwyrdd

**Gwybodaeth ariannol**

i) **Cost fesul disgybl<sup>19</sup> (Adran 52 o'r Datganiad Cyllideb, 2020/2021)**

	<b>Cyfran o'r gyllideb fesul ysgol</b>	<b>Cyfran o'r gyllideb fesul disgybl</b>	<b>Cyllideb AAA dybiannol</b>	<b>Cyllid nad yw'n Gyllideb Ysgolion Unigol a datganolwyd i'r ysgol</b>
<b>Ysgol Gynradd Gymunedol Llanidloes</b>	£1,033,000	£3,613	£101,000	£52,000
<b>Ysgol Gynradd Gymunedol Caersws</b>	£264,000	£4,711	£14,000	£8,000

<sup>18</sup> 2019

<sup>19</sup> Adran 52 o Ddatganiad Cyllideb 2020/2021

<b>Ysgol Gynradd Gymunedol Llandinam</b>	£199,000	£7,098	£16,000	£7,000
<b>Cyfartaledd Powys (Cynradd)</b>	Amherthnasol	£4,264	Amherthnasol	Amherthnasol

### Gwybodaeth am Gydraddoldeb

#### i) Prydau Ysgol am Ddim<sup>20</sup>

	<b>Nifer y disgyblion a gafodd bryd ysgol am ddim ar ddiwrnod y Cyfrifiad</b>
<b>Ysgol Gynradd Gymunedol Llanidloes</b>	14.9%
<b>Ysgol Gynradd Gymunedol Caersws</b>	16.2%
<b>Ysgol Gynradd Gymunedol Llandinam</b>	2.1%

#### ii) Disgyblion mewn gofal<sup>21</sup>

	<b>Nifer y disgyblion mewn gofal</b>
<b>Ysgol Gynradd Gymunedol Llanidloes</b>	0
<b>Ysgol Gynradd Gymunedol Caersws</b>	0
<b>Ysgol Gynradd Gymunedol Llandinam</b>	0

#### iii) AAA/ADY<sup>22</sup>

	<b>Gweithredu gan yr Ysgol</b>	<b>Gweithredu gan yr Ysgol a Mwy</b>	<b>Datganiad</b>
<b>Ysgol Gynradd Gymunedol Llanidloes</b>	12.2%	13.5%	0.3%

<sup>20</sup> CYBLD 2020

<sup>21</sup> CYBLD 2020

<sup>22</sup> CYBLD 2020



<b>Ysgol Gynradd Gymunedol Caersws</b>	11.8%	4.4%	1.5%
<b>Ysgol Gynradd Gymunedol Llandinam</b>	17.0%	2.1%	0.0%

## ATODIAD B – DADANSODDIAD CRYFDERAU, GWENDIDAU, CYFLEOEDD A BYGYTHIADAU (SWOT) A FFACTORAU LLWYDDIANT CRITIGOL

### 1. DADANSODDIADAU SWOT

Ceir dadansoddiadau SWOT isod ar gyfer y tri dewis hyn a nodwyd yn adran 6:

#### Dewis 1: Y sefyllfa bresennol – Mae Ysgol Dyffryn Trannon yn parhau i weithredu fel ysgol dwy ffrwd

Cryfderau	Gwendidau
<ul style="list-style-type: none"> <li>- Dim effaith ar ddisgyblion, rhieni na staff</li> <li>- Dim teithio ychwanegol i ddisgyblion</li> <li>- Dim effaith ar niferoedd y disgyblion yn Ysgol Dyffryn Trannon</li> <li>- Dim effaith ar staff Ysgol Dyffryn Trannon</li> <li>- Dim angen am broses statudol</li> </ul>	<ul style="list-style-type: none"> <li>- Nid yw'n galluogi Ysgol Dyffryn Trannon i weithredu'n fwy effeithlon</li> <li>- Nid yw rhai disgyblion yn datblygu'n gwbl ddwyieithog</li> <li>- Niferoedd bach yn debygol o barhau yn y ffrwd cyfrwng Saesneg</li> <li>- Nid yw'n darparu darpariaeth gynradd cyfrwng Cymraeg ddynodedig yn nalgylch Llanidloes</li> <li>- Nid yw'n cyflawni nodau ac amcanion Strategaeth y Cyngor ar gyfer Trawsnewid Addysg ym Mhowys</li> </ul>
Cyfleoedd	Bygythiadau
	<ul style="list-style-type: none"> <li>- Niferoedd bach parhaus yn y ffrwd cyfrwng Saesneg</li> </ul>

#### Dewis 2: Newid categori iaith Ysgol Dyffryn Trannon i gyfrwng Cymraeg

Cryfderau	Gwendidau
<ul style="list-style-type: none"> <li>- Byddai'n galluogi'r ysgol i weithredu'n fwy effeithlon fel ysgol un ffrwd</li> <li>- Byddai pob disgybl yn yr ysgol yn astudio drwy gyfrwng y Gymraeg ac yn datblygu sgiliau dwyieithog</li> <li>- Y potensial i gynyddu nifer y disgyblion sy'n astudio drwy gyfrwng y Gymraeg</li> <li>- Gellid cynnig mwy o gyfleoedd drwy gyfrwng y Gymraeg</li> <li>- Gwella sgiliau Cymraeg disgyblion drwy well ethos Cymraeg</li> </ul>	<ul style="list-style-type: none"> <li>- Mae'n bosibl y bydd disgyblion yn dewis mynychu ysgolion eraill er mwyn derbyn darpariaeth cyfrwng Saesneg</li> <li>- Gallai fod yn amhoblogaidd ymhlith rhai aelodau o'r gymuned leol</li> <li>- Yr effaith ar staff di-Gymraeg</li> </ul>

<ul style="list-style-type: none"> <li>- Byddai'n sicrhau y byddai pob disgybl yn cael ei addysgu mewn grwpiau blwyddyn o faint priodol</li> <li>- Arbedion ariannol bach posibl i'r awdurdod</li> </ul>	
<b>Cyfleoedd</b>	<b>Bygythiadau</b>
<ul style="list-style-type: none"> <li>- Cyfle i hyrwyddo ymhellach y ddarpariaeth cyfrwng Cymraeg sydd ar gael er mwyn denu mwy o ddisgyblion i dderbyn darpariaeth cyfrwng Cymraeg</li> </ul>	<ul style="list-style-type: none"> <li>- Effaith bosibl ar niferoedd y disgyblion pe byddai disgyblion yn dewis mynychu ysgolion eraill er mwyn derbyn darpariaeth cyfrwng Saesneg</li> </ul>

### Dewis 3: Newid categori iaith Ysgol Dyffryn Trannon i gyfrwng Saesneg

<b>Cryfderau</b>	<b>Gwendidau</b>
<ul style="list-style-type: none"> <li>- Byddai'n galluogi'r ysgol i weithredu'n fwy effeithlon fel ysgol un ffrwd</li> <li>- Arbedion ariannol bach posibl i'r awdurdod</li> </ul>	<ul style="list-style-type: none"> <li>- Ni fyddai darpariaeth gynradd cyfrwng Cymraeg yn y dalgylch</li> <li>- Ni fyddai'n denu disgyblion o Lanidloes sy'n teithio i Drefeglwys i dderbyn darpariaeth cyfrwng Cymraeg</li> <li>- Nid yw'n adlewyrchu dewisiadau rhieni / tueddiadau presennol y disgyblion</li> <li>- Mae nifer y disgyblion cyfrwng Saesneg yn yr ysgol yn isel iawn ar hyn o bryd</li> <li>- Mae'n debygol o fod yn amhoblogaidd ymhlith rhai aelodau o'r gymuned leol</li> <li>- Ni fyddai'n darparu darpariaeth gynradd cyfrwng Cymraeg ddynodedig yn nalgylch Llanidloes</li> <li>- Nid yw'n cyflawni nodau ac amcanion Strategaeth y Cyngor ar gyfer Trawsnewid Addysg ym Mhowys</li> <li>- Nid yw'n bodloni dyhead Llywodraeth Cymru i gynyddu nifer y siaradwyr Cymraeg</li> </ul>
<b>Cyfleoedd</b>	<b>Bygythiadau</b>
<ul style="list-style-type: none"> <li>- Cyfle i gynyddu nifer y disgyblion sy'n astudio drwy gyfrwng y Saesneg</li> </ul>	<ul style="list-style-type: none"> <li>- Gostyngiad sylweddol yn nifer y disgyblion oherwydd na fyddai disgyblion o Lanidloes yn gymwys i gael trafndiaeth o'r cartref i'r ysgol mwyach</li> </ul>

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## 2. FFACTORAU LLWYDDIANT CRITIGOL

Aseswyd y dewisiadau hefyd o'u cymharu â'r Ffactorau Llwyddiant Critigol canlynol:

Ffactor Llwyddiant Critigol	Disgrifiad
1 – Cyweddu strategol ac anghenion busnes	<ul style="list-style-type: none"> <li>• Mae'n rhaid i'r dewis gyd-fynd â Strategaeth y Cyngor ar gyfer Trawsnewid Addysg ym Mhowys 2020-2030, i gynnwys y canlynol: <ul style="list-style-type: none"> <li>- Mynd i'r afael â'r heriau i addysg ym Mhowys, fel yr amlinellir yn Strategaeth y Cyngor ar gyfer Trawsnewid Addysg ym Mhowys 2020-2030</li> <li>- Sicrhau cysondeb â'r Weledigaeth a'r Egwyddorion Arweiniol a amlinellir yn Strategaeth y Cyngor ar gyfer Trawsnewid Addysg ym Mhowys 2020-2030</li> <li>- Sicrhau cysondeb â'r Nodau a'r Amcanion Strategol a amlinellir yn Strategaeth y Cyngor ar gyfer Trawsnewid Addysg ym Mhowys 2020-2030</li> </ul> </li> <li>• Mae'n rhaid i'r dewis sicrhau'r buddion gorau o Raglen Trawsnewid Addysg y Cyngor</li> </ul>
2 – Gwerth am arian	<ul style="list-style-type: none"> <li>• Mae'n rhaid i'r dewis wneud y defnydd gorau o'r adnoddau sydd ar gael ar gyfer addysgu</li> <li>• Mae'n rhaid i'r dewis ddarparu gwerth am arian wrth addysgu</li> </ul>
3 – Posibilrwydd o gyflawni	<ul style="list-style-type: none"> <li>• Mae'n rhaid i'r dewis fod yn bosibl ei gyflawni o fewn y ddeddfwriaeth gyfredol</li> <li>• Mae'n rhaid i'r dewis fod yn bosibl ei gyflawni yn weithredol</li> <li>• Mae'n rhaid i'r dewis fod yn bosibl ei gyflawni yn ffisegol</li> </ul>
4 – Fforddiadwyedd posibl	<ul style="list-style-type: none"> <li>• I ba raddau y mae'r dewis yn fforddiadwy o fewn refereniw disgwylidig y Cyngor</li> <li>• I ba raddau y mae'r dewis yn fforddiadwy o fewn y cyllid cyfalaf y rhagwelir sydd ar gael i'r Cyngor</li> </ul>

Aseswyd pob dewis o'i gymharu â'r Ffactorau Llwyddiant Critigol ar sail y meini prawf canlynol:

✓ – Yn bodloni      ? – Gallai fodloni      x – Nid yw'n bodloni

Mae'r asesiad ar gyfer pob dewis fel a ganlyn:

	Dewis 1	Dewis 2	Dewis 3
1 – Cyweddu strategol ac anghenion busnes	x	✓	x
2 – Gwerth am arian	x	✓	?
3 – Posibilrwydd o gyflawni	✓	✓	x
5 – Fforddiadwyedd posibl	✓	✓	?
<b>Cyfanswm ✓</b>	2	4	0
<b>Cyfanswm x</b>	0	0	2
<b>Y Canlyniad</b>	Diystyru	<b>Ffefrir</b>	Diystyru

**ATODIAD C – RHESYMAU PAM NA CHAFODD YR OPSIYNAU ERAILL EU DWYN YMLAEN**

Opsiw'n	Disgrifiad	Rhesymau am ddiystyru
1	Dim newid – Ysgol Dyffryn Trannon yn parhau i weithredu fel ysgol dwy ffrwd	<ul style="list-style-type: none"> <li>- Nid yw'n galluogi Ysgol Dyffryn Trannon i weithredu'n fwy effeithlon</li> <li>- Nid yw rhai disgyblion yn datblygu'n gwbl ddwyieithog</li> <li>- Niferoedd bach yn debygol o barhau yn y ffrwd cyfrwng Saesneg</li> <li>- Nid yw'n darparu darpariaeth gynradd cyfrwng Cymraeg ddynodedig yn nalgylch Llanidloes</li> <li>- Byddai'n arwain at niferoedd bach parhaus yn y ffrwd Saesneg</li> <li>- Nid yw'n cyflawni nodau ac amcanion Strategaeth y Cyngor ar gyfer Trawsnewid Addysg ym Mhowys</li> <li>- Nid yw'n cwrdd â'r holl Ffactorau Llwyddiant Allweddol</li> </ul>
2	Newid categori iaith Ysgol Dyffryn Trannon i gyfrwng Cymraeg	Amherthnasol – Hwn yw'r opsiwn a ddygwyd ymlaen
3	Newid categori iaith Ysgol Dyffryn Trannon i gyfrwng Saesneg	<ul style="list-style-type: none"> <li>- Ni fyddai darpariaeth gynradd cyfrwng Cymraeg yn y dalgylch</li> <li>- Ni fyddai'n denu disgyblion o Lanidloes sy'n teithio i Drefeglwys i dderbyn darpariaeth cyfrwng Cymraeg</li> <li>- Nid yw'n adlewyrchu dewisiadau rhieni / tueddiadau presennol y disgyblion</li> <li>- Mae nifer y disgyblion cyfrwng Saesneg yn yr ysgol yn isel iawn ar hyn o bryd</li> <li>- Mae'n debygol o fod yn amhoblogaidd ymhlith rhai aelodau o'r gymuned leol</li> <li>- Ni fyddai'n darparu darpariaeth gynradd cyfrwng Cymraeg ddynodedig yn nalgylch Llanidloes</li> <li>- Nid yw'n cyflawni nodau ac amcanion Strategaeth y Cyngor ar gyfer Trawsnewid Addysg ym Mhowys</li> <li>- Nid yw'n bodloni dyhead Llywodraeth Cymru i gynyddu nifer y siaradwyr Cymraeg</li> <li>- Nid yw'n cwrdd â'r holl Ffactorau Llwyddiant Allweddol</li> </ul>

## ATODIAD D – FFURFLEN YMATEB

### CYNNIG I NEWID CATEGORI IAITH YSGOL DYFFRYN TRANNON

Mae Cyngor Sir Powys yn ymgynghori ar y cynigion canlynol sy'n ymwneud ag Ysgol Dyffryn Trannon:

- Gwneud newid rheoledig er mwyn newid cyfrwng yr addysg yn Ysgol Dyffryn Trannon o ddwy ffrwd i gyfrwng Cymraeg.
- Byddai hyn yn cael ei gyflwyno fesul cam, o flwyddyn i flwyddyn, gan ddechrau gyda'r Dosbarth Derbyn ym mis Medi 2022.

Mae dogfen ymgynghori sy'n darparu rhagor o wybodaeth am y cynigion ar gael ar wefan y Cyngor yn <https://cy.powys.gov.uk/trawsnewidaddysg>. Mae'r ffurflen ymateb hon i'r ymgynghoriad yn rhoi cyfle i chi roi gwybod i ni am eich safbwynt ar gynnig y Cyngor. Gellir llenwi'r ffurflen ymateb ar-lein hefyd – mae dolen i'r ffurflen ar-lein ar gael trwy ddilyn y ddolen uchod.

Dyddiad cau yr ymgynghoriad hwn yw **15 Ebrill 2021**. Mae'n rhaid i ni dderbyn pob ymateb erbyn y dyddiad hwn.

I gael gwybodaeth am sut y mae'r Tîm Trawsnewid Addysg yn diogelu ac yn defnyddio gwybodaeth bersonol a gesglir yn ystod prosesau ymgynghori, gweler hysbysiad preifatrwydd Trawsnewid Addysg, sydd ar gael drwy'r ddolen ganlynol:

<https://cy.powys.gov.uk/article/9804/Hysbysiad-Preifatrwydd-Trawsnewid-Ysgolion>

### Rhan 1 – Amdanoch Chi

**1. Nodwch sut yr ydych yn gysylltiedig â'r ysgolion y mae'r ymgynghoriad hwn yn effeithio arnynt:**

Rhiant, gofalwr neu warcheidwad

Darpar riant, gofalwr neu warcheidwad

Llywodraethwr

Aelod o staff

Aelod o'r gymuned

Sefydliad e.e. Cyngor Cymuned

Dim cysylltiad

Arall

Os 'Arall', nodwch: \_\_\_\_\_

**2. Os oes gennych chi gyswllt ag ysgol, nodwch pa ysgol yr ydych yn gysylltiedig â hi:**

Ysgol Dyffryn Trannon

Ysgol arall

Dim cysylltiad

Os ydych yn gysylltiedig ag ysgol arall, nodwch pa ysgol:

\_\_\_\_\_

**3. Nodwch eich cod post:** \_\_\_\_\_





**Yr effaith ar y Gymraeg**

6. Yn eich barn chi, pa effeithiau cadarnhaol neu andwyol y byddai'r cynnig i newid categori iaith Ysgol Dyffryn Trannon yn eu cael ar y cyfleoedd i bobl ddefnyddio'r iaith Gymraeg a thrin yr iaith Gymraeg yn ddim llai ffafriol na'r iaith Saesneg?

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7. Sut ydych chi'n meddwl y gall y cynnig i newid categori iaith Ysgol Dyffryn Trannon gael ei lunio neu ei newid fel y byddai'n cael effeithiau positif / effeithiau mwy positif, neu fel na fyddai'n cael effeithiau andwyol / llai o effeithiau andwyol ar y cyfleoedd i bobl ddefnyddio'r iaith Gymraeg a thrin yr iaith Gymraeg yn ddim llai ffafriol na'r iaith Saesneg?

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**Yr effaith ar bobl â nodweddion gwarchoddedig**

8. A oes gennych unrhyw sylwadau neu bryderon ynglŷn ag effaith y cynnig i newid categori iaith Ysgol Dyffryn Trannon ar bobl â nodweddion gwarchoddedig o dan Ddeddf Cydraddoldeb 2010?

Y nodweddion gwarchoddedig yw oed, anabledd, ailbennu rhywedd, priodas a phartneriaeth sifil, beichiogrwydd a mamolaeth, hil, crefydd neu gred, rhyw, cyfeiriadedd rhywiol.

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## Copi o'r Adroddiad Ymgynghori

9. **Ar ddiwedd y Cyfnod Ymgynghori, bydd y Cyngor yn cyhoeddi Adroddiad Ymgynghori sy'n crynhoi'r materion a godwyd yn yr ymatebion a gafwyd i'r ymgynghoriad ac yn darparu ymateb y Cyngor i'r materion hyn.**

A hoffech gael gwybod am gyhoeddiad yr adroddiad ymgynghori?

Hoffwn

Na hoffwn

Os gwnaethoch ateb 'Hoffwn', nodwch gyfeiriad e-bost neu gyfeiriad post:

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## **Rhan 3 – Gwybodaeth am Gydraddoldeb (Dewisol)**

Rydym yn dymuno sicrhau ein bod yn cynnwys pob sector o'r gymuned yn ein hymgyngoriad, ac rydym yn gofyn i chi ddarparu'r wybodaeth hon i'n galluogi i nodi a yw'r ymgynghoriad wedi bod yn gynhwysol. Fodd bynnag, mae'r cwestiynau hyn yn ddewisol.

### **10. Beth yw eich oedran?**

O dan 16

16-24

25-34

35-44

45-54

55-64

65-74

75-84

85+

Mae'n well gen i beidio â dweud

### **11. Beth yw eich rhywedd?**

Gwryw

Benyw

Rhyweddhylifol

Anneuaidd

Niwtral o ran y rhywiau

Mae'n well gen i beidio â dweud

### **12. A allwch chi ddeall, siarad neu ysgrifennu Cymraeg?**

Gallaf

Na allaf

Mae'n well gen i beidio â dweud

### **13. Os oes gennych blant oedran ysgol, a oes ganddynt hawl i gael prydau ysgol am ddim?**

Oes

Nac oes

Mae'n well gen i beidio â dweud

**14. Os oes gennych blant oedran ysgol, a oes ganddynt unrhyw anghenion dysgu ychwanegol?**

Oes

Nac oes

Mae'n well gen i beidio â dweud

**15. A ydych yn ystyried eich hun yn anabl?**

Ydw

Nac ydw

Mae'n well gen i beidio â dweud

**16. Beth yw eich grŵp ethnig?**

Gwyn

Asiaidd

Du, Affricanaidd neu Garibiaidd

Cymysg

Sipsi/Teithiwr

Arall

Mae'n well gen i beidio â dweud

**Diolch am lenwi'r holiadur hwn.**

Dylid anfon holiaduron wedi'u llenwi i'r cyfeiriad canlynol. Dylent gyrraedd **erbyn 15 Ebrill 2021**.

*Y Tîm Trawsnewid Addysg, Cyngor Sir Powys, Neuadd y Sir, Llandrindod, LD1 5LG*

*E-bost: [school.consultation@powys.gov.uk](mailto:school.consultation@powys.gov.uk)*

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol



Changing the language category of Ysgol  
Dyffryn Trannon  
Consultation Report



# Consultation on changing the language category of Ysgol Dyffryn Trannon

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If you require a copy of the document in a different format, please contact the Transforming Education Team on 01597 826618, or e-mail [school.organisation@powys.gov.uk](mailto:school.organisation@powys.gov.uk).

# Consultation on changing the language category of Ysgol Dyffryn Trannon

## 1. OVERVIEW OF THE CONSULTATION

Powys County Council consulted on a proposal to change the language category of Ysgol Dyffryn Trannon. The proposal was as follows:

- To make a regulated alteration to alter the medium of instruction at Ysgol Dyffryn Trannon to Welsh-medium
- This would be introduced on a phased basis, year-by-year, starting with Reception in September 2022

The consultation took place from the 25<sup>th</sup> February 2021 to the 15<sup>th</sup> April 2021.

### i) Consultation methods

The consultation documentation was available on the Council's website throughout the consultation period, and was distributed to stakeholders, as required by the School Organisation Code (2018). A separate version for pupils was also available on the Council's website throughout the consultation period.

Consultees were invited to respond to the consultation by either completing an online consultation form, filling in a paper copy of the form and returning it to the Transforming Education Team at County Hall, or by e-mailing / writing to the Transforming Education Team.

Meetings were held virtually with the following:

- Staff of Ysgol Dyffryn Trannon – 23 March 2021
- Governors of Ysgol Dyffryn Trannon – 23 March 2021
- Ysgol Dyffryn Trannon School Council – 24 March 2021

### ii) Responses received

A total of 71 respondents completed the consultation response form which was included in the consultation document. This included paper copies as well as responses submitted using the online response form.

In addition, 9 written responses were received from respondents, including Estyn. The response received from Estyn is provided on page 18, in-line with the requirements of the School Organisation Code.

As well as responses from parents, prospective parents, members of staff and members of the community, responses were received from the following organisations:

Trefeglwys Community Council  
Llanidloes Town Council  
Mudiad Meithrin  
Rhieni Dros Addysg Gymraeg - RHAG

### iii) **Summary of issues raised**

The issues raised in the consultation responses are listed in detail in section 6 on page 22. This includes the Council's response to each issue. The following is a summary of the issues raised:

1. General support for the proposal
2. General disagreement with the proposal
3. Impact on pupils
4. Reference to English language provision / skills
5. Reference to the need for choice
6. Concern about impact on pupil numbers at Ysgol Dyffryn Trannon in the future
7. Additional support that would be needed to support the change of language category
8. Reference to transport arrangements
9. Comments about Ysgol Dyffryn Trannon
10. Comments about other schools
11. Financial impact
12. Impact on staff
13. Impact on families / parents
14. Reference to early years provision
15. Reference to transition arrangements
16. Impact on the community
17. Comments about the Welsh language
18. Reference to Welsh-medium education delivery models
19. Reference to discrimination / inequality
20. Impact on protected characteristic groups
21. Comments about the consultation documentation
22. Comments about the consultation process
23. Reference to council strategies
24. Reference to alternative options

## 2. **CONSULTATION RESPONSE FORM**

56 respondents completed the English language consultation response form which was available online, and 15 respondents completed the Welsh



language consultation response from which was available online. 8 respondents sent responses by email in English, and 1 respondent sent a response by email in Welsh.

The quantitative findings of the questionnaire are summarised below. Written comments were also provided in the consultation response forms. The issues raised in these comments are included in Section 6 of this report.

## Part 1 – About you

1. Please indicate how you are associated with the schools affected by this consultation:

Response	No.	%
Parent, carer or guardian	28	39.4%
Prospective parent, carer or guardian	9	12.7%
Governor	0	0.0%
Member of staff	1	1.4%
Member of the community	14	19.7%
Organisation	5	7.0%
No association	5	7.0%
Other	7	9.9%
Not Answered	2	2.8%
<b>Total responses</b>	<b>71</b>	<b>100.0%</b>

2. Please specify which school you are associated with:

Response	No.	%
Ysgol Dyffryn Trannon	39	54.9%
Another school	6	8.5%
No association with any school	24	33.8%
Not Answered	2	2.8%
<b>Total responses</b>	<b>71</b>	<b>100.0%</b>

3. Please provide your postcode:

Response	No.	%
Caersws / Carno / Trefeglwys	25	35.2%
Llanidloes / Llangurig	20	28.2%
Machynlleth	5	7.0%
Newtown	2	2.8%
Aberystwyth	2	2.8%
Cardiff / Penarth	1	1.4%
Hay on Wye	1	1.4%
Llandrindod Wells	1	1.4%
Brecon	1	1.4%

Newport	1	1.4%
Montgomery	1	1.4%
Telford	1	1.4%
Not answered	10	14.1%
<b>Total responses</b>	<b>71</b>	<b>100.0%</b>

### Part 3 – About you

12. How old are you?

Response	No.	%
Under 16	1	1.4%
16-23	0	0.0%
25-34	11	15.5%
35-44	30	42.3%
45-54	9	12.7%
55-64	6	8.5%
65-74	4	5.6%
75-84	0	0.0%
85+	0	0.0%
Prefer not to say	10	14.1%
Not answered	0	0.0%
<b>Total responses</b>	<b>71</b>	<b>100.0%</b>

13. What is your gender?

Response	No.	%
Male	12	16.9%
Female	49	69.0%
Gender Fluid	0	0.0%
Non-Binary	0	0.0%
Gender neutral	0	0.0%
Prefer not to say	10	14.1%
Not answered	0	0.0%
<b>Total responses</b>	<b>71</b>	<b>100.0%</b>

14. Can you understand, speak or write Welsh?

Response	No.	%
Yes	47	66.2%
No	10	14.1%
Prefer not to say	14	19.7%
Not answered	0	0.0%
<b>Total responses</b>	<b>71</b>	<b>100.0%</b>

15. If you have school-aged children, are they entitled to receive free school meals?

<b>Response</b>	<b>No.</b>	<b>%</b>
Yes	3	4.2%
No	44	62.0%
Prefer not to say	24	33.8%
Not answered	0	0.0%
<b>Total responses</b>	<b>71</b>	<b>100.0%</b>

16. If you have school-aged children, do they have any additional learning needs?

<b>Response</b>	<b>No.</b>	<b>%</b>
Yes	3	4.2%
No	44	62.0%
Prefer not to say	24	33.8%
Not answered	0	0.0%
<b>Total responses</b>	<b>71</b>	<b>100.0%</b>

17. Do you consider yourself to be disabled?

<b>Response</b>	<b>No.</b>	<b>%</b>
Yes	0	0.0%
No	58	81.7%
Prefer not to say	13	18.3%
Not answered	0	0.0%
<b>Total responses</b>	<b>71</b>	<b>100.0%</b>

18. What is your ethnic group?

<b>Response</b>	<b>No.</b>	<b>%</b>
White	59	83.1%
Asian	0	0.0%
Black, African or Caribbean	0	0.0%
Mixed	0	0.0%
Gypsy/Traveller	0	0.0%
Other	0	0.0%
Prefer not to say	12	16.9%
Not Answered	0	0.0%
<b>Total</b>	<b>71</b>	<b>100.0%</b>

### 3. CONSULTATION WITH PUPILS

Comments received from pupils are outlined below. This includes the notes of a meeting held with pupils at Ysgol Dyffryn Trannon, as well as a summary of the written responses received from pupils to the consultation exercise.

#### i) A virtual meeting with the School Council of Ysgol Dyffryn Trannon

Officers from the local authority met with the School Council of Ysgol Dyffryn Trannon to get their views on the proposal.

The notes of these meetings are provided below:

#### A meeting with the School Council of Ysgol Dyffryn Trannon

24th March 2021 – Held virtually on Microsoft Teams

**Present:** Marianne Evans, Sarah Astley, Huw Rowlands – Powys County Council

Officers from Powys County Council met virtually via Microsoft Teams with representatives from the School Council of Ysgol Dyffryn Trann to discuss the consultation to change the language category of Ysgol Dyffryn Trannon from dual-stream to Welsh-medium.

The session was held with two different groups of pupils from the school council, one group representing the English stream and the other representing the Welsh stream.

#### English stream group

The group consisted of one pupil in year 6 and one in pupil in year 4.

Officers explained the proposals for changing the language category of Ysgol Dyffryn Trannon, and that they would like to have the views of the pupils on the proposal. The pupils understood that if the change was implemented, it would mean that there would be no English stream in Dyffryn Trannon, and all classes would be taught through the medium of Welsh. This would be phased over time and the proposal would therefore have no effect on existing pupils.

The pupils were asked several questions and their responses are summarised below:

What do you like about the two streams in Ysgol Dyffryn Trannon?

- Having two streams is very unique as there are not many bilingual schools

- I like being in a school with Welsh-medium pupils. I like things how they are.

What do you not like about the two streams in Ysgol Dyffryn Trannon?

- Nothing really. I like things as they are.

If things were to change, and the English medium provision was phased out of the school, what do you think about that? Do you have any concerns or questions about that?

- Over the last couple of years, numbers in the English stream have increased, as we have gained five pupils from the Welsh stream, and one from another school in Powys. There are now fifteen pupils in my class, but in September, when pupils go to high school, there will only be ten.

How many years do you have in your class and do you think that works well??

- Year 6, 5, 4, 3 and year 2. It can be a bit of a struggle, but it's working really well as we're all great friends and we're independent as well.

Do you mix with children of the Welsh stream, for example at playtime?

- Because of the pandemic, we now have our own bubbles. But before, we had lots of friends in the Welsh stream, even though they were in different classes.

If the proposal goes ahead, what do you think the effect of any change would be?

- I think that we have the best of both worlds at the moment, as we can speak English but also learn Welsh as well.

Any other comments?

- I don't think that enough people know of the English stream at Ysgol Dyffryn Trannon. We are going to make posters and leaflets to let people know about the English stream at Dyffryn Trannon. I would like more children in my class.

### **Welsh stream pupils**

The group consisted of six pupils, years, 1, 2, 3, 4, 5, 6.

Officers explained the proposals for changing the language category of Ysgol Dyffryn Trannon, and that they would like to have the views of the pupils on

the proposal. The pupils understood that if the change was implemented, it would mean that there would be no English stream in Dyffryn Trannon, and all classes would be taught through the medium of Welsh. This would be phased over time and the proposal would therefore have no effect on existing pupils.

The pupils were asked several questions and their responses are summarised below:

### **Questions asked to pupils**

What do you think of the dual-stream system? Is it good or bad?

- There are not many pupils in the English stream – there are far more in the Welsh stream. Children in the Welsh stream can speak both languages

Before you had to form bubbles, were the children of the Welsh and English stream mixing?

- Not really, no, only a little. Welsh stream pupils tend to play with Welsh stream pupils and English stream pupils tend to play with English stream pupils

Do you think that it would be better if Ysgol Dyffryn Trannon only had a Welsh stream?

- I'm not sure. There are not many pupils in the English stream, but they might go to other schools where they are only taught in English
- It would be good just to have one stream, as then everybody would be able to speak Welsh, and more Welsh would be spoken at home

Do you think that there will be a problem if a new family which doesn't speak Welsh moves to the area, and Welsh is the only language of the school?

- Yes, it could be a problem, maybe children would go to other schools, further away than where they live.

### **Questions pupils asked**

I would like to know if children will have to speak Welsh all the time if the school's language category was changed.

- If the school's language category was changed, Welsh will be the school's language and you would speak Welsh as you do now.

Why are you considering this change?

- Because Powys County Council are concerned that there aren't enough children in the English stream at Ysgol Dyffryn Trannon, and no children whatsoever in the lower classes of the school, and the Council thinks that the school could be run better with only one language.

Will the English stream teacher have the opportunity to learn Welsh?

- Yes, every opportunity and support will be given for the English stream teacher to learn Welsh, if she so wishes

What will happen to the English stream teacher?

- She will stay, because the English stream will still be here for some years, and she will have the opportunity to learn Welsh.

But when the English stream has ended, will she still have a job?

- That is something which will have to be considered at a later time, if this proposal goes forward.

Why do pupils not go to schools in England if they want to be taught in English?

- In Wales, there are two languages, Welsh and English, and both are the official languages of Wales. There are English schools in the area, such as in Caersws, Llandinam and Llanidloes primary. Dyffryn Trannon is the only school in the area which teaches in Welsh.

Why can't the children themselves choose whether they want to attend the English stream or the Welsh stream?

- It was explained that Powys County Council were worried that pupil numbers in the English stream were very small, and because most pupils were in the Welsh stream, it might be better for the school to be just a Welsh-medium school, as the school could be better run with only one language. However, we are here to listen to what everyone has to say, as we haven't yet made a final decision.

Pupils and the school were thanked for their time in attending the meeting and providing their views.

## ii) **Summary of other comments made by pupils**

In addition to the meeting with the School Council, 1 online responses and 0 written responses were received from pupils. Here is a summary of the issues raised in these responses:

- If people want to go to Ysgol Dyffryn Trannon and they are from England they won't understand Welsh as good as other people would and so they would have to go to the English and so they would live in Trefeglwys but have to go to another school.
- It is a lot easier to read with Mum and Dad in English than Welsh because their Welsh is rubbish but they tried hard. Lockdown has been easier because I am in the English class. People in the Welsh class their parents probably didn't understand as much Welsh and so if the English class shuts they will have to move school or just keep going with the same Welsh even if they don't understand.
- I enjoy going to Urdd club and doing Urdd activities since I moved into the English class. I go to DM Pro and after school club and Urdd club where I see more of my other friends from the Welsh class.
- If people have to get buses to go home it is more tricky for them to go to clubs.
- I like working with older pupils in the class, it helps me with hard stuff. I like helping the younger people. It is much easier to show Miss my work in the English class and there are not so many people shouting across the room to another person.
- Don't shut down the English class as younger siblings won't be able to go to the school.
- We could make posters and hang them around places to tell people the English stream is important and know there is an English stream in Ysgol Dyffryn Trannon.
- If the English class shuts and pupils have to go to another school it would be harder for them to do after school things.
- Why are the questions on this form so hard to understand? There is good presentation for kids but no kids form to fill in.



#### **4. CONSULTATION MEETINGS WITH STAFF AND GOVERNORS**

Consultation meetings were held with the staff and governors of both schools.

The issues raised at these meetings are summarised below:

##### **i) Consultation meeting with Staff of Ysgol Dyffryn Trannon**

- Will there be a meeting for parents as part of the consultation?
- How are responses recorded – are names recorded?
- Will the finance currently provided to Ysgol Dyffryn Trannon as a dual-stream school remain the same if the school is a Welsh stream school?
- If the proposal goes ahead, and if for example there is only one pupil in the English stream, would there be a commitment from the authority that the pupil will be funded?
- Would children from Ysgol Dyffryn Trannon's Welsh stream be feeding Ysgol Bro Hyddgen or Llanidloes High School?
- Would transport be arranged if pupils wished to attend the secondary provision at Ysgol Bro Hyddgen?
- Will Llanidloes High-School continue to be a dual-stream school if this proposal goes forward?
- As a result of changes to Powys Admissions Policy, only Dyffryn Trannon pupils will be transferring to the Welsh stream at Llanidloes in the future, and they will not have the opportunity to mix with other children and make new friends with other children in the community.
- If parents decide that their children should have English-medium education, what school would they attend, and would they have transport provided?
- Pupils currently in the English stream have the uncertainty of not knowing for how long they will be together.
- Pupils in an English stream in a dual-stream school have the opportunity to mix with pupils in the Welsh stream, and therefore have the opportunity to improve their Welsh. I am concerned that if pupils move to an English-medium school, they will not have this opportunity.
- A lot of changes will be made by the new Welsh curriculum, and as people move into the area, they will have the opportunity to see that Welsh isn't just in the classroom, but it is in the corridor, a living language, and they will be able to blend into the community and it is a positive change happening in Wales.
- After lockdown and all the home learning, you have Welsh learners in homes where there are non-Welsh speaking parents. How sure are you that if you do go forward with the transformation, these families will want to stay in a Welsh stream school because it might have raised the question for some families that at the end of the foundation phase, it would be better for them to go into the English stream? Will you be looking at definite numbers to know how many children in the next stage

of the foundation phase will be wanting to go into the Welsh stream? Otherwise they will be leaving to go to other schools in the catchment area, when we know a school like Llanidloes have large class sizes already.

- There is chatter between parents whose children are due to start with us in Reception this year. They are nervous because they were choosing Trefeglwys because of the safety net of the English stream should the Welsh stream not work out for them. We could lose those children altogether if parents do not feel their children will have that safety net. I don't know what the answer is, but I know they are anxious and a few of them are re-thinking their options.
- There are still a few children in the English stream class who have moved out of the Welsh stream classes as they cannot keep up with it. What is the back-up plan for those children, as there could be many more and what will the provision be for those?
- A pupil has already left Ysgol Dyffryn Trannon because of the consultation. They were afraid of the outcome of the consultation. I feel that the village will be split. You have so many coming in by bus to the school and you will find the children being bussed out of the village as well.
- If we were a Welsh-medium school then we could encourage people to speak Welsh on the playground and in the corridors, and their Welsh language ability would be much better. At the moment, being a dual-stream, it is difficult to encourage children to speak Welsh when they are playing with children who are non-Welsh speaking. If it was all in Welsh, they would be immersed in Welsh and would pick it up a lot easier.
- Staffing in a Welsh-medium school is difficult. Do Powys have a scheme where we can recruit Welsh speaking staff to come to the school? We find it difficult to find Welsh language staff as there are very few in the area, so what can the Council do in relation to this?

## ii) **Consultation meeting with Governors of Ysgol Dyffryn Trannon**

- There is a question regarding the finance of the school going forward and the continuity of education.
- What is the long-term plan when children reach 11 in terms of the local provision.
- There is a fear for the school that if there is nowhere for the pupils to move on to when 11, the concern is that parents would vote with their feet, with the school diminishing in size as a consequence. People need to see a strategy in place.
- The provision in Machynlleth is too far, and I don't think parents would choose to send their children there.
- What are the numbers required to make the English stream viable?
- I like the concept of a dual-stream school, although I appreciate that there are challenges because the numbers never add up and they will

never add up. It strikes me that this is the beginning of the end for the dual-stream schools concept if this proposal goes forward. Are you saying that dual-stream schools have no future full stop?

- There is a more transient nature to population these days. Trefeglwys village is growing, and it is possible that the outlook of some parents will be short term. They might see themselves moving elsewhere in a few years and therefore Welsh language provision might not be attractive to them. I am therefore concerned that we will see many parents sending their children out of Trefeglwys to their nearest English-medium school.
- What language category will YDT be if the proposal goes forward under the proposed Welsh Government new language categories?
- The concern is unless the secondary option is strong, the school would not necessarily go under, but that could weaken the school from the point of view of parents.
- What are the numbers in Caersws and Llandinam?
- If a Welsh-medium stream was introduced in Llanidloes, and the children who travel in by bus from Llanidloes end up going to Llanidloes instead, what effect will that have on the school?
- The school has a unique selling point being dual-stream, it just needs to be promoted better. Many people don't understand what dual-stream means. We could expand the promotion of the English stream, and COVID hasn't helped. Maybe we could pause the consultation process for the promotion to have time to work. It needs time for the promotion of the English stream to work. The past 12 months have made it difficult.
- Both my daughters attend the English stream and both can speak Welsh. I don't see the system broken, it just needs enhancing. It has been said that this proposal is not about saving money, but I think it is because you're funding two schools and can see a way to save money because of the decline of the English. We need to keep what we've got and just do it better.
- The decline of the promotion of the dual-stream has happened over a number of years. Had the dual-stream been actively promoted we wouldn't be having this conversation now.
- Let's maintain what we have, which is unique to any other school in the area.
- In the past the language in Ysgol Dyffryn Trannon was 50/50 split. The school has seen a sustained level of uptake in the Welsh language, despite the fact that we don't have the secondary provision we should have.
- Ysgol Dyffryn Trannon needs to be a future part of the estate in Powys – a stream in Llanidloes could take half of the pupils we have in Trefeglwys.
- I was pleased and relieved to see the commitment from Powys that all current English stream pupils will continue to be able to be taught in the English stream.

- What level of assurance can Powys can give about the continuity of English provision should the proposal be implemented, as the numbers may taper off in the English stream.
- What were the drivers for Dyffryn Trannon being selected for this process at this time, when there are other dual-stream schools or small schools?
- What consideration was given for the consultation to be undertaken on a cluster basis so that we could see better how the pieces of the jigsaw for the cluster fitted together because many of the queries we have had tonight relate to unknown quantities because the picture for the cluster as a whole was unclear.
- Why is Ysgol Dyffryn Trannon being consulted for change when Transforming Education talked about the future of small schools as well as dual-stream schools. Why are we not looking at other schools in the cluster? All the other schools in the cluster are small schools which would potentially realise similar if not greater financial savings than Dyffryn Trannon, then why are you not moving those schools along the language continuum, as all the other schools in the cluster are English-medium.
- What method is the local authority using for those with low or no literacy ability to ensure that they are able to contribute to the consultation?
- The Integrated Impact Assessment refers to activities should the school move along the language continuum, such as enhanced Urdd participation and Menter Maldwyn, all of which are already in place. I just wonder if the Integrated Impact Assessment will be revised further in the process, to reflect the reality of the situation as I don't feel it currently reflects the extent of the extra-curricular and Welsh cultural language activities taking place at the school.
- Will it be possible for Welsh stream pupils to transfer to the English stream after September 2022 should they wish to do so?
- What consideration has Powys given to the potential detrimental impact on recruiting pupils to the Welsh stream by not having a dual-stream site which gives parents the flexibility of moving to the English stream if things don't work out?
- The School Organisation Code on page 9 stipulates that projected transport costs needs to be included and I'm interested in CO2 emissions. None has been included in the Integrated Impact Assessment. Will it be included?
- There are some pupils in this village which if the proposal goes ahead will need to be bussed to alternative provision. There will be data available to make a reasonable assumption as to projected transport costs to make the Impact Assessment a more balanced document.
- We need to embrace this as a positive going forward. The parents have chosen to send their pupils to the Welsh stream.
- We need more detail to make an informed decision.

- I have no doubt that a dual-stream is very beneficial to the pupils' experience.
- I have long term concerns that the numbers of pupils coming to Welsh-medium would plummet.
- There is no evidence of any proactive justification for YDT's proposed change of status – no strategic context i.e. the case made for change appears to be YDT in isolation with no real strategy evident.
- All the reasons cited in support of the proposal could be questioned – the disadvantages listed are fewer in number but potentially have a bigger impact – the risks are understated. Reference is made to impact on other schools but what about the impact on YDT of decisions taken by other schools? – evidence of current / future need or demand appears to ignore the current building work going on and expansion of the village – it is claimed that the impact of the proposal on the community would be minimal but it could well be extremely divisive if we see the children from the village being transported to Llanidloes for their education.
- In approx 2005, the language balance was almost a mirror image of where we have been in the last 5 years or so – admittedly not quite as extreme as the current position but indicative, nevertheless, of an often highly unpredictable issue.
- What is the PCC methodology for reviewing and presenting responses to Cabinet?
- What lessons learned have been considered from elsewhere in Powys or further afield on ALN impact, what is the evidence base to show outcomes ALN pupils taught through a language that may not be spoken at home are comparable to the outcomes of pupils taught in their first language?

## 5. ESTYN

Estyn's response to the consultation is provided below:

### **Estyn's response to the proposal to change the language category of Ysgol Dyffryn Trannon**

This report has been prepared by Her Majesty's Inspectors of Education and Training in Wales.

Under the terms of the School Standards and Organisation (Wales) Act 2013 and its associated Code, proposers are required to send consultation documents to Estyn. However, Estyn is not a body which is required to act in accordance with the Code and the Act places no statutory requirements on Estyn in respect of school organisation matters. Therefore as a body being consulted, Estyn will provide their opinion only on the overall merits of school organisation proposals.

Estyn has considered the educational aspects of the proposal and has produced the following response to the information provided by the proposer and other additional information such as data from Welsh Government and the views of the Regional Consortia, which deliver school improvement services to the schools within the proposal.

#### **Introduction**

The proposal is by Powys County Council. The proposal is to change the language category of Ysgol Dyffryn Trannon. The proposal is as follows.

- To make a regulated alteration to alter the medium of instruction at Ysgol Dyffryn Trannon from dual stream to Welsh-medium.
- This would be introduced on a phased basis, year-by-year, starting with Reception in September 2022, with the aim of all of the school's pupils receiving Welsh-medium provision, ensuring that all pupils are fluent in both Welsh and English.

#### **Summary/Conclusion**

The proposal aligns with the Welsh Government's aim of achieving a million Welsh speakers by 2050 (Cymraeg 2050: A Million Welsh Speakers) by increasing the use of the Welsh language in education in Powys.

The proposal is consistent with the objectives of Powys County Council's strategy to transform education in Powys, which includes the aim to 'improve

access to Welsh-medium provision across all key stages' and the objective to 'move schools along the language continuum'.

The proposal is also consistent with Estyn's recommendation in its report on Powys County Council's local authority education services, namely 'ensure that the organisation of provision for non-maintained, post-16, Welsh-medium education and secondary education meets the needs of the children and young people of Powys'. The Council has given appropriate consideration to a range of options and has chosen the above proposal.

Estyn is of the opinion that this proposal is at least likely to maintain the current standards of education.

### **Description and benefits**

The proposer provides a clear and rigorous rationale for the logic behind the proposal. It notes fairly that this proposal aligns with the objectives of Powys County Council's strategy to transform education in Powys, in addition to the Welsh Government objectives to increase the number of Welsh speakers.

The proposer identifies clearly the reasons for the proposal, which include improving educational outcomes, improving educational provision, improving leadership and management, improving efficiency in the delivery of education, and increasing the number of pupils who receive Welsh-medium education.

The proposer identifies the advantages, disadvantages and risks associated with the proposal, and the different options in a balanced way. It states firmly why it favours the proposal, and refers soundly to the benefits of changing the language category of the school. The proposal has given valid consideration to other options. These include maintaining the status quo, changing the language category to English-medium, and the favoured option, namely to change the school's language category to Welsh-medium.

The proposer has given thorough consideration to the proposal's effect on Welsh-medium provision within the authority. It states fairly that the proposal would have a positive effect on that provision, and asserts firmly that Welsh-medium education is the best way to ensure that young people become fully bilingual in Welsh and English.

This point of view aligns with the Education Minister's statement in the foreword of 'Guidance on Welsh in Education Strategic Plans (Welsh Government 2021), as follows: 'Cymraeg 2050 is clear that Welsh-medium immersion – which is where the medium of teaching and learning is delivered wholly or predominantly through the medium of Welsh – is the most reliable model for creating Welsh speakers with the skills and confidence to use the language comfortably in their everyday lives.'

The proposer has given sufficient consideration to the proposal's effect on the community and the travel arrangements for pupils who choose English-medium education. It identifies clearly that there are currently very few children in the English stream, and that there are no pupils in the English stream in the Reception class and Year 1. It acknowledges in a balanced way that should pupils choose to attend English-medium provision rather than attend the Welsh-medium provision at Ysgol Dyffryn Trannon, that there would be an increase in distance and travel time. However, it identifies correctly that there are three English schools in the Llanidloes catchment area, two of which are within five miles of Ysgol Dyffryn Trannon. As a result, it states reasonably that distance and travel time to alternative English-medium provision would not be excessive.

### **Educational aspects of the proposal**

The proposer gives detailed consideration to the proposal's effect on the quality of outcomes, provision and leadership within the school.

It refers relevantly to the outcomes of the latest Estyn inspection reports for Ysgol Dyffryn Trannon, in addition to the latest inspection of Powys County Council's local authority education services.

It concludes reasonably that it does not anticipate any negative effects on the quality of standards of education, wellbeing and learning experiences for pupils who currently attend the school. It outlines fairly that should the proposal be implemented, the change to the school's language category would be introduced on a phased basis. As a result, pupils who currently receive English-medium provision within the school will be able to continue to receive that provision until they leave the school.

The proposer asserts strongly that the proposal will have a positive effect on pupils' education, including provision, standards and pupils' progress. It states firmly that resources will be able to be used more effectively as there will be no need to duplicate provision in both languages. It will also avoid teaching pupils in small classes with several year groups in each class, as is currently the case in the English stream. It states clearly that this will have a positive effect on the school's ability to teach a full curriculum in the foundation phase and all other relevant key stages.

The proposer identifies decisively that the proposal will lead to all pupils being taught together, which will ensure better cohesion and a consistent language continuum across the school, which will have a positive effect on pupils' wellbeing.



It acknowledges in a balanced way that the school would be required to provide a high level of support for pupils from families that speak little or no Welsh at home, in order to meet their particular educational needs.

The proposer has conducted an equality impact assessment and asserts reasonably that the proposal should not have a detrimental effect on any particular groups. It states robustly that the proposal would have a positive effect on pupils that belong to those groups. The proposer has given appropriate consideration to the possible disruption to current pupils, and has taken suitable action to minimise any effect on them.

## 6. ISSUES RAISED DURING THE CONSULTATION PERIOD

The following tables list the issues raised during the consultation period and provide the local authority's response to these issues.

### 1. GENERAL SUPPORT FOR THE PROPOSAL

1.1	I welcome the proposal to change the school from dual stream to Welsh medium. This will be a great opportunity for the people and rural economy.	Comment noted.
1.2	The proposal could attract a greater calibre of pupils from neighbouring communities who want to attend a first Welsh language medium school.	Comment noted.
1.3	I think it's a fab idea. People have choice as there is an English school in Llani.	Comment noted.
1.4	A sensible idea.	Comment noted.
1.5	I would like to express my support for the plans to change the language of Ysgol Dyffryn Trannon.	Comment noted.
1.6	I agree with the consultation, by creating a fully Welsh educational setting, PCC are striving to maintain and support the Welsh language whilst offering English first language a fantastic setting in Llanidloes to thrive.	Comment noted.

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1.7	I'm fully supportive of this proposal and am pleased that Powys is taking positive steps to transform the Welsh-medium education provision in the county, specifically in the Llanidloes catchment – it's a vital step forward to create a bilingual Wales and bilingual young people for the future, particularly by 2050.	Comment noted.
1.8	I think changing the school's language category to Welsh-medium is a positive first step towards expanding Welsh-medium education in Powys.	Comment noted.
1.9	I fully support the school becoming a Welsh Medium school. Llanidloes has a well-established English medium school to ensure that parents have a choice about the language their child is taught through.	Comment noted.
1.10	I support the proposal to change the language category of Ysgol Dyffryn Trannon, and to implement the change over time.	Comment noted.
1.11	I think this is a GREAT idea! More schools in Powys should be through the medium of Welsh.	Comment noted.
1.12	An excellent proposal – which is much too late.	Comment noted.

1.13	The Llanidloes area has suffered a lack of Welsh-medium education for years. This is now improving with a Welsh-medium nursery, a Welsh-medium Cylch Meithrin and now the possibility of a Welsh-medium school. This is essential for the future of the language and to give pupils in the area the best future.	Comment noted.
1.14	We completely support the proposal to change Ysgol Dyffryn Trannon to a Welsh medium only school.	Comment noted.
1.15	Excellent – the school is mostly Welsh-medium already, and this provision needs to be formalised to support the revival of the language in the area.	Comment noted.
1.16	The proposal makes sense in many respects.	Comment noted.
1.17	It makes sense because of the low numbers in the English stream.	Comment noted.
1.18	I agree with the proposal to change the school's language category.	Comment noted.
1.19	Surely this is a big step in the right direction.	Comment noted.
1.20	The vast majority of the pupils that come through Ysgol Dyffryn Trannon go through the Welsh stream so surely this is common sense.	Comment noted.

1.21	Agree with the proposal to change the language category of Ysgol Dyffryn Trannon from dual stream to Welsh Medium as it important to encourage as much Welsh Medium teaching as possible in the local area.	Comment noted.
1.22	It's just all positive.	Comment noted.
1.23	We welcome this proposal. We know that the numbers in the English stream are small, and that now is the time to establish this school as a Welsh-medium school.	Comment noted.
1.24	We fully support the proposal to change the language category of Ysgol Dyffryn Trannon from dual stream to Welsh-medium.	Comment noted.
1.25	This is the best option for Ysgol Dyffryn Trannon and the Llanidloes catchment in my view.	Comment noted.
1.26	It's clear that a designated Welsh-medium school is needed in this area and as the school already has a strong Welsh stream, this is an excellent opportunity to strengthen the Welsh-medium provision further in this area, and to contribute to increasing the number of pupils accessing Welsh-medium provision in the county.	Comment noted.
1.27	A proposal of this kind is a massive opportunity for the area.	Comment noted.

1.28	We need to embrace this as a positive going forward. The parents have chosen to send their pupils to the Welsh stream.	Comment noted.

## 2. GENERAL DISAGREEMENT WITH THE PROPOSAL

2.1	It will be such a shame to change the set-up of the school.	Comment noted, however as outlined in the consultation document issued in respect of this proposal, the numbers currently accessing the English stream at Ysgol Dyffryn Trannon are very low, and also means that not all pupils attending the school have the opportunity become fully bilingual in Welsh and English.
2.2	I think it would be a real shame to remove the English stream at YDT.	As above.
2.3	I am totally against this proposal.	As above.
2.4	YDT school should remain dual stream. I do not think the school should be changing to Welsh medium only.	As above.
2.5	As a parent from an English-speaking home, I feel changing the school to Welsh stream only is not a positive way forward.	As above.
2.6	In such a large village as Trefeglwys with so many young families who move to the area, it is such a shame to make this a purely Welsh medium only school.	As above.

2.7	The village of Trefeglwys isn't strong enough (Welsh language wise) to support a single stream school.	As above.
2.8	I find it such a shame that a school with such an inclusive and long standing history will no longer be offering education through both Welsh and English medium.	As above.
2.9	I cannot see any positives in making the school a Welsh speaking school.	As above.
2.10	I think it is a great sadness that the school may become Welsh only in the near future.	As above.
2.11	I do not support the preferred option to move YDT along the language continuum by discontinuing English medium provision at the school.	As above.
2.12	We are deeply concerned about the impact should this proposal go through and are strongly opposed to it.	As above.
2.13	I totally disagree with this proposal as there is a real need for a dual stream school in Trefeglwys.	As above.
2.14	Don't shut down the English class I want my little sister to be able to go to Ysgol Dyffryn Trannon and she won't be able to. Please don't shut the English stream down.	As above.
2.15	We were really disappointed, though not surprised, to learn about the consultation on the status of Ysgol Dyffryn Trannon (YDT) from a dual-stream school to a Welsh-language only school.	As above.

2.16	Please stop making changes that affect our children and the focus of local communities. This will not directly affect me but this does not mean we do not feel strongly about the impact on the community and its children.	As above.
2.17	I do not see any positive effects for the proposal to Welsh or English stream students. I think it is simply Powys County Council trying to close another country school.	As outlined in the consultation document issued in respect of this proposal, the numbers currently accessing the English stream at Ysgol Dyffryn Trannon are very low, and also means that not all pupils attending the school have the opportunity become fully bilingual in Welsh and English. The Council is not 'trying to close another country school'.
2.18	I do not agree with the proposal that Ysgol Dyffryn Trefeglwys becomes a Welsh speaking school only, the focus should be on the quality of the teaching as a priority not the prejudice decision of a single language.	The Council's view is that changing the school's language category would enable the school to focus on teaching all pupils in one language stream, and through one language medium, which would have a positive impact on the quality of teaching at the school.
2.19	Turning this school into an all Welsh unit would kill a village school and turn it into an elitist Welsh unit providing not for the village but for Llanidloes.	The Council does not agree with this statement. Whilst pupils from Llanidloes would continue to attend Ysgol Dyffryn Trannon to access Welsh-medium provision, the school would continue to be available to pupils living in the village of Trefeglwys.
2.20	The proposal is discouraging the English language.	The proposal is not discouraging the English language. Should the proposal be implemented, all pupils at Ysgol Dyffryn Trannon would eventually access Welsh-medium education, ensuring that they would be fluent in both Welsh and English.



2.21	I am shocked that yet again, we are trying to make changes to schools in Powys that are not beneficial to the children and wider community.	The Council's view is that the proposal to change the language category of Ysgol Dyffryn Trannon would be beneficial to the children and the wider community.
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### 3. IMPACT ON PUPILS

#### 3.1 Positive impact on pupils

##### 3.1.1 All pupils would have the opportunity to be bilingual

3.1.1.1	When children are immersed in a language at a very young age they will pick it up more easily. Being bi-lingual is not detrimental to children but improves and enriches their lives, making them understand our rich and colourful culture here in Wales.	Comment noted.
3.1.1.2	There is a gap in terms of Welsh-medium schools in the county, and it's essential that our children and young people have the option to learn in Welsh. This will be a huge benefit to them when looking for jobs in years to come. I strongly believe that this should not be dependent on postcode.	Comment noted.
3.1.1.3	The school needs to become a Welsh-medium school so that the pupils have the best opportunity to be confident in Welsh. The children have plenty of opportunities to speak and hear English everywhere, so there is a need to increase their opportunities to use Welsh.	Comment noted.
3.1.1.4	This will be beneficial to them when looking for jobs in years to come.	Comment noted.

3.1.1.5	Thousands of pupils in Powys have missed out on their right to receive Welsh-medium education in the past – thousands that could be Welsh speakers by now. It's time to take action to offer Welsh-medium education, which is the basic right of all children.	Comment noted.
3.1.1.6	Provides an additional opportunity as it will enable all children to be bilingual.	Comment noted.
3.1.1.7	Changing the school's language category would ensure that children in the area have a brighter future. What better than bilingual education.	Comment noted.
3.1.1.8	Being able to use the Welsh language and be fluent in Welsh will be a benefit to all children, and will expand their horizons.	Comment noted.
3.1.1.9	Being able to communicate, write and read confidently in Welsh are skills that many employers are looking for. This will improve the opportunities for young people to stay in their local areas.	Comment noted.
3.1.1.10	Will improve the opportunities and job prospects for our children to remain in Wales after the completion of their education.	Comment noted.
3.1.1.11	Welsh-medium education raises confident children, with the language opening new doors for them, and providing additional opportunities for a whole generation of children.	Comment noted.
3.1.1.12	There are numerous benefits to being bilingual, especially in a bilingual country such as Wales. Powys citizens will benefit if the Council takes positive steps such as this in all catchments.	Comment noted.

3.1.1.13	Welsh-medium education will ensure that all children leave the school fluent in Welsh and English. The only children that can currently communicate confidently in Welsh and English are the children that access Welsh-medium education. This is true bilingualism. Continuity in education from the early years through to post-16 / further education is key with the need for fluency in both languages for the workforce.	Comment noted.
3.1.1.14	The proposal would provide opportunities for all children in the area to be totally bilingual, which would improve their employment opportunities in the future, and will provide additional opportunities for them to contribute to community life.	Comment noted.
3.1.1.15	The proposal would improve pupils' confidence in using Welsh.	Comment noted.
3.1.1.16	All pupils would leave the school fully bilingual and would have the opportunity to be fluent / confident in Welsh and English. This doesn't happen with the current arrangement.	Comment noted.
3.1.1.17	The proposal would give the pupils the confidence to use the Welsh language in the community.	Comment noted.
3.1.1.18	Being able to speak Welsh throughout the day e.g. during break times would benefit pupils' language skills and normalize speaking Welsh socially rather than it being something that just happens during lessons.	Comment noted.
3.1.1.19	If we were a Welsh-medium school then we could encourage people to speak Welsh on the playground and in the corridors, and their Welsh language ability would be much better. At the moment, being a dual-stream, it is difficult to encourage children to speak Welsh when they are playing with children who are	Comment noted.

	non-Welsh speaking. If it was all in Welsh, they would be immersed in Welsh and would pick it up a lot easier.	
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### 3.1.2 Positive impact on the provision at the school

3.1.2.1	Including lots of year groups in the same class in the English stream causes challenges in terms of teaching and learning, and means that it is more difficult to give the children the best possible opportunities. Teaching them with their peers in one Welsh stream would provide better opportunities and experiences for them. All children would also develop bilingual skills, as opposed to only the children in the Welsh stream, which would provide a range of activities for them.	Comment noted.
3.1.2.2	The proposal would enable the school to get the best possible teaching force, streamline the running of the school and enable the school to focus on educating children.	Comment noted.

### 3.2 Concern about negative impact on pupils

#### 3.2.1 Concern that pupils would be disadvantaged

3.2.1.1	You are putting our amazing and talented children at a huge disadvantage against the English competitors.	The Council notes these concerns regarding the impact of the proposals on pupils. In order to minimise the impact on any pupils currently accessing English-medium provision at Ysgol Dyffryn Trannon, the proposal is to introduce any change to the school's language category on a phased basis, year by year. This would mean that
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		<p>pupils currently accessing English-medium provision at the school would be able to continue to access this provision until they leave the school.</p> <p>Any new pupils starting school would be able to access Welsh-medium provision when they start school, meaning that they would be fully immersed in the Welsh language, and would have the Welsh language skills needed to access Welsh-medium provision throughout their time in school.</p> <p>Across Wales, a significant proportion of pupils that access Welsh-medium education come from homes where no Welsh is spoken, and this does not impact on their ability to succeed in their education. Should the proposal be implemented, Welsh would eventually become the main language of communication within the school, which would enable all pupils to improve their Welsh language skills, and should enable those from non-Welsh speaking homes to develop more fluency in Welsh, ensuring that they are better able to thrive in Welsh-medium education.</p> <p>Alongside any change to the school's language category, the Council would ensure that additional provision such as immersion provision and additional language support would be available to support pupils and their families.</p>
3.2.1.2	Surely it is about the child learning in the best language that suits them. Many parents I know have on times have indeed	As above.

	moved their child from the Welsh to the English. Or, moved them to another school as they felt at threat that the English would be taken away and the low class numbers. Others whose children have started High School have also opted for them to study in English. What does that tell you? That it is the need of the child that is the most important issue here.	
3.2.1.3	As a parent I am not happy with this option as it limits the options for my children if they struggle through the medium of Welsh.	As above.
3.2.1.4	This provides less variety for the children, less equality, cultural experience and may limit opportunities.	As above.
3.2.1.5	As a community, English is the main language, so is this fair on our pupils – that they attend a Welsh-medium school with nowhere to use the language?	As above.
3.2.1.6	It's great that the school has an English stream, I think changing it to just Welsh would be unfair for English people living in and around Trefeglwys.	As above.
3.2.1.7	Don't do it. You will disadvantage the children by stemming vocabulary in the national language – English.	As above.
3.2.1.8	It's the basic right of each child to be educated in their mother tongue.	As above.
3.2.1.9	There would be a positive impact on the language within the school, but it's unfair to the children if they don't have opportunities to use the language within the village.	As above.

3.2.1.10	The ability to speak Welsh is important but to be taught in the medium of Welsh is a disadvantage.	Evidence in Wales would indicate that pupils from non-Welsh speaking backgrounds accessing Welsh-medium education have educational outcomes which are at least equivalent to their peers in English-medium schools.
3.2.1.11	It would be a missed opportunity given they could learn something that they can use to further Wales' and their own interests in a global world. Why handicap children in this way? Welsh will not increase any chances other than those of working for Welsh Government!	As above.
3.2.1.12	It would not help their future to look inward in this way. Welsh is only spoken in remote areas, not all of Wales. It is also split into two languages, north and south. So the statistics on speakers are showing speakers of two different languages. Why not give them a forward looking option rather than Welsh which is only useful in minimal circumstances. A pet project applied to a nations' children is morally questionable.	Welsh is a national language of Wales and is spoken across the country. Welsh isn't split into two different languages – like any language there are local dialects that enrich the language.
3.2.1.13	There is a significant amount of evidence that demonstrates that children thrive in a lower ratio class and therefore this would raise their educational attainment.	The greatest influence on the standards of pupil progress is the quality of teaching. Highly skilled teachers are able to differentiate learning to ensure all learners are able to make appropriate progress. The size of a class is not the determining factor as to whether learners make progress.

### 3.2.2 Concern that pupils will need to move schools / attend different schools

3.2.2.1	Trefeglwys children would be denied all the benefits of having a school within walking distance, lengthening their school day	Should the Council proceed with the proposal to change the language category of Ysgol Dyffryn
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	considerably and also of making new school friends within their village.	<p>Trannon, Trefeglwys children would still be able to attend the school to access Welsh-medium provision, and they would continue to be able to benefit from having a school within walking distance.</p> <p>Whilst the Council would hope that pupils living in Trefeglwys would access Welsh-medium provision at Ysgol Dyffryn Trannon, ultimately parents / pupils are entitled to apply for a place in any school they choose. Should the Council proceed with the proposal to change Ysgol Dyffryn Trannon's language category, pupils / parents would be able to apply for a place in an alternative school which offers English-medium provision, should that be their preference, however this would mean that pupils living in Trefeglwys would no longer attend a school in the village.</p>
3.2.2.2	Many pupils travel into the area to access Welsh-medium provision, but it is children from the village itself that attend the English stream. If Ysgol Dyffryn Trannon is a community school for the village and the local area, how can we take that choice away from them.	As above.
3.2.2.3	Children will not be able to join the school if this change goes ahead so will have to go elsewhere.	This statement is untrue. Should the Council proceed with the proposal, pupils from all backgrounds would continue to be able to join the school.
3.2.2.4	Due to the global pandemic and the unsettled affect it has on children parents will have to look at sending their children to a different school if it changes to just Welsh.	Comment noted. Should the Council proceed with the proposal, it would hope that pupils currently attending Ysgol Dyffryn Trannon would continue to



		do so, however ultimately parents / pupils are entitled to apply for a place in any school they choose, and pupils / parents would be able to apply for a place in an alternative school which offers English-medium provision, should that be their preference.
3.2.2.5	If pupils that are attending the Welsh stream were to struggle with the Welsh language and moving them to the English was the only option to better their learning, they would have to go to a different school (Llanidloes or Caersws) where they would leave behind their friends. Imagine what that would do to their confidence and social skills.	The Council is not expecting that any children should attend a different school.  Any new pupils starting school would be able to access Welsh-medium provision when they start school, meaning that they would be fully immersed in the Welsh language, and would have the Welsh language skills needed to access Welsh-medium provision throughout their time in school.
3.2.2.6	Currently the children who access the Welsh stream have the opportunity to move into the English stream when they are struggling with their learning and development. If the proposal goes ahead children who struggle will need to move schools.	As above
3.2.2.7	Pupils attending the Welsh stream know that because there is an English stream they can transfer classes not schools if things don't work out.	As above
3.2.2.8	Some pupils struggle in the Welsh unit so can move to the English unit within the school. If there was no English within the school, they may have to move to an English school.	As above
3.2.2.9	It would be such a shame for the English stream to miss out and have to travel further afield.	Should the Council proceed with implementation of the proposal, the change in the school's language

		category would be phased in over a number of years. All pupils currently accessing English-medium provision at the school would be able to continue to access this provision until they leave the school.
3.2.2.10	If people want to go to Ysgol Dyffryn Trannon and they are from England they won't understand Welsh as good as other people would and so they would have to go to the English and so they would live in Trefeglwys but have to go to another school.	<p>The Council's 'Strategy for Transforming Education in Powys' includes a strategic objective to 'develop immersion opportunities', and work is underway to develop these opportunities in Powys. Online immersion provision was introduced in January 2021, and this will be developed further over the coming months.</p> <p>Should the Council proceed with the proposal to change the school's language category, officers would work with the school to identify and introduce the support needed to support any pupils already attending Ysgol Dyffryn Trannon as well as any pupils that might move to the area in the future.</p>
3.2.2.11	A pupil has already left Ysgol Dyffryn Trannon because of the consultation. They were afraid of the outcome of the consultation.	Comment noted. No decision has yet been made to proceed with implementation of the proposal, however it is acknowledged that consultation processes can be unsettling for pupils / families and that sometimes, pupils / parents decide to move schools before processes are complete.
3.2.2.12	Pupils currently in the English stream have the uncertainty of not knowing for how long they will be together.	The proposal is to change the school's language category on a phased basis, year by year. All pupils currently accessing English-medium provision at the school would be able to continue to access this provision until they leave school.

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### 3.2.3 Concern about parents' ability to help with homework / provide support at home

3.2.3.1	We could not in confidence be able to send our son to Welsh language only school knowing we could not assist him in homework or would be uncertain of what his secondary school prospects are if we decided relocate back to England in the future.	<p>The Council notes these concerns about the ability of parents who don't speak Welsh to help with homework. Across Wales, Welsh-medium schools have introduced many strategies to help parents support their children with homework, ensuring that pupils who do not have Welsh speaking parents are not disadvantaged.</p> <p>In addition, it has been shown to be beneficial to children to be able to discuss their homework in English with their parents because bilingualism aids conceptual development.</p> <p>Should the proposal be implemented, the Council would work with the school to ensure that appropriate arrangements are put in place to support pupils and their families.</p>
3.2.3.2	We would also be worried that we would have to do his homework in both Welsh and English just so we know that he is getting a fair start to his education in case he wanted to move to England in the future when he is an adult.	As above.
3.2.3.3	Unfortunately if the school becomes Welsh only he won't be able to attend as we are an English speaking family and want to be able to support his homework (in English) as well as learn Welsh with him. Surely with the new houses in Trefeglwys this will be the same for many families?	As above.

3.2.3.4	It amazes me the number of English speaking parents have educated their children through the medium of Welsh. Home conversation must have been very interesting and then we have had home schooling – that will have definitely been a disaster. Come on parents – they need as much help as possible to go on don't give them a huge disadvantage before they even start.	Evidence in Wales would indicate that pupils from non-Welsh speaking backgrounds accessing Welsh-medium education have educational outcomes which are at least equivalent to their peers in English-medium schools.
3.2.3.5	If we are working towards a more equal Wales how is this change going to support poorer educational attainment when children would have to move schools when they struggle with bilingualism because their families do not speak Welsh at home.	Evidence in Wales would indicate that pupils from non-Welsh speaking backgrounds accessing Welsh-medium education have educational outcomes which are at least equivalent to their peers in English-medium schools.
3.2.3.6	Neither of his parents can speak Welsh, therefore English was better suited as he had a greater backup at home when help was required with school work.	<p>Evidence in Wales would indicate that pupils from non-Welsh speaking backgrounds accessing Welsh-medium education have educational outcomes which are at least equivalent to their peers in English-medium schools.</p> <p>Across Wales, Welsh-medium schools have introduced many strategies to help parents support their children with homework, ensuring that pupils who do not have Welsh speaking parents are not disadvantaged.</p> <p>In addition, it has been shown to be beneficial to children to be able to discuss their homework in English with their parents because bilingualism aids conceptual development.</p>

		Should the proposal be implemented, the Council would work with the school to ensure that appropriate arrangements are put in place to support pupils and their families.
3.2.3.7	My eldest has not long moved to the English stream due to the increased difficulties of teaching at home forcing her to loose a lot of her Welsh language and I no plenty of other children in the same situation.	These concerns regarding difficulties parents who do not speak Welsh and pupils from homes where no Welsh is spoken have experienced supporting home learning during the Covid pandemic are noted.
3.2.3.8	It is a lot easier to read with Mum and Dad in English than Welsh because their Welsh is rubbish but they tried hard. Lockdown has been so much easier I think because I am in the English class. People in the Welsh class their parents probably didn't understand as much Welsh and so if the English class shuts they will have to move school or just keep going with the same Welsh even if they don't understand.	As above.
3.2.3.9	After lockdown and all the home learning, you have Welsh learners in homes where there are non-Welsh speaking parents. How sure are you that if you do go forward with the transformation, these families will want to stay in a Welsh stream school because it might have raised the question for some families that at the end of the foundation phase, it would be better for them to go into the English stream? Will you be looking at definite numbers to know how many children in the next stage of the foundation phase will be wanting to go into the Welsh stream? Otherwise they will be leaving to go to other schools in the catchment area, when we know a school like Llanidloes have large class sizes already.	<p>Any new pupils starting school would be able to access Welsh-medium provision when they start school, meaning that they would be fully immersed in the Welsh language, and would have the Welsh language skills needed to access Welsh-medium provision throughout their time in school.</p> <p>Across Wales, a significant proportion of pupils that access Welsh-medium education come from homes where no Welsh is spoken, and this does not impact on their ability to succeed in their education. Should the proposal be implemented, Welsh would eventually become the main language of communication within the school, which would</p>

		<p>enable all pupils to improve their Welsh language skills, and should enable those from non-Welsh speaking homes to develop more fluency in Welsh, ensuring that they are better able to thrive in Welsh-medium education.</p> <p>Alongside any change to the school's language category, the Council would ensure that additional provision such as immersion provision and additional language support would be available to support pupils and their families.</p> <p>The Council will continue to monitor pupil numbers in the English stream as the proposal moves forward. Ultimately, pupils/parents are entitled to apply for a place in any school they choose. Should the Council proceed with the proposal to change Ysgol Dyffryn Trannon's language category, pupils / parents would be able to apply for a place in an alternative school which offers English-medium provision, should that be their preference.</p>
3.2.3.10	<p>Welsh stream pupils from English speaking families have the comfort of some English being spoken in school. English stream pupils pick up more Welsh language. Nervous English speaking parents will be unsure about starting in the Welsh stream if there is no 'fall back' to English stream available.</p>	<p>As above.</p>

### 3.2.4 Concern that English-medium pupils would have less exposure to Welsh in an English-medium school

3.2.4.1	Children have a much better experience learning the Welsh language at a dual stream school than if they go to an English stream school.	All schools are required to teach Welsh as a second language to pupils and to provide opportunities for pupils to use the Welsh language.
3.2.4.2	The exposure of children in the English stream at YDT to Welsh language in assemblies, corridor displays, other opportunities is arguably greater because the school is dual stream. By removing the English stream from YDT PCC would be reducing the exposure of children to the Welsh language.	As above.
3.2.4.3	English stream pupils learn a fair amount of Welsh and there is a good balance – pupils speak reasonable Welsh for non Welsh first language kids.	As above.
3.2.4.4	Pupils in an English stream in a dual-stream school have the opportunity to mix with pupils in the Welsh stream, and therefore have the opportunity to improve their Welsh. I am concerned that if pupils move to an English-medium school, they will not have this opportunity.	As above.
3.2.4.5	English-medium pupils like being in a school with Welsh-medium pupils.	Comment noted. However, the number of pupils currently accessing English-medium provision is small, this is the reason why the Council is consulting on changing the language category of Ysgol Dyffryn Trannon.
3.2.4.6	Pupils in the English stream have the best of both worlds at the moment, as they can speak English but also learn Welsh as well.	Pupils in the English stream learn Welsh as a second language, as do all English-medium pupils in Powys, regardless of whether they attend an English-medium school or an English-medium stream in a dual stream school. Only a small minority of pupils accessing English-medium provision become fluent in Welsh.

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#### 4. REFERENCE TO ENGLISH LANGUAGE PROVISION / SKILLS

4.1	If parents are strong Welsh at home it would most certainly be advantageous to learn English! After all there are much more English jobs out in the UK than Welsh so you are limiting your Welsh students.	The Council fully acknowledges the need for pupils to be able to communicate effectively in English. The aim of Welsh-medium education is to ensure that pupils become bilingual, and are able to communicate effectively in both Welsh and English.  Should the Council proceed with the proposal to change the school's language category, all pupils would continue to study English to GCSE level, and would be able to talk, read and write in English as well as Welsh.
4.2	Welsh is not spoken outside government run institutions, English is spoken worldwide.	As above.
4.3	I think that if my son decides to live in Wales in the future it gives him huge advantages speaking both languages but if he chooses to move to England he will struggle with a Welsh only education.	As above.
4.4	Sadly, I don't feel there is a benefit and the English language is being discouraged.	As above.
4.5	Children need to learn both languages. Welsh is fine but to go out in the big world you need English nowadays, and Welsh is a hard language to learn if you're not from a Welsh background!	As above.
4.6	The proposal is making the English language less favourable. Both languages can be positively used side by side equally.	As above.



4.7	The proposal will make all students speak Welsh as the main language then I cannot see how this change will impact the remaining students. They already speak Welsh as their first language and will continue to do so. I can see that it will impact their ability to speak/write English. If Powys County Council believe that all students who attend this school will go on to be further educated/live in Wales only then fine – however I believe that this will not be the case and it will have an adverse effect on the life prospects for students who attend a Welsh Only school.	As above.
4.8	English is known by the entire nation and indeed world. Furnish children with useful assets rather than the pet projects of an insular few. The monies spent on Welsh annually could build another school or fund many teachers. Any Welsh product has an extremely limited market, in a global world stop looking inwards. The culture will not suffer for a lack of unnecessary spending on historic whimsy. Let those who speak Welsh do so, but stop wasting time, materials and finance on this.	As above.
4.9	Teach the children in the national / international standard that is English and furnish them with the option of another language that might actually be of use in their later life and help Wales' influence outside the UK. If Wales continues to be inward looking it will never step up from where it is now.	As above.
4.10	Welsh is a linguistic cul de sac in terms of communication, so many children have a need of communication improvement for the workplace – do this and give the children help, not hinder them. I know of nowhere that a person cannot communicate with English in Wales. Besides which Welsh would you teach north or south? They are not interchangeable. (The words of a fluent	As above.

	<p>Welsh speaker.) I went to Welsh lessons at primary and secondary school and I have ZERO peers that still speak it today – its simply removing good learning time. Don't waste the children's time with this – teach something they will actually benefit from.</p>	
4.11	<p>Welsh should not be taught as a first language; we all speak English in Wales, (bar a very few) why curtail development of Wales' &amp; the children's opportunities with this insular move? It is contrary to everything else the Welsh Gov talks about. Stop building walls, use education time to best effect. I was taught Welsh in primary and secondary school. The only time it might have been useful would be in far north Wales, however my school Welsh was not the same language as they speak in N. Wales, (being south Welsh). Discovering this I gave up on the language as I saw no use for it, I took up Latin which my comprehensive offered at the time. It has been useful for all other EU languages. One example of a positive outward looking option. Find more!</p>	As above.
4.12	<p>If one is able to carry on to University to suddenly be taught in the language that you have been brought up with is a huge disadvantage and making the student less competitive on the job market. How many banks will accept a financial or agricultural report or analysis in Welsh? None. Fine if you work for the Welsh Assembly as a civil servant but pointless in the big wide world. We have left the EU. It won't be much point turning up to a meeting to discuss selling products to the rest of the world talking in Welsh.</p>	<p>The Council fully acknowledges the need for pupils to be able to communicate effectively in English. The aim of Welsh-medium education is to ensure that pupils become bilingual, and are able to communicate effectively in both Welsh and English.</p> <p>Should the Council proceed with the proposal to change the school's language category, all pupils would continue to study English to GCSE level, and would be able to talk, read and write in English as well as Welsh.</p>

		Many generations of students from Welsh-medium schools from across Wales have successfully attended universities in England, Scotland and further afield as well as universities in Wales, and have secured employment in roles which has required to work them in English, in Welsh or in both languages.
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## 5. REFERENCE TO THE NEED FOR CHOICE

5.1	I believe strongly that people should have a choice. This will be taken away if the decision to move to a Welsh-medium school is reached.	<p>The Council notes these comments about the need for choice of Welsh-medium provision or English-medium provision. The majority of people attending Ysgol Dyffryn Trannon choose Welsh-medium provision, and the proposal to change the school's language category to Welsh-medium reflects this choice.</p> <p>Pupils/parents are entitled to apply for a place in any school they choose. Should the Council proceed with the proposal to change Ysgol Dyffryn Trannon's language category, pupils / parents would be able to apply for a place in an alternative school which offers English-medium provision, should that be their preference.</p>
5.2	All members of the local community should have the right to be offered education in their language of choice. Once this is removed the community will no longer have the option of choice.	As above.
5.3	Parental choice is extremely important.	As above.

5.4	It should remain a dual stream school giving the opportunity for the local children/parents to have the choice to learn in the Welsh or English medium.	As above.
5.5	Really don't think it is a positive thing for the school taking away the choice of English and Welsh learning.	As above.
5.6	It's about giving people choice and you are removing their choice with this proposal.	As above.
5.7	Surely the current arrangement gives Welsh and English students the choice and doesn't benefit either language more than the other.	As above.
5.8	That there will no longer be a local choice on offer for parents/pupils in this area who want to send their children to an English medium school.	As above.
5.9	The Welsh language is an important part of our national identity and culture. I fully support families having choice of language in which their children are educated.	As above.
5.10	The proposal takes away choice from people living locally who do not wish to send their children through Welsh Medium and will therefore have to travel out of the area to reach an English Medium school.	As above.
5.11	It takes away choice from people living locally who do not wish to send their children through Welsh Medium and will therefore have to travel out of the area to reach an English Medium school.	As above.

## 6. CONCERN ABOUT IMPACT ON PUPIL NUMBERS AT YSGOL DYFFRYN TRANNON IN THE FUTURE

### 6.1 Concern that there would be a reduction in pupil numbers at Ysgol Dyffryn Trannon

6.1	<p>This will be a concern to upcoming parents also and I fear the numbers attending this school will decrease through the medium of Welsh.</p>	<p>The Council notes these concerns about the possible impact of changing the language category of Ysgol Dyffryn Trannon on pupil numbers at the school in the future.</p> <p>Should the Council proceed with implementation of the proposal, the intention is that this would be introduced on a phased basis, year by year. This would mean that pupils currently accessing English-medium provision at the school would be able to continue to access this provision until they leave school, therefore minimising the impact on pupil numbers. Any new pupils starting school would be able to access Welsh-medium provision when they start school, meaning that they would be fully immersed in the Welsh language, and would have the Welsh language skills needed to access Welsh-medium provision throughout their time in school.</p> <p>As indicated in the consultation document issued in respect of this proposal:</p> <p><i>'It is possible that changing the school's language category could have some impact on pupil numbers, should pupils from the local area choose to attend alternative English-medium providers. However, it is also possible that changing the school's language category could lead to an increase in pupil numbers,</i></p>
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		<i>as more pupils could choose to attend the school to access Welsh-medium provision.'</i>
6.2	Numbers will drop in the school as non Welsh speaking families will not rush going to the Welsh unit.	As above.
6.3	Changing the language will impact on the number of children that register which will have an impact on future funding.	As above.
6.4	This will reduce the future pupil numbers at Ysgol Dyffryn Trannon school.	As above.
6.5	Further, pupils of the current English stream will leave the school.	As above.
6.6	The English stream has been depleted in recent years. Will the current 'trend' of parents choosing to place their children within the Welsh provision (which is their choice) be sustained?	The Council's Strategy for Transforming Education in Powys includes a clear commitment to increasing the number of pupils accessing Welsh-medium provision in Powys. With this in mind, the Council's aim would be that the numbers accessing Welsh-medium provision at Ysgol Dyffryn Trannon would be at least maintained, with the possibility that this could increase further in the future.
6.7	I predict that the number of Welsh medium applicants might significantly reduce because of the removal of the perceived 'safety net' of transferring to English medium should children struggle.	The Council notes these comments regarding the perceived 'safety net' of an English-medium stream for pupils accessing Welsh-medium provision. Across Powys and Wales, many pupils access designated Welsh-medium schools which do not have this perceived 'safety net'. The lack of an English-medium stream has not prevented the growth of pupil numbers at schools of this type.

6.8	Less children from English speaking households will decide to access the Welsh stream because they haven't got the English stream within the same school to fall back on. Quite simply there will be less children accessing the Welsh stream! I already know of families that won't be sending their children to YDT if the English stream goes!	As above.
6.9	There is chatter between parents whose children are due to start with us in Reception this year. They are nervous because they were choosing Trefeglwys because of the safety net of the English stream should the Welsh stream not work out for them. We could lose those children altogether if parents do not feel their children will have that safety net.	As above.
6.10	Parents choose to send their children to the Welsh unit with the comfort of the English unit being an option should things not work out, I don't think people will register them there to begin with when the option is taken away, changing units is less upheaval for the child than changing school.	As above.
6.11	As time goes on and English speaking parents/guardians are unable to support those children with their learning needs they have had the option of swapping provision into English. This will no longer be an option. Therefore I believe the drop out rate of families choosing to move children to an alternative site will increase. This does not look good on the school as a whole.	As above.
6.12	Parents from English speaking families opt for Welsh education with the safety net of the pupil moving to English stream if they are struggling. It has happened many times in the last 3-4 years. Without that safety net they might not start that journey in the first place.	As above.

6.13	If a Welsh-medium stream was introduced in Llanidloes, and the children who travel in by bus from Llanidloes end up going to Llanidloes instead, what effect will that have on the school?	Ysgol Dyffryn Trannon is currently the sole provider of Welsh-medium primary provision in the Llanidloes catchment, and whilst the Council has no plans to introduce Welsh-medium provision in Llanidloes C.P. School at the present time, it is possible that this could be a consideration in the future, in order to further improve access to Welsh-medium primary provision.
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## 6.2 Concern that pupils would choose alternative schools instead of Ysgol Dyffryn Trannon

6.2.1	Llanidloes will become the favoured school for many Trefeglwys based parents.	<p>Should the Council proceed with implementation of the proposal, the intention is that this would be introduced on a phased basis, year by year. This would mean that pupils currently accessing English-medium provision at the school would be able to continue to access this provision until they leave school, therefore minimising the impact on pupil numbers. Any new pupils starting school would be able to access Welsh-medium provision when they start school, meaning that they would be fully immersed in the Welsh language, and would have the Welsh language skills needed to access Welsh-medium provision throughout their time in school.</p> <p>As indicated in the consultation document issued in respect of this proposal:</p> <p><i>'It is possible that changing the school's language category could have some impact on pupil numbers, should pupils from the local area choose to attend</i></p>
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		<p><i>alternative English-medium providers. However, it is also possible that changing the school's language category could lead to an increase in pupil numbers, as more pupils could choose to attend the school to access Welsh-medium provision.'</i></p> <p>Should the proposal be implemented, the Council would hope that parents living in Trefeglwys would choose for their children to access Welsh-medium provision at Ysgol Dyffryn Trannon. However, pupils/parents are entitled to apply for a place in any school they choose, and any parents not wishing their children to attend Ysgol Dyffryn Trannon would be able to apply for a place in an alternative school which offers English-medium provision, should that be their preference.</p>
6.2.2	Parents who don't want their children to access Welsh-medium education would have to look at out of area options.	As above.
6.2.3	Pupils who want to access English-medium provision won't be able to do this at Trefeglwys as their parents were able to do – they will have to attend Llanidloes Primary School instead of attending their local village school.	As above.
6.2.4	Trefeglwys as a village is expanding, with many new families moving into the area. I know many of these families with young children, want to send their children to the LOCAL school, but removing the English stream means they will have to choose between Caersws or Llanidloes.	As above.

6.2.5	The large majority of village children will access schools elsewhere (Llanidloes, Caersws and Llandinam.)	As above.
	There is a more transient nature to population these days. Trefeglwys village is growing, and it is possible that the outlook of some parents will be short term. They might see themselves moving elsewhere in a few years and therefore Welsh language provision might not be attractive to them. I am therefore concerned that we will see many parents sending their children out of Trefeglwys to their nearest English-medium school.	As above

### 6.3 Comments about the future viability of Ysgol Dyffryn Trannon

6.3.1	Do you honestly believe that there will be enough Welsh stream only children to keep this school open when it's Welsh only?	<p>As indicated in the consultation document issued in respect of this proposal:</p> <p><i>'It is possible that changing the school's language category could have some impact on pupil numbers, should pupils from the local area choose to attend alternative English-medium providers. However, it is also possible that changing the school's language category could lead to an increase in pupil numbers, as more pupils could choose to attend the school to access Welsh-medium provision.'</i></p> <p>The Council has a clear aim to increase the number of pupils accessing Welsh-medium provision in Welsh. As the only provider of Welsh-medium primary provision in the Llanidloes catchment, the Council would hope to see an increase in the number of pupils</p>
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		accessing Welsh-medium provision at Ysgol Dyffryn Trannon in the future.
6.3.2	I believe that the actual effect of this change would be to immediately decrease the number of pupils attending the school since English stream students will go elsewhere and discourage new pupils starting there. With the aging demographic of Wales this will eventually lead to the closure of the school. Therefore if Powys County Council's aim is to save money, it will – short term there will be fewer pupils at the school and ultimately the school will close.	As above.
6.3.3	A village school has been in the village for hundreds of years, this should not change on the account of extremely poor management, disingenuous behaviour by the Headmistress and board of governors.	The Council has no plans to close Ysgol Dyffryn Trannon.
6.3.4	I am worried about the future profile of the school, should pupil numbers decrease.	As above.

## 7. ADDITIONAL SUPPORT THAT WOULD BE NEEDED TO SUPPORT THE CHANGE OF LANGUAGE CATEGORY

7.1	Ensure that the pathway from 'pre-school' nurseries through to 6 <sup>th</sup> form all offer progression in Welsh.	The Council agrees that there is a need to ensure a clear pathway within Welsh-medium education from pre-school through to 6 <sup>th</sup> form provision. The Council's Strategy for Transforming Education in Powys includes a strategic aim to 'improve access to Welsh-medium provision across all key stages'. The Council is currently developing a number of proposals in order to take this forward.
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7.2	It would be good to ensure that the community around the school has a range of Welsh-medium pre-school provisions such as the Cylch Meithrin and non-maintained provision so that progression to Welsh-medium education is clear to parents from an early age. Similarly, the pathway to secondary provision is also essential. We hope that this will have detailed consideration when considering the provision for communities in this area.	As above.
7.3	The School will need to work with other first Welsh language schools such as Dafydd Llwyd and schools in North Wales such as Pen Baras to ensure this proposal is implemented successfully. Both these schools are exemplars of good practice and will be a good formula for Ysgol Dyffryn Trannon to aspire to.	Comment noted. The Council agrees that should the proposal be implemented, it would be beneficial for the school to work with other Welsh-medium schools in Powys and further afield to ensure a successful transition to the new delivery model.
7.4	Creating a video to be shared on social media giving the experiences of non-Welsh speaking parents whose children have accessed Welsh-medium education would be a way to promote the value and success of doing so – similar to a video by Ceredigion Council which was shared recently, where parents and children were talking and giving their views and responding to questions that arise frequently. Something like this would be powerful in my opinion, and would be based on facts or the ‘real’ experiences of Powys people.	<p>Comment noted. The Council has been working with partners to develop promotional materials relating to Welsh-medium education, including a new webpage which has been launched recently, and is now available to be used by schools, parents and other organisations.</p> <p>Should the proposal be implemented, the Council would work with Ysgol Dyffryn Trannon on a more focussed campaign to share information with parents / other stakeholders in the local area.</p>
7.5	You could offer free guidance and lessons to English families so that they would be confident in Welsh to help their child.	Should the Council proceed with implementation of the proposal to change the language category of Ysgol Dyffryn Trannon, it would work with the school as part of the transition process to identify any support that would need to be provided to support parents / families. This could include Welsh lessons for parents,

		support with homework, opportunities to use Welsh in the community, opportunities to access immersion provision and other initiatives.
7.6	This would be an opportunity to promote Welsh-medium education in the area and to offer immersion provision to families with older pupils who would like to access the school should younger brothers and sisters be joining the school from the start as a Welsh-medium school. This is an opportunity to further increase the number of pupils accessing Welsh-medium education in Powys as required by the WESP.	As above.
7.7	If YDT is to be a Welsh only school then it needs to raise it's profile! There is strong competition from neighbouring schools, Carno, Dafydd Llwyd, Llanbryn-mair, Cem-maes Road and even Rhayader, depending on where people live. With more people working from home post covid, there are more options for flexibility. A looming Estyn inspection could also be detrimental to the reputation of the school.	Comment noted.

## 8. REFERENCE TO TRANSPORT ARRANGEMENTS

### 8.1 Additional travel will be required

8.1.1	If the proposal goes ahead (dates are already set so I assume it will go ahead) the government will be providing transport to ship more children around the countryside.	Should the proposal be implemented, home to school transport would be provided in accordance with the Council's Home to School Transport Policy which is in operation at the time.  The Policy approved by Cabinet in September 2020 will come into operation in September 2021. This
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		states that free home-to-school transport is provided to a learner's nearest suitable or catchment school, subject to the learner meeting the eligibility criteria.
8.1.2	If the proposal is approved the choice of the parents/carers and families in the local community would be taken away and if they want to access education through English medium they would have to travel out of their community.	Comment noted.
8.1.3	It also feels as though this would add unnecessary travel for pupils, who would need to travel to an English medium school, lengthening their days at such a young age. It would also result in more vehicles on the road and increased pollution.	Comment noted.
8.1.4	Many children then make the bus journey to Llanidloes in order to access English medium education.	Comment noted.
8.1.5	If it does not stay bilingual those pupils may have to have transport provided.	As above
8.1.6	There is at least one 3 year old in Trefeglwys who will be starting school in September 2022 – the suggested implementation date of the preferred option – who will require home to school transport to another school with English medium provision if the preferred option is implemented.	<p>In order to minimise the impact on any pupils currently accessing English-medium provision at Ysgol Dyffryn Trannon, the proposal is to introduce any change to the school's language category on a phased basis, year by year. This would mean that pupils currently accessing English-medium provision at the school would be able to continue to access this provision until they leave the school.</p> <p>Any new pupils starting school would be able to access Welsh-medium provision when they start school, meaning that they would be fully immersed in</p>

		<p>the Welsh language, and would have the Welsh language skills needed to access Welsh-medium provision throughout their time in school. This would ensure that the pupils become bilingual, fluent in Welsh and English.</p> <p>Should the Council proceed with implementation of the proposal, the Council would hope that pupils living in Trefeglwys would access Welsh-medium provision at Ysgol Dyffryn Trannon, therefore no additional travel would be required.</p>
8.1.7	<p>Very young children (5-7 year olds) would endure early morning starts and have to travel in a bus with children as old as 11 years old. Offputting for both parent and child.</p>	<p>In order to minimise the impact on any pupils currently accessing English-medium provision at Ysgol Dyffryn Trannon, the proposal is to introduce any change to the school's language category on a phased basis, year by year. This would mean that pupils currently accessing English-medium provision at the school would be able to continue to access this provision until they leave the school.</p> <p>Any new pupils starting school would be able to access Welsh-medium provision when they start school, meaning that they would be fully immersed in the Welsh language, and would have the Welsh language skills needed to access Welsh-medium provision throughout their time in school. This would ensure that the pupils become bilingual, fluent in Welsh and English.</p> <p>Should the Council proceed with implementation of the proposal, the Council would hope that pupils</p>

		living in Trefeglwys would access Welsh-medium provision at Ysgol Dyffryn Trannon, therefore no additional travel would be required.
8.1.8	I really hope I get to send my child to your school and not have to drive him 40 minutes a day so he can have a fair start in life.	As above.
8.1.9	The additional transport will create more traffic and polluting the environment.	Should the Council proceed with implementation of the proposal, the Council would hope that pupils living in Trefeglwys would access Welsh-medium provision at Ysgol Dyffryn Trannon, therefore no additional travel would be required.
8.1.10	Not everybody wants their child educated through the medium of Welsh, and forcing families to choose between this or sending their child 4/5 miles away to a different school is unfair.	<p>In order to minimise the impact on any pupils currently accessing English-medium provision at Ysgol Dyffryn Trannon, the proposal is to introduce any change to the school's language category on a phased basis, year by year. This would mean that pupils currently accessing English-medium provision at the school would be able to continue to access this provision until they leave the school.</p> <p>Any new pupils starting school would be able to access Welsh-medium provision when they start school, meaning that they would be fully immersed in the Welsh language, and would have the Welsh language skills needed to access Welsh-medium provision throughout their time in school. This would ensure that the pupils become bilingual, fluent in Welsh and English.</p>



		Should the Council proceed with implementation of the proposal, the Council would hope that pupils living in Trefeglwys would access Welsh-medium provision at Ysgol Dyffryn Trannon, therefore no additional travel would be required. However, pupils/parents are entitled to apply for a place in any school they choose. Should the Council proceed with the proposal to change Ysgol Dyffryn Trannon's language category, pupils / parents would be able to apply for a place in an alternative school which offers English-medium provision, should that be their preference.
8.1.11	For those parents who choose English medium education they will have to travel out of the village and reducing social contact during the day for children from the community.	As above.
8.1.12	In a situation where you have a child whose family wishes them to be educated in English and there is no provision in Trefeglwys, the child would need to travel to the nearest school. This presents problems, firstly, transport for the child would need to be funded, in the same way that children who access Welsh provision are awarded free transport to Trefeglwys.	As above.
8.1.13	Less than 30% of Welsh citizens are first language Welsh, Trefeglwys is a rural village where the % is even less, why would you prejudice and force parents to travel more so their children can learn in the primary language and the native tongue of their home?	The Council is not prejudging or forcing parents to travel further. The aim of the proposal is to provide an opportunity for all pupils at Ysgol Dyffryn Trannon to become fully bilingual by the time they finish school.

## 8.2 Reference to the Council's transport policy

8.2.1	It's disgusting and to add insult to injury I've been told the children are NOT allowed School transport because it's not their nearest school!	<p>Should the proposal to change the language category of Ysgol Dyffryn Trannon be implemented, the Council would hope that pupils living in Trefeglwys would access Welsh-medium provision at the school.</p> <p>Should pupils choose to attend alternative English-medium provision, access to free home to school transport would be in accordance with the home to school transport policy which is in operation at the time. The policy which is due to be introduced in September 2021 would not provide transport for pupils living in Trefeglwys to access their closest English-medium provider, therefore there would be no additional transport costs to the Council following implementation of the proposal.</p>
8.2.2	But if you're not allowing English stream to go ahead surely you should at least supply transport to the school that are actually allowed to attend!	As above.
8.2.3	No free bus as its not provided to take them from Trefeg to Llani ONLY to transport Welsh speaking children from Llani to Trefeg, this is hideously unfair and downright discriminatory.	As above.
8.2.4	If parents decide that their children should have English-medium education, what school would they attend, and would they have transport provided?	Parents are entitled to apply for a place at whichever school they choose. As indicated in the Consultation Document published in respect of this proposal, there are three English-medium schools in the Llanidloes catchment – Llanidloes C.P. School, Caersws C.P. School and Llandinam C.P. School. Eligibility for home to school transport would be in accordance with

		the Council's Home to School Transport Policy which is in operation at the time.
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### 8.3 Reference to transport costs

8.3.1	The proposals will cause an increase in transport costs due to children now having to travel further to access English medium education.	<p>Should the proposal to change the language category of Ysgol Dyffryn Trannon be implemented, the Council would hope that pupils living in Trefeglwys would access Welsh-medium provision at the school.</p> <p>Should pupils choose to attend alternative English-medium provision, access to free home to school transport would be in accordance with the home to school transport policy which is in operation at the time. The policy which is due to be introduced in September 2021 would not provide transport for pupils living in Trefeglwys to access their closest English-medium provider, therefore there would be no additional transport costs to the Council following implementation of the proposal.</p>
8.3.2	The associated costs of provision of buses must be of concern to the council.	As above.
8.3.3	Nearest English stream Llanidloes – more transport costs for the government.	As above.
8.3.4	Presumably Powys County Council would have to pay to transport these pupils to either Llanidloes or Caersws.	As above.

8.3.5	The cost of transporting children to schools should also be a consideration. The current costs of children that are being brought to the school from Caersws, Llanidloes and other local areas, noting that not all the current numbers attending the school come from the village and local area. This proposal will increase the cost of transportation as there will be local people who wish to use English Medium education and will be required to send their child to a different school.	As above.
8.3.6	So we're also footing a huge fuel bill on top and all because Welsh students get more in funding than English.	<p>All schools' delegated funding is determined using the same distribution formula, largely based on pupil numbers. All single stream schools are funded on the same basis, regardless of whether they are Welsh medium or English medium schools. For dual stream schools, the two streams are treated separately for the purposes of classroom staff time required.</p> <p>Should pupils choose to attend alternative English-medium provision, access to free home to school transport would be in accordance with the home to school transport policy which is in operation at the time. The policy which is due to be introduced in September 2021 would not provide transport for pupils living in Trefeglwys to access their closest English-medium provider, therefore there would be no additional transport costs to the Council following implementation of the proposal.</p>
8.3.7	The transport costs a lot of money which would be better spent on computers and extra staff.	Comment noted.

#### 8.4 Concern about impact on access to extra-curricular activities

8.4.1	Travel is totally dependent on having a car so if the children have to travel by bus to school it limits their options for clubs and activities or parents have to take time off work.	The Council acknowledges that it can be more difficult for pupils to access extra-curricular activities if they are dependent on home to school transport to travel to school. However, the proposal is to introduce the change to the school's language category on a phased basis, and the Council's intention is that all pupils that would currently attend Ysgol Dyffryn Trannon would continue to access Welsh-medium provision at the school, therefore there would be no need for pupils who don't already need to travel to Ysgol Dyffryn Trannon to travel to school.
8.4.2	If people have to get buses to go home it is more tricky for them to go to clubs.	As above.
8.4.3	If the English class shuts and my little sister has to go to another school and Mum gets poorly again it would hard for my sister to do after school things.	As above.

#### 8.5 Reference to pupils travelling into Trefeglwys

8.5.1	The large majority of YDT children are bussed in from a great distance to access the Welsh stream.	Ysgol Dyffryn Trannon is the only provider of Welsh-medium primary provision in the Llanidloes catchment. As there is no Welsh-medium primary provision in the town of Llanidloes, pupils living in Llanidloes who wish to access Welsh-medium provision travel to Trefeglwys to access this provision. This is in-line with many other Welsh-medium providers across Powys and Wales, which operate as
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		providers of Welsh-medium education for whole catchment areas.
8.5.2	The majority of children in the Welsh stream are not even from Trefeglwys but bussed in from Llanidloes on a free bus.	As above.
8.5.3	Primary education should be provided to local children. At present many English stream pupils travel to Llanidloes and many Llanidloes area pupils are transported to Trefeglwys for Welsh stream education.	As above.
8.5.4	The school is at the heart of the community and yet it doesn't represent local families, there are a significant number of families who access the FREE transport from out of area	As above.
8.5.5	Currently, it seems obvious that the school doesn't serve the local community well, as the large majority of YDT children are bussed in from a great distance to access the Welsh stream, while the large majority of village children access schools elsewhere (Llanidloes, Caersws and Llandinam). As a result of this we are seeing more traffic in Trefeglwys and neighbouring towns, more pollution, more congestion, more carbon emissions, and far less community cohesion.	As above.

## 8.6 Other

8.6.1	There is no public transport which services Trefeglwys or the surrounding area.	Comment noted.
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8.6.2	It should be evaluated as to how much the free transport sways a parent's decision to attend a Welsh provision again highlighting the inequalities.	The Council has a clear aim to increase the number of Powys pupils accessing Welsh-medium provision. As there are fewer providers of Welsh-medium education than providers of English-medium provision, free transport is provided to enable pupils to access Welsh-medium provision, in order to contribute to the Council's aim to increase the number of pupils accessing Welsh-medium provision.
8.6.3	I have to travel 20 minutes one way to get to Ysgol Dyffryn Trannon to access Welsh-medium education. The arguments of the few parents who are against the change to a Welsh-medium school because they would have to travel 5-10 minutes from the village to an English-medium school are ridiculous considering the steps other parents who want Welsh-medium care and education for their children in Powys have had to take for decades.	Comment noted.
8.6.4	Local pupils are more likely to treat the school as a 'happy, local, community based place' that they and their parents call in to, before during and after the school day and not shipped away in a bus.	Comment noted.
8.6.5	Would transport be arranged if pupils wished to attend the secondary provision at Ysgol Bro Hyddgen?	The Council's current transport policy would not provide transport to Ysgol Bro Hyddgen for pupils that live closer to Llanidloes High School.

## 9. COMMENTS ABOUT YSGOL DYFFRYN TRANNNON

### 9.1 Positive comments about Ysgol Dyffryn Trannon

9.1.1	I am a past pupil (Welsh stream) and appreciated the education I received through the medium of Welsh, giving me a great grounding in the language, even though I continued my education beyond primary school through the medium of English.	Comment noted.
9.1.2	We were very much looking forward to sending our children to the local school, especially after hearing such good things about it.	Comment noted.
9.1.3	Being a past pupil of the school, the beauty of the school was always the strength of its bilingual provision – the nurturing nature a smaller school can offer and the 'choice' that parents had available to them.	Comment noted.
9.1.4	We can't praise the English stream at YDT enough – our child received an excellent level of teaching and was very happy during his years at YDT and we're enormously grateful for that. He left year 6 a happy, confident and enthusiastic learner.	The Council is pleased to note these comments regarding the provision at Ysgol Dyffryn Trannon.
9.1.5	YDT is 21 years old, and in relatively good condition. Neither stream is oversubscribed and so there are no physical capacity issues driving this preferred option.	Comment noted. The consultation document clearly states that the driver for the current proposal is the small number of pupils accessing the English-medium stream at Ysgol Dyffryn Trannon.
9.1.6	I enjoy going to Urdd club and doing Urdd activities since I moved into the English class. I go to DM Pro and after school club and Urdd club where I see more of my other friends from the Welsh class.	Comment noted.
9.1.7	I am in year 4 and love working with the year 6s it helps me with hard stuff. I like helping the younger people. It is much easier to show Miss my work in the English class and there are not so many people shouting across the room to another person.	Comment noted.



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## 9.2 Concerns about the provision at Ysgol Dyffryn Trannon

9.2.1	There has always been a problem around communication at YDT. Notifications are rushed and last-minute and the biggest difference is that parents are not welcomed beyond the school gate. We have given feedback on more than one occasion that the school is missing out on a valuable skillset and potentially enriching contributions that the community of enthusiastic parents would be able to offer. Ultimately, we feel really saddened that what should be seen as a real strength of the educational opportunities available at YDT; its dual-stream bilingual nature, is seemingly now perceived to be a negative to the point where the school is under consultation.	Comments noted. However, the consultation is not about the standard of management at the school and we would be unable to comment on that during this consultation.
9.2.2	Our child had 5 different teachers in one school year and there was an obvious downturn in investment in the English stream vs the Welsh learning environment.	The management of staff would be an issue for the headteacher and governing body. The governing body have control of the budget and would allocate resources to both English and Welsh streams.
9.2.3	The education provided in the English stream at Trefeglwys was inadequate, my child was passed around from pillar to post from Welsh to English.	Should the proposal be implemented, all staff would be teaching in the medium of Welsh and therefore this situation shouldn't occur in future.
9.2.4	Teaching staff are leaving this school in their droves, nothing to do with Covid but more to do with appalling management and leadership within the school.	Issues and concerns such as these should be addressed to the governing body.
9.2.5	The school's current rating is very sad and not a true reflection on the kind atmosphere and great teachers we see as parents.	Comment noted.

9.2.6	As previous efforts were never acted upon, in more recent times we've felt wholly demotivated as parents, feeling there was little point in trying to offer assistance when it's not wanted. Disappointingly, under successive Heads, it has always seemed that parental involvement starts and ends at the School gate.	Comment noted.
9.2.7	This sends out the message that the school is biased in who it accepts.	The school is not 'biased in who it accepts'. Applications for places at Ysgol Dyffryn Trannon are processed by the Council's Admissions Team, therefore it is the Council, not the school, which is responsible for allocating places at the school.
9.2.8	Currently, it seems obvious that the school doesn't serve the local community well.	Comment noted

### 9.3 Concern that the school has discouraged pupils from accessing the English-medium stream / has not done enough to promote the English-medium stream

9.3.1	There have been many children from English speaking families who have been actively encouraged to enter the school using the Welsh provision.	<p>As outlined in the Council's Strategy for Transforming Education in Powys and to contribute to the implementation of the Welsh Government's Cymraeg 2050 Strategy, the Council's priority is to increase the number of pupils accessing Welsh-medium provision, to increase the number of Powys pupils that are fully bilingual in Welsh and English.</p> <p>The Council would expect all schools that offer Welsh-medium education to share information with parents about the benefits of Welsh-medium education, with the aim of encouraging parents to choose Welsh-medium education.</p>
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		The Council's Admissions information has stated that Ysgol Dyffryn Trannon is a dual stream school, and any parent could have applied for a place at the school's English stream. Applications for places at Ysgol Dyffryn Trannon are processed centrally by the Council. Any applications for places in the English-medium stream at Ysgol Dyffryn Trannon would have been processed in accordance with the Council's admissions process.
9.3.2	Always been the case that parents have been actively dissuaded from putting their children into the English stream which in itself calls into question the very notion that both streams were being treated equally, which should surely be the founding principle of any bilingual institution.	As above.
9.3.3	I also know of several parents who have been discouraged from sending their children to the English stream, within the last few years, and so have sent their children elsewhere. It means that the current number of pupils in the English stream does not reflect the actual number of children in the village and surrounding area that would utilise that side of the school.	As above.
9.3.4	I'm extremely angry and frustrated that such a good school has been allowed to turn away English students for higher funding and other reasons you may have such as racism!	As above.
9.3.5	It seems from local knowledge that the school has stopped taking new English students over the years to lower the numbers and close the English unit.	As above.

9.3.6	This school has orchestrated this issue by telling prospective parents that no English stream exists which is a blatant lie but they have no inclination to provide.	As above.
9.3.7	The previous head teacher sabotaged any future admissions for the English stream by refusing to show parents around. The current leadership team has inherited the damage this caused but have made no effort to counteract this.	As above.
9.3.8	School has a Welsh name (used to be called Trefeglwys school)	Many schools in Powys have Welsh names regardless of their language category. This includes many English-medium schools, as well as dual stream schools and Welsh-medium schools.
9.3.9	There is no evidence that either PCC or the school have attempted to promote or publicise the English Medium route at Ysgol Dyffryn Trannon.	<p>Promoting the English-medium stream at Ysgol Dyffryn Trannon is not part of the Council's role.</p> <p>As outlined in the Council's Strategy for Transforming Education in Powys and to contribute to the implementation of the Welsh Government's Cymraeg 2050 Strategy, the Council's priority is to increase the number of pupils accessing Welsh-medium provision, to increase the number of Powys pupils that are fully bilingual in Welsh and English.</p>
9.3.10	I do not feel that the school has supported the English stream as well as the Welsh and on times it has felt like a second class citizen. The County and the School should have supported and encouraged families more.	As above.

9.3.11	Promotion of the English Medium availability may have encouraged more parents to choose this option and prevent the current proposal.	As above.
9.3.12	Despite living in Caersws we were not aware that the school had an English stream as it was so poorly promoted.	As above.
9.3.13	There seems to have been a lack effort to promote the school being dual stream over the years and gradually the number of children going into the English stream has reduced. It's been evident the past 4 years that the LA has steered this school to becoming fully Welsh. The fact that the pre-school changing from Little Acorns/Maes Bach to solely Maes Bach without consulting with parents did not help matters and was rather disappointing.	As above.
9.3.14	Parents established a 'Promotional Operational Group', redeveloped the website and a draft prospectus however the efforts were never acted upon.	As above.
9.3.15	As far back as 2017 parents of children in the school had concerns over the future of the English Medium within the school and attempted to make strides to turn the prospects of the English Medium around and promote it fully to encourage more parents to utilise it. These attempts were fruitless and never acted upon despite the offer of time and expertise from a number of passionate parents who were willing to help the school make the changes required.	As above.
9.3.16	A parent once designed a new prospectus but I don't think it was ever used.	As above.

9.3.17	Social media, plays an important role in today's society, and one thing I have noticed and I'm sure many others have too, is that the English stream of the school has never been promoted, via social media such as Facebook/Instagram, newspaper articles nor letters. Many people probably don't even know there is an English stream in the school and have therefore automatically turned local children away to other local schools with a more advertised English Medium school.	As above.
9.3.18	It has been commonly known throughout the parent support network that they have done little to no advertising of themselves to the village, it's no wonder their English medium numbers have dropped. No open days – even to the toddler parent groups next door! No banners outside school (in total opposite of Llandinam having worked hard to boost theirs).	As above.

#### 9.4 Reference to pupil numbers at Ysgol Dyffryn Trannon

9.4.1	As the number of pupils in the English stream is so low, particularly in the Foundation Phase, the change would enable resources to be diverted so that they benefit all pupils, enabling the school to operate more efficiently.	Comment noted.
9.4.2	The fact that there are no pupils in the English stream in Reception or Year 1 shows that parents in the area have already made this decision, and favour Welsh-medium education.	Comment noted.
9.4.3	Having such small numbers in the English stream is unfair to the pupils in that stream.	Comment noted.

9.4.4	The numbers have been low in the English Medium for some time.	Comment noted.
9.4.5	It's totally impractical – and unfair – to teach in the situation which currently exists in the school currently, where only 12 pupils receive English-medium education.	Comment noted.
9.4.6	Due to the numbers involved, the current arrangement is not sustainable financially nor in terms of consistency of the school's provision.	Comment noted.
9.4.7	I think changing Ysgol Dyffryn Trannon to a Welsh-medium school would make total sense when looking at the current figures, and in order to enable the school to be more efficient generally, as well as being more united and Welsh in its ethos.	Comment noted.
9.4.8	Why have English stream numbers dropped off so much?	There could be many reasons for this, including parents making a positive choice to provide a Welsh-medium education for their children, linked with the Cylch Meithrin provision delivered at Ysgol Dyffryn Trannon.
9.4.9	Numbers may have dropped in the English but this does not mean they will stay low. All numbers fluctuate.	<p>The Council notes this comment, however pupil numbers in the English-medium stream have been decreasing for a number of years.</p> <p>The Council's Strategy for Transforming Education states the Council's aim to ensure that 'a growing number of children can access Welsh-medium education from early years to their school leaving age', and includes an objective to 'move schools</p>

		along the language continuum.' The current proposal in respect of Ysgol Dyffryn Trannon is in-line with this.
9.4.10	Over the last 20 years, we have seen the numbers in both the English and Welsh fluctuate, due to the times we've been living in, the ability of the teaching staff at the school at certain times and also the population in the community.	As above.
9.4.11	When we both attended Trefeglwys Primary school, the English stream was thriving and the Welsh stream numbers were low, however nobody ever suggested removing the Welsh from the school and making it an English medium school.	As above.
9.4.12	There is a continuous removal of students from Trefeglwys School to either Llanidloes or other junior schools in the area, surely this should be looked at first?	There has been no 'continuous removal of students from Trefeglwys School to either Llanidloes or other junior schools in the area.'  Pupils/parents are entitled to apply for a place in any school they choose. Any parents that have wished their children to attend schools other than Ysgol Dyffryn Trannon, or to transfer from Ysgol Dyffryn Trannon to other schools are entitled to apply for a place in the school of their choice.
9.4.13	In approx 2005, the language balance was almost a mirror image of where we have been in the last 5 years or so – admittedly not quite as extreme as the current position but indicative, nevertheless, of an often highly unpredictable issue.	The Council acknowledges that pupil numbers in schools and streams within schools often fluctuate.
9.4.14	In the past the language in Ysgol Dyffryn Trannon was 50/50 split. The school has seen a sustained level of uptake in the	Comment noted.



	Welsh language, despite the fact that we don't have the secondary provision we should have.	
9.4.15	What are the numbers required to make the English stream viable?	The Council's Strategy for Transforming Education includes a Strategic Objective to 'move schools along the language continuum'. This statement is applicable to schools of all language categories, and would be applicable to Ysgol Dyffryn Trannon regardless of the number of pupils in the English-medium stream.

### 9.5 Reference to pupils moving from the Welsh stream to the English stream

9.5.1	Many pupils have transferred from the Welsh stream to the English stream.	The Council notes this comment that many pupils have transferred from the school's Welsh stream to the school's English stream. However, pupil numbers in the school's English stream are low. The proposal is to introduce the change to the school's language category on a phased basis, so any pupils accessing English-medium provision at the school would be able to continue to do so until they leave the school.
9.5.2	It's easier for children to move to the English stream if they struggle in the Welsh stream because it's the same school and uniform, and they can still see their friends.	Comment noted.
9.5.3	Our child struggled in the Welsh stream so moved to the English stream where they have flourished.	Comment noted.
9.5.4	There are still a few children in the English stream class who have moved out of the Welsh stream classes as they cannot keep up with it. What is the back-up plan for those children, as	Designated Welsh-medium primary schools are the preferred delivery model across Wales for delivering Welsh-medium provision and ensuring that pupils

	there could be many more and what will the provision be for those?	become fluent in Welsh and English. The fact that there is no English stream in the school for pupils to transfer has not been a barrier to these schools. Should the Council proceed with the proposal to change the language category of Ysgol Dyffryn Trannon, any pupils wishing to transfer from Welsh-medium provision to English-medium provision would need to transfer to alternative schools.
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## 9.6 The proposal would improve provision at Ysgol Dyffryn Trannon

9.6.1	The proposal would attract a greater calibre of Welsh speaking educated teachers to the area.	Comment noted.
9.6.2	The school would be able to concentrate on providing fully Welsh-medium provision to pupils.	Comment noted.
9.6.3	It would have a positive impact as it would provide a fully Welsh ethos for pupils.	Comment noted.
9.6.4	It would strengthen the school's Welsh ethos.	Comment noted.

## 10. COMMENTS ABOUT OTHER SCHOOLS

### 10.1 Comments about Llanidloes C.P. School

10.1.1	Llanidloes primary school is already a very large some would say overcrowded primary school.	Information about the capacity of Llanidloes C.P. School and the other primary schools in the Llanidloes catchment area was included in the
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		<p>consultation document published in respect of this proposal. This suggests that Llanidloes C.P. School is currently over capacity.</p> <p>However, there are two other English-medium primary schools in the Llanidloes catchment. Both of these schools currently have fewer than 60 pupils, and there are places available at both.</p>
10.1.2	The other nearby option for English Medium education is Ysgol Gynradd Llanidloes which is close to capacity.	As above.
10.1.3	Llanidloes primary has very large numbers, large schools are not for everyone! Numbers could get even higher if this proposal is successful!	As above.
10.1.4	Is there sufficient capacity at Ysgol Gynradd Llanidloes?	As above.
10.1.5	With English being spoken at home our 6 year daughter moved to Llanidloes Junior School and is now learning more Welsh in a dual stream environment because of the standard and style of teaching.	Llanidloes CP School is an English-medium school, therefore is not a 'dual stream environment'.
10.1.6	Pupils that have moved from YDT to Llanidloes Primary School are more confident, very happy and taking to the change incredibly well.	Comment noted.
10.1.7	The difference between YDT and Llanidloes Primary School is stark. In Llanidloes there is regular and timely communication with parents. All staff are friendly, approachable and welcoming, and the whole atmosphere around the school feels like it's thriving.	Comment noted.

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## 10.2 Comments about Llanidloes High School

10.2.1	Secondary school education (Llanidloes) is trying to offer a successful Welsh stream education but are the numbers high enough to offer everything (economically) that those pupils need? I don't know the answer to this but you don't either.	<p>The Council's Strategy for Transforming Education in Powys clearly identifies concerns about access to Welsh-medium education in Powys and states that:</p> <p><i>'The size and proportion of secondary streams varies considerably across the county, and the range of subjects available through the medium of Welsh also varies significantly. The curriculum offer is increasingly limited for Welsh-medium learners, and there is a significant concern amongst the profession regarding the commitment of the authority to learners who study in Welsh.'</i></p> <p>To address this, the Strategy includes a Strategic Aim to 'improve access to Welsh-medium provision across all key stages', which aims to improve the Welsh-medium offer in Powys, ensuring that pupils can access an appropriate Welsh-medium curriculum during all phases of education.</p>
10.2.2	Will Llanidloes High School continue to be a dual-stream school if this proposal goes forward?	The Council is not currently proposing any changes to Llanidloes High School.
10.2.3	As a result of changes to Powys Admissions Policy, only Dyffryn Trannon pupils will be transferring to the Welsh stream at Llanidloes in the future, and they will not have the opportunity to mix with other children and make new friends with other children in the community.	Comment noted.

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### 10.3 Other

10.3.1	There are plenty of English-medium schools within reach of Trefeglwys for those that wish to access English-medium education.	Comment noted. As indicated in the Consultation Document published in respect of this proposal, it is true that there are three English-medium schools in the Llanidloes catchment where pupils could access English-medium education.
10.3.2	There are several English only speaking schools within this neighbouring community who already exclude/discriminate first language Welsh speakers, such as Caersws, Llandinam and Llanidloes.	Whilst it is true that there are three English-medium schools in the Llanidloes catchment where pupils could access English-medium education, it is not true that either English-medium schools or Welsh-medium schools 'exclude/discriminate' pupils. Pupils who do not speak Welsh when they join the school are welcome in Welsh-medium schools, and pupils who speak Welsh at home would be able to apply for a place in an English-medium school should that be their choice.
10.3.3	Would children from Ysgol Dyffryn Trannon's Welsh stream be feeding Ysgol Bro Hyddgen or Llanidloes High School?	Ysgol Dyffryn Trannon would continue to be a feeder school for Llanidloes High School.
10.3.4	What are the numbers in Caersws and Llandinam?	As indicated in the Consultation Document published in respect of this proposal, pupil numbers at Caersws C.P. School and Llandinam C.P. School are as follows:  Caersws C.P. School – 56 Llandinam C.P. School – 34

## 11. FINANCIAL IMPACT

11.1	No one was using English stream so a huge waste of money.	Comment noted.
11.2	If this class has a full time (or even part time) teacher, that is a significant cost to PCC. This excess funding would be a disadvantage for other pupils in Powys who are subsequently funded less.	Comment noted.
11.3	Will also save money on resources.	Comment noted.
11.4	The current arrangement is not financially sustainable.	Comment noted.
11.5	The proposal will save a huge amount of money and resources.	Comment noted.
11.6	Is the school financially viable with single funding?	Should the proposal be implemented, the school would be funded as a single stream school in accordance with the Council's funding formula for schools, and would be required to operate within the funding allocated, as is the case for all other schools in Powys.
11.7	Will the finance currently provided to Ysgol Dyffryn Trannon as a dual-stream school remain the same if the school is a Welsh stream school?	All schools' delegated funding is determined using the same distribution formula, largely based on pupil numbers. All single stream schools are funded on the same basis, regardless of whether they are Welsh medium or English medium schools. For dual stream schools, the two streams are treated separately for the purposes of classroom staff time required. Should the proposal be implemented then the funding

		currently provided for the English stream would no longer be needed.
11.8	There is a question regarding the finance of the school going forward and the continuity of education.	As above.
11.9	The only positive is that the school would get more funding.	<p>The school would not receive more funding should the proposal be implemented – as indicated in the Consultation Document that was published in respect of this proposal, implementation of the proposal would eventually lead to a reduction in the funding provided to the school. However, the school would also be able to operate more efficiently as a single stream school.</p> <p>All schools' delegated funding is determined using the same distribution formula, largely based on pupil numbers. All single stream schools are funded on the same basis, regardless of whether they are Welsh medium or English medium schools. For dual stream schools, the two streams are treated separately for the purposes of classroom staff time required. Should the proposal be implemented then the funding currently provided for the English stream would no longer be needed.</p>
11.10	If the rumours are correct, whereby the school gets paid for every child that goes through the Welsh medium, and doesn't get the same funding for an English pupil, then I feel this is totally wrong and corrupt and therefore needs addressing. We should be encouraging equality in today's society, especially through schools.	All schools' delegated funding is determined using the same distribution formula, largely based on pupil numbers. All single stream schools are funded on the same basis, regardless of whether they are Welsh medium or English medium schools. For dual stream schools, the two streams are treated separately for the purposes of classroom staff time required. Should

		the proposal be implemented then the funding currently provided for the English stream would no longer be needed.
11.11	The only purpose I can see for this proposal is cost cutting.	<p>The reasons for the current proposal to change the language category of Ysgol Dyffryn Trannon are listed on page 14 of the Consultation Document that was published in respect of this proposal and are as follows:</p> <ul style="list-style-type: none"> <li>- <i>To improve educational outcomes</i></li> <li>- <i>To improve educational provision</i></li> <li>- <i>To improve leadership and management</i></li> <li>- <i>To improve efficiency in the delivery of education</i></li> <li>- <i>To increase the number of pupils accessing Welsh-medium education'</i></li> </ul> <p>Whilst it is true that implementation of the proposal would lead to a financial saving to the authority, this not one of the reasons for the proposal.</p>
11.12	It has been said that this proposal is not about saving money, but I think it is because you're funding two schools and can see a way to save money because of the decline of the English.	As above.
11.13	If the proposal goes ahead, and if for example there is only one pupil in the English stream, would there be a commitment from the authority that the pupil will be funded?	In order to minimise the impact on any pupils currently accessing English-medium provision at Ysgol Dyffryn Trannon, the proposal is to introduce any change to the school's language category on a phased basis, year by year. This would mean that pupils currently accessing English-medium provision



		at the school would be able to continue to access this provision until they leave the school and funding will continue to be provided in line with this commitment.
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## 12. IMPACT ON STAFF

12.1	You have a fabulous English teacher you are pushing out.	<p>Should the Council proceed with the proposal, there are a significant number of processes which would need to be undertaken before staff were placed at risk of redundancy including staff consultations, potentially reviewing any fixed term posts and seeking volunteers for retirement.</p> <p>The Council would work with any individual member of staff that would be affected by the proposal to review their options, including training and development prior to any redundancy taking effect.</p>
12.2	Will the English stream teacher have the opportunity to learn Welsh?	As above.
12.3	What will happen to the English stream teacher?	As above.
12.4	When the English stream has ended, will she still have a job?	As above.
12.5	It would be a great shame for the teacher of the English speaking class to lose her job.	As above.
12.6	Concern about job losses.	As above.

12.7	There is a need to provide support for the staff this affects.	The Council agrees that there is a need to provide support to any staff that would be affected by the proposal.
12.8	Staffing in a Welsh-medium school is difficult. Do Powys have a scheme where we can recruit Welsh speaking staff to come to the school? We find it difficult to find Welsh language staff as there are very few in the area, so what can the Council do in relation to this?	All schools follow the local authority's recruitment processes and adverts are placed on the Powys website and on e-teach. Jobs where Welsh language skills are essential are clearly identified. Powys does not have a recruiting scheme for Welsh medium staff. There is an officer with responsibility for newly qualified teachers (NQT) and any new posts, including Welsh medium posts, are clearly communicated with NQTs.

### 13. IMPACT ON FAMILIES / PARENTS

13.1	This will drive families away from Trefeglwys. It's been a bilingual school for over 20 years with no issues.	<p>The Council does not agree with this statement.</p> <p>In order to minimise the impact on any pupils currently accessing English-medium provision at Ysgol Dyffryn Trannon, the proposal is to introduce any change to the school's language category on a phased basis, year by year. This would mean that pupils currently accessing English-medium provision at the school would be able to continue to access this provision until they leave the school.</p> <p>Any new pupils starting school would be able to access Welsh-medium provision when they start school, meaning that they would be fully immersed in the Welsh language, and would have the Welsh</p>
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		language skills needed to access Welsh-medium provision throughout their time in school. This would ensure that the pupils become bilingual, fluent in Welsh and English.
13.2	The school would lose families in the village.	As above.
13.3	Reference to families moving to Trefeglwys who are looking forward to their child/ren attending the local school as they could walk there every day and be part of the local community.	<p>Any pupils moving to Trefeglwys would be able to access Welsh-medium provision when they start school, meaning that they would be fully immersed in the Welsh language, and would have the Welsh language skills needed to access Welsh-medium provision throughout their time in school.</p> <p>Alongside any change to the school's language category, the Council would ensure that additional provision such as immersion provision and additional language support would be available to support pupils and their families, providing the opportunity for pupils moving to the area during their time in school to be immersed in the Welsh language, so that they would be able to access Welsh-medium education at Ysgol Dyffryn Trannon.</p> <p>Pupils/parents are entitled to apply for a place in any school they choose. Should the Council proceed with the proposal to change Ysgol Dyffryn Trannon's language category, pupils / parents would be able to apply for a place in an alternative school which offers English-medium provision, should that be their preference.</p>

13.4	Concern that for children who transfer to / attend alternative schools it will be difficult for parents / guardians who do not drive if there is an emergency or if the child is ill and needs collecting from school.	Should the Council proceed with the proposal, pupils and their parents / guardians will need to decide whether they wish their child to attend Ysgol Dyffryn Trannon or an alternative school. Should they choose for their child to attend an alternative school, they will need to consider the impact on their ability to get to the school in an emergency.
13.5	Families have moved into the area on the understanding that Ysgol Dyffryn Trannon was a dual stream school and now feel that they have been lied to.	Ysgol Dyffryn Trannon currently is a dual stream school. The Council is currently proposing to change the school's language category on a phased basis, starting with Reception in September 2022. The consultation exercise carried out provided an opportunity for all stakeholders, including any families that believe they have been 'lied to', to raise these concerns. All issues raised during the consultation will be considered by the Council's Cabinet as they determine whether or not to proceed with implementation of the proposal.
13.6	Concern about the impact on families if children went to a different school to their siblings and that they would have to get 2 children to two different schools by the same time.	Should the Council proceed with the proposal, pupils and their parents / guardians will need to decide whether they wish their child/ren to attend Ysgol Dyffryn Trannon or an alternative school. Should they choose for their child to attend an alternative school, they will need to consider the impact on the family's transport arrangements.
13.7	Concern about the impact on parents / families if children had to attend different schools to access education in different languages.	As above.

13.8	Parents who live within a mile or so of the school are more likely to call in and take part in school organised activities (school assemblies etc).	Comment noted. The proposal is to implement the change to the school's language category on a phased basis. This would ensure that any pupils currently accessing English-medium provision in the school would be able to continue to access this until they leave school, and would provide the opportunity for any other pupils living within a mile or so of the school starting school in the future to be immersed in the Welsh language when they join the school.
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#### 14. REFERENCE TO EARLY YEARS PROVISION

14.1	We have worked with the school, the parents and the community more widely to support Cylch Mes Bach and to open a new Cylch Meithrin – Cylch Dyffryn Trannon, which offers childcare in Welsh. By now, any child can access Welsh-medium early years provision, and they can then move on confidently to the Welsh stream at the school.	Comment noted.
14.2	When restrictions allow, there has been a buzz in the local Ti a Fi which is a first step towards Welsh-medium education.	Comment noted.
14.3	We had to travel over half an hour one way to access Welsh-medium pre-school childcare and education until Cylch Meithrin Trannon opened in September 2020. Finally we can access Welsh-medium childcare in the area from 2 years old onwards.	Comment noted.
14.4	Mes Bach operating within the school environment has already caused the Welsh stream numbers to grow and the English stream numbers to decline. The whole pre-school set up within the school is biased towards the Welsh language.	The Council believes that Welsh-medium education flourishes if parents can see a continuity of provision throughout a child's education, and the Welsh-medium early years sector if key to this success.

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## 15. REFERENCE TO TRANSITION ARRANGEMENTS

15.1	What if there is Reception intake in September 2021? In Sept 2022 there would only be 6 pupils in the English stream and in September 2023 there would be only 2 pupils in the English stream.	No applications have been received to start in the Reception class in the English stream in September 2021.
15.2	PCC Officers have been unable to provide assurance about the continuity of teaching in the English stream should the preferred option be implemented, which will result in the numbers in the class reducing as each year group moves to secondary school. Parents of younger children in the English medium provision require assurances about the provision as numbers reduce.	The proposal is to change the admission arrangements on a phased basis, starting with Reception aged pupils in September 2022. The school would continue to operate as a dual stream school in all other year groups until the change in the language category had been phased in for that year group.
15.3	Will it be possible for Welsh stream pupils to transfer to the English stream after September 2022 should they wish to do so?	As above.
15.4	During an engagement meeting with governors PCC officers were unable to confirm whether pupils would be able to transfer from the Welsh medium to English medium provision if they so wished beyond September 2022. This requires clarification.	As above.
15.5	What level of assurance can Powys can give about the continuity of English provision should the proposal be implemented, as the numbers may taper off in the English stream?	As above.
15.6	I welcome the statement that if the preferred option is implemented all current pupils will be able to complete their English medium primary education at YDT.	Comment noted.

15.7	Changing the category over time would mean that children currently in the school would not be negatively impacted.	Comment noted.
15.8	The conversion to Welsh-medium education should be made gradually, but fairly quickly to ensure pupils learn at the earliest possible age.	Comment noted.
15.9	The change won't impact on pupils that currently attend the school.	Comment noted.

## 16. IMPACT ON THE COMMUNITY

### 16.1 Reference to additional houses in Trefeglwys / people moving to the area

16.1.1	Trefeglwys as a village is growing with the addition of new houses being built, a dual language school is very much needed.	The Council notes that new houses have been / are being built in Trefeglwys which could impact on pupil numbers at Ysgol Dyffryn Trannon in the future. The Council's intention would be that any pupils moving to the village would be able to access Welsh-medium provision at the local school – this is similar to the position in many other villages in Powys and across Wales.
16.1.2	Trefeglwys and the wider area is developing with new housing developments etc. This should increase pupil numbers significantly – but those families should be given a choice.	As above.
16.1.3	With the property development within the village, there is going to potentially be a lot more children seeking to go to the school and more than likely be wanting the English stream.	As above.

16.1.4	There are many housing developments in the village currently, the majority will want to access an English education in the village they live in.	As above.
16.1.5	There are a number of new properties being built in the village, attracting new people to the area. It seems such a shame that the local school would not be able to accommodate any potential new pupils who have not been taught through the medium of Welsh beforehand, or have no desire to be taught through the medium of Welsh.	As above.
16.1.6	There are many new homes being built in the village, with people often moving in from further afield, they may well prefer an English stream.	As above.
16.1.7	New housing being built in the area will bring more pupils to the school.	As above.
16.1.8	Trefeglwys is undergoing fast expansion with a large number of new homes built in recent years and many more on the way. This will ultimately mean more local families for whom the school will be vital.	As above.
16.1.9	The village has new houses and a holiday park being built, there will be more English only speakers wanting to join the school.	As above.
16.1.10	I also feel a lot of people will be relocating due to options to work from home with job opportunities now and as Trefeglwys is not far from Shrewsbury etc. Many people from England may look to relocate to the new developments in the village and like we were, they would be attracted by the English Steam school in the idyllic location.	As above.



16.1.11	Wales has an aging population. In order for Wales to move forward it needs younger people moving to Wales. Predominantly these people will come from England. If you change the school from dual stream to Welsh-medium you will discourage families where English is the first language moving to the area.	As above.
16.1.12	More and more people are reallocating from the Midlands to the countryside and are English speaking. So having dual stream would be a good option for this school and community.	As above.
16.1.13	There are many families in Trefeglwys, a lot more since a few years back and not all of them speak Welsh. It feels like they are shunned due to not speaking the Welsh language. Some have moved here for a quieter and more relaxed upbringing for their family knowing there is a school in the village.	As above.
16.1.14	Lots of houses are being built in Trefeglwys, has this been factored in?	The latest projected pupil numbers for Ysgol Dyffryn Trannon were included in the Consultation Document. Whilst these figures did not specifically refer to houses which are being built in Trefeglwys, the document shows that there are currently 61 surplus places at Ysgol Dyffryn Trannon, which would be able to accommodate any growth in pupil numbers in the area.

## 16.2 Reference to the language spoken in the community

16.2.1	The community of Trefeglwys is largely English spoken and English is required within the community.	Should the Council proceed with the proposal, all pupils attending Ysgol Dyffryn Trannon would access
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		Welsh-medium provision and would therefore be fully bilingual in Welsh and English, therefore they would continue to be able to speak English.
16.2.2	It's good to see the language flourishing in the school and the village, but as a community, English is the main language.	As above.
16.2.3	As per my first question the community is mainly English, spoken by parents who want the option of both languages if thing don't work out.	As above.
16.2.4	Ysgol Dyffryn Trannon has a wonderful Welsh stream, but Welsh is not the main language of the community. Changing the school would not increase the use within the community either. Most children in the Welsh stream come from outside Trefeglwys. This actually treats the English language less favourably than Welsh, where they should be treated equally. We are a bilingual community, which should be reflected in the school.	As above.
16.2.5	It was a really hard decision moving to the other side of the country and being English there is always the worry that you will not be accepted into the community, like walking into a local pub for the first time, I feel this could make us feel unwelcome and I don't want my child to feel like he doesn't fit in or isn't welcome in his local community because his parent do not speak the language. It really breaks my heart to think he might not be accepted because of where we were raised and the language we speak.	As above.
16.2.6	It's not fair that people from the village have to send their children to neighbouring towns/villages to access education	Should the Council proceed with the proposal, Welsh-medium provision would continue to be available in Trefeglwys for all pupils, regardless of the language

	<p>through English. Trefeglwys is an English speaking community not Welsh!</p>	<p>spoken in their homes. Nobody would 'have' to send their children to neighbouring towns/villages.</p> <p>However, pupils/parents are entitled to apply for a place in any school they choose. Should the Council proceed with the proposal to change Ysgol Dyffryn Trannon's language category, pupils / parents would be able to apply for a place in an alternative school which offers English-medium provision, should that be their preference.</p>
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**16.3 Concern that the proposal would lead to community division**

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<p>16.3.1</p>	<p>The community should be inclusive, and I cannot help but feel that the proposed changes would only serve to divide.</p>	<p>Whilst the Council acknowledges that the proposal could cause some tensions within the local community in the short term, in the long term the Council would hope that the proposal would improve community cohesion, as all pupils would attend the same provision.</p> <p>As indicated in the Integrated Impact Assessment published as part of the consultation documentation:</p> <p><i>'In the short term, it is possible that the proposal to change the school's language category could lead to tensions and disagreement within the local community, in particular whilst consultation processes are ongoing. However only around 10% of the pupils currently attending Ysgol Dyffryn Trannon currently attend the English stream, and there are no pupils currently in the English stream in Reception or year 1.'</i></p>
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		<i>Eventually, it is expected that any community tensions would diminish, and in the longer term as the change in language category is implemented, it is expected that the proposal would help to improve community cohesion, as all pupils in the area would be fluent in both Welsh and English.'</i>
16.3.2	Trefeglwys is predominantly an English speaking village, removing the English stream would set to divide the community.	As above.
16.3.3	The proposal does nothing to reinforce 'strong communities in the green heart of Wales' more that it demonstrates a divide in resources and highlights inequalities.	As above.
16.3.4	There would be no 'community cohesion' as children living within the village that wish to access English Medium will not be able to walk to their local school and instead have to travel out of the area.	As above.

## 17. COMMENTS ABOUT THE WELSH LANGUAGE

### 17.1 The proposal would have a positive impact on the Welsh language

17.1.1	The proposal will raise the quality and standard of spoken Welsh at the school because no English would be spoken on the school yard and in assemblies.	Comment noted.
17.1.2	This is a massive opportunity to raise the standard of the Welsh language in rural mid Wales.	Comment noted.

17.1.3	Changing the language category would give the Welsh language a positive future, and would treat the Welsh language equally to English – this won't be possible unless the school's language category changes.	Comment noted.
17.1.4	There will only be fairness for the Welsh language if the language category changes – this would have a positive impact on the Welsh language.	Comment noted.
17.1.5	There would be more opportunities for children in the area to learn and use Welsh.	Comment noted.
17.1.6	The change would have a positive impact on the Welsh language in the school and the area, providing education in a Welsh-medium school in a Welsh area, strengthening the Welsh ethos in the school and the area.	Comment noted.
17.1.7	Positive effect on Welsh language in the area. Raising the profile of Welsh language.	Comment noted.
17.1.8	I think it supports the development of the Welsh language.	Comment noted.
17.1.9	The proposal is very positive for the Welsh language and to those persons that will benefit from this opportunity. The 'persons' standard of spoken Welsh will drastically be improved as all functions/services will have to comply with Welsh language standards.	Comment noted.
17.1.10	There is a need to promote the Welsh language – English will look after itself.	Comment noted.

17.1.11	The proposal will only have positive effects on the opportunities for people to use Welsh and for it to be treated no less favourably than English.	Comment noted.
17.1.12	The change would have a positive impact on the Welsh language in the school and the area, offering education in a Welsh-medium school in a Welsh area, which would strengthen the Welsh ethos in the school and the area.	Comment noted.
17.1.13	For those who choose Welsh medium it will promote the language.	Comment noted.
17.1.14	It would have a positive impact as it would create a natural Welsh environment in an area that had a high percentage of Welsh speakers until a couple of generations ago.	Comment noted.
17.1.15	I believe having a designated Welsh-medium school in the Llanidloes area would have a positive impact on attitudes and the development of the language in general.	Comment noted.

## 17.2 Comments about the benefits of bilingualism

17.2.1	It's a fact that bilingual or multilingual children perform better in exams and develop problem solving skills more quickly than children that only speak one language.	Comment noted.
17.2.2	Bilingualism can slow down the onset of dementia.	Comment noted.
17.2.3	Having another language is valuable when applying for jobs in Wales and opens doors to a new community and numerous opportunities.	Comment noted.

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### 17.3 Reference to the Welsh Government's Cymraeg 2050 Strategy

17.3.1	The proposal will contribute towards achieving the target to have a million Welsh speakers by 2050.	Comment noted.
17.3.2	I think it will be a step forward to achieving the Welsh Government's strategy of getting one million Welsh speakers.	Comment noted.
17.3.3	A positive step towards achieving the Welsh Government's target to have a million Welsh speakers by 2050.	Comment noted.
17.3.4	The proposal will contribute to achieving the targets of a million Welsh speakers by 2050.	Comment noted.
17.3.5	This school, being in Trefeglwys could make a really worthwhile contribution to the well-publicised aim to have 1 million Welsh-speakers by 2050 as it is in an area where there are fewer Welsh-speakers. It is well placed, therefore, to redress that balance as the opportunities for using Welsh in Montgomeryshire are thinner on the ground than in many other parts of Wales.	Comment noted.

### 17.4 The proposal would have a negative impact on the Welsh language

17.4.1	Unfortunately, I think that the proposed change will have a negative effect on the language in the area. I believe it is one of the only dual stream options in the area, attracting numbers as a result of this. I do not want my child to be in a small school and I am concerned that being a Welsh unit only will shrink the school	Comment noted. The risk that 'parents don't want to attend a Welsh-medium school, so choose for them to move to alternative schools' is identified as a risk in the Consultation Document published in respect of this proposal.
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	and as a result reduce the numbers of individuals in the area with Welsh language skills and ambitions.	
17.4.2	Furthermore, there have been parents who have chosen Welsh-medium education for their child/ren at YDT because the English stream existed and would be a suitable back up should Welsh medium provision not suit their child. There is risk that by implementing the preferred options fewer families who do not speak Welsh at home will be inclined to try Welsh-medium provision.	As above.

### 17.5 General comments about the Welsh language

17.5.1	The Welsh language in Wales suffered a big decline in learning when it was frowned upon to speak Welsh. Thankfully this is being redressed and Welsh – though still very much a minority language, even in Wales – has gained enormous popularity amongst those wishing to learn another language and enjoy the vibrant culture and heritage that goes with it.	Comment noted.
17.5.2	What language category will YDT be if the proposal goes forward under the proposed Welsh Government new language categories?	It would be a Welsh-medium primary school.

## 18. REFERENCE TO WELSH-MEDIUM EDUCATION DELIVERY MODELS

### 18.1 Support for dual-stream delivery models



18.1.1	To embrace the dual stream approach is to embrace Welsh language and culture in a way that is accessible to all its pupils.	This is not correct. In a dual stream school some learners are enabled to become fully bilingual while other learners in the school study in English only. The learners in the Welsh stream study Welsh and English as first languages and are expected to be fully bilingual. Learners in the English stream study English to first language standard and Welsh as a second language, and are not expected to be fully bilingual by the time they leave school.
18.1.2	Ultimately, we feel really saddened that what should be seen as a real strength of the educational opportunities available at YDT; its dual-stream bilingual nature, is seemingly now perceived to be a negative to the point where the school is under consultation. We are great enthusiasts for the Welsh language and feel strongly that this should not be seen as a Welsh language vs English language issue.	The Council agrees that this should not be seen as a Welsh language vs English language issue. The aim of the proposal is to ensure that all pupils attending Ysgol Dyffryn Trannon have the opportunity to become fully bilingual, with skills in both Welsh and English, regardless of the language spoken in their homes.
18.1.3	Dual stream schools should provide students with equal opportunities to excel in their chosen language.	The aim of the proposal is to ensure that all pupils attending Ysgol Dyffryn Trannon have the opportunity to become fully bilingual, with skills in both Welsh and English, regardless of the language spoken in their homes.
18.1.4	There is evidently a need for a dual-stream school in this community.	The majority of people attending Ysgol Dyffryn Trannon choose Welsh-medium provision, and the proposal to change the school's language category to Welsh-medium reflects this choice.
18.1.5	I believe there is a great benefit in teaching Welsh at a young age and believe that YDT currently has a unique selling point of a dual stream education, providing for local children wishing to	Comment noted.

	learn the native tongue, but at the same time providing some flexibility for those who may find it more challenging to switch, if appropriate, to the English stream. Likewise it encourages the children in both streams and for local children to all socialise together.	
18.1.6	As a family we have chosen to put our children through the Welsh stream to give them bilingual opportunities in the future, however it was reassuring to know that if they struggled through this medium English stream was an option without having to move to another school.	Comment noted.
18.1.7	Dual stream schools provide a 'safety net' – should children, due to learning difficulties or many other reasons decide they were struggling with education through Welsh, they could be transferred back to English without major disruption to their education, friendship groups and mental wellbeing.	Comment noted.
18.1.8	Dual stream schools enable siblings accessing Welsh-medium and English-medium provision to attend the same school.	Comment noted.
18.1.9	If pupils are not progressing well in the Welsh stream there is the option to send them to the English stream and not move schools.	Comment noted.
18.1.10	I like the concept of a dual-stream school, although I appreciate that there are challenges because the numbers never add up and they will never add up.	Comment noted.

## 18.2 Negative comments about the dual stream model

10.2.1	Having two streams creates an artificial difference between the two communities, creating a 'split' between Welsh and English classes – which creates a divide in the community which is very difficult to repair.	Comment noted.
10.2.2	Dual stream schools are very damaging to the Welsh language. You only need a handful of pupils that don't speak Welsh to change the language of the yard.	Comment noted.
10.2.3	Dual stream schools aren't fair on either stream.	Comment noted.

### 18.3 Support for Welsh-medium model

18.3.1	In a Welsh-medium school, all pupils are together and most pupils have parents who don't speak Welsh so they become one community – Welsh speaking and non-Welsh speaking families.	Comment noted.
18.3.2	Evidence clearly shows that in order to learn the language successfully immersion is needed, and pupils need a full Welsh-medium experience in a fully Welsh environment. The way to do that is through a fully Welsh-medium school.	Comment noted.

## 19. REFERENCE TO DISCRIMINATION / INEQUALITY

19.1	In a time of equality and choice, the proposal to remove the dual stream would not be giving the correct message to the community nor to potential new parents and pupils.	Should the Council proceed with the proposal, the intention is that the change is introduced on a phased basis, from the Reception year up, in order to minimise the impact on pupils currently accessing English-medium provision in the school. Pupils from
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		<p>homes where no Welsh is spoken would be immersed in the Welsh language, and would become fully bilingual in Welsh and English.</p> <p>Pupils/parents are entitled to apply for a place in any school they choose. Should the Council proceed with the proposal to change Ysgol Dyffryn Trannon's language category, pupils / parents would be able to apply for a place in an alternative school which offers English-medium provision, should that be their preference.</p>
19.2	<p>This does not promote inclusion which is what all schools in Powys promote themselves to be.</p>	<p>The Council does not agree with this statement.</p> <p>Should the Council proceed with the proposal, the intention is that the change is introduced on a phased basis, from the Reception year up, in order to minimise the impact on pupils currently accessing English-medium provision in the school. Pupils from homes where no Welsh is spoken would be immersed in the Welsh language, and would become fully bilingual in Welsh and English.</p> <p>Pupils/parents are entitled to apply for a place in any school they choose. Should the Council proceed with the proposal to change Ysgol Dyffryn Trannon's language category, pupils / parents would be able to apply for a place in an alternative school which offers English-medium provision, should that be their preference.</p>

19.3	I find it extraordinary in this day and age of equal opportunities and inclusion that this is not promoted in your school. It does lead me to question what morals this would install in the children you are educating? Please reconsider this proposal and ensure the school remains in the twenty first century and does not return to an archaic and dated system.	As above.
19.4	The message this sends to the children who attend the school that one language is favoured more than another. We live in a diverse society and all languages should be treated equally.	As above.
19.5	Considering English is the most spoken language in Wales, I fear by stopping English speaking pupils comes very close to being racist. If my child was denied a place in my village school on the basis that they only speak English I personally would be speaking to my solicitor.	As above.
19.6	I also think it is a shame to exclude the English speaking children who live in the area, it is not setting a good example to the children of equality and is setting an example of linguistic discrimination.	As above.
19.7	Removing the English stream isn't inclusive.	As above.
19.8	For the school to promote inclusion, to dissolve the dual stream approach, segregating the English and Welsh and to work together. The world is a hard enough place without promoting segregation in children.	As above.
19.9	Borderline infringes on rights under this act yes.	As above.

19.10	I do think equality diversity and ethnicity are been ignored.	Equality, diversity and ethnicity are not being ignored. The aim of the proposal is to ensure that all pupils that attend Ysgol Dyffryn Trannon have the opportunity to become fully bilingual in Welsh and English. Pupils would be welcome to attend the school regardless of their linguistic / ethnic background.
19.11	It is racist.	The proposal is not racist. The aim of the proposal is to ensure that all pupils that attend Ysgol Dyffryn Trannon have the opportunity to become fully bilingual in Welsh and English, pupil's would be welcome to attend the school regardless of their race.
19.12	That we live in a multi-cultural society. And abolishing English stream is racist.	As above.
19.13	Discrimination against the race of a pupil.	As above.
19.14	As already answered I believe it's racist. Just like the one sided funding.	<p>The proposal is not racist. The aim of the proposal is to ensure that all pupils that attend Ysgol Dyffryn Trannon have the opportunity to become fully bilingual in Welsh and English, pupils would be welcome to attend the school regardless of their race.</p> <p>All schools' delegated funding is determined using the same distribution formula, largely based on pupil numbers. The funding formula does not discriminate on the basis of race. All single stream schools are funded on the same basis, regardless of whether they are Welsh medium or English medium schools. For</p>

		dual stream schools, the two streams are treated separately for the purposes of classroom staff time required.
19.15	You are not treating pupils equally.	<p>This comment is noted, however the Council's view is that the current situation does not provide equality as not all pupils accessing education in Trefeglwys have the opportunity to become fully bilingual in Welsh and English during their time in school.</p> <p>The proposal to change the school's language category would ensure that all pupils in Trefeglwys would have the opportunity to become fluent in Welsh and English in the future.</p> <p>Pupils/parents are entitled to apply for a place in any school they choose. Should the Council proceed with the proposal to change Ysgol Dyffryn Trannon's language category, pupils/parents would be able to apply for a place in an alternative school which offers English-medium provision, should that be their preference.</p>
19.16	Treat all pupils as equal and do what's right for them.	As above.
19.17	We should be encouraging equality in today's society, especially through schools.	As above.
19.18	For equal opportunities shouldn't an English or dual stream setting be provided?	As above.

19.19	<p>The proposal only serves to highlight the inequalities of favouring one language more than another. It is ignorant to think that just because a child accesses an English stream provision that they do not grow and develop in the Welsh language. The impact of such goes against all equal rights to remove barriers to learning. The reputation of the school would be in question.</p>	<p>The Council does not agree that the proposal is 'favouring one language more than the other.' The aim of the proposal is to ensure that all pupils become fully bilingual in both languages, Welsh and English.</p> <p>It is widely accepted that the best way for a child to become fully bilingual, fluent in Welsh and English, is for them to access Welsh-medium education, and across Powys and Wales many pupils from Welsh-speaking and non-Welsh speaking homes attend Welsh-medium education in Welsh-medium schools.</p> <p>Ultimately, pupils/parents are entitled to apply for a place in any school they choose. Should the Council proceed with the proposal to change Ysgol Dyffryn Trannon's language category, pupils / parents would be able to apply for a place in an alternative school which offers English-medium provision, should that be their preference.</p>
19.20	<p>The students should be the most important part of this consultation and not politics. The choice should be there. Is this not discrimination for the child who wishes to be taught in the medium of English?</p>	<p>The aim of the proposal is to provide the best possible opportunities for pupils in the area in the future, by providing the opportunity for all pupils to become fully bilingual in Welsh and English.</p> <p>However, pupils/parents are entitled to apply for a place in any school they choose. Should the Council proceed with the proposal to change Ysgol Dyffryn Trannon's language category, pupils / parents would be able to apply for a place in an alternative school which offers English-medium provision, should that be their preference.</p>



19.21	It appears there is a strong possibility that the English stream had been discriminated against and there appeared to be evidence that could substantiate this. If this is the case, this is a very serious matter and could be deemed unlawful and should not be overlooked.	The Council does not agree that the 'English stream has been discriminated against'. Parents are entitled to apply for a place in whichever school they choose, and this choice will be accommodated in accordance with the Council's Admissions Policy where there are places available.
19.22	Other than Welsh Language teaching join both streams together and do not discriminate against English speaking students. Discrimination at school or in society should NEVER be allowed under any circumstances.	The Council is not 'discriminating against English speaking students'. All pupils are welcome to attend Welsh-medium schools, including pupils from homes where no Welsh is spoken.
19.23	As I have previously stated the current policy of PCC is discriminatory against people who are English. The proposal will exacerbate that.	The proposal is not 'discriminatory against people who are English.' All pupils are welcome to attend Welsh-medium schools, including pupils from homes where no Welsh is spoken.
19.24	So far you have tried to discriminate against English stream students by offering free school transport to Welsh stream students only. Clearly this hasn't had the desired effect and you still have an English stream so you now hope that this move will solve that problem.	The Council is not discriminating against English stream pupils. The current Home to School Transport Policy provides free transport for eligible pupils to their nearest school that provides education either through English or Welsh. For many pupils in the wider area, Ysgol Dyffryn Trannon is the only Welsh-medium provider.
19.25	Arguing that the school would not be 'inclusive' if there was no English stream is ridiculous, as all children would leave the school fluent in Welsh and English should it be a Welsh-medium school. It could be argued that the three English-medium schools in the Llanidloes catchment are not 'inclusive', nor do they	The Council agrees that Ysgol Dyffryn Trannon would continue to be 'inclusive' should there be no English stream at the school.  Should the Council proceed with implementation of the proposal, all pupils would be welcome to access

	provide the same opportunities for children as they don't provide a Welsh stream / Welsh-medium education.	Welsh-medium provision at the school, regardless of their linguistic background.
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## 20. IMPACT ON PROTECTED CHARACTERISTIC GROUPS

### 20.1 Concerns about the impact on pupils with ALN

20.1.1	ALN children need to be spoken to in their mother tongue, so they have the best chance of learning. They will need lots of help with homework, which English speaking parents will not be equipped to do if their child is being taught in Welsh. It is vital to communicate well with these sometimes very challenging children. There are many barriers these children have to overcome, without the complications of being taught in Welsh if not spoken at home.	<p>Across Wales there are children with SEN/ALN who are educated successfully in Welsh-medium schools, whether they are from Welsh-speaking homes, English-speaking homes or homes where other languages are spoken. Language is not a barrier to them achieving their potential.</p> <p>However, pupils/parents are entitled to apply for a place in any school they choose. Should the Council proceed with the proposal to change Ysgol Dyffryn Trannon's language category, pupils / parents would be able to apply for a place in an alternative school which offers English-medium provision, should that be their preference.</p>
20.1.2	Consideration should be given to supporting those with learning difficulties and to providing better quality provision for those with diagnosed conditions. This should be the Council's priority rather than consultation of this nature that just removes choice as opposed to focusing on the PUPILS needs.	As above.
20.1.3	It excludes any other spoken language, any child that speaks English as a first language or any child who has additional or complex needs would then be excluded.	As above.

20.1.4	Pupils that have additional learning needs have attended English-medium provision instead of Welsh-medium of provision as they would not have coped in Welsh-medium provision.	As above.
20.1.5	Adverse effect on ALN pupils.	As above.
20.1.6	There needs to be English teaching for ALN pupils who speak English at home.	As above.
20.1.7	Families who discover that their child has additional learning needs may very well choose to leave the school as they cannot be supported in the language they speak in the family home.	As above.
20.1.8	If this proposal goes ahead children who struggle with their learning and development are not given the opportunity to succeed in another class as the choice of language will have been taken away thus meaning they would need to travel out of area to access a school that meets their needs. Where a consistent approach would support a child's transition and remove the barriers to learning this proposal adds further stress and burden to the families it is responsible for. There have been a number of children who have transferred seamlessly from the Welsh stream to the English stream.	As above.
20.1.9	Appropriate support will need to be available in school for children with SEN/ALN.	As is the case with other Welsh-medium providers across Powys and Wales, appropriate support would be available in school for children with SEN/ALN.
20.1.10	This proposal has not considered the impact on children or adults with Special Needs.	The proposal's impact on pupils with additional learning needs was considered in the draft impact

		<p>assessment document which was published as part of the consultation documentation.</p> <p>The impact assessments will be updated following the consultation period to reflect feedback received during the consultation period, and the updated documents will be considered by Cabinet when determining whether or not to proceed with the proposal.</p>
20.1.11	<p>What lessons learned have been considered from elsewhere in Powys or further afield on ALN impact, what is the evidence base to show outcomes of ALN pupils taught through a language that may not be spoken at home are comparable to the outcomes of pupils taught in their first language?</p>	<p>Lessons can be learned from Powys, and from wider afield on this matter. Across Wales, there are learners in Welsh medium education, and in English medium education, for whom the school's language of instruction is not the language of the home. Welsh Medium schools from all areas of Wales report outcomes for learners of all abilities, including those with identified needs, as being at least comparable with those in English medium schools. This is particularly, but not exclusively, the case in areas where a significant majority of the learners come from non-Welsh speaking homes.</p> <p>If a child has significant speech and language/communication difficulties, a school will need to provide support for that child in the medium that will best enable them to develop their communication skills. This could include English, Welsh or a form of signing. However, there is practice in Wales and beyond that shows that having additional learning needs does not preclude a child from becoming fully bilingual. In fact, headteachers</p>

		and ALN specialists will be able to cite real and multiple examples of learners with identified additional needs from English speaking homes who make excellent educational and social progress in both languages, supported by their school which operates in Welsh.
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## 20.2 Other comments regarding impact on protected characteristic groups

20.2.1	What options are there for families who move to the village, whose 1st language is not English? ie ethnic minorities. Are they even more than others to be penalised for not embracing the opportunity to learn yet another language.	<p>The proposal to change the language category of Ysgol Dyffryn Trannon would not 'penalise' any families moving to the village whose 1<sup>st</sup> language is not English. These families would be welcome to attend Ysgol Dyffryn Trannon, and appropriate support would be provided to ensure that their needs were met.</p> <p>Should any pupils whose 1<sup>st</sup> language is not English move to the village and not wish to access Welsh-medium provision at Ysgol Dyffryn Trannon, they could apply for a place at an alternative school in the local area which offers English-medium provision.</p>
20.2.2	The proposal would not have a negative impact on pupils belonging to the protected characteristic groups – the school would be available for anyone making an application to it.	Comment noted.
20.2.3	I have no concerns about the impact of the proposal on people with protected characteristics. The proposal to change the school's language category would give these pupils the same opportunities as their peers – and that is a basic right. An	Comment noted.

	additional benefit is the fact that Welsh is a phonetic language, which is easier for children with additional needs to learn.	
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## 21. COMMENTS ABOUT THE CONSULTATION DOCUMENTATION

### 21.1 Comments about the consultation document

21.1.1	Throughout the consultation document benefits of implementing the preferred option are cited. Many of these benefits are already in place in YDT. It appears the consultation document was not tailored sufficiently to reflect that YDT is already a dual stream school that provides immersive Welsh language education, tracks and monitors pupils, helps learners develop their understanding of Welsh language and culture, produces bi-lingual learners, offers a full range of professional development opportunities, and links with other Welsh medium schools to name but a few. I therefore dispute the assertion in the consultation document that these elements, and others, would be strengthened by implementing the preferred option.	The Council's view is that the Consultation Document has been suitably tailored to reflect Ysgol Dyffryn Trannon, and that the benefits indicated in the document are valid.
21.1.2	The cost of English medium provision at YDT was cited frequently in the impact assessment and by PCC officers during Governors engagement meeting. The stream is funded in line with the authority's own Fair Funding Formula and the school has a balanced financial position projected. The appendix of the consultation identifies significant variance in budget share per pupil within the Llanidloes cluster (£3613 up to £7098), with YDT budget share per pupil being nearer the lower end of that range at £4650 per pupil. This is not reflected in the narrative of the consultation document or impact assessment. I suggest the documentation is updated to reflect the balanced budget of YDT,	This comment regarding the school's cost per pupil is noted. The school's cost per pupil is not one of the reasons why the Council is consulting on changing the school's language category.

	comparative budget share per pupil and make it clear that the financial savings identified if the preferred option was implemented would not be retained by the school.	
21.1.3	There is a lack of information on learning from elsewhere within Powys and beyond the county borders of the impact of making a change comparable with the preferred option. Powys County Council has not provided any evidence to suggest there will not be a detrimental impact on enrolments or evidence of outcomes for pupils with additional learning needs not being adversely affected.	<p>There is no requirement to provide information from elsewhere within Powys or wider.</p> <p>The Council has considered the impact on pupil numbers at Ysgol Dyffryn Trannon in the consultation document, and has identified risks that pupils would choose alternative schools should the Council proceed with the proposal to change the school's language category.</p> <p>The Council has considered the impact on pupils with additional learning needs in the consultation document and in the impact assessment, which will be updated following the consultation.</p>
21.1.4	The numbers as detailed within the consultation document, although a true representation of the actual numbers on roll, are not a true reflection of the number of local families who would be accessing the English Medium had they not been pushed away from that route.	The proposal to change the language category of Ysgol Dyffryn Trannon is based on the small number of pupils currently accessing the English-medium stream at Ysgol Dyffryn Trannon.
21.1.5	PCC should delay this consultation as the numbers it is basing the proposal on are misleading. Information should be requested from local families who have experienced bias away from the English Medium and ascertain what the number would actually be had parents not been turned away.	The Council does not agree that the proposal is based on 'misleading' numbers. The proposal is based on the small number of pupils currently accessing the English-medium stream at Ysgol Dyffryn Trannon.

21.1.6	<p>After reading all of the literature to change the language category from dual stream to Welsh-medium, I find it all very one sided, it appears to be focused mainly on the Welsh medium. The Welsh language is not the prominent language used in Wales. Wales has a population of 3.15 million, this is approximately 5% of the whole of the United Kingdom. Therefore it makes absolutely no sense at all to dwindle out the primary language.</p>	<p>The Council and the Welsh Government's aim is to increase the number of Welsh speakers in Wales, through increasing the number of pupils accessing Welsh-medium education, and there are additional steps the Council is required to take to consider the impact of proposals on the Welsh language. There is no such requirement for the English language. Changing the school's language category to English-medium is one of the options that was considered when developing the proposal, however this was discounted.</p>
21.1.7	<p>Considerable housing development is underway in Trefeglwys, there is no evidence provided in the consultation documents that the impact of this has been factored into demand for education places. The School Organisation code requires local authorities to take account of the extent to which existing provision exceeds or falls short of demand or projected demand from parents.</p>	<p>The Council has considered whether the 'Need for places and impact on availability of places and accessibility of schools' on page 21 of the consultation document. This includes consideration of future need/demand in the area for additional places. In addition, the latest projected pupil numbers for Ysgol Dyffryn Trannon were included in the Consultation Document. Whilst these figures did not specifically refer to houses which are being built in Trefeglwys, the document shows that there are currently 61 surplus places at Ysgol Dyffryn Trannon, which would be able to accommodate any growth in pupil numbers in the area.</p>
21.1.8	<p>Have future demographics been considered? The housing market is booming and there are growing numbers of families in the Trefeglwys area with many new houses being built to attract people.</p>	<p>As above.</p>



21.1.9	As noted in your proposal, significant changes are needed to the Welsh-medium offer available in Powys, to ensure that all learners in the county can access full Welsh-medium provision throughout their educational journey.	Comment noted.
21.1.10	The school will not be solely Welsh, it will be totally bilingual. It's essential that this is emphasised, as you have done in the proposal – this needs to be emphasised more publicly, e.g. on social media.	Comment noted.
21.1.11	There is no evidence of any proactive justification for YDT's proposed change of status – no strategic context i.e. the case made for change appears to be YDT in isolation with no real strategy evident.	<p>The Council does not agree with this statement. The Consultation Document includes a section outlining 'Why change is needed in Powys' which provides an overview of the challenges facing education in Powys as outlined in the Council's Strategy for Transforming Education in Powys, as well as a section on 'The Strategic Context' which provides further background relating to the Council's Strategy for Transforming Education and the current proposal for Ysgol Dyffryn Trannon.</p> <p>The current proposal is fully aligned with the Council's Strategy for Transforming Education in Powys, which includes an aim to 'improve access to Welsh-medium provision across all key stages', as well as an objective to 'move schools along the language continuum.'</p>
21.1.12	All the reasons cited in support of the proposal could be questioned – the disadvantages listed are fewer in number but potentially have a bigger impact – the risks are understated.	The Council does not agree with this statement

21.1.13	Reference is made to impact on other schools but what about the impact on YDT of decisions taken by other schools?	The Council is unaware of any decisions taken by other schools that would have an impact on Ysgol Dyffryn Trannon.
21.1.14	Evidence of current / future need or demand appears to ignore the current building work going on and expansion of the village – it is claimed that the impact of the proposal on the community would be minimal but it could well be extremely divisive if we see the children from the village being transported to Llanidloes for their education.	<p>Comment noted. The Council has considered whether the ‘Need for places and impact on availability of places and accessibility of schools’ on page 21 of the consultation document. This includes consideration of future need/demand in the area for additional places.</p> <p>In addition, the latest projected pupil numbers for Ysgol Dyffryn Trannon were included in the Consultation Document. Whilst these figures did not specifically refer to houses which are being built in Trefeglwys, the document shows that there are currently 61 surplus places at Ysgol Dyffryn Trannon, which would be able to accommodate any growth in pupil numbers in the area.</p>

## 21.2 Comments about the impact assessments

21.2.1	The impact assessment frequently references benefits of providing Welsh-medium education at YDT including involvement with Urdd and Menter Maldwyn. I do not support the inclusion of these statements as such activities already exist at the school across both the Welsh and English medium streams.	The draft Welsh language impact assessment which was published as part of the consultation documentation clearly shows that the Council fully acknowledges that the school already provides opportunities for pupils to take part in Welsh language activities. However the Council also states in the draft integrated impact assessment that ‘it is likely that changing the school’s language category to Welsh-medium would also result in increased
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		opportunities for pupils to access Welsh language activities...’ The Council stands by this statement.
21.2.2	The Integrated Impact Assessment refers to activities should the school move along the language continuum, such as enhanced Urdd participation and Menter Maldwyn, all of which are already in place. I just wonder if the Integrated Impact Assessment will be revised further in the process, to reflect the reality of the situation as I don’t feel it currently reflects the extent of the extra-curricular and Welsh cultural language activities taking place at the school.	<p>The Integrated Impact Assessment will be reflected to reflect feedback received during the consultation period.</p> <p>The impact assessment document which was published as part of the consultation documentation also includes a draft Community Impact Assessment and a draft Welsh Language Impact Assessment, which have been developed with input from the school. These documents clearly state that Welsh language activities are already available at Ysgol Dyffryn Trannon.</p>
21.2.3	I was surprised the diminished English medium provision was not the focus of the impact assessment given that there would be no change to the Welsh medium provision should the preferred option be implemented. I request the impact assessment be amended accordingly.	The Council is required to consider the impact of proposals and policy developments on the Welsh language. There is no requirement to consider the impact on the English language.
21.2.4	I do not believe the impact assessment reflects the benefits of children and families being able to choose active travel as a means of travelling.	Comment noted.
21.2.5	Furthermore, the impact assessment states there would be no transport costs as a result of implementing the preferred option. I do not believe this to be true as there is at least one 3 year old in Trefeglwys who will be starting school in September 2022 – the suggested implementation date of the preferred option –	Should the proposal to change the language category of Ysgol Dyffryn Trannon be implemented, the Council would hope that pupils living in Trefeglwys would access Welsh-medium provision at the school.

	<p>who will require home to school transport to another school with English medium provision if the preferred option is implemented.</p>	<p>Should pupils choose to attend alternative English-medium provision, access to free home to school transport would be in accordance with the home to school transport policy which is in operation at the time. The policy which is due to be introduced in September 2021 would not provide transport for pupils living in Trefeglwys to access their closest English-medium provider, therefore there would be no additional transport costs to the Council following implementation of the proposal.</p>
21.2.6	<p>Furthermore, I understand any children who currently access English medium provision at other schools such as Llanidloes or Caersws would become entitled to home to school transport, in line with current PCC home to school transport policy. I therefore request the impact assessment is amended to provide a more accurate position on transport implications (including projected costs and emissions) and how arrangements for accessing alternative provision encourages sustainable transport, both of which are required by the School Re-Organisation code.</p>	<p>Should the proposal be implemented, home to school transport would be provided in accordance with the Council's Home to School Transport Policy which is in operation at the time.</p> <p>The Policy approved by Cabinet in September 2020 will come into operation in September 2021. This states that free home-to-school transport is provided to a learner's nearest suitable or catchment school, subject to the learner meeting the eligibility criteria. This would not include the provision of transport to English-medium provision where a pupil lives closer to Welsh-medium provision.</p> <p>The proposal is to introduce any change to the school's language category on a phased basis as pupils move through the school, and that any new pupils are immersed in the Welsh language when they start the school. Whilst it is possible that some pupils may choose to access English-medium provision elsewhere, the Council would hope that</p>

		pupils living in Trefeglwys would access Welsh-medium provision at Ysgol Dyffryn Trannon.
21.2.7	The impact assessment should also be amended to reflect that the children of families without access to car transport would have difficulty accessing after school activities at more distant schools, which could include sports, cultural and afterschool club, resulting in diminished opportunities for personal, social and cultural development.	As above.
21.2.8	I request the impact assessment also be amended to reflect the challenges of centralising education provision in a rural area for families without access to a car or who have disabilities that make independent travel by motorised vehicle impossible.	The Council is not 'centralising education provision in a rural area'. Provision will continue to be available in all current locations. Should the Council proceed with the proposal to change the language category of Ysgol Dyffryn Trannon, pupils from all linguistic backgrounds would continue to be able to attend the school.
21.2.9	How has the 'Well-being of Future Generations Act' been met within this proposal?	The requirements of the 'Well-being of Future Generations Act' have been considered as part of the draft impact assessment prepared as part of the consultation documentation. The draft impact assessment will be updated to reflect comments received during the consultation, and will be considered by Cabinet when determining how to proceed.
21.2.10	The School Organisation Code on page 9 stipulates that projected transport costs needs to be included and I'm interested in CO2 emissions. None has been included in the Integrated Impact Assessment. Will it be included?	The Council states on page 23 of the Consultation Document published in respect of this proposal that: 'It is not anticipated that additional transport costs would be incurred as a result of the change.'

		<p>The integrated impact assessment considers the additional transport which may be required – no additional transport provision would be needed...’</p> <p>However it is acknowledged that some parents may choose for their children to attend alternative schools instead of accessing Welsh-medium provision at Ysgol Dyffryn Trannon, which could impact on CO2 emissions. The draft impact assessment will be updated to reflect feedback received during the consultation process, and will be considered by Cabinet when determining how to proceed.</p>
21.2.11	<p>There are some pupils in this village which if the proposal goes ahead will need to be bussed to alternative provision. There will be data available to make a reasonable assumption as to projected transport costs to make the Impact Assessment a more balanced document.</p>	<p>As indicated on page 23 of the Consultation Document published in respect of this proposal that: ‘It is not anticipated that additional transport costs would be incurred as a result of the change.’</p> <p>Whilst pupils may choose alternative schools instead of Ysgol Dyffryn Trannon, they would not be eligible for home to school transport based on the Council’s policy which will be introduced in September 2021.</p>
21.2.12	<p>What consideration has Powys given to the potential detrimental impact on recruiting pupils to the Welsh stream by not having a dual-stream site which gives parents the flexibility of moving to the English stream if things don’t work out?</p>	<p>The Council has recognised in the consultation document the risk that parents don’t want their children to attend a Welsh-medium school so choose them to move to other schools, and also a risk that parents choose for their children to attend other schools instead of Ysgol Dyffryn Trannon in the future.</p> <p>Across Powys and Wales, many pupils access designated Welsh-medium schools which do not</p>

		have an English stream. The lack of an English-medium stream has not prevented the growth of pupil numbers at schools of this type.
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### 21.3 Comments about the response form

21.3.1	The options regarding being able to speak, write or read Welsh do not provide a suitable option for some respondents e.g. some Welsh learners.	Comment noted.
21.3.2	Why are the questions all about the Welsh language? The consultation is about removing the English stream at Trefeglwys so it won't have any affect on the Welsh language?	The Welsh Language Standards place a legal requirement on the Council to ask specific questions relating to the potential impact of proposals on the Welsh language. There is no requirement to ask about the proposal's impact on English.
21.3.3	This form is leaning towards the Welsh language being treated less favourably, that is clearly NOT the case in this school and a myth that is perpetuated ad nauseum. The reverse is true, the school should just be managed better and made more welcoming to English speaking children.	As above.
21.3.4	I don't believe that the promotion of the Welsh language is the issue in this instance.	As above.
21.3.4	Why are the questions on this form so hard to understand? There is good presentation for kids but no kids form to fill in.	Comment noted.

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## 22. COMMENTS ABOUT THE CONSULTATION PROCESS

## 22.1 Comments about the timing of the consultation during the Covid-19 pandemic

22.1.1	Concern about the timing of the launch during lockdown when children, families, community are struggling to return to some normality.	The Council has been developing its Strategy for Transforming Education since Estyn's inspection of Powys Education Services in 12019. Whilst acknowledging that it would have been preferable for the consultation process to have taken place at a time when there wasn't a global pandemic, the consultation has been carried out in line with Welsh Government requirements.
22.1.2	The timing of this consultation has been inappropriate. It has taken place during the pandemic when ongoing restrictions has meant that not all may have been able to engage with the consultation, particularly if they are not able to access the internet. Also that public, face-to-face meetings have not been able to take place during this consultation.	As above.
22.1.3	The timing of this consultation is not helpful as offering more meetings and face to face Q & A's would have been beneficial to Powys County Council (PCC) during their consultation and more local residents would have been reached in order to share the details of the proposal. More effort should have been made by PCC to ensure that parents of pupils currently at the school and local residents were made aware of the consultation and given as much opportunity as possible to provide their views.	As above.

## 22.2 Comments regarding the ability of stakeholders to respond to the consultation

22.2.1	How will the community be informed of the consultation to ensure that it accurately reflects the views of the community?	The consultation has been carried out in accordance with the requirements of the School Organisation
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	Communication from Russell George, Phyl Davies and the transformation team have all stated that the community has been informed, however there are no details of the consultation advertised on the school website, school Facebook page or in the local community. Only the parents whose children attend the school are informed.	Code. As this is the Council's proposal, information about the proposal was published on the Council's website, however there is no requirement for information to be published on the school's website or Facebook page.
22.2.2	There has been a lack of engagement with the local community and school community to provide information of the consultation and encourage views from as many people as possible.	The consultation has been carried out in accordance with the requirements of the School Organisation Code.
22.2.3	I would like clarification of how the local community of Trefeglwys and surrounding areas are being notified of such proposal if they do not have access to online resources. It appears that there is a disadvantage in how the information is being shared.	The consultation has been carried out in accordance with the requirements of the School Organisation Code.
22.2.4	Will there be a meeting for parents as part of the consultation?	No meetings with parents were held as part of the consultation. This is in accordance with the requirements of the School Organisation Code.

### 22.3 Other

22.3.1	Clarity is required in order for consultees to be able to provide meaningful responses and there are so many unanswered questions following discussions with PCC officers that it is impossible to achieve a clear picture of the implications of this consultation.	The Council does not agree with this statement. The current proposal only relates to changing the language category of Ysgol Dyffryn Trannon on a phased basis. Whilst there could be some impact on other schools in the area should some pupils choose to attend these schools instead of accessing Welsh-medium provision at Ysgol Dyffryn Trannon, the Council would hope that the numbers would be small,
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		therefore the impact on any other schools in the area would be minimal.
22.3.2	In a meeting with the Governing Body of YDT, the Portfolio Holder for Education stated he had predetermined position on this consultation. This sets a tone for the consultation being predetermined by the local authority as a whole.	The outcome of this process has not been predetermined.
22.3.3	<p>There are a large number of “known unknowns” relating to this consultation as a result of multiple concurrent consultations within and beyond Powys, which adversely impact on the ability of consultees to determine an informed view on this consultation. This includes:</p> <ul style="list-style-type: none"> <li>- the 2022 admissions policy which may affect Llanidloes High School,</li> <li>- responses to the consultation on Ysgol Bro Hyddgen,</li> <li>- WG consultation on school language categories.</li> </ul> <p>The latter consultation indicates that categorisation will change and so it would seem more logical for any decision about the language category of schools in Powys to await the outcome of that consultation in order to ensure decisions made locally align with the national position. This becomes even more relevant when considering the provision across the cluster. It may also provide an opportunity for the local authority and Governing Body to consider, in conjunction with the local community, any alternatives that could arise from the new school language categories. In light of these “known unknowns”, the current consultation on YDT seems premature. I suggest delaying the decision on YDT consultation until there are more “known knowns” than “known unknowns”.</p>	The Council does not agree that any of these factors would require the current process in respect of the language category of Ysgol Dyffryn Trannon to be delayed.

22.3.4	How are responses recorded – are names recorded?	No names will be included in the consultation report.
22.3.5	What is the PCC methodolgy for reviewing and presenting responses to Cabinet?	The issues raised during the consultation period have been summarised and incorporated into this report, along with the Council’s response to each issue. This report will be considered by the Cabinet when determining how to proceed in respect of this proposal, along with an updated impact assessment document reflecting feedback received during the consultation period.
22.3.6	What method is the local authority using for those with low or no literacy ability to ensure that they are able to contribute to the consultation?	The authority published a video online outlining the proposal, and a young people’s version of the consultation document is also available which is presented in a more ‘easy-read’ way.
22.3.7	What consideration was given for the consultation to be undertaken on a cluster basis so that we could see better how the pieces of the jigsaw for the cluster fitted together because many of the queries we have had tonight relate to unknown quantities because the picture for the cluster as a whole was unclear.	A review of the Llanidloes catchment area will take place in Wave 2 of the Transformation Programme. However, the Council’s view is that the current model of delivery in Ysgol Dyffryn Trannon is unsustainable due to the small number of pupils currently accessing English-medium provision at the school.and requires addressing sooner. Ysgol Dyffryn Trannon is in a unique position within the Llanidloes cluster as the only provider of Welsh-medium primary education.
22.3.8	What were the drivers for Dyffryn Trannon being selected for this process at this time, when there are other dual-stream schools or small schools?	As indicated in the Consultation Document, the Council is carrying out consultation on a proposal to change the language category of Ysgol Dyffryn Trannon due to the very low number of English-medium pupils at the school.

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## 23. REFERENCE TO COUNCIL STRATEGIES

### 23.1 Reference to the Council's Transforming Education Strategy

23.1.1	For those parents/pupils who decide to go out of the local area to their nearest English medium schools, there are concerns about whether those schools will be either retained long term in Powys' transformation programme (e.g. Llandinam).	Comment noted. The Council is not currently proposing any changes to any other schools in the Llanidloes catchment. Should the Council wish to take forward any proposals relating to any of these schools in the future, the Council would need to follow the process outlined in the School Organisation Code, which would provide an opportunity for stakeholders to raise any concerns.
23.1.2	PCC officers have not been able to provide the rationale as to why this preferred option was being consulted on at this time. It would seem more logical to review provision on a cluster basis rather than a single stream in a single school to make more informed, coherent plans and decisions.	Following approval of the Council's Strategy for Transforming Education in April 2020, the Council is currently taking forward a wide range of proposals affecting a number of schools. A review of the Llanidloes catchment area will take place in Wave 2 of the Transformation Programme. However, the Council's view is that the current model of delivery in Ysgol Dyffryn Trannon is unsustainable due to the small number of pupils currently accessing English-medium provision at the school and requires addressing sooner. Ysgol Dyffryn Trannon is in a unique position within the Llanidloes cluster as the only provider of Welsh-medium primary education.
23.1.3	Why is this school being looked at in isolation? Other schools locally have spare places, much older buildings and cost more to run.	As above

23.1.4	I am particularly mindful of the surplus places available at other schools in the cluster, the age and state of the estate at those schools and the unknown outcome of proposals to change secondary school catchment areas in the near future. In these circumstances it appears a more robust approach would be to undertake a review of the cluster.	As above
23.1.5	How does Ysgol Dyffryn Trannon fits into the 'Strategy for Transforming Education in Powys 2020-2030' along with other local schools such as the newly built school in Carno?	<p>The Strategy for Transforming Education in Powys 2020-30 includes a Strategic Aim: To improve access to Welsh-medium provision and four Strategic Objectives:</p> <p>S.O.3.1 - Move schools along the language continuum  S.O.3.2 - Develop new primary and secondary provision  S.O.3.3 - Work with Mudiad Meithrin to establish new early years provision  S.O.3.4 - Develop immersion opportunities</p> <p>The current proposal for to Ysgol Dyffryn Trannon relates to Strategic Objective S.O.3.1</p> <p>Ysgol Carno is a Welsh-medium school. Following a review of schools in the Machynlleth/Llanidloes area a few years ago, it was agreed to formally federate the three Welsh-medium primary schools in that area, and an extension was provided to the community centre in Carno to replace the ageing demountable that the school had been using for years.</p>

23.1.6	<p>We have been told that schools with under 90 pupils are classed as 'small schools' and are therefore at risk of closure should their numbers not increase over 90. The proposal will therefore put Ysgol Dyffryn Trannon into this category or very close to it, this is of obvious concern as local residents and Councillors do not want to face the possible closure of the local school. In addition to this point, is it not the case that two of the closest schools with English Medium provision, Llandinam and Caersws, are both well under 90 pupils and therefore could be at threat of closure therefore?</p>	<p>The Welsh Government's definition of a small school is schools that have less than 91 pupils. The Council's Strategy for Transforming Education has identified that there are too many small schools in the county but this doesn't mean that all schools below 91 are planned to close. The Council considers a number of factors when reviewing schools – standards, pupil numbers, leadership, condition of buildings, standards, surplus places, sufficiency of places amongst schools in a geographic area, geographic location, language and denominational status, amongst others.</p>
23.1.7	<p>This historical lack of political decision making also appears to be driving the pace of change in education in Powys. Whilst I appreciate the need for improvement cited by Estyn in their recent inspection of the authority, improvement can only be achieved on the basis of sound data and interpretation.</p>	<p>The proposal to change the language category of Ysgol Dyffryn Trannon is based on the small number of pupils currently accessing English-medium provision at the school. The Council's view is that the proposal is based on 'sound data and interpretation'.</p>
23.1.8	<p>What is the long-term plan when children reach 11 in terms of the local provision? There is a fear for Ysgol Dyffryn Trannon if there is nowhere for the pupils to move on to when 11, the concern is that parents would vote with their feet, with the school diminishing in size as a consequence. People need to see a strategy in place.</p>	<p>Welsh-medium secondary provision is available at the Welsh-medium stream at Llanidloes High School.</p>
23.1.9	<p>It strikes me that this is the beginning of the end for the dual-stream schools concept if this proposal goes forward. Are you saying that dual-stream schools have no future full stop?</p>	<p>The Council's Strategy for Transforming Education in Powys includes an objective 'move schools along the language continuum'. However that does not mean that there will be no dual stream schools in Powys in the future.</p>

23.1.10	Why is Ysgol Dyffryn Trannon being consulted for change when Transforming Education talked about the future of small schools as well as dual-stream schools. Why are we not looking at other schools in the cluster? All the other schools in the cluster are small schools which would potentially realise similar if not greater financial savings than Dyffryn Trannon, then why are you not moving those schools along the language continuum, as all the other schools in the cluster are English-medium.	A review of the Llanidloes catchment area will take place in Wave 2 of the Transformation Programme. However, the Council's view is that the current model of delivery in Ysgol Dyffryn Trannon is unsustainable due the small number of pupils in the English stream, and requires addressing sooner. Ysgol Dyffryn Trannon is in a unique position within the Llanidloes cluster as the only provider of Welsh-medium primary education.
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## 23.2 Reference to the WESP

23.2.1	An excellent opportunity to contribute to increasing pupil numbers in Welsh-medium education to contribute to the target in Powys' Welsh in Education Strategic Plan which is currently being prepared and in response to Estyn's recommendations.	Comment noted.
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## 24. REFERENCE TO ALTERNATIVE OPTIONS

### 24.1 Retain the status quo

24.1.1	YDT always has been dual stream and should remain that way.	These comments are noted, however the number of pupils accessing English-medium provision at Ysgol Dyffryn Trannon are currently low, and the model does not provide the opportunity for all pupils attending the school to become bilingual in Welsh and English.
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24.1.2	YDT school should remain dual stream.	As above.
24.1.3	I think it should stay as it is.	As above.
24.1.4	It should remain as a dual stream school.	As above.
24.1.5	I am asking that the school remains both Welsh and English and therefore be the best of both worlds.	As above.
24.1.6	Keeping the dual language would be ideal, as it will keep people in the community.	As above.
24.1.7	Let's maintain what we have, which is unique to any other school in the area.	As above.
24.1.8	Keep it dual stream and actively market the Welsh unit.	As above.
24.1.9	There is a demand in the village and environs for both streams. It's incredibly frustrating and upsetting that the school doesn't serve it adequately. Serve the demand and the English stream intake will increase. It's simple.	As above.
24.1.10	The option of keeping the school as it is at present would provide PCC more time to investigate the allegations mentioned and create a full picture of the true situation as to whether there is a need for the English Medium in the area.	As above.
24.1.11	Need to look into how the English Medium can be maintained at the school alongside the Welsh Medium so as not to discriminate against or misrepresent the local community.	As above.



24.1.12	We want there to be a thriving Welsh stream in YDT but this needn't be to the detriment of a thriving English stream. It seems obvious that there is demand for both in the community and, with careful management and proactive leadership we're certain that both streams could grow and succeed.	As above.
24.1.13	The school is a vital part of the community, and even though I understand the importance of promoting the Welsh language, I don't believe that should be to the detriment of the English stream within the school.	As above.
24.1.14	Continue to teach both languages and have one stream that is 50/50 Welsh and English.	The Council's view is that in dual stream schools, some learners are enabled to become fully bilingual while other learners in the school study in English only i.e. The learners in the Welsh/bilingual stream study Welsh and English as first languages and are expected to be fully bilingual, Learners in the English stream study English to first language standard and Welsh as a second language, and it is not designed for them to become fully bilingual by the end of their time at school.
24.1.15	Would make more sense for English children to be bilingual and learn Welsh whilst in the English stream.	As above

## 24.2 Promote the English stream of Ysgol Dyffryn Trannon

24.2.1	Support and clear messaging and direction is needed to develop and strengthen the English stream – not take it away. It's a shame this wasn't done sooner maybe there would be no need for such a consultation.	The current proposal to change the language category of Ysgol Dyffryn Trannon is based on the number of pupils currently accessing English-medium provision at the school. The number of
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		<p>English-medium pupils at the school have decreased in recent years.</p> <p>As outlined in the Council's Strategy for Transforming Education in Powys and to contribute to the implementation of the Welsh Government's Cymraeg 2050 Strategy, the Council's priority is to increase the number of pupils accessing Welsh-medium provision, to increase the number of Powys pupils that are fully bilingual in Welsh and English.</p>
24.2.2	The school has a unique selling point being dual-stream, it just needs to be promoted better. Many people don't understand what dual-stream means. We could expand the promotion of the English stream, and COVID hasn't helped. Maybe we could pause the consultation process for the promotion to have time to work. It needs time for the promotion of the English stream to work. The past 12 months have made it difficult.	As above.
24.2.3	More effort needs to be on promoting the school being dual stream before making this drastic change. There are many friends of the school and parents who would gladly help where possible to make this happen.	As above.
24.2.4	Support from PCC to advertise opportunities in both settings much better. When allowable – open days – or virtual open days!!	As above.
24.2.5	The local authority should help promote the school and ensure that English provision is available as a fair and equal option.	As above.

24.2.6	The Council needs to consider promoting the school in its current status. Raise awareness of the options offered to parents and pupils and work with both, via the school to support the family to make the best choice – not because they are being 'forced' to choose.	As above.
24.2.7	I think they should encourage more English pupils and not discriminate against them.	As above.
24.2.8	Promotion of the English stream. Many people locally are shocked when they realise it is a dual stream school, they assume it only provides Welsh medium education.	As above.
24.2.9	There should be better promotion of YTD as a dual language school. There is a risk that numbers of Welsh language students will dwindle, and then there is no schooling provision at all. This would be a travesty for the local community, that is growing with new residential developments and parents that want the option of a dual language school for their children.	As above.
24.2.10	English stream needs to be advertised within the school! Then both languages will have equal importance! It's not about one being more favourable to the other.	As above.
24.2.11	Leave as a dual school, promote English stream more.	As above.
24.2.12	The leadership team should be supported to raise the profile of the school and to celebrate both English and Welsh streams, to overcome language barriers and misconceptions that children learn a second language regardless of which stream their children attend.	As above.

24.2.13	Promote the English stream as positively as you do the Welsh.	As above.
24.2.14	We could make posters and hang them around places to tell people the English stream is important and know there is an English stream in Ysgol Dyffryn Trannon.	As above.
24.2.15	Support the school with a structured plan to advertise itself better to thriving village it inhabits.	As above.
24.2.16	The Council should be considering the impact on the community, the families and staff who this consultation affects by looking to increase the profile of a dual stream school.	As above.
24.2.17	The English stream does not need to be removed but rather supported properly by the headmistress and board of governors.	As above.
24.2.18	The school should actively try and recruit pupils into the English stream! With future housing developments it won't be long until numbers will increase.	As above.
24.2.19	YDT is on a journey, following changes in personnel, to ensure the visibility and profile of the English medium provision is equal to the Welsh medium provision. There are legacy perception issues which are being addressed by the school leadership team. As such, this means the true demand for English-medium provision at YDT may not yet have emerged.	As above.
24.2.20	Not enough people know of the English stream at Ysgol Dyffryn Trannon. We are going to make posters and leaflets to let people know about the English stream at Dyffryn Trannon.	As above.

### 24.3 Make Llanidloes C.P. School a dual-stream school

24.3.1	<p>Could a Welsh stream not be introduced into a larger school such as Llanidloes primary school? There are quite a number of pupils in each year group, which could potentially provide sufficient numbers for decent sized classes in both languages?</p>	<p>The Council's Strategy for Transforming Education in Powys clearly sets out the Council's intention to develop Welsh-medium provision across Powys, with the aim of increasing the number of pupils accessing Welsh-medium provision. To achieve this, there will be a need to number of Powys schools to move along the language continuum, in order to significantly increase the number of Welsh-medium education places available in all key stages.</p> <p>Ysgol Dyffryn Trannon is currently the sole provider of Welsh-medium primary provision in the Llanidloes catchment, and whilst the Council currently has no plans to introduce Welsh-medium provision in Llanidloes C.P. School at the present time, it is possible that this could be a consideration in the future, in order to further improve access to Welsh-medium primary provision.</p>
24.3.2	<p>If both Llanidloes and Ysgol Dyffryn Trannon primary schools were dual stream it would:</p> <ul style="list-style-type: none"> <li>- reduce the transport costs ie: local children would go their local school because their school would offer both streams</li> <li>- both schools would benefit from having both languages being taught</li> <li>- infant children would be able to go to their local school making it an easier transition when starting school</li> </ul>	<p>Comment noted – response as above.</p>

24.3.3	Offering Welsh education in Llanidloes primary school as well as Trefeglwys (both being dual stream) would boost your Welsh stream numbers in total, save on transport costs and help the High school Welsh stream numbers. This would also help to offer more choice (to parents) who think that young children on polluting transport is not good for children or the environment. What would I foresee: 80 - 90 pupils in Trefeglwys being 50% Welsh stream and 50% English stream and Llanidloes with 320ish pupils, possibly up to 100 in Welsh stream and 200ish in the English stream.	Comment noted – response as above.
24.3.4	There should be consideration in opening a Welsh stream in Llanidloes primary to reduce the carbon footprint and serve the local community. At present Llanidloes school has expanded, however children travel from different areas to access it. The money from the transport could be redirected into supporting the increased demand. The cluster as a whole should be looked into rather than singling one school out for the longer term benefits. This could be moving a problem to another area that will need to go through this process again and the impact of that when children could move schools due to this proposal.	Comment noted – response as above.

#### 24.4 Make other changes to Ysgol Dyffryn Trannon

24.4.1	A new head teacher.	The Council is not responsible for the appointment of headteachers.
24.4.2	Hold the Management of this school to account for allowing this to happen, they have got it into such a state that Powys will have little option to do something, the reality is the English stream is wanted more than the figures will tell you, new housing is being	The current proposal is being taken forward by the Council, not by the 'management of the school', and is based on the number of pupils currently accessing the English-medium stream at Ysgol Dyffryn Trannon.

	built and part of the attraction is this gem of a school being dual stream.	
24.4.3	I think teach 50/50 both languages if both streams cannot continue with more assistance with the help of TA's to struggling children who do not speak the language.	Comment noted.
24.4.4	Welsh language teaching should continue in two streams, basic language skills where English is the main language at home and advanced where Welsh is the main language at home. This should be pitched to challenge both streams.	Comment noted.
24.4.5	Add Welsh Culture and Welsh History to the curriculum. Such an inclusive curriculum would enhance the school experience for ALL students.	Comment noted.
24.4.6	They should be making sure that everyone is aware that our school is in Wales. Historically Trefeglwys has always been a Welsh speaking area but has gradually become bi-lingual and English is now becoming predominant, which has not been a good thing for our village.	Comment noted.
24.4.7	To be dual stream though, I think YDT should have an English medium pre school group aswell as the Mes Bach. When the school wants to encourage parents to bring their children to YDT they need to be able to provide the preschool education in both mediums	Comment noted.

## 24.5 Review other primary schools

24.5.1	Close Caersws primary school which has a very small number of pupils and make Trefeglwys school thriving as it used to be.	<p>The Council's new Strategy for Transforming Education in Powys, which was approved in April 2020, acknowledges that there are too many schools in Powys. The Council is currently taking forward a number of proposals relating to schools across Powys.</p> <p>The Council is not currently reviewing Caersws CP School.</p>
24.5.2	Maybe Caersws primary school should close and those English pupils attend YDT! They would be in uproar I'm sure so why shouldn't we be in uproar with losing our English classes!!	Whilst the Council is not currently reviewing Caersws CP School, the Council is currently taking forward a number of different types of proposals affecting different types of schools. These include proposals to close a number of small English-medium primary schools.
24.5.3	You could consider federating with Llanidloes primary school. This would enable the primary school to be dual stream alongside the secondary being dual stream.	Comment noted. Llanidloes C.P. School and Llanidloes High School currently operate as a federation. This was a governor led federation, which was instigated by the governors of the two schools. The same process could be used to federate Ysgol Dyffryn Trannon with the Llanidloes federation.
24.5.4	Is there an opportunity to collaborate as a cluster with Llanidloes, Carno, Caersws and Llandinam? This could apply to the English and Welsh units and a slightly different subject but is there an option to share digital learning with say Llanidloes and share lessons, we know that the technology is available now! This would strengthen links and learning options as well as the profile of the school.	The Council would encourage all schools to collaborate with each other, on a cluster basis and more widely.



24.5.5	Look at all the schools in the area to come up with better plans.	Comment noted.
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## 24.6 Review secondary provision

24.6.1	It would be great if you looked at secondary provision in the catchment too, if that isn't already part of your plans – to ensure that children from 4 years old up to 18 years old can access all of their education in Welsh, in every subject.	Comment noted.
24.6.2	Look to provide positive Welsh-medium secondary provision.	Comment noted.
24.6.3	It is essential that children from a Welsh medium primary school have the feasible option to attend a Welsh medium high school where they can access all their provision in Welsh up to and including GCSE and A level without having to spend an hour on a bus.	Comment noted.

## 24.7 Delay the process

24.7.1	<p>In order to provide PCC, communities and parents with greater clarity of the education offer in the cluster in coming years I request PCC discontinue this consultation. There are a number of reasons for this suggestion, and I urge PCC to consider:</p> <ul style="list-style-type: none"> <li>- Delaying a decision on YDT until the outcome of school language categories consultation by WG is complete to ensure decisions made in Powys align with new categories, this could provide alternative opportunities for the English medium provision at YDT;</li> </ul>	<p>The Council does not believe that there is a need to postpone the discontinue the consultation due to the points listed.</p> <p>The proposal is to change the language category of Ysgol Dyffryn Trannon to Welsh-medium due to the small number of pupils currently accessing the school's English-medium stream. The outcome of the Welsh Government's recent consultation on language categories would not impact on this.</p>
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	<ul style="list-style-type: none"> <li>- Delaying a decision on YDT until the outcome of the school catchment and Bro Hyddgen consultations are known to enable stakeholders to comment on a more complete jigsaw;</li> <li>- Undertake an assessment of the Llanidloes cluster primaries (Llanidloes, Llandinam, Caersws and YDT) to determine the most suitable model of provision on a cluster basis, in alignment with the outcome of the school catchment review.</li> </ul> <p>Combine alternative options 1, 2 and 3 listed above so that the community and PCC can be assured of a more robust approach to determining primary provision in the Llanidloes Cluster which would arguably achieve more of the PCC-defined critical success factors described in the consultation documents.</p>	<p>The recent consultation carried out in respect of the language category of Ysgol Bro Hyddgen will not impact on the current consultation in respect of Ysgol Dyffryn Trannon. The consultation process in respect of school catchments is now complete.</p> <p>A review of the Llanidloes catchment area will take place in Wave 2 of the Transformation Programme. However, the Council's view is that the current model of delivery in Ysgol Dyffryn Trannon is unsustainable and requires addressing sooner . Ysgol Dyffryn Trannon is in a unique position within the Llanidloes cluster as the only provider of Welsh-medium primary education.</p>
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#### 24.8 Other

24.8.1	<p>Spanish, Mandarin, even French would be a better option for another language. If not a language, then additional education likely to enhance career opportunities, ie: almost anything but Welsh.</p>	<p>The Council does not agree with this comment.</p>
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## **Appendix C – Minutes of meetings with Staff, Governors and School Council**

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## 1. Consultation meeting with Staff of Ysgol Dyffryn Trannon

23<sup>rd</sup> March 2021

### Present

#### **Staff:**

Caroline Harries  
Claire Rowlands  
Awel  
Jemma  
Sian Canning  
Nesta Jones  
Nicola Macken  
Tracy Jones  
Gwenfair Owen  
Sara Aeron

#### **Officers:**

Geraint Rees, Strategic Lead for Education  
Lynette Lovell, Interim Chief Education Officer  
Emma Palmer, Head of Transformation and Communications  
Marianne Evans, Senior Manager Schools Transformation  
Mari Thomas, Interim Schools Finance Manager  
Sarah Christoforou, HR Business Manager (Schools)  
Sarah Astley, Strategic Programme Manager, Transforming Education

Geraint Rees welcomed all to the consultation meeting and introduced the officers attending the meeting. The Staff of Ysgol Dyffryn Trannon introduced themselves. It was explained that there would be a brief presentation with an opportunity for discussion, comments, and questions for the officers. Geraint explained that the meeting would be recorded, for minuting purposes but they will be deleted once completed.

Geraint Rees and Marianne Evans gave a short PowerPoint presentation to give an overview of the proposals and the consultation process. It was explained that the Council is consulting on the following proposals:

- To make a regulated alternation to the medium of instruction at Ysgol Dyffryn Trannon, from dual-stream to Welsh-medium. This would be introduced on a phased basis, year-by-year, starting with Reception in September 2022.

Geraint Rees then gave staff the opportunity to proceed with any questions or comments they had in relation to the matter.

**Staff:** Can I just ask a question which has come in from parents who have responded to the consultation? Some are asking will there be a meeting for parents as part of the consultation.

**Geraint Rees:** The truth is that during this pandemic period, we are currently relying on electronic medium to consult and holding meetings with groups of pupils, staff, governors, but it is difficult to be able to hold one with parents. However, we do know that parents use a lot of social media, and electronic means, so we are having quite a large number of responses through social media and that is the means that the information is coming in. The consultation period has been extended so that there is additional opportunity for people to respond. Parents can ask questions throughout the consultation period via email, and can request that we can send documents to them. However, there is no formal meeting.

**Staff:** I have also been asked, in terms of responses to the consultation, how are those responses recorded? Are they recorded as to individuals or are names deleted?

**Marianne Evans:** Everything is confidential, and no names are disclosed. Once the consultation period ends, the next step is to analyse the responses, the concerns, and matters that are raised are put into the report which goes back to Cabinet, but it will not mention any names or show where the response has come from.

**Geraint Rees:** Every response will be noted in the report to Cabinet, positive or negative, and the officers will need to respond to these, but no names will be named.

**Staff:** I have a question please. Will the finance we have now as a dual-stream school stay the same if we change to a Welsh only stream?

**Geraint Rees:** Mari will explain further, but I would just like to say that finance is allocated according to the needs of the school. Therefore, if there is a need to have two classes in one year there will be funding for that. A school with only one stream will be different, but the entitlement of the children is still the same.

**Mari Thomas:** At the moment, the two streams are treated as two separate schools more or less, except for some shared costs in terms of Headteacher and support costs. Therefore, although the numbers in the English stream are very small, we still give them money, and this will obviously change, were there be a change to a single stream.

**Geraint Rees:** Any change would be over a period of time. If the proposal goes ahead, then every child in Dyffryn Trannon has a right to education in the language they have chosen, therefore the County would have to work things out over time.

**Staff:** Can I just follow on from that question please. If for example we have in year 2 one pupil, if that one pupil remains at Ysgol Dyffryn Trannon is there a commitment

from the authority that the pupil will be funded? At the moment we have huge concerns from parents as to whether this will be the case. At the moment I am saying to them, yes, the local authority have said yes they will, but when it comes down to the English stream actually having only one pupil will that promise be honoured?

**Geraint Rees:** I think it is really an important question, and in any local authority when they carry out a transformation process, they must look after everybody who is in the system at the moment. However, it would be quite usual for the parents of a single child in a school to have a conversation with parents as to whether they will support the transition to the Welsh stream through language immersion and whether or not that may be something that will appeal to them. There are social challenges for a child who may be the only child in a whole key stage, further down the line, and there are challenges around wellbeing. Quite often when people grasp the issue that Welsh-medium actually means bilingual, and it isn't exclusive that you either speak Welsh or English, they might change to the Welsh stream. However, it would be the well-being of the child which would be at the heart of this too. It is something we need to look at very carefully.

**Staff:** I just want to ask, with the discussion about Bro-Hyddgen, would our children from the Welsh stream be feeding Bro Hyddgen or Llanidloes?

**Marianne Evans:** That is a good question. At the moment Ysgol Dyffryn Trannon feeds to Llanidloes. If the proposal for Ysgol Bro Hyddgen goes through, then this would be part of a discussion for any family in the wider community and they could choose for their child to go to go Ysgol Bro Hyddgen.

**Staff:** If that were to happen, would they have transport offered or would they need to arrange that themselves?

**Marianne Evans:** They would have to arrange the transport themselves, as they need to go to their nearest secondary school, with their nearest being Llanidloes, but it all depends on where they live.

**Geraint Rees:** However, you are aware that we are trying to work with schools and communities of children, both Primary and Secondary, to help with the progression of education for children, and we need to review this as proposals change and things change around us to ensure each child is treated fairly. There is a commitment in the transport policy for it to be reviewed annually, as things change, in order to ensure fairness to every pupil. This hasn't been discussed in detail yet, but this proposal could influence the dynamics and how we see things in the future.

**Staff:** Just one more thing, can I check that the secondary school in Llanidloes is going to carry on being a secondary dual-stream school?

**Geraint Rees:** Yes, that is the only plan at the moment. We want those who opt to have secondary education through the medium of Welsh, to have a very high percentage of subjects taught through Welsh and this is a challenge at the moment for schools including Llanidloes because they are trying to provide more than they do now.

**Staff:** We feel it is important that the parents of pre-school children know when they start at pre-school that they have Welsh language provision in their Primary and Secondary school. If I understand correctly, Welsh provision will still be available at Llanidloes High School. Most of our children travel to Llanidloes as it is the nearest school to Ysgol Dyffryn Trannon.

It is a pity because of the wider changes that are happening in relation to Powys admissions policy, with Carno for example, that Carno pupils will no longer naturally feed Llanidloes, and that in relation to Rhayader the Welsh stream is expected to transfer to Ysgol Calon Cymru.

So, I feel that if we are going to have a Welsh primary school in Trefeglwys, and pupils transferring to their nearest secondary provision in Llanidloes, only Dyffryn Trannon pupils will be transferring to the Welsh stream at Llanidloes, and they will not have the opportunity to mix with other children and make new friends with other children in the community. Dyffryn Trannon pupils will be together from pre-school to year 6.

**Geraint Rees:** It is a clear aim for the Council that there is an increase in Welsh-medium provision in both primary and secondary, and that the provision needs more depth to it. Therefore, we will need to consider how we would do that. You say that if it will only be Dyffryn Trannon pupils at Llanidloes. If so, the number of pupils will be relatively low, making it difficult to have a wide curriculum. But there is no solution to this at this moment in time, except to say that by the end of the summer, we should have submitted a plan to Welsh Government, and we need a long term vision to endure that children have much wider provision than they have at the moment.

The Heads of the dual-stream schools know this, as we also lose children who have their primary education either fully or partly through the medium of Welsh, who lose out significantly in the secondary. We need them to have a clear language progression and if the progression was clearer, it is likely that this would lead to an increase in demand for Welsh primary education as parents could see a clear pattern until 18 years of age.

**Marianne Evans:** Can I come back on that question please. There are over 100 children now in the Secondary school in Llanidloes in the Welsh stream. We know there are some from Ysgol Dafydd Llwyd and we know a consultation has been completed on the admissions policy for 2022-2023, and I think it is going back to the admissions forum tomorrow, and we will then be able to see the results of the

consultation. I know there are a lot of discussions in Llanidloes with regards to these new proposals, and we will see what will come out. It is a different sort of catchment area to everywhere else.

**Geraint Rees:** It is complicated because of distances and population numbers. I know that we need a significant improvement to ensure that children have access to language fluency in the primary and secondary.

Because there is a significant investment being made in the primary in relation to Welsh language education, we just need to make sure that that is respected right up to sixth form.

We have discussed a model where secondary schools network together far more than they have done in the past so that there is far more choice in the Welsh language.

**Staff:** I was just wondering, if parents choose that English is their preferred stream for their children, during lockdown a lot of parents struggled and are going to be thinking twice. Where will be their feeder school from Trefeglwys?

**Marianne Evans:** Their local school would be Ysgol Dyffryn Trannon, and should they not choose the Welsh-medium provision then they would have the option of any other school in the catchment or outside the catchment. It would be Caersws, Llandinam, or the English stream at Llanidloes in the catchment.

**Staff:** But they wouldn't have transport provided?

**Marianne Evans:** Quite right, they wouldn't have it provided. Transport is provided to your closest or catchment school, so they would only have it provided to their closest provision.

**Geraint Rees:** It is interesting the dialogue around language and bilingualism, and the situation in Powys is quite different to much of Wales. We are trying to create a bespoke system, where the appreciation that everybody becomes bilingual through their education is important and it is challenging at the moment as there is a perception that education through the medium of Welsh is education for children who speak Welsh at home, which isn't the case. We need to keep working and supporting staff who may not feel comfortable working in Welsh, but with proper support and the opportunity for sabbaticals with support from the Welsh Government to produce bilingual children but also more bilingual adults too. There is a lot of talent that needs to be harnessed in the system that will help move Wales onto the next stage. We as a local authority will be looking to say that if a member of staff is looking to acquire those bilingual skills, we would be keen to work out what support is needed.

**Marianne Evans:** There is also an opportunity for young families to understand the benefits of bilingual education from a very early age, and the authority will be



launching a promotional campaign about Welsh-medium education and bilingualism. We would be happy to support Ysgol Dyffryn Trannon if the proposal goes ahead to provide the information to the families out there, and we hope that those in the local area will choose Ysgol Dyffryn Trannon and not choose it on the basis of it is an English or a Welsh-medium school, but because it is their local school and it is about naturalising and normalising the Welsh language and the choices that we have. The success that you have had in your Welsh-medium provision over the last few years really proves that there is a demand there for the provision, and if Ysgol Dyffryn Trannon can see this as your own unique journey in order to normalise Welsh-medium provision, then we are on to a winner here.

**Staff:** I am teaching children at present in the English stream. It is difficult for me to say, because I am slightly biased, but I love working and it has helped me develop my Welsh language. The opportunity to speak both languages is lovely and rare, in a school that is a dual-stream school. The children in my class at the moment, have the uncertainty of not knowing how long they are going to be together. It is more from the children's side, but this is an uncertainty to us knowing how long we are going to be all together?

**Geraint Rees:** The challenge for a local authority when a proposal comes forward is that initially the impact it has is destabilising, but the worst thing we can do is sit on a fence for 5 years unsure what to do. What we owe to you is that the officers bring forward a report as quickly as possible, tackle the issues that are raised like the one you asked and get to Cabinet for a decision. If they say walk away, so be it. If they say let's go ahead with it, again that needs to be enacted so it doesn't become a nobody knows for a long time. It is interesting the issue you raise with regards to the bilingual nature of the school and your ability to engage in both English and Welsh.

**Staff:** I can't engage in Welsh as much as I would like to, but I have had help from the lovely staff who have given me the opportunities to learn a little bit more. For the children in my class their Welsh has come along, usually they get the chance to mix and develop the skills. Whereas, if they were in an English stream school, they wouldn't have had the opportunity to practice their Welsh.

**Geraint Rees:** It does make it more challenging with the relatively small numbers you have at the moment in the English stream, because if you had 40 learners in the English stream and the decision was taken to move along the language continuum there would still be a sizeable group around for a long period of time for it to evolve. Because the numbers are small it is challenging for you as a teacher should that be destabilised as well, which is why I feel we owe it to everyone to consult openly, report accurately and expect the Cabinet to decide in a timely way. Thank you for raising those points.

**Staff:** Could I just say something else please, in my opinion a lot of the changes coming in now with the new Welsh curriculum, and as people move into the area, they will have the opportunity to see that Welsh isn't just in the classroom, but it is in

the corridor, a living language, and they will be able to melt and blend into the community and it is a positive change happening in Wales.

**Geraint Rees:** Yes, this has been happening in Carmarthenshire, Ceredigion, Pembrokeshire, Gwynedd, where if people move into the area where Welsh is the language, and the children go to their local school and become bilingual, wherever they may have come from, and whatever the language at home. What has happened in Powys is that it has been possible to move to an area where the Welsh is still vibrant, but you can have education in English, and therefore the children do not obtain full language skills. A lot of things need to be done to normalise Welsh-medium as Marianne said. However, it is a challenge, and it creates uncertainty and worry for people that don't have bilingual skills at the moment. However, as a County we are committed to support those who want to develop their Welsh language skills.

**Staff:** My question is, after lockdown and all the home learning it presented, that you have Welsh learners in homes where there are non-Welsh speaking parents. How sure will you be that if you do go forward with the transformation, that these families will want to stay in a Welsh stream school because it might have raised the question for some that some families will have decided at the end of foundation phase that it would be better for them to go into the English stream? My question is will you be looking at definite numbers to know how many children in the next stage of the foundation phase will be wanting to go into the Welsh stream, otherwise they will be falling out into other schools in the catchment area, when we know a school like Llanidloes have large class sizes already.

**Geraint Rees:** The issue around children from non-Welsh speaking homes continuing to make progress throughout lockdown became an issue right at the beginning of the pandemic situation and there has been a strong response from Welsh government, S4C and teachers to help those children who wouldn't otherwise hear Welsh. There is a growing feeling around Wales that the issue that was a huge concern at the beginning, may be far more temporary than people thought it would be because other questions are being asked about lost learning for GCSE and A level students, in whichever language, but most of the world have got lost learning and people can only pick up from where they left off. There isn't much evidence at the moment about drop-outs happening from Welsh-medium. There are cases and it is a challenge for the teachers and support staff to keep them going, but let's hope this doesn't become a routine part of life.

**Lynette Lovell:** I just wanted to say we have conducted a survey in Powys for the provision that has been given to children during the blended learning approach. For many parents, they are from English speaking homes, but the children receiving Welsh-medium education. However, we have been quality assuring some of the work and the Welsh-medium primary provision through this period has been excellent. I know parents have found the provision from Welsh-medium schools has really helped English speaking parents to enable their children keep their Welsh language skills.

**Geraint Rees:** We did a survey of parents in the new year and had 3,500 responses, mixed language, as we really needed to get a handle on where we were on this. The overwhelming response we had from parents was that their children had been well served by their teachers and schools during this period, and it seemed to replicate itself in Welsh, but we can't take our eye off the ball. Also, during lockdown there has been a remarkable growth in parents who have wished to develop their Welsh language skills. There seems to be a cultural shift which has happened, and thankfully S4C and the Welsh Government have responded positively to this, we just need those resources to keep coming.

**Staff:** I have noticed there is a chatter between the parents from those whose children are due to start with us in Reception this year. They are nervous because they were choosing Trefeglwys because of the safety net of the English stream should the Welsh stream not work out for them, I am nervous that we could lose those children all together if they do not feel their children will have that safety net. I don't know what the answer is, but I know they are anxious and a few of them are re-thinking their options.

**Geraint Rees:** What I would say is, Powys is one of the rare places where you have within the same school the option of an education which is bilingual or just in English, and the safety net hardly exists in other areas in Wales where you just have to make that one decision from the start for every child. It will be interesting to see how it plays out but we do need to be mindful of it. I would hope that as a body of staff, your commitment to seeing children become bilingual and what you put into that might just help carry them over that line.

**Staff:** Can I just come in on what is being said there. There are still a few children in the English stream class who have diverted out of the Welsh stream classes as they cannot keep up with it. I am wondering what the back-up plan for those children will be, as there could be many more and what will the provision be for those?

**Geraint Rees:** It will be pretty much the same as it is anywhere else in Wales or bilingual countries. You make your choice and if you don't want it then you make your other choice, but it will usually be in a different place. If the proposal were to go ahead, it strengthens the overall climate of the school and social use of Welsh becomes stronger and it will offer stronger bilingual skills for the children, but it would be a matter for the school as to how that plays out.

**Emma Palmer:** Could I ask what do you do now when that happens?

**Staff:** I am a teaching assistant within the English stream class, and I have only just started just before Christmas, so as far as I know those children have just been put into that class. Is that correct?

**Staff:** Yes, as it is at the moment, if a parent decides they want to transfer their child from Welsh medium provision into English provision, and they are within the local area they will go into the English medium stream. Will this still be offered to pupils from 2022?

**Geraint Rees:** How many children do you have in the English stream currently?

**Staff:** 15

**Geraint Rees:** How many of them moved over to English medium from the Welsh stream?

**Staff:** 4

**Geraint Rees:** In terms of numbers we are talking that it occasionally happens, but you also have some strong well regarded English-medium schools in the local area should someone really feel that they want to go into the English stream.

**Staff:** I know there is already a pupil which has left because of the consultation, and they are driving their child to the new school out of the catchment area which I think is really sad. They were afraid of the outcome, and they are now out of the village. I feel as a village it is going to split it. You have so many coming in by bus to the school and you will find the children being bussed out of the village as well.

**Geraint Rees:** I think that the challenge there is for the school to work with the local community to normalise bilingualism. Across the world 70% of children speak two languages by the end of primary school and the challenge is that we haven't lived with the normalisation of having bilingualism.

I was interested in the question around how many, because then if it is 4, it is not many. If you had say 3 children per year shifting over to the English stream, you would have 20 odd of them, but because it is a small number it is something we need to consider and respond to in the consultation report.

**Marianne Evans:** The opportunity is there in front of Ysgol Dyffryn Trannon to really change the approach to how it sells and what it can offer in terms of bilingualism. We will be launching a Welsh promotion campaign which will be providing support and information for families. This is a real opportunity for Ysgol Dyffryn Trannon.

**Geraint Rees:** We are consulting in order to gather the views both positive and negative and report them to Cabinet so that Cabinet can make a decision.

**Staff:** I just wanted to say, in relation to children moving from the Welsh-medium to the English stream, if we were a Welsh-medium school where both languages were used, then we could encourage people to speak Welsh on the playground and in the corridors, and their Welsh language ability would be much better. At the moment,

being a dual-stream, it is difficult to encourage children to speak Welsh when they are playing with children who are non-Welsh speaking. If it was all in Welsh, they would be immersed in Welsh and would pick it up a lot easier.

**Geraint Rees:** Yes, that is fair enough, I agree, and we will make note of this.

**Staff:** If we were to change to a Welsh-medium school, staffing in a Welsh-medium school is difficult. Do Powys have a scheme where we can recruit Welsh speaking staff to come to the school? We find it difficult to find Welsh language staff as there are very few in the area, so what can the Council do in relation to this?

**Geraint Rees:** As part of our Welsh in Education Strategic Plan we need to report to Welsh Government our intentions regarding the recruitment and development of staff. We have found that there are a number of teachers who would like to teach through the medium of Welsh, but don't choose to come to Powys because the opportunity to teach in the Welsh language is restricted. We do need to address this problem.

Sarah Christoforou offered all staff the opportunity to speak with her or the HR business partners privately if they would like to do so and ask any queries which they may have with regards to staffing structures.

Geraint Rees brought the meeting to an end and thanked everyone very much for their thoughtfulness and comments. There was also a slide shown explaining that the Council will prepare a consultation document report outlining the feedback received, which Cabinet will later consider and agree how to proceed.

If Cabinet agree to proceed with the proposal, a statutory notice will be published with 28 days given to object. The council will then prepare an objection report, for Cabinet to further consider and make a final decision.

## 2. Consultation meeting with Governors of Ysgol Dyffryn Trannon

23rd March 2021

### Present

#### **Governors:**

Caroline Harries (Head)  
Paul Cartwright  
Susan Hill  
Julia Toy  
Sue Wilcox  
Iwan Owen  
Jordan Davies  
Gerwyn Hughes  
Cllr Phyl Davies

#### **Officers:**

Geraint Rees, Strategic Lead for Education  
Lynette Lovell, Interim Chief Education Officer  
Emma Palmer, Head of Transformation and Communications  
Marianne Evans, Service Manager Schools Transformation  
Sarah Christoforou, HR Business Manager (Schools)  
Mari Thomas, Transformation Finance Business Partner  
Sarah Astley, Programme Manager, Transforming Education

Geraint Rees welcomed all to the consultation meeting and introduced the officers attending the meeting. The Staff of Ysgol Dyffryn Trannon introduced themselves. It was explained that there would be a brief presentation with an opportunity for discussion, comments, and questions for the officers. Geraint explained that the meeting would be recorded, for minuting purposes but they will be deleted once completed.

Geraint Rees and Marianne Evans gave a short PowerPoint presentation to give an overview of the proposals and the consultation process. It was explained that the Council is consulting on the following proposals:

- To make a regulated alternation to the medium of instruction at Ysgol Dyffryn Trannon, from dual-stream to Welsh-medium. This would be introduced on a phased basis, year-by-year, starting with Reception in September 2022.

Geraint Rees then allowed for the Governors to proceed with any questions or comments they had on the matter.

**Governor:** There is a question regarding the finance of the school going forward and also around the continuity of education and what the long-term plan is when children reach 11 in terms of the local provision.

**Geraint Rees:** Currently Ysgol Dyffryn Trannon is being funded as a dual-stream school which is essentially almost giving you the budget for two schools. One of the challenges with dual-streams is that in some schools the Welsh stream is small and expensive to maintain and in others the English stream is small and expensive to maintain.

**Mari Thomas:** The way the formula works at the moment is that there are shared costs across the school, for example headteacher, premises and administration costs, but otherwise the school is funded almost like two schools.

If the school becomes Welsh-medium, there would be no need for the extra funding for the English stream and that would be phased out.

**Geraint Rees:** A lot of local authorities have moved away from dual-stream schools because of the imbalance it causes and the costs are high. But that's not the rationale here; the difference in numbers between the two streams is quite marked and causes financial and educational challenges.

As to the second question asked regarding progression and secondary education, this proposal is a stand alone proposal not dependent on any secondary proposal, but we have to move to a point where learners who wish to study in Welsh have access to a broad curriculum in Welsh and other features to develop their bilingualism.

**Governor:** There is a fear for the school that if there is nowhere for the pupils to move on to when 11, the concern would then be that parents would vote with their feet, with the school diminishing in size and suffering as a consequence. People need to see a strategy in place.

**Marianne Evans:** Your secondary provision is the Welsh stream at Llanidloes High School and there are over 100 pupils in that stream. The school also has ambition to improve the provision.

We have also finished consulting on changing the language category of Ysgol Bro Hyddgen, and are in the process of analysing consultation responses in relation to changing the language category of Bro Hyddgen from dual-stream to Welsh-medium.

Ysgol Dyffryn Trannon is a dual-stream school in a catchment where you are the only provider of Welsh-medium primary provision. Llanidloes High School doesn't have many Welsh language pupils feeding in, although an increasing number of Dafydd Llwyd pupils are choosing it for secondary provision.

There has also been a consultation for changes to the admissions process with proposals which might affect the feeder schools of Llanidloes High School which might also have an impact on things.

**Governor:** The provision in Machynlleth is too far, and I don't think parents will choose to send their children there.

**Governor:** What are the numbers required to make the English stream viable?

**Geraint Rees:** It's not just a matter of the cost of educating a child. It's a matter of what kind of curriculum can be provided and what the social experience of the child would be. For example, there is one child in year two who wants an education in English, and it's not a matter of cost, but how do you make sure that child has a rounded social experience.

Because Powys has historically built its educational provision around dual-stream schools, there is not at the moment Welsh-medium secondary provision in Powys. This is out of synch with what is happening elsewhere in Wales and beyond in terms of how you ensure multilingualism and access to a full curriculum.

You couldn't reasonably expect to sustain a primary school in Wales over a long period of time, with less than 25 pupils in its classes.

There are so few children in the foundation phase at Dyffryn Trannon at the moment, it raises questions as to its stability, however much money is thrown at it.

**Governor:** My concern is that I like the concept of a dual-stream school, although I appreciate that there are challenges because the numbers never add up and they will never add up.

It strikes me that this is the beginning of the end for the dual-stream schools concept if this proposal goes forward. Are you saying that dual-stream schools have no future full stop?

**Geraint Rees:** Not necessarily. There may be corners of Powys where they may be the only reasonable provision going forward. In other parts of Powys, for example Dyffryn Trannon where there are English-medium schools not far away, this might be so. Because of the nature of dual-stream, one of the key things that hasn't happened is normalising the question of education in the minority language. In other parts of Wales, people move in from Somalia or Latvia or Birmingham and they assume that if the education is in Welsh it guarantees bilingualism and that's it.

Because the dual-stream option exists a choice has to be made and in a situation where you are with an enormous disparity in numbers you have to go over all kinds of hurdles to make sure nobody is disadvantaged. Nobody has any ambitions but for Ysgol Dyffryn Trannon to be a vibrant school which serves its community. It will be interesting to see if this proposal goes through, will families who move to the surrounding area say that's the village school and my children will be bilingual when they leave that school. That's the normalisation which we probably haven't achieved so far, but other areas of Wales have.

**Governor:** There is a more transient nature to population these days, and Trefglwys village is growing, and it is possible that the outlook of some parents will be short term. They might see themselves moving elsewhere in a few years and therefore Welsh language provision might not be attractive to them. I am therefore



concerned that we will see many parents sending their children out of Trefeglwys to their nearest English-medium school.

**Marianne Evans:** I see this as an opportunity for Dyffryn Trannon to provide a unique provision for the local area. We need to educate young families about the advantages of bilingualism. People don't understand what Welsh-medium education is and what it can offer. If the proposal goes ahead, then the school could support young families and tell them what the advantages of Welsh-medium education are.

**Governor:** What language category will YDT be if the proposal goes forward under the proposed Welsh Government new language categories?

**Geraint Rees:** There has been a consultation regarding changing the definitions of school language categories. It will take some time for any new categories to be agreed, and a number of issues have been raised during the consultation. In terms of categorising this proposal, then it would take this to whatever the furthest point is in terms of all learners being entitled to bilingualism, but I don't know how they are going to define this at the moment.

**Governor:** What are the numbers in Caersws and Llandinam?

**Geraint Rees:** A phrase that has been used earlier on is "if Dyffryn Trannon goes under". What we're planning here is that Dyffryn Trannon becomes a permanent part of the Powys school estate. There's no notion of Dyffryn Trannon "going under".

**Governor:** The concern is unless the secondary option is strong, the concern is that the school would not necessarily go under, but that could weaken the school from the point of view of parents.

**Geraint Rees:** That risk has to be tackled by ensuring that when pupils go on to secondary provision that the secondary provision enables pupils to carry on with their bilingualism. Our engagement last year manifested frustration that whilst the primary school did a great job, in the secondary, Welsh language provision was unreliable and patchy. We have to tackle the secondary provision or our solution will only be partial.

By the end of this summer we should have a new Welsh in Education Strategic Plan, (WESP), in place, which will show where we will be by 2032, and that will go some way to ensure better continuation between primary and secondary.

**Governor:** If the Welsh-medium provision increases in Llanidloes and the children who travel in by bus from Llanidloes end up going to Llanidloes instead, what effect will that have on the school.

Also, I think the school has a unique selling point in being dual-stream, it just needs to be promoted better. Many people don't understand what dual-stream means.

**Marianne Evans:** There is no Welsh-medium provision in the primary at Llanidloes. The secondary school is dual-stream.

**Governor:** I'm talking about the future. A Welsh stream might be introduced at Llanidloes in the future.

**Marianne Evans:** We have no plans to introduce any Welsh-medium at Llanidloes primary, but I appreciate that things can change.

**Geraint Rees:** Did you mean promoting the English stream at Dyffryn Trannon, in order to increase the numbers?

**Governor:** Yes. I think we could expand the promotion of the English stream, and COVID hasn't helped. Maybe we could pause the consultation process for the promotion to have time to work.

**Geraint Rees:** Is it some 15 pupils that you have across the 2 key stages in the English stream? The numbers are significantly higher in the Welsh stream. That imbalance of numbers is a problem. The question of how the budget is deployed is hugely challenging. There are only 90 learners between the two schools in Caersws and Llandinam. Therefore, there isn't a large population in the area to be able to attract to the English stream at Dyffryn Trannon. If we're wrong say it, but it doesn't look like it at the moment.

**Governor:** I just think it needs time for the promotion of the English stream to work. The past 12 months have made it difficult.

**Geraint Rees:** Did the school evolve to be a dual-stream, or was there a conscious policy to start it?

**Governor:** Ysgol Dyffryn Trannon was Ysgol Gynradd Trefeglwys, but it's historically dual-stream.

**Geraint Rees:** Dual-stream has been there as an option for a long period of time, but the take up of the Welsh stream is such that it is greater. The majority of learners in the Welsh stream are not from Welsh speaking families, so you have managed to reach families who have moved in and those who have lived in the area both of which have lost their Welsh. The challenge is to normalise the use of Welsh, so that moving to the area and having Welsh-medium education is not a problem.

**Governor:** Both my daughters attend the English stream and both can speak Welsh. I don't see the system broken, it just needs enhancing. Geraint has said that this proposal is not about saving money, but I think it is because you're funding two schools and can see a way to save money because of the decline of the English. We need to keep what we've got and just do it better.

**Geraint Rees:** As far as the authority is concerned, if change happens, it's not a saving to Powys but it's actually a commitment to education and to improve equality across the board wherever people are in Powys. It is a time of investment not a time of saving.

**Marianne Evans:** It might look as if this has come out of the blue. However, we have had conversations over many years with Ysgol Dyffryn Trannon about the sustainability of the English stream. We have 12 pupils in the English stream and this will go down to 8 in September. This is not educationally or financially sustainable.

**Governor:** I feel that the decline of the promotion of the dual-stream has happened over a number of years. Had the dual-stream been actively promoted we wouldn't be having this conversation now. Let's maintain what we have, which is unique to any other school in the area.

**Cllr Phyl Davies:** Valid points have been made, especially regarding the secondary provision going forward. However, when I was in YDT the language was 50/50 split, and Dyffryn Trannon has seen a sustained level of uptake in the Welsh language, despite the fact that we don't have the secondary provision we should have.

Ysgol Dyffryn Trannon needs to be a future part of the estate in Powys and we are not looking at a stream in Llanidloes which could take half of the pupils we have in Trefeglwys.

**Emma Palmer:** I just wanted to give a commitment from the transformation perspective that we are looking to strengthen the secondary provision across the County. We have had discussions with Welsh Government about securing funding for Welsh-medium provision. There is also the Estyn recommendation to strengthen Welsh language provision across all ages across the county.

This is about a commitment from the local authority that we absolutely want to strengthen the Welsh-medium provision across Powys, and in terms of Welsh-medium here, this gives you a sustainable future here.

**Governor:** There is a comment in the chat from Iwan and a few other comments which need to be noted.

**Governor:** I was pleased and relieved to see the commitment from Powys that all current English stream pupils will continue to be able to be taught in the English stream.

What level of assurance can Powys can give about the continuity of English provision should the proposal be implemented, as the numbers may taper off in the English stream.

**Geraint Rees:** How do you balance the commitment made by the local authority and the well-being of a child? The authority can make a commitment, but the well-being of the child has to be central.

It would be interesting to know if this goes ahead, how many parents would be interested for their children to have an immersion experience for some 11 or 12 weeks, and transfer from the English stream to the Welsh stream, but the well-being of pupils is key to this.

**Governor:** What were the drivers for Dyffryn Trannon being selected for this process at this time, when there are other dual-stream schools or small schools? Also, what consideration was given for the consultation to be undertaken on a cluster basis so that we could see better how the pieces of the jigsaw for the cluster fitted together because many of the queries we have had tonight relate to unknown quantities because the picture for the cluster as a whole was unclear.

**Geraint Rees:** So where else in this cluster is there Welsh-medium provision which we could be looking at as part of this equation?

**Governor:** My query relates specifically to the two small schools in the cluster, in Llandinam and Caersws, and in the strategy both dual-stream and small schools were not favoured, and I want to understand why Dyffryn Trannon, and why not other schools in the cluster at this time?

**Geraint Rees:** Dyffryn Trannon is the only school with Welsh provision in the primary and it is very successful. I don't know if the suggestion is that we should have gone to Caersws to tell them to switch to Welsh so that Dyffryn Trannon could then become single stream English or what. You're successful with your Welsh stream and it seems sensible to build on that.

**Governor:** Apologies if I'm not explaining myself very well. What I want to understand is why is Ysgol Dyffryn Trannon being consulted for change when Transforming Education talked about the future of small schools as well as dual-stream schools. Why are we not looking at other schools in the cluster? All the other schools in the cluster are small schools which would potentially realise similar if not greater financial savings than Dyffryn Trannon, then why are you not moving those schools along the language continuum, as all the other schools in the cluster are English-medium.

**Marianne Evans:** There are a number of different strands to the strategy and a number of different waves. We have taken a cluster approach in a number of areas in the county, but we have also taken the approach of looking at the data in individual small schools across the County. There is also a strategic aim of moving schools along the language continuum. When we were invited to your governors' meeting in November last year, and saw the numbers in the English stream were so low, it made sense to move Dyffryn Trannon along the language continuum. So there's different approaches across the whole County. We will be looking at every catchment as we go forward, so there will be opportunities to look at the catchment to be included in the next wave of activity.

**Governor:** You say that you were invited to the governing body in November. By whom?

**Marianne Evans:** By the governors, if my recollection is correct.

**Governor:** It's news to me that you were invited by the governors to the meeting, but we can pick that up another time.

What method is the local authority using for those with low or no literacy ability to ensure that they are able to contribute to the consultation?

**Geraint Rees:** We are consulting in accordance with Welsh Government guidelines, including guidelines recently issued regarding consulting during the pandemic. Powys. We've also discussed whether or not we should do this at all during the pandemic. However, Powys needs to move on to improve its education provision

However, what we have found during this Covid period, is that the number of responses we have for consultations is better than what they have been in the past. For example, there were some 3,500 responses to a survey regarding blended learning. Therefore, the response seems to be higher than what we have had in the past. However, we will be evaluating this in order to be sure that we are engaging properly. If you are aware of any individuals with protected characteristics who you feel are excluded who otherwise would have taken part, let us know and we will act on it.

**Governor:** The Integrated Impact Assessment refers to activities should the school move along the language continuum, such as enhanced Urdd participation and Menter Maldwyn, all of which are already in place. I just wonder if the Integrated Impact Assessment will be revised further in the process, to reflect the reality of the situation as I don't feel it currently reflects the extent of the extra-curricular and Welsh cultural language activities taking place at the school.

**Marianne Evans:** Absolutely, it is a draft at the moment and it will be updated and revised to include anything that comes through during the consultation.

**Geraint Rees:** Things like the Impact Assessment are put forward before the consultation and will be changed following comments received during the consultation process.

**Governor:** I completely appreciate that the Impact Assessment was draft

**Marianne Evans:** The information about the Welsh language activities were provided by the school itself. If there is additional information we can then add that to the final Impact Assessment.

**Governor:** Will it be possible for Welsh stream pupils to transfer to the English stream after September 2022 should they wish to do so?

**Geraint Rees:** The local authority is sustaining the two streams to see them through, and there is an expectation that we have to work through that with people. However, the traffic might be the other way with people asking for immersion experience to transfer from English to Welsh.

**Governor:** I've spoken to some parents, and a number have voiced concern that removing the dual-stream will discourage some from choosing the Welsh stream. Many parents who have children in the Welsh stream now have said that one attraction to that was the safety net of the English stream, so that they could move from the Welsh stream to English if the Welsh did not work out. In the last couple of years there have been at least 4 children who have transferred from the Welsh to the English stream.

What consideration has Powys given to the potential detrimental impact on recruiting pupils to the Welsh stream by not having a dual-stream site which gives parents the flexibility of moving to the English stream if things don't work out?

**Geraint Rees:** The record across Wales is that it doesn't make the difference that people believe that it will. It's an insurance policy that is not often cashed in. I

understand that 4 have made the switch from Welsh-medium to English, so it doesn't happen often. The bottom line is when we are actively promoting the school to provide for every learner to be bilingual, very rarely do people want to move.

Maintaining dual-stream as an insurance policy is a very expensive plan. Whether the provision is English-medium or bilingual we need to support what the schools aim to do and support the schools in doing that.

**Governor:** I was not suggesting that we should retain the dual-stream as an insurance policy, but some parents may view it in this way.

My next point is that the School Organisation Code on page 9 stipulates that projected transport costs needs to be included and I'm interested in CO2 emissions. None has been included in the Integrated Impact Assessment. Will it be included?

**Marianne Evans:** In the Impact Assessments we have mentioned that there are no transport costs linked to this proposal and therefore no CO2 considerations.

**Governor:** That is incorrect as there are some pupils in this village which if the proposal goes ahead will need to be bused to alternative provision. There will be data available to make a reasonable assumption as to projected transport costs to make the Impact Assessment a more balanced document.

**Marianne Evans:** We will respond.

**Governor:** Can I invite any governors who have not had the opportunity to ask questions to do so? I was not aware that the meeting was scheduled to end at 19:30

**Governor:** This is disappointing. If I had known of the fixed timescale I would have asked some questions in beforehand.

**Emma Palmer:** The calendar invite has the meeting noted as one and a half hours, but sorry about that.

**Governor:** I think we need to embrace this as a positive going forward. The parents have chosen to send their pupils to the Welsh stream. It's a very difficult and delicate situation but that's my opinion.

**Governor:** We're still looking at a skeleton plan. We need more detail to make an informed decision. I have numerous concerns, for example if Newtown have a full Welsh-medium secondary we could be in trouble, particularly if Welsh-medium secondary was pushed out of Llanidloes. I'm struggling to come to a decision without knowing the wider implications.

In terms of ideology of what we're trying to do, we moved to Trefeglwys and placed our children in the Welsh-stream, but talking about the children's experience I have no doubt that a dual-stream is very beneficial to the pupils' experience. I also have long term concerns that the numbers of pupils coming to Welsh-medium would plummet.

**Governor:** I'm all for changing the language category, because the school has shown that's what it's good at. For myself, I was taught in Glantwymyn and Bro

Ddyfi, and when I moved to the Llanidloes area, people were saying that I spoke Welsh fluently, and mentioned their disappointment that they were not fluent in Welsh. My answer was that I can do that because I was taught through the medium of Welsh from start to finish. You naturally pick up English. If it's a bilingual school the Welsh language will suffer.

**Headteacher:** I have my own personal views but I wouldn't want to share those personal views in the forum. I was appointed as Headteacher of Ysgol Dyffryn Trannon when it was a dual-stream school and so long as it is dual-stream I will do the best for all pupils in the school. If the language category changes then I will do the best for those pupils as well.

Geraint thanked everybody for attending the meeting.

### **Comments made in the meeting Chat**

Part A - no evidence of any proactive justification for YDT's proposed change of status - no strategic context ie the case made for change appears to be YDT in isolation with no real strategy evident

Part B - all the reasons cited in support of the proposal could be questioned - the disadvantages listed are fewer in number but potentially have a bigger impact - the risks are understated

Part C - reference is made to impact on other schools but what about the impact on YDT of decisions taken by other schools? - evidence of current / future need or demand appears to ignore the current building work going on and expansion of the village - it is claimed that the impact of the proposal on the community would be minimal but it could well be extremely divisive if we see the children from the village being transported to Llanidloes for their education

Approx 2005, the language balance was almost a mirror image of where we have been in the last 5 years or so - admittedly not quite as extreme as the current position but indicative, nevertheless, of an often highly unpredictable issue

What is the PCC methodology for reviewing and presenting responses to cabinet?

What lessons learned have been considered from elsewhere in Powys or further afield on ALN impact, what is the evidence base to show outcomes ALN pupils taught through a language that may not be spoken at home are comparable to the outcomes of pupils taught in their first language?

### **3. Consultation meeting with the School Council of Ysgol Dyffryn Trannon**

24<sup>th</sup> March 2021 – Held virtually on Microsoft Teams

**Present:** Marianne Evans, Sarah Astley, Huw Rowlands – Powys County Council  
Caroline Harries – Ysgol Dyffryn Trannon

Officers from Powys County Council met virtually via Microsoft Teams with representatives from the School Council of Ysgol Dyffryn Trannon to discuss the consultation to change the language category of Ysgol Dyffryn Trannon from dual-stream to Welsh-medium.

The session was held with two different groups of pupils from the school council, one group representing the English stream and the other representing the Welsh stream.

Pupils were reminded that if they or their friends thought of any further questions or comments following the meeting, they were welcome to ask for their teachers' assistance to send those to Powys County Council by the 15<sup>th</sup> of April the date the consultation ends.

It was explained that after the 15<sup>th</sup> of April all comments received would be considered and then a report made summarising comments received during the consultation. Powys councillors would then consider the report before deciding what to do.

#### **English stream group**

The group consisted of one pupil in year 6 and one in pupil in year 4.

Officers explained the proposals for changing the language category of Ysgol Dyffryn Trannon, and that they would like to have the views of the pupils on the proposal. The pupils understood that if the change was implemented, it would mean that there would be no English stream in Dyffryn Trannon, and all classes would be taught through the medium of Welsh. This would be phased over time and the proposal would therefore have no effect on existing pupils.

The pupils were asked several questions and their responses are summarised below:

What do you like about the two streams in Ysgol Dyffryn Trannon?

- Having two streams is very unique as there are not many bilingual schools
- I like being in a school with Welsh-medium pupils. I like things how they are.

What do you not like about the two streams in Ysgol Dyffryn Trannon?



- Not really. I like things as they are.

If things were to change, and the English medium provision was phased out of the school, what do you think about that? Do you have any concerns or questions about that?

- Over the last couple of years, numbers in the English stream have increased, as we have gained five pupils from the Welsh stream, and one from another school in Powys. There are now fifteen pupils in my class, but in September, when pupils go to high school, there will only be ten.

How many years do you have in your class and do you think that works well?

- Year 6, 5, 4, 3 and year 2. It can be a bit of a struggle, but it's working really well as we're all great friends and we're independent as well.

Do you mix with children of the Welsh stream, for example at playtime?

- Because of the pandemic, we now have our own bubbles. But before, we had lots of friends in the Welsh stream, even though they were in different classes.

If the proposal goes ahead, what do you think the effect of any change would be?

- I think that we have the best of both worlds at the moment, as we can speak English but also learn Welsh as well. I think we've got the best of both at the moment.

Any other comments?

- I don't think that enough people know of the English stream at Ysgol Dyffryn Trannon. We are going to make posters and leaflets to let people know about the English stream at Dyffryn Trannon. I would like more children in my class.

### **Welsh stream pupils**

The group consisted of six pupils, years 2, 3, 4, 5, 6.

Officers explained the proposals for changing the language category of Ysgol Dyffryn Trannon, and that they would like to have the views of the pupils on the proposal. The pupils understood that if the change was implemented, it would mean that there would be no English stream in Dyffryn Trannon, and all classes would be taught through the medium of Welsh. This would be phased over time and the proposal would therefore have no effect on existing pupils.

The pupils were asked several questions and their responses are summarised below:

### Questions asked to pupils

What do you think of the dual-stream system? Is it good or bad?

- There are not many pupils in the English stream – there are far more in the Welsh stream. Children in the Welsh stream can speak both languages

Before you had to form bubbles, were the children of the Welsh and English stream mixing?

- Not really, no, only a little. Welsh stream pupils tend to play with Welsh stream pupils and English stream pupils tend to play with English stream pupils

Do you think that it would be better if Ysgol Dyffryn Trannon only had a Welsh stream?

- I'm not sure. There are not many pupils in the English stream, but they might go to other schools where they are only taught in English
- It would be good just to have one stream, as then everybody would be able to speak Welsh, and more Welsh would be spoken at home

Do you think that there will be a problem if a new family which doesn't speak Welsh moves to the area, and Welsh is the only language of the school?

- Yes, it could be a problem, maybe children would go to other schools, further away than where they live.

### Questions pupils asked

I would like to know if children will have to speak Welsh all the time if the school's language category was changed.

- If the school's language category was changed, Welsh will be the school's language and you would speak Welsh as you do now.

Why are you considering this change?

- Because Powys County Council are concerned that there aren't enough children in the English stream at Ysgol Dyffryn Trannon, and no children whatsoever in the lower classes of the school, and the Council thinks that the school could be run better with only one language.

Will the English stream teacher have the opportunity to learn Welsh?

- Yes, every opportunity and support will be given for the English stream teacher to learn Welsh, if she so wishes

What will happen to the English stream teacher?

- She will stay, because the English stream will still be here for some years, and she will have the opportunity to learn Welsh.

But when the English stream has ended, will she still have a job?

- That is something which will have to be considered at a later time, if this proposal goes forward.

Why do pupils not go to schools in England if they want to be taught in English?

- In Wales, there are two languages, Welsh and English, and both are the official languages of Wales. There are English schools in the area, such as in Caersws, Llandinam and Llanidloes primary. Dyffryn Trannon is the only school in the area which teaches in Welsh.

Why can't the children themselves choose whether they want to attend the English stream or the Welsh stream?

- It was explained that Powys County Council were worried that pupil numbers in the English stream were very small, and because most pupils were in the Welsh stream, it might be better for the school to be just a Welsh-medium school, as the school could be better run with only one language. However, we are here to listen to what everyone has to say, as we haven't yet made a final decision.

Pupils and the school were thanked for their time in attending the meeting and providing their views.

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol



## **Proposal to change the language category of Ysgol Dyffryn Trannon**

### **Updated Impact Assessments**

**Updated May 2021**

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# Proposal to change the language category of Ysgol Dyffryn Trannon

## Draft Impact Assessments

### 1. Introduction

Powys County Council is consulting on a proposal to change the language category of Ysgol Dyffryn Trannon. The proposal is as follows:

- To make a regulated alteration to alter the medium of instruction at Ysgol Dyffryn Trannon to Welsh-medium.
- This would be introduced on a phased basis, year-by-year, starting with Reception in September 2022.

In line with the Council's policy, an Integrated Impact Assessment has been carried out which incorporates the Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management.

In addition, the Welsh Government's School Organisation Code (2018) requires local authorities to carry out an Equality Impact Assessment and Community Impact Assessment in relation to all school reorganisation proposals. For proposals which affect teaching through the medium of Welsh, local authorities are also required to carry out a Welsh Language Impact Assessment.

**These impact assessments were provided in draft form during the consultation period and have been updated following the consultation.** The Equality Impact Assessment has been carried out based on the latest PLASC information available. The Community Impact Assessment and Welsh Impact Assessment has been carried out with input from the affected schools.

## 2. Integrated Impact Assessment

The Impact Assessment (IA) below incorporates Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

<b>Service Area</b>	Schools Service	<b>Head of Service</b>	Lynette Lovell	<b>Portfolio Holder</b>	Cllr Phyl Davies
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### Proposal

Proposal to change the language category of Ysgol Dyffryn Trannon

### Outline Summary / Description of Proposal

The Council carried out consultation on the following proposal in respect of Ysgol Dyffryn Trannon:

- To make a regulated alteration to alter the medium of instruction at Ysgol Dyffryn Trannon from dual-stream to Welsh-medium
- This would be introduced on a phased basis, year-by-year, starting with Reception in September 2022.

Tudalen 361

Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
1	Huw Rowlands	Transforming Education Programme Officer	January 2021
2	Sarah Astley	Programme Manager, Transforming Education Team	January 2021 (Amendments following Cabinet meeting for inclusion as part of consultation documentation)
3	Sarah Astley	Programme Manager, Transforming Education Team	May 2021 (Amended following consultation period to reflect feedback received)

2. Profile of savings delivery (if applicable)

2020-21	2021-22	2022-23	2023-24	2024-25	TOTAL
£	£	£	£	£	£122k following full implementation of the proposal.

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	Consultation in accordance with the School Organisation Code was carried out between 25th February 2021 and the 15th April 2021.

4. Impact on Other Service Areas

<b>Does the proposal have potential to impact on another service area? (Have you considered the implications on Health &amp; Safety and Corporate Parenting?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY</b>	
Adult Services	
Children’s Services	✓
Commissioning	
Digital Services	
Education	✓
Finance	✓
Highways, Transportation and Recycling	
Housing and Community Development	
Legal and Democratic Services	✓
Property, Planning and Public Protection	
Transformation and Communications	✓
Workforce and OD	
<b>Data Protection Impact Assessment</b>	
Will the proposal involve processing the personal details of individuals? Yes ✓ No <input type="checkbox"/>	
Is Powys County Council the data controller? Yes ✓ No <input type="checkbox"/>	
If you have answered yes to either of the above you will be required to complete, as a minimum, the screening questions on the data protection impact assessment. For further advice please contact the Data Compliance Team.	

4a Geographical Locations

**What geographical area(s) will be impacted by the proposal? (Chose all those applicable)**



Powys	<input type="checkbox"/>
North	<input type="checkbox"/>
Mid	<input type="checkbox"/>
South	<input type="checkbox"/>
Brecon	<input type="checkbox"/>
Builth and Llanwrtyd	<input type="checkbox"/>
Crickhowell	<input type="checkbox"/>
Hay and Talgarth	<input type="checkbox"/>
Knighton and Presteigne	<input type="checkbox"/>
Llandrindod and Rhayader	<input type="checkbox"/>
Llanfair Caereinion	<input type="checkbox"/>
Llanfyllin	<input type="checkbox"/>
Llanidloes	<input checked="" type="checkbox"/>
Machynlleth	<input type="checkbox"/>
Newtown	<input type="checkbox"/>
Welshpool and Montgomery	<input type="checkbox"/>
Ystradgynlais	<input type="checkbox"/>

5. How does your proposal impact on Vision 2025?

Council's Well-being Objective	How does the proposal impact on this Well-being Objective?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<b>The Economy</b> <b>We will develop a vibrant economy</b>	Should the proposal be implemented, eventually all pupils attending Ysgol Dyffryn Trannon would be fully bilingual in Welsh and English and would be able to	Good		Poor

	utilise these skills in the workplace, where there is a growing demand for fluency in both languages in Wales.			
<b>Health and Care</b> <b>We will lead the way in providing effective, integrated health and care in a rural environment</b>	No impact	Neutral		Choose an item.
<b>Learning and skills</b> <b>We will strengthen learning and skills</b>	<p>The proposal would eventually provide a more sustainable model for delivering education in Ysgol Dyffryn Trannon, ensuring that all pupils are fully bilingual in Welsh and English when they leave the school.</p> <p>As the change is being phased on a year-by-year basis, it is expected that implementation would lead to more effective and efficient use of resources as the school would no longer need to duplicate provision, which would enable improved opportunities for all learners.</p>	Good		Choose an item.
<b>Residents and Communities</b> <b>We will support our residents and communities</b>	<p>In the short term, it is possible that the proposal to change the school's language category could lead to tensions and disagreement within the local community, in particular whilst consultation processes are ongoing. However only around 10% of the pupils currently attending Ysgol Dyffryn Trannon currently attend the English stream, and there are no pupils currently in the English stream in Reception or year 1.</p> <p>Eventually, it is expected that any community tensions would diminish, and in the longer term as the change in language category is implemented, it is expected that the proposal would help to improve community cohesion, as all pupils in the area would be fluent in both Welsh and English.</p> <p>Comments were received during the consultation period relating to the proposal's impact on the community. These included references to additional</p>	Neutral		Neutral

	houses being built in Trefeglwys, comments that English is the main language spoken in the community and concern that the proposal would lead to community division, and also comments regarding the potential need for pupils to travel further to school, and the impact of this on access to extra-curricular activities. These comments are listed and responded to in the consultation report.			
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**Source of Outline Evidence to support judgements**

Tudalen 365

How does your proposal impact on the Welsh Government's well-being goals?

<b>Well-being Goal</b>	<b>How does proposal contribute to this goal?</b>	<b>IMPACT</b> Please select from drop down box below	<b>What will be done to better contribute to a more positive impact or to mitigate any negative impacts?</b>	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<p><b>A prosperous Wales:</b> An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>The proposal is to phase any change in the school's language category over a number of years. Therefore, no additional transport provision would be needed, as English-medium pupils currently attending the school would be able to continue to access this provision until they leave school. It is acknowledged, however, that some pupils may choose to access alternative English-medium provision, instead of accessing Welsh-medium provision at Ysgol Dyffryn Trannon.</p> <p>It is anticipated that the proposal would lead to improved employment opportunities for all pupils in the area in the future, as all pupils would be fully bilingual in Welsh and English, and therefore able to</p>	Neutral		

	take advantage of employment opportunities which require fluency in both languages.			
<p><b>A resilient Wales:</b> A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	No impact	Neutral		
<p><b>A healthier Wales:</b> A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p> <p><b>Public Health (Wales) Act, 2017:</b> Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.</p>	<p>In the short term, it is possible that the proposal to change the school's language category could lead to tensions and disagreement within the local community, in particular whilst consultation processes are ongoing. This could have a negative impact on people's well-being.</p> <p>Eventually, however, it is expected that these tensions would diminish, and in the longer term as the change in language category is implemented, it is hoped that the proposal would help to improve community cohesion, as all pupils in the area would attend the same provision, and would be fluent in both Welsh and English.</p>	Neutral		Neutral
<p><b>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.</p>	<p>In the short term, it is possible that the proposal to change the school's language category could lead to tensions and disagreement within the local community, in particular whilst consultation processes are ongoing. This could have a negative impact on people's well-being.</p> <p>Eventually, however, it is expected that these tensions would diminish, and in the longer term as the change in language category is implemented, it is hoped that the proposal would help to improve community cohesion, as all pupils in the area would attend the same provision, and would be fluent in both Welsh and English.</p>	Neutral		Neutral

Education 366

<p><b>A globally responsible Wales:</b> A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p> <p><b>Human Rights - is about being proactive (see guidance)</b></p> <p><b>UN Convention on the Rights of the Child:</b> The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.</p>	<p>The proposal would ensure that all pupils attending Ysgol Dyffryn Trannon in the future would develop bilingual skills in Welsh and English. Being fully bilingual in Welsh and English contributes to the cultural wellbeing of Wales, and would enable pupils to take part in local, national and global activities through the medium of Welsh and English.</p> <p>It is anticipated that implementation of the proposal would have a positive impact on the use of resources, as it would enable the school to operate more efficiently as a single stream school, and would enable resources to be focused on delivering education through the medium of Welsh.</p> <p>It is acknowledged, however, that some pupils may choose to access alternative English-medium provision, instead of accessing Welsh-medium provision at Ysgol Dyffryn Trannon, which could have an environmental impact following an increase in transport, and could impact on the ability of parents / pupils living in Trefeglwys to walk/cycle to school.</p> <p>The Council has carried out consultation on the proposal, which has included consultation with affected pupils, ensuring that all affected by the plans have had the opportunity to give their views. A consultation report has been prepared which summarises the comments raised in the consultation responses.</p>	<p>Good</p>		
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**A Wales of vibrant culture and thriving Welsh language:** 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.

Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p><i>Incorporating requirements under the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards</i></p> <p><b><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></b></p>	<p>The proposal is to change the school's language category over time, so that eventually, all pupils would be taught through the medium of Welsh, and would become fully bilingual in Welsh and English.</p> <p>As well as ensuring that all pupils are fully bilingual, this would ensure a fully Welsh-medium ethos, leading to enhanced opportunities to use the Welsh language throughout the school, and increased opportunities for participation in Welsh language extra-curricular activities and opportunities.</p> <p>Implementing the proposal would strengthen and broaden Welsh medium provision by improving the breadth of Welsh medium options at all key stages and ensuring stronger transition and progress for pupils. As a result, pupils would develop into fully bilingual pupils that would be better placed to support the local and national economic and community needs.</p> <p>As well as a full Welsh-medium curriculum, it is likely that changing the school's language category to Welsh-medium would also result in increased opportunities for pupils to access Welsh language activities, including activities provided by the school and activities provided by other organisations e.g. Menter Maldwyn, the Urdd. It is acknowledged however that a number of Welsh language activities are already provided at the school, as indicated in the Welsh language impact assessment.</p>	Very Good		

	Implementing the proposal would raise the profile of Welsh-medium education in the area, and create more fluent Welsh speakers who will be able to use the language within the community, therefore contributing to the Welsh Government's target to achieve a million Welsh speakers by 2050.			
<i>Opportunities to promote the Welsh language</i>	<p>The proposal is to change the school's language category over time, so that eventually, all pupils would be taught through the medium of Welsh, and would become fully bilingual in Welsh and English. This would lead to enhanced opportunities to promote the Welsh language within the school and beyond, for example through the "Siartr Iaith" (Welsh Language Charter) and through improved opportunities to provide Welsh language cluster activities.</p> <p>As well as a full Welsh-medium curriculum, it is likely that establishing a Welsh-medium all-age school would also result in increased opportunities for pupils to access Welsh language activities, including activities provided by the school and activities provided by other organisations e.g. Menter Maldwyn, the Urdd. It is acknowledged however that a number of Welsh language activities are already provided at the school, as indicated in the Welsh language impact assessment.</p>	Very Good		
<i>People are encouraged to do sport, art and recreation.</i>	Concerns were raised during the consultation period about the potential impact of the proposal on the ability of pupils to access extra-curricular activities, should they choose to transfer to alternative schools to access English-medium provision, instead of accessing Welsh-medium provision at Ysgol Dyffryn Trannon.	Poor	The proposal to be phased in, to ensure that all pupils currently accessing English-medium provision at Ysgol Dyffryn Trannon can continue to do so throughout their time in primary school.	Neutral

**A more equal Wales:** A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).  
 Incorporating requirements under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and the Social Economic duty (2020).

Well-being Goal	How does proposal contribute to this goal?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<i>Age</i>	The proposal would provide improved opportunities for all pupils at Ysgol Dyffryn Trannon regardless of their age, including the opportunity for all pupils to become fully bilingual in Welsh and English.	Neutral		
<i>Disability</i>	<p>The proposal would provide improved opportunities for all pupils at Ysgol Dyffryn Trannon, including any pupils with disabilities. This would include the opportunity for all pupils to become fully bilingual in Welsh and English.</p> <p>The Consultation Report shows that there is some concern about the impact of the proposal on pupils with ALN.</p> <p>The parents of some pupils with disabilities or pupils with ALN may choose for them to be educated in English. This would require additional travel for these pupils.</p>	Neutral	<p>Across Wales there are children with SEN/ALN who are educated successfully in Welsh-medium schools, whether they are from Welsh-speaking homes, English-speaking homes or homes where other languages are spoken. Ysgol Dyffryn Trannon, along with other schools, can benefit from learning from best practice.</p> <p>The Powys SEN/ALN strategy, agreed by Cabinet in November 2021, is committed to improving the provision for all pupils with SEN/ALN, whatever their first language. This includes pupils who can be educated in mainstream classes as well as pupils who require specialist provision.</p> <p>As part of the strategy, the local authority is developing and improving its range of specialist provision, including specialist centres and satellites of special schools, in order to make sure that the needs of all pupils in Powys can be met effectively.</p> <p>The school will not change from English medium to Welsh medium overnight. There will be a transition period for those pupils already in the school. During this transition period, pupils with SEN/ALN who are currently attending the English stream at Ysgol Dyffryn Trannon will continue to receive their education through the medium of English as outlined in the proposal.</p>	Neutral



			<p>If the proposal goes ahead, pupils with SEN/ALN will be taught through the medium of Welsh. A key part of the strategy is that pupils with SEN/ALN have the right to be educated in mainstream schools alongside their peers.</p> <p>Under the Additional Learning Needs and Education Tribunal (Wales) Act 2018, pupils with ALN will have individual development plans (IDPs) which will set out their needs and the support that they will receive. This could include support from school staff as well as specialist support from the local authority. Where appropriate, interventions may take place through the medium of English. This will be determined in line with the needs of the individual pupil. Similarly, if a pupil arrives at the school with no English, a level of support may be provided in their own language.</p>	
<i>Gender reassignment</i>	No impact.	Neutral		
<i>Marriage or civil partnership</i>	No impact.	Neutral		
<i>Race</i>	The proposal would provide improved opportunities for all pupils at Ysgol Dyffryn Trannon, regardless of their race. This would include the opportunity for all pupils to become fully bilingual in Welsh and English.	Neutral		
<i>Religion or belief</i>	The proposal would provide improved opportunities for all pupils at Ysgol Dyffryn Trannon, regardless of their religion or belief. This would include the opportunity for all pupils to become fully bilingual in Welsh and English	Neutral		
<i>Sex</i>	The proposal would provide improved opportunities for all pupils at Ysgol Dyffryn Trannon, regardless of their sex. This would include the opportunity for all pupils to become fully bilingual in Welsh and English.	Neutral		

<i>Sexual Orientation</i>	The proposal would provide improved opportunities for all pupils at Ysgol Dyffryn Trannon, regardless of their sexual orientation. This would include the opportunity for all pupils to become fully bilingual in Welsh and English.	Neutral		
<i>Pregnancy and Maternity</i>	No impact.	Neutral		
<i>Socio-economic duty</i>	<p>The proposal would provide improved opportunities for all pupils at Ysgol Dyffryn Trannon, including any learners from economically disadvantaged backgrounds. This would include the opportunity for all pupils to become fully bilingual in Welsh and English.</p> <p>It is anticipated that the proposal would lead to improved employment opportunities for all pupils in the area in the future, as all pupils would be fully bilingual in Welsh and English, and therefore able to take advantage of employment opportunities which require Welsh language skills.</p> <p>Concerns were raised during the consultation period about the potential impact of the proposal on the ability of pupils to access extra-curricular activities, should they choose to transfer to alternative schools to access English-medium provision, instead of accessing Welsh-medium provision at Ysgol Dyffryn Trannon, which would particularly impact pupils from lower socio-economic groups who may not have access to transport.</p>	Neutral	The proposal to be phased in, to ensure that all pupils currently accessing English-medium provision at Ysgol Dyffryn Trannon can continue to do so throughout their time in primary school.	

**Source of Outline Evidence to support judgements**

PLASC

7. How does your proposal impact on the council's other key guiding principles?

**Sustainable Development Principle (5 ways of working)**

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p><b>Long Term:</b> Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</p>	<p>The proposal would provide a more sustainable model of delivering education in Trefeglwys, which would enable the school to operate more efficiently through not having to duplicate provision. As a single language school, there would be no need for the school to duplicate provision in two languages, which would ensure the effective use of resources in the long term.</p> <p>Concerns were raised during the consultation period about the potential impact on pupil numbers and the viability of Ysgol Dyffryn Trannon in the future.</p>	<p>Neutral</p>	<p>Should the Council proceed with the proposal, carry out promotional activity to educate and raise awareness about Welsh-medium education, with the aim of maintaining and possibly increasing pupil numbers at Ysgol Dyffryn Trannon</p>	<p>Neutral</p>
<p><b>Collaboration:</b> Working with others in a collaborative way to find shared sustainable solutions.</p>	<p>Should the Cabinet agree to implement the proposals, the Council would work in collaboration with the current school, and external partners such as Mudiad Meithrin to transition to the new delivery model.</p>	<p>Neutral</p>		
<p><b>Involvement (including Communication and Engagement):</b> Involving a diversity of the population in the decisions that affect them including: <b>Unpaid Carers:</b> Ensuring that unpaid carers views are sought and taken into account</p>	<p>Full consultation was carried out with stakeholders in accordance with the School Organisation Code, which provided an opportunity for all interested parties to give their views. The findings of this exercise is reported to Cabinet and is taken into consideration when determining how to proceed. This impact assessment has been updated to reflect feedback received.</p>	<p>Good</p>		

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	All stakeholders have had the opportunity to give their views as part of this process, including any unpaid carers in the area.			
<p><b>Prevention:</b> <i>Understanding the root causes of issues to prevent them from occurring including:</i></p> <p><b>Safeguarding:</b> <i>Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.</i></p>	<p>The aim of the proposal is to provide a more sustainable model of delivering education in the Trefglwys area, which would enable Ysgol Dyffryn Trannon to operate more efficiently by not having to duplicate provision.</p> <p>Ensuring appropriate safeguarding arrangements is a key aspect of any school organisation proposal. The intention is that the proposal would maintain or improve the safeguarding arrangements for all pupils.</p>	Good		
<p><b>Integration:</b> <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i></p>	An integrated approach would be taken in order to implement the proposal, which would include other Council service areas and other partners as required.	Neutral		
<p><b>Powys County Council Workforce:</b> What Impact will this change have on the Workforce?</p>	<p>Implementation of the proposal would have a positive impact on Welsh-medium staff by enabling them to work in a fully Welsh environment.</p> <p>In the longer term, as the change in language category is phased in across the school, there may be an impact on school staff who cannot work through the medium of Welsh, however the number of affected staff is low.</p> <p>If the proposal was implemented, Welsh would be the primary, main language of the school. It is anticipated that this this would support the development of a fully Welsh ethos across the school. Implementing the proposal may have an additional impact on Council staffing services such as Children's Services, Catering, Payroll, ALN as there would be an expectation for services to be provided in Welsh. This would have a positive impact on opportunities for Council staff to use the Welsh language.</p>	Neutral	The Council to work with the school to support staff to develop their language skills.	Neutral

	<p>Should Cabinet decide to proceed, full consultation would be carried out in accordance with the School Organisation Code. This process would be supported by relevant local authority teams (e.g. HR). This would include consultation with staff, which would ensure that they had an opportunity to give their views.</p> <p>Some concern was raised during the consultation period about the potential impact of the proposal on current staff at the school.</p>			
<p><b>Payroll:</b> How will this impact salary, any overtime/enhanced payments etc? Does this affect any particular group of employees? E.g. Male/Female dominated workforce. Does this proposal comply with the Councils Single Status Terms and Conditions?</p>	<p>The proposal complies with Powys County Council's Single Status Terms and Conditions. The proposal would have no impact on Powys County Council staff salaries/enhanced payments.</p>	<p>Neutral</p>		
<p><b>Welsh Language impact on staff</b></p>	<p>Implementation of the preferred way forward would have a positive impact on Welsh-medium staff by enabling them to work in a fully Welsh-medium environment.</p> <p>In the longer term, as the change in language category is phased in across the school, there may be an impact on school staff who cannot work through the medium of Welsh, however the number of affected staff is low.</p> <p>If the proposal was implemented, Welsh would be the primary, main language of the school. It is anticipated that this this would support the development of a fully Welsh ethos across the school.</p> <p>Implementing the proposal may have an additional impact on Council staffing services such as Children's Services, Catering, Payroll, ALN as there would be an expectation for services to be provided in Welsh. This</p>	<p>Good</p>		

	would have a positive impact on opportunities for Council staff to use the Welsh language.			
<b>Apprenticeships:</b> Has consideration been given to whether this change impacts negatively, or positively on Apprenticeships within the service?	No impact	Neutral		

**Source of Outline Evidence to support judgements**

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What is the impact of this proposal on our communities?

Communities	How does the proposal impact on residents and community?	<b>IMPACT</b> See impact definitions in guidance document	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> See impact definitions in guidance document	Source of Outline Evidence to support judgement
Trefglwys	In the short term, it is possible that the proposal to change the school's language category could lead to tensions and disagreement within the local community, in particular whilst consultation processes are ongoing. Eventually however, it is expected that these tensions would diminish, and in the longer term as the change in language category is implemented, it is hoped that the proposal would help to improve community cohesion, as all pupils in the area would be fluent in both Welsh and English.	Moderate		Minor	

9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating Impact X Likelihood (See Risk Matrix in guidance document)	Mitigation	Residual Risk Rating Impact X Likelihood (See Risk Matrix in guidance document)
Parents don't want their children to attend a Welsh-medium school, so choose for them to move to alternative schools.	Medium	Change to be phased in to minimise impact on current pupils. Engagement with parents to take place throughout the process.	Low
Risk that pupil numbers at Ysgol Dyffryn Trannon could reduce if parents choose not to send their children to Ysgol Dyffryn Trannon if they preferred an English-medium provision, which could have an impact on the school's budget and increase surplus places.	Medium	A promotional campaign is required to help parents understand the benefits of a bilingual education, and the support available to them, e.g. Trochi.	Low

10. Overall Summary and Judgement of this Impact Assessment?

This impact assessment has been updated following the consultation exercise. A number of concerns were raised during the consultation about the impact of the proposal on the community, on pupils with ALN, and on any pupils choosing to attend alternative English-medium provision instead of accessing Welsh-medium provision at Ysgol Dyffryn Trannon.

The Council proposes to mitigate the impact on pupils with ALN by ensuring that any pupil with SEN/ALN who requires targeted support through the medium of English at Ysgol Dyffryn Trannon is provided with this support as part of the agreed alternative learning provision under the new Additional Learning Needs and Education Tribunal (Wales) Act 2018.

Following consultation, it is judged that the impact of the proposal remains positive overall. The proposal would eventually provide a more sustainable model for delivering education in Ysgol Dyffryn Trannon, ensuring that all pupils are fully bilingual in Welsh and English when they leave the school. The proposal is to change the school's language category over time, which minimises the impact on pupils currently attending Ysgol Dyffryn Trannon, but would also ensure that, eventually, all pupils would be taught through the medium of Welsh, and would become fully bilingual in Welsh and English. This would lead to enhanced opportunities to promote the Welsh language within the school and within the community and would provide those pupils with bilingual skills to take into the workplace.

11. Is there additional evidence to support the Impact Assessment (IA)?

**What additional evidence and data has informed the development of your proposal?**

PLASC, Consultation Report

12. On-going monitoring arrangements?

**What arrangements will be put in place to monitor the impact over time?**

The Transforming Education Programme Board will continue to monitor impact over time.

**Please state when this Impact Assessment will be reviewed.**

The impact assessment will be reviewed at all stages of the process.

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Sarah Astley	Sarah Astley	7 January 2021
Head of Service:	Lynette Lovell		
Portfolio Holder:	Cllr Phyl Davies		

14. Governance

Decision to be made by	Cabinet	Date required	22 June 2021
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### 3. Equality Impact Assessment

## Powys County Council



### Equality Impact Assessment (EqIA)

<b>Proposal</b>	To change the language category of Ysgol Dyffryn Trannon
<b>Service Area</b>	Schools Service
<b>Date of Assessment</b>	Initial Assessment January 2021 Updated Assessment May 2021
<b>Lead Person undertaking the assessment</b>	Huw Rowlands
<b>Relevant Head of Service who has agreed this assessment</b>	Lynette Lovell

The Equality Act 2010, requires that public sector organisations in the exercise of their functions, pay due regard to the following 'general duty':

- (a) Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.

The protected characteristics include: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, sex and sexual orientation. This assessment also includes a consideration of impact upon people and communities whose language of choice is Welsh.

The specific regulations for Wales [Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011] require public sector bodies to monitor relevant policy and practises and then assess and report on the impact based upon an analysis of relevant data and evidence.

#### 1. AIM or PURPOSE

**Briefly describe the aim or purpose of the change proposal being assessed.**

Powys County Council is consulting on a proposal to change the language category of Ysgol Dyffryn Trannon. The proposal is as follows:

- To make a regulated alteration to alter the medium of instruction at Ysgol Dyffryn Trannon from bilingual (dual-stream) to Welsh-medium
- This would be introduced on a phased basis, year-by-year, starting with Reception in September 2022

## 2. OBJECTIVES

Please state the current business objectives of the change proposal.

The Council is proposing to change the language category of Ysgol Dyffryn Trannon for the following reasons:

- To improve educational outcomes
  - Children would no longer be taught in small mixed age classes
  - There would be more pupils who are fluent and confident in using the Welsh and English language equally
- To improve educational provision
  - Opportunities to develop a broader curriculum to meet the needs of pupils
  - Having one language stream would make it easier to track and target the progress of pupils and their well-being
- To improve leadership and management
  - The school's management team could work more efficiently
- To improve efficiency in the delivery of education
  - Potential for the school to operate more efficiently through more efficient deployment of staff and resources
- To increase the number of pupils accessing Welsh-medium education
  - More pupils would be fluent in both Welsh and English, therefore contributing to the Welsh Government's aim to achieve a million Welsh speakers by the year 2050.

### 3. BENEFITS and OUTCOMES

#### i) What are the intended benefits or outcomes from the change proposal?

The benefits of the proposal are:

- Would enable the school to operate more efficiently as a single stream school
- All pupils at the school would study through the medium of Welsh and would develop bilingual skills
- Potential to increase the number of pupils studying through the medium of Welsh
- More opportunities could be offered through the medium of Welsh
- Improvement in pupils' Welsh language skills through improved Welsh ethos
- Would ensure that all pupils would be taught in appropriately sized year groups
- Small potential financial saving to the authority

### T F S L S 3 8 1 4. CORPORATE RELEVANCE

#### How does this change proposal relate to Vision 2025?

Learning and Skills is one of the four priorities outlined in Corporate Improvement Plan 2020-25: Vision 2025. Within this priority, the Plan includes a commitment to increasing the number of pupils educated through the medium of Welsh.

### 5. DATA USED

#### 5.1. What data has been used to conduct this assessment?

Tick/shade boxes as appropriate.

Profiling of service users, providing a breakdown of who uses the service by the protected characteristics.	✓
Service user satisfaction rates, broken down by the protected characteristics.	
Qualitative data (analysed against the protected characteristics) which provides evidence about current services users experience accessing the service.	
Qualitative data gathered from those that are not currently using the service.	
Complaints monitoring against the protected characteristics.	

Wider research reports and findings.	
Relevant service based Equality Impact Assessment.	

## 5.2. Are there any gaps in the data?

Yes  No

Please state the gaps:

- No qualitative data is currently available

How will the gaps be addressed going forward?

- Qualitative data will be collected as part of the forthcoming consultation process.

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## 6. DATA ANALYSIS

### 6.1 Quantitative

**Summarise the key quantitative data analysis results, providing key headline statistics.**

Include data that relates to existing provision and also data relating to proposal. E.g. statistics generated from a consultation questionnaire.

#### Key questions:

- Are certain groups currently underrepresented in service user figures? Will a change affect this?
- How do satisfaction levels compare across the protected characteristic groups? How will a change affect this?

### PLASC January 2020

#### Ysgol Dyffryn Trannon

Based on the information provided in the school's PLASC return in January 2020, the following pupils belong to the protected characteristic groups:

- Free school meals: 5.4% of pupils are eligible for Free School Meals
- ALN: 12.4% of pupils at the school have special educational needs. Of these, 11.6% of pupils are on School Action, 0.8% of pupils are on School Action Plus and 0% of pupils have statements
- Disabilities: 12.4% of pupils have additional learning needs
- English as an Additional Language: 0% of pupils are identified as EAL pupils.
- Ethnicity: The ethnic group of 29.4% of pupils at the school is White British, 13.7% English and 56.9% Welsh
- Looked after Children: 0% of pupils are looked after.

	<p>This information shows that a proportion of pupils that belong to the protected characteristic groups will be affected by this proposal. In particular:</p> <ul style="list-style-type: none"> <li>- 5.4% of pupils at Ysgol Dyffryn Trannon are eligible for Free School Meals.</li> <li>- 12.4% of primary pupils at Ysgol Dyffryn Trannon have additional learning needs. This is less than the Powys average for primary schools (18.8%)</li> </ul> <p>The proposal to change the language category of Ysgol Dyffryn Trannon would not impact pupils currently attending the school, as the change in the school's language category would be phased in on a year-by-year basis. However, over time, pupils attending Ysgol Dyffryn Trannon would be affected, including those pupils belonging to protected characteristic groups.</p> <p>Nevertheless, the aim of the proposal is to improve the educational opportunities for all pupils attending Ysgol Dyffryn Trannon, including any pupils belonging to the protected characteristic groups.</p>
<p><b>6.2 Qualitative</b>  <b>Summarise the key qualitative data analysis, providing key themes or patterns.</b>  Include data that relates to existing provision and also data relating to proposal. E.g. protected characteristics focus group on the proposal.</p> <p><b>Key questions:</b></p> <p>i) Do certain groups have a different service user experience? How will a change affect this?</p> <p>ii) Have any areas for improvement been communicated by particular groups? Will a change have an impact upon these views?</p>	<p>Concerns were raised during the consultation about the impact of the proposal on pupils belonging to the protected characteristic groups.</p> <p>These mainly included concerns about the impact of the proposal on pupils belonging to the protected characteristic groups, however some comments were also raised about the potential impact on pupils whose first language is not English. Some comments were also made which expressed the view that the proposal would not have a negative impact on pupils belonging to protected characteristic groups.</p> <p>All comments received are listed in the consultation report produced in respect of this proposal, along with the Council's response to the comments.</p>

<p>iii) What are the reasons behind some groups not using the service? How will a change affect this position?</p> <p>iv) What has consultation on your proposals revealed about impact on the protected characteristics?</p>	
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## 7. EqIA RESULT

Based on an analysis of the available qualitative and quantitative data, please tick/shade the appropriate box opposite to provide the EqIA assessment result.

<p><b>The proposal does not present any adverse impact on equality.</b> [Proceed to question 10]</p>	
<p><b>The proposal presents some adverse impact on equality.</b> [Proceed to question 8]</p>	✓
<p><b>The proposal presents significant impact on equality</b> [Proceed to question 8]</p>	

## 8. AREAS for IMPROVEMENT

<p><b>Please provide detail of weak or sensitive areas of the proposal identified by the assessment.</b></p> <p>i) Which protected characteristic groups are particularly affected?</p> <p>ii) Will people on low incomes be affected?</p> <p>iii) Will Welsh speakers be affected?</p>	<p>i) The proposal could impact pupils with additional learning needs. 12.4% of pupils attending Ysgol Dyffryn Trannon have special educational needs.</p> <p>Concerns were raised about the impact of the proposal to change the school's language category on any pupils with disabilities, including additional learning needs, attending the school in the future, therefore the protected characteristic group that would potentially be most affected would be pupils with disabilities.</p> <p>ii) Some people on low incomes would be affected. 5.4% of pupils attending Ysgol Dyffryn Trannon are eligible for free school meals.</p>
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	<p>iii) Ysgol Dyffryn Trannon is currently a dual-stream school, therefore the proposal would affect Welsh speakers. As required by the Welsh Government’s School Organisation Code, a separate Welsh Language Impact Assessment will be carried out.</p>
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**9. EQUALITY IMPROVEMENT**

<p><b>9.1 Having identified problematic aspects to the proposal, how will this now be addressed?</b></p> <p><i>i.e. Are you able to involve (in some capacity) people from protected characteristic groups, Welsh Speakers, people on low incomes, to assist you in this process?</i></p> <p>i) Can the impact be mitigated, and how will this be done?</p> <p>ii) Does the proposal require modification to reduce or remove this impact?</p> <p>iii) Should the proposal be considered for removal, owing to the degree of impact it is likely to have?</p>	<p>Should the proposal be implemented, the medium of instruction of Ysgol Dyffryn Trannon would change to Welsh-medium. This would be phased in, year on year, starting with Reception pupils. There would be no impact on existing pupils.</p> <p>The proposal aims to improve the educational opportunities offered to all pupils at the school, including pupils that belong to the protected characteristic groups.</p> <p>During the consultation period, concern was raised about the potential impact of the proposal to change the school’s language category to Welsh-medium on any pupils with additional learning needs attending the school in the future. To mitigate this concern, the school would need to provide enhanced support to pupils with ALN as needed in order to meet their needs. The authority’s mitigation is as follows:</p> <p>Across Wales there are children with SEN/ALN who are educated successfully in Welsh-medium schools, whether they are from Welsh-speaking homes, English-speaking homes or homes where other languages are spoken. Ysgol Dyffryn Trannon, along with other schools, can benefit from learning from best practice.</p> <p>The Powys SEN/ALN strategy, agreed by Cabinet in November 2021, is committed to improving the provision for all pupils with SEN/ALN, whatever their first language. This includes pupils who can be educated in mainstream classes as well as pupils who require specialist provision. As part of the strategy, the local authority is developing and improving its range of specialist provision, including specialist centres and satellites of special schools, in order to make sure that the needs of all pupils in Powys can be met effectively.</p>
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	<p>The school will not change from Welsh medium to English medium over night. There will be a transition period for those pupils already in the school. During this transition period, pupils with SEN/ALN who are currently attending the English stream at Ysgol Dyffryn Trannon will continue to receive their education through the medium of English as outlined in the proposal.</p> <p>If the proposal goes ahead, pupils with SEN/ALN will be taught through the medium of Welsh. A key part of the strategy is that pupils with SEN/ALN have the right to be educated in mainstream schools alongside their peers.</p> <p>Under the Additional Learning Needs and Education Tribunal (Wales) Act 2018, pupils with ALN will have individual development plans (IDPs) which will set out their needs and the support that they will receive. This could include support from school staff as well as specialist support from the local authority. Where appropriate, interventions may take place through the medium of English. This will be determined in line with the needs of the individual pupil. Similarly, if a pupil arrives at the school with no English, a level of support may be provided in their own language.</p> <p>It is not considered that the proposal requires modification to reduce or remove the impact.</p> <p>It is not considered that the proposal should be considered for removal, owing to the degree of impact it is likely to have.</p>
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## 9.2 Will the management of the impact as outlined in 9.1, be included in the Service Improvement Plan?

<p><b>Yes</b> <input type="checkbox"/></p> <p>Date added.....</p> <p>Reference.....</p>	<p><b>No</b> <input checked="" type="checkbox"/></p> <p>If no, please explain why not:</p> <p><b>Need was not identified at time of writing Service Strategy</b></p>
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## 4. Community Impact Assessment

### Ysgol Dyffryn Trannon

- i) **Information on the proportion of pupils from the catchment area and outside the catchment area that attend the school**

#### Welsh-medium pupils

School	% of Pupils
Ysgol Dyffryn Trannon	88.06%
Ysgol Dafydd Llwyd, Newtown	5.50%
Ysgol Carno	4.6%
Rhayader C. in W. Primary School	0.92%
Ysgol Rhiw Bechan	0.92%

This suggests that 88.06% of pupils attending the school's Welsh-medium stream were attending their closest Welsh-medium provider, whilst 11.94% of pupils attending the school's Welsh-medium stream live closer to other Welsh-medium providers.

#### English-medium pupils

School	% of Pupils
Ysgol Dyffryn Trannon	79.8%
Llanidloes Primary School	16.56%
Llandinam C.P. School	2.76%
Caersws C.P. School	0.92%

This suggests that 79.8% of pupils attending the school's primary English-medium stream were attending their closest English-medium provider, whilst 20.2% of pupils attending the school's primary English-medium stream live closer to other English-medium providers.

- ii) **After-school clubs and extra-curricular activities provided by the school**

The school provides the following after-school clubs and extra-curricular activities:

Various Sports Clubs  
Science Club  
Urdd

**iii) Any other facilities or services the school accommodates or services the school provides**

The school accommodates or provides the following other facilities or services:

Breakfast club  
After school club  
Pre-school – Mes Bach  
Cylch Trannon

**iv) Other use by the community of the school building and links between the school and the community**

The following make use of the school building:

Young Farmers  
Urdd Eisteddfod

The school has links with the following community activities:

Church services  
Carol services/Christmas tree lights switch on  
Concerts  
Remembrance Service

**v) If accommodation, facilities or services are provided by a school, where would they be provided in the event of closure?**

The proposal would not close or affect in any way any accommodation, facilities or services provided by Ysgol Dyffryn Trannon.

**vi) Distance and travelling time involved in attending an alternative school of the same language category**

Should the proposal be implemented, there would be no impact on distance and travelling time for current pupils at Ysgol Dyffryn Trannon. All pupils currently receiving English-medium education at the school would be able to continue to access this provision until they leave the school.

In the future, pupils wishing to access English-medium education would need to travel to alternative provision. In respect of primary provision, the nearest alternative schools would be as follows:

<b>School name</b>	<b>Distance from Ysgol Dyffryn Trannon</b>
Llanidloes C.P. School	4.2 miles
Caersws C.P. School	4.6 miles
Llandinam C.P. School	7 miles

**vii) How parents' and pupils' engagement with the alternative school and any facilities it may offer could be supported**

Should the proposal be implemented, all current pupils would be able to continue to receive education through the medium of Welsh or English at Ysgol Dyffryn Trannon throughout their time in the school, therefore there would be no change in terms of parents' and pupils' engagement with the school.

**viii) Any wider implications e.g. impact on public transport provision, wider community safety issues**

The implementation of the proposal would not impact on public transport provision or community safety.

**ix) Issues raised at consultation**

A number of comments were received during the consultation period which related to the proposal's impact on the community. Most of the comments suggested that the proposal would have a negative impact on the community.

The comments received are listed in full in the consultation report produced in respect of this proposal along with the Council's response to the points raised. The points raised are also summarised below:

**Reference to transport arrangements**

- Additional travel would be required
- Reference to the Council's transport policy
- Reference to transport costs
- Concern about impact on access to extra-curricular activities
- Reference to pupils travelling into Trefeglwys

**Negative impact on the community**

- The area would not be attractive to people looking to move in to new housing
- The area is largely an English speaking area
- The proposal would lead to community division

**x) Conclusion**

The proposal only proposes changing the language category of Ysgol Dyffryn Trannon, therefore it is anticipated that the proposal's impact on the community would be minimal. Primary provision would continue to be available in Trefeglwys, and community facilities associated with the school would continue to be available.

It is acknowledged that the proposal would eventually lead to additional travel for any pupils wishing to access English-medium education. However by phasing in the change in language category over a number of years, the intention is that all pupils in the school's catchment area would access Welsh-medium provision at Ysgol Dyffryn Trannon, therefore the number of affected pupils would be small. Should pupils wish to access English-medium provision instead of accessing Welsh-medium provision at

Ysgol Dyffryn Trannon, there are three English-medium schools within 8 miles of Ysgol Dyffryn Trannon, therefore the additional travel time / distance involved would not be significant.

## 5. Welsh Language Impact Assessment

This Welsh Language Impact Assessment should be read in conjunction with the Integrated Impact Assessment and Equality Impact Assessment earlier on in this document.

### Ysgol Dyffryn Trannon

#### i) Standards in the Welsh language

##### Language, literacy and communication skills in Welsh (LCW)

###### Foundation Phase

	Number of Year 2 pupils	No. Outcome 5+	% Outcome 5+	No. Outcome 6+	% Outcome 6+
2017*	16	14	87.5	1	6.3%
2018	25	21	84%	3	12%
2019	16	11	68.8%	4	25.0%

\*One 2017 pupil's data not available for extraction

No Teacher Assessment in 2020 due to Covid-19

##### Welsh First Language

###### Key Stage 2

	Number of Year 6 pupils	No. Level 4+	% Level 4+	No. Level 5+	% Level 5+
2017	15	15	100%	7	46.7%
2018	11	11	100%	1	9.1%
2019	4	4	100%	2	50%

No Teacher Assessment in 2020 due to Covid-19

##### Welsh Second Language

###### Key Stage 2

	Number of Year 6 pupils	No. Level 4+	% Level 4+	No. Level 5+	% Level 5+
2017	5	5	100%	1	20%
2018	3	1	33.3%	0	0%
2019	7	5	71.4%	4	57.1%

No Teacher Assessment in 2020 due to Covid-19

#### ii) After school / extra-curricular activities which provide additional opportunities for pupils to use Welsh

All of the after-school clubs provided by the school provide opportunities for pupils to use Welsh, either as a first or second language. These include the following:

Urdd Club – an opportunity for children from year 1 to year 6 to come together after school to play games, create artwork to compete in Urdd competitions, create items to sell in the Christmas Fair, and other various activities.

It also gives children the opportunity to practice dancing, singing and recitation as preparation for competitions and the Urdd Eisteddfod. It also gives pupils the opportunity to use Welsh outside class so that they can see that the Welsh language is a living language that can be used socially in the community.

**iii) Opportunities provided by the school for members of the community to learn Welsh, or undertake activities through the medium of Welsh**

Siarter iaith / Criw Cymraeg Campus arrange a “Speaking Welsh afternoon” – inviting local people to attend the school to have tea or coffee and socialise through the medium of Welsh.

The school promotes any Welsh learning sessions organised by Menter Maldwyn and similar organisations.

**iv) Other links between the school and the Welsh language community**

The school has strong links with the Welsh language community as follows:

- The school organises concerts so that pupils have the opportunity to perform with famous Welsh language people
- The school sings carols in the Winter Fair
- Various services held in the local church such as Thanksgiving

**v) Other considerations**

- **Whether it might be appropriate to provide additional after school facilities at any alternative school to further secure standards in the Welsh language**

Should the proposal be implemented, the use of the Welsh language would increase and there would be enhanced opportunities for pupils across all age ranges to take part in Welsh language activities, including after school activities.

There is therefore no need to consider providing additional after school facilities at any alternative school in order to further secure standards in the Welsh language.

- **How parents’ and pupils’ engagement with any alternative school and any specific language enhancement it offers could be supported**

Should the proposal be implemented, all current pupils would be able to continue to receive education through the medium of Welsh or English at Ysgol Dyffryn Trannon throughout their time in the school, therefore there would be no change in terms of parents’ and pupils’ engagement with the school.

- **Observations provided by the local authority's Welsh medium Education Forum**

The following is a summary of observations provided by the local authority's Welsh medium Education Forum at a meeting held on 29<sup>th</sup> January 2021:

"The Welsh-medium Education Forum fully supports the proposal to change the language category of Ysgol Dyffryn Trannon, from the current dual-stream to Welsh-medium, on a phased basis, year-by-year, starting with Reception in September 2022.

The proposal supports the Council's strategy to improve access to Welsh-medium education in the county, and it is sensible that consideration is given to the language category of Ysgol Dyffryn Trannon as the number of pupils attending the English stream has decreased substantially over the last few years. There are no English-medium pupils in Reception or year 1 class, and this shows that the demand in the Dyffryn Trannon catchment is for Welsh-medium education.

The Forum's view is that the proposal will improve educational provision. It will provide the opportunity for pupils to be educated in more appropriately sized classes, without the need to mix age groups, and in classes where there is no need to duplicate language provision.

The Forum also welcomes the fact that Powys County Council will support the provision of immersion provision in order to facilitate the process of changing the school's language category.

This is a positive step in relation to the educational provision in the Llanidloes catchment, where there is currently no Welsh-medium provision. If the proposal is successful, it will strengthen the need for Welsh-medium secondary provision in the Llanidloes catchment.

Alongside the consultation, the Forum recommends that the Council should also share information about the benefits of bilingualism and Welsh-medium education, as part of a promotional programme for parents and carers.

The Forum also recommends that the Council works in partnership with those providing early years provision in Welsh or English in the catchment, including cylchoedd meithrin and any other providers. There has already been close co-operation with Mudiad Meithrin in order to ensure Welsh-medium early years provision at Ysgol Dyffryn Trannon.

If the proposal is implemented, the Welsh-medium Education Forum would be happy to work with Ysgol Dyffryn Trannon, to support the school to move along the language continuum, to ensure that the best possible opportunities are offered to Powys pupils by providing Welsh-medium provision which will create bilingual citizens."

- **How does the proposal fit with the authority's Welsh in Education Strategic Plan**

Since the Council's WESP for 2017-20 was developed, the Council has agreed a new Strategy for Transforming Education in Powys 2020-2030. This Strategy

includes a strategic aim to 'improve access to Welsh-medium provision across all key stage' and a strategic objective to 'move schools along the language continuum'. The proposal for Ysgol Dyffryn Trannon aligns with this.

- **Any future actions that will be needed in consequence of the change to continue to comply with the scheme or meet targets in the scheme.**

The proposal to change the language category of Ysgol Dyffryn Trannon will have a positive effect on the Welsh language. It is not therefore anticipated that any future action will be needed in order to continue to comply with the scheme or its targets.

However, the Council recognises that if the proposal is implemented, it will need to actively monitor progress of the implementation of the change of language category at Ysgol Dyffryn Trannon, especially as it is happening on a year-by-year basis, in order to ensure its success.

#### **vi) Issues raised at consultation**

A number of comments were received during the consultation period which related to the proposal's impact on the Welsh language.

The comments received are listed in full in the consultation report produced in respect of this proposal along with the Council's response to the points raised, and are also summarised below:

- Comments relating to the positive impact of Welsh-medium education on pupils
- Additional support would be needed to support the change of language category e.g. working with other Welsh-medium schools / promotion of Welsh-medium education for non-Welsh speaking parents
- The proposal would have a positive impact on the Welsh language in the community
- The proposal would lead to increased use of the Welsh language
- Reference to the benefits of bilingualism
- Reference to the Welsh Government's 'Cymraeg 2050' strategy

#### **vii) Conclusion**

Implementation of the proposal would have a positive impact on the Welsh language, as in time, it would ensure that all pupils in the Trefeglwys catchment would access Welsh-medium education, and would become fully bilingual in Welsh and English, leading to an increase in the number of pupils able to use the Welsh language confidently, and contributing to the Welsh Government's Strategy to achieve a million Welsh speakers by 2050.



## CYNGOR SIR POWYS COUNTY COUNCIL

## CABINET EXECUTIVE

22<sup>nd</sup> June 2021

**REPORT AUTHOR:** County Councillor Phyl Davies  
Portfolio Holder for Education and Property

**REPORT TITLE:** Ysgol Calon Cymru

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**REPORT FOR:** Decision

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## 1. Purpose

- 1.1 On the 29<sup>th</sup> September 2020, the Council's Cabinet considered a Strategic Outline Case (SOC) which considered a range of options in order to address issues with the current operating model of Ysgol Calon Cymru, a dual stream secondary school which operates across two campuses in Mid Powys.
- 1.2 This is the **first phase** of the Ysgol Calon Cymru catchment transformation programme. The **second phase** will focus on reviewing primary and early years provision in the area.
- 1.3 Without requiring Cabinet to make a decision on the future operating model for Ysgol Calon Cymru, the SOC considered by Cabinet identified a 'preferred way forward', which is as follows:
- A new 11-18 English-medium campus in Llandrindod Wells; plus
  - A new/remodelled 4-18 Welsh-medium all-through campus in Builth Wells.
- 1.4 This report requests Cabinet approval to commence **informal engagement** with stakeholders on the preferred way forward.

## 2. Background

### Strategy for Transforming Education in Powys

- 2.1 On the 14th April 2020, a new Strategy for Transforming Education in Powys was approved by the Leader via a delegated decision.
- 2.2 The Strategy was developed following extensive engagement with a range of stakeholders during two separate periods between October 2019 and March 2020.

2.3 The Strategy sets out a new vision for education in Powys, which is as follows:

*'All children and young people in Powys will experience a high quality, inspiring education to help develop the knowledge, skills and attributes that will enable them to become healthy, personally fulfilled, economically productive, socially responsible and globally engaged citizens of 21st century Wales.'*

2.3 The Strategy also sets out a number of guiding principles which will underpin the transformation of education in Powys. These are as follows:

- *A world class rural education system that has learner entitlement at its core*
- *Schools that are fully inclusive, with a culture of deep collaboration in order to improve learner outcomes and experience*
- *A broad choice and high quality of provision for 14 – 19-year-old learners, that includes both academic and vocational provision, meeting the needs of all learners, communities and the Powys economy*
- *Welsh-medium provision that is accessible and provides a full curriculum in Welsh from Meithrin to age 19 and beyond Provision for learners with Special Educational Needs (SEN)/Additional Learning Needs (ALN) that is accessible as near to home as is practicably possible, with the appropriate specialist teaching, support and facilities that enables every learner to meet their potential*
- *A digitally rich schools' sector that enables all learners and staff to enhance their teaching and learning experience*
- *Community-focused schools that are the central point for multi-agency services to support children, young people, families and the community*
- *Early years provision that is designed to meet the needs of all children, mindful of their particular circumstances, language requirements or any special or additional learning needs*
- *Financially and environmentally sustainable schools*
- *The highest priority is given to staff wellbeing and professional development*

### **3. The Case for Change**

3.1 Ysgol Calon Cymru is a school that was established in September 2017, following the merger of Llandrindod High School and Builth Wells High School. It provides secondary education for pupils aged 11 – 18 across two campuses in both towns. The number on roll based on Teachers Centre data 11<sup>th</sup> May 2021 is 976. The school is a dual stream school with a small Welsh-medium stream delivered from the Builth Wells campus only. A new permanent headteacher was recently appointed, following a period of interim leadership arrangements.

	Stream	7	8	9	10	11	12	13	Total
<b>Ysgol Calon Cymru</b> Llandrindod Campus	Welsh	0	0	0	0	0	0	0	0
	English	93	89	89	86	89	29	30	505
<b>Ysgol Calon Cymru</b> Builth Campus	Welsh	13	30	21	21	28	16	10	139
	English	40	60	64	55	64	34	15	332
<b>Total pupils</b>		<b>146</b>	<b>179</b>	<b>174</b>	<b>162</b>	<b>181</b>	<b>79</b>	<b>55</b>	<b>976</b>

3.2 The following summarises the case for change included within the SOC for Ysgol Calon Cymru, which identified three key issues:

- i) The current arrangement does not meet the strategic aim of the Council to improve learner entitlement and experience. The current operating model is neither educationally effective, financially efficient nor sustainable. The school had a deficit of £173,450 as of 31 March 2021 (previously forecast to be over £400,000) and is forecasting that this will grow to over £750,000 by the end of this financial year.
- ii) There is a risk to the authority's budget if the school is unable to bring its budget back to a balanced position.
- iii) The condition of the Llandrindod campus, in particular, is very poor and in need of significant investment. Condition assessments of both campuses were undertaken in February 2021, which identified that the estimated cost of bringing Llandrindod campus up to the whole school up to a condition A standard was £2.7m, and the overall condition is categorised as C, with three blocks C-. The Builth Wells campus also has a condition rating of C, with an estimated cost of £1.7m.
- iv) There is a need to significantly improve the learning entitlement and experience for Welsh-medium pupils and expand the limited offer of provision currently available. There are currently 139 pupils in the Welsh stream on the Builth Wells campus, and pupils transfer to the Welsh stream from dual-stream primary schools in Builth Wells, Llandrindod Wells and Rhayader, with some pupils also travelling from further afield.

3.3 Officers have been considering and testing various ways of achieving the preferred way forward, due to the significant complexities, constraints and dependencies that need to be factored in. These include:

- Phasing of the programme, further complicated by legislative requirements, capital funding requirements, building design and construction requirements;
- Complexities of establishing a very small Welsh-medium all-age school in terms of governance, staffing and funding;
- Impact of overall whole-life costs of the programme.

3.4 Having considered these issues, it is the view of officers that the best way of achieving the preferred way forward is as follows. Please note that this is indicative at this stage and would be further refined following a period of informal engagement.

		2021	2022	2023	Sep-24	Sep-25	
Phase 1	Engagement & Feasibility						
Phase 2	Formal Consultation						
<i>All actions in Phase 3 are without prejudice to the decision of Cabinet following consultation</i>							
Phase 3	Implementation						
3a	Design & Build new Llandrindod campus*						
	Campus opens				★		
3b	Establish new all-age WM temp governing body						
	School opens for secondary pupils				★		
3c	Remodel Builth campus to become all-age						
	Primary WM pupils join					★	
3d	Builth CP becomes EM school					★	
<i>*Cabinet has approved the release of funding to support initial feasibility up to completion of RIBA 2 (concept design) stage. If the project does not go forward after consultation, this cost will become abortive and be charged to revenue.</i>							

### **Explanatory note**

#### **Llandrindod Wells**

- Ysgol Calon Cymru pupils would remain on the Builth and Llandrindod campuses until the new build in Llandrindod is completed, when all English-medium pupils would transfer to the new accommodation. Free home-to-school transport would be provided for eligible pupils to

attend the new campus in Llandrindod, subject to a revision of the Home-to-School Transport Policy.

- It is expected that the new campus in Llandrindod Wells would be sited on the current playing fields of Ysgol Calon Cymru. This would mean that access to alternative sports facilities would be needed during the construction phase.
- There would be a need to ensure the complete safety of pupils and staff during the construction period, and the need to minimise any disruption to the operational management of Ysgol Calon Cymru
- Staff would be consulted about any potential change of work location
- The new build campus in Llandrindod Wells would have capacity for 950 pupils.
- Ysgol Calon Cymru would no longer deliver subjects through the medium of Welsh, apart from Welsh as a subject.

### **Builth Wells**

- A temporary governing body would be established from January 2023 to oversee the establishment of the new all-age Welsh-medium school. The temporary governing body would work closely with the governors and SLT of Ysgol Calon Cymru on the establishment of the school.
- The school would open for pupils in Years 7 to 11 in September 2024 and it is recognised that the school would be very small to begin with with approximately 133 pupils in years 7 to 11. Sixth form provision would also be provided but it is not possible to estimate these numbers. Assuming that all current pupils in Welsh medium streams in the feeder primary schools will transfer to the new Welsh medium secondary school in Builth Wells, the year group sizes are estimated to be as follows:

#### **Estimated Pupil numbers based on November 2020 Count date rolled forward plus estimated primary intakes**

Yr 7	Yr 8	Yr 9	Yr 10	Yr 11
12	39	37	31	14

- This is a similar position to many new Welsh-medium schools across Wales which start as small schools but in general these schools have grown over time as parents are reassured that there is a clear progression route for pupils through all key stages. As is common practice across Wales, immersion facilities will also be put in place to enable those pupils that have not attended Welsh medium provision prior to Key Stage 3 to join the Welsh Medium secondary provision
- The target size for the secondary phase would be 300, based on year group sizes of 60. This is a similar size to the secondary phase of Ysgol Bro Hyddgen, Machynlleth.

- Builth Wells Primary School would become an English-medium primary school in September 2025, when the Welsh-medium primary pupils join the all-age school in Builth Wells.

The reasons for this are:

- Would retain secondary provision in both towns
- Would provide some stability in Llandrindod Wells as Ysgol Calon Cymru would remain as the provider
- Would provide a greater mass of English-medium learners on one campus
- Broader curriculum could be provided to English-medium learners
- Would be no need to duplicate English-medium provision across two sites
- Would improve post-16 offer by having a greater number of learners in one location
- A new Welsh-medium all-age school would be established which would provide an opportunity to 'rebrand' Welsh-medium provision in the Mid Powys area
- A Welsh-medium all-age school would provide an improved Welsh-medium experience
- Would provide access to designated Welsh-medium primary provision
- All-age Welsh-medium model would promote transition into Welsh-medium secondary provision
- Broader Welsh-medium curriculum could be provided
- Two separate schools which would be funded separately, therefore no requirement for one site to subsidise the other
- Would be more attractive to prospective headteachers
- Meets all the Critical Success Factors

## **7 Advice**

- 7.1 It is therefore advised that Cabinet approves a period of informal engagement takes place. It is anticipated that this will take place during September and October 2021.
- 7.2 The reason for this is to ensure that all stakeholders would be able to contribute to the development of the strategic vision for transforming education in the area, and to inform the development of proposals that would then be subject to formal consultation. The complexity of the plans require further engagement to understand any potential issues that are currently unforeseen.
- 7.3 The informal engagement would take the form of focus groups with parents, governors, pupils and other stakeholders, and other means e.g. surveys etc. A report would then be produced for the consideration of Cabinet, and, if approved, formal consultation would then proceed.

## **8. Resource Implications**

- 8.1 The estimated capital cost of the plans for the two campuses of Ysgol Calon Cymru as set out in the Strategic Outline Case amounted to £46 million, split between the Llandrindod Wells campus new build proposal at £28 million and a re-modelling of the Builth Wells campus at £18 million. These are high level estimates at this stage which will be refined further during the business case process. No capital funding has been identified for these projects at this time, however following the outcome of the consultation process, a strategic outline case will be submitted to Welsh Government 21<sup>st</sup> Century Schools Programme and will be included within the overarching financial strategy which is currently under development. If this were successful then the capital investment required of Powys County Council would be £16 million (£10 million at the Llandrindod Wells campus and £6 million at the Builth Wells campus). This capital investment would avoid the existing backlog maintenance costs totalling over £7 million identified in the SOC and highlighted in paragraph 1.3(b) above.
- 8.2 The amount of funding provided to schools is driven by the funding formula. Any change to the formula funding provided will impact on the Council's revenue budget. As set out in the previous report, the initial SOC for the entire scheme suggested an annual revenue saving to the Council's revenue budget of around £300,000 upon full implementation, however this was a high-level estimate based on the scheme as proposed at the time, excluding estimated transport costs. All costs / savings estimates will be further refined as plans are developed further.
- 8.3 The costings of the proposals set out in this report relate to phase 1 of the transformation for this catchment only and the savings identified in the SOC are anticipated to be delivered by the second phase of the overall scheme. The estimated costings to the Council based on the projected pupil numbers set out above are:
- A net effect on the delegated formula of an increase of around £150,000 per annum. This includes an initial estimate of £66,000 for additional rates charges for the new buildings.
  - An initial assessment of transport costs estimates an additional cost of approximately £350,000 per annum to provide home-to-school transport for pupils upon full implementation of the scheme, although this may be partially mitigated by co-ordinating the timings of the school day at the schools. It should also be noted that further work is required to develop the most cost effective and efficient school transport solution.
- 8.4 These costings do not include the revenue savings that would fall to Ysgol Calon Cymru itself, resulting in the avoidance of the recurring annual in-year deficit currently projected at between £370,000 and

£440,000. The Council will continue to work with Ysgol Calon Cymru to ensure that the school budgets comply with the scheme for financing schools and are within the funding envelope available and that any cumulative deficit is minimised. The initial SOC estimated that the schools themselves would also benefit from a reduction in their running costs when the proposals are fully implemented, although this would not impact directly on the Council's budget.

- 8.5 A virement of £500,000 to develop initial feasibilities for the Ysgol Calon Cymru Llandrindod campus scheme was approved by Cabinet on the 18<sup>th</sup> May 2021, and it is noted that this is carried out at risk should the project not go forward.
- 8.6 Development and implementation of the proposal would require involvement from a number of service areas, including staff from the Schools Service, Finance, HR and ICT. These service areas are kept informed of the development of the proposal throughout the statutory process.
- 8.7 The Head of Finance (Section 151 Officer) states: *"The revenue funding to support the Schools funding formula is considered as part of the Council Budget process and the individual allocation to the new school will be recalculated at the point of opening. Confirmation of the funding for the scheme will be considered at Full Business Case submission and is not subject to approval at this stage."*

## **9. Legal implications**

- 9.1 Legal: the recommendations can be accepted from a legal point of view
- 9.2 The Head of Legal and Democratic Services ( Monitoring Officer ) has commented as follows: " I note the legal comment and have nothing to add to the report".

## **10. Comment from local member(s)**

10.1

## **11. Integrated Impact Assessment**

- 11.1 An integrated impact assessment has been carried out on the preferred way forward as part of the Programme Business Case considered by Cabinet on 29<sup>th</sup> September 2020.

## **12. Recommendation**

- 12.1 It is recommended that:



- Cabinet approves the commencement of a period of **informal engagement** on the preferred way forward for Ysgol Calon Cymru
  - A new 11-18 English-medium campus in Llandrindod Wells; plus
  - A new/remodelled 4-18 Welsh-medium all-through campus in Builth Wells.
  
- The informal engagement will take place in September and October 2021, and an engagement report would then be produced for the consideration of Cabinet towards the end of the year and, if approved, formal consultation would then proceed as part of the statutory school reorganisation process.

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Corporate Director:	Dr Caroline Turner

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

## CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET EXECUTIVE  
22<sup>nd</sup> June 2021

**REPORT AUTHOR:** County Councillor Aled Davies  
Portfolio Holder for Finance

**REPORT TITLE:** Financial Outturn for the year ended 31st March 2021

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**REPORT FOR:** Information and Decision

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### 1. Purpose

- 1.1. To provide Cabinet with the revenue budget outturn for the 2020/21 financial year. This includes information on the additional funding streams received from Welsh Government since the last report and how this impacted on the outturn position.

### 2. Background

- 2.1. The Council has encountered unprecedented challenges since the COVID crisis began, business critical activity was prioritised for most of the year and directed resource away from normal activities. Despite the additional pressures the Council has completed the closure of its accounts and produced the year end management accounts to report the financial position.
- 2.2. The Councils budget was closely monitored and controlled during the year with regular reports presented to Cabinet. The final outturn produced a net underspend, after contributions to specific reserves, of £4.24 million against the £187.7 million budget a 2.3% variance (excluding Schools and the Housing Revenue Account).
- 2.3. Appendix A provides a breakdown of the financial position for each service, broken down into categories covering cost pressures, cost underspends, grants received, service reductions and loss of income.
- 2.4. The Council's financial position has been greatly helped by the support provided by Welsh Government to fund a substantial element of Covid related expenditure, without which the outturn would be a significant overspend. The pandemic and the restrictions imposed continue to impact on the delivery of services across the Council, which resulted in additional costs and loss of income throughout this year and into 2021-22. Funding claimed and received through the Welsh Government Hardship Fund during 2020/21 is just over £18 million.

### 3. Revenue Outturn

- 3.1. Table 1 below summarises the outturn position across Council services excluding HRA and delegated schools, a £4.24 million underspend after agreed specific reserve movements have been completed.
- 3.2. Schools underspent against their approved budgets by £5.27 million and these will be carried forward within their delegated reserves.
- 3.3. The HRA outturn was a £1.92 million underspend which is carried forward into its specific reserve.

#### **Table 1 – Revenue Outturn 2021/21**

Service Area	Working Budget	Actual Spend	Variance (Over) / Under Spend	Variance (Over) / Under Spend %
Adult Services	63,369	62,401	968	1.5
Childrens Services	26,021	25,077	944	3.6
Commissioning	3,193	2,823	370	11.6
Education (see para 3.5 below)	8,762	8,873	(111)	(1.3)
Highways Transport & Recycling	28,011	26,926	1,085	3.9
Property, Planning & Public Protection	6,217	5,414	803	12.9
Regeneration	625	588	37	5.9
Housing & Community Development	4,004	3,822	182	4.5
Digital Services	3,938	3,630	308	7.8
Transformation & Communications	1,527	1,370	157	10.3
Workforce & OD	1,967	1,898	69	3.5
Legal & Democratic Services	3,059	2,960	99	3.2
Finance	5,690	5,572	118	0.2
Corporate Activities	31,350	28,030	3,320	10.6
<b>Total</b>	<b>187,733</b>	<b>179,384</b>	<b>8,349</b>	<b>4.4</b>
<i>Contributions to specific reserves</i>				
Powys Covid Recovery Fund			(1,800)	
Remedial Fund			(1,500)	
Other agreed movements			(808)	
<b>Movement in General Reserve Balance</b>			<b>4,241</b>	<b>2.3</b>
Housing Revenue Account (HRA)	0	(1,942)	1,942	
Schools Delegated	81,707	76,433	5,274	6.5

- 3.4. Through February and March a number of Welsh Government funding announcements were made with additional grants provided to support council services, some of this funding has to be carried forward and utilised in 2021/22, whilst other funding is now offsetting expenditure in 2020/21 that the Council expected to support. This funding significantly improved the Council's financial position during the final quarter of the year. Council considered this non-recurring improvement, in February 2021, as they finalised and approved the budget for 2021/22 and approved the setting up of some specific reserves to support recovery from the pandemic and to support the Capital Programme and Transformation as a priority.
- 3.5. In light of the improved position, the Schools Service and Section 151 Officer reviewed the central education budget and costs of £496k supporting the Transforming Education strategy programme (including ALN transformation) were funded from the service revenue budget rather than utilising 21<sup>st</sup> Century schools funding, this will safeguard the funding streams in future years.
- 3.6. Further pressure is falling on services as they move into recovery, with demand for services in some areas increasing beyond the budget allocations approved for 2021/22. The improved outturn position provides additional opportunities for the Council to address this non recurrent demand quickly and it is proposed that a further £1 million is set aside to assist council services with this recovery. Services

will draw upon this support through the submission and approval of a business case clearly demonstrating need and the benefits to our residents.

- 3.7. The council is also able to draw support from other sources of recovery funding, including Levelling up Funding, match funding is required as leverage to draw upon this funding and it is proposed that £1 million is set aside in a specific reserve for this purpose.
- 3.8. It is proposed that the remaining balance of the surplus, £2.241 million, be transferred into a specific Capital Financing Reserve to support the Council Capital Programme, reducing the Councils borrowing requirements and easing the pressure on the revenue budget.
- 3.9. Further detail about the outturn position for each service area is provided in Appendix B, with Heads of Service setting out their narrative that explains the financial position and activities being undertaken.
- 3.10. A summary of the financial movements between February and March are explained in Appendix C.

#### **4. Welsh Government Support**

- 4.1. The Welsh Government Local Authority Hardship Fund continues to support additional costs incurred by the Council and its stakeholders due to the Covid Pandemic. It supports the additional cost associated with Social Care, Homelessness, PPE, Free School Meals, general additional expenses, and the Mortuary Facility. The fund also provides support for the loss on income to the Council. In addition Welsh Government has provided unhyponthecated funding to support the Council summarised in Table 2.

**Table 2 – Welsh Government Support to the Council**

<b>Welsh Government Support</b>	<b>£'000</b>
Hardship Fund - Cost	14,502
Hardship Fund - Income	3,494
Track and Trace	1,632
Council Tax Reduction Scheme	629
Council Tax Collection	621
Undelivered Savings	1,093
Digital Services	1,093
	<b>23,064</b>

- 4.2. The Council has also worked with wider public sector partners across Wales and Welsh Government to provide significant one-off support through numerous funds for support to local businesses, the voluntary sector and a one off £500 payment to carers. The Council acted as an agent for the Welsh Government in reviewing, collating, agreeing, and processing these payments across the schemes, as summarised in Table 3.

**Table 3 – Welsh Government Support to Businesses and Carers**

Welsh Government Support	£'000	Numbers
Business Grants	84,358	10,302
Business Rate Relief	11,442	1,375
Care Payments £500 External	1,830	3,431
Care payments £500 PCC	205	309
	<b>97,835</b>	<b>15,417</b>

4.3. Claims totalling £94,492 were made for 174 staff on furlough from the Governments' Job Retention Scheme for March 2021. This takes the total recovered under the scheme for the year to £866,683.

## 5. Cost reductions

5.1. In March 2020, the Council approved cost reduction proposals of £10.79 million. In addition, undelivered cost reductions in 2019/20 of £1.60 million have been rolled forward for delivery in the current year. This increases the value of cost reductions required during 2020/21 to £12.394 million.

5.2. The summary at Table 4 shows that 76% or £9.468 million has been delivered in year. £2.926 million, 24% is unachieved. The budget approved by Council in February 2021 removed £1.634 million of the unachieved savings from service budgets which are not considered to be deliverable, thus ensuring a robust and deliverable budget for next year.

**Table 4 – Cost Reductions Summary**

	To Be Achieved	Actually Achieved	Un-achieved	% Achieved
Adult Services	4,070	3,589	481	88%
Childrens Services	2,496	2,027	468	81%
Digital Services	771	501	270	65%
Education	701	701	-	100%
Finance	426	232	193	55%
Central Activities	870	1,000	(130)	115%
Highways Transport & Recycling	1,109	500	609	45%
Housing & Community Development	218	143	75	66%
Regeneration	326	135	191	41%
Legal & Democratic Services	331	80	251	24%
Property, Planning & Public Protection	784	442	342	56%
Transformation and Communication	85	85	-	100%
Workforce & OD	209	33	176	16%
<b>Total</b>	<b>12,394</b>	<b>9,468</b>	<b>2,926</b>	<b>76%</b>

## 6. Reserves

6.1 The reserves position at Table 5 sets out the reserve movements and balances at year end. Budgeted movements from reserve were planned totalling £3.959 million, whilst the actual year end movement is an increase of £19.752 million to £52.255 million, with the general reserve £13.713 million representing 7.3% of total net revenue budget. (excluding Schools and the HRA).

**Table 5 – Reserves Table**

Summary	£'000	Opening Balance (1st April 20) Surplus / (Deficit)	Movement to / (from) Reserves	Balance (31st March 2021) Surplus/ (Deficit)
General Fund		9,472	4,241	13,713
Budget Management Reserve		3,584	0	3,584
Specific Reserves		7,523	8,794	16,317
Transport & Equipment Fund Reserve		9,266	2,015	11,281
<b>Total Useable</b>		<b>29,845</b>	<b>15,050</b>	<b>44,895</b>
Schools Delegated Reserves		(910)	4,133	3,223
School Loans & Other Items		(350)	7	(343)
Housing Revenue Account		3,918	562	4,480
<b>Total Specific</b>		<b>2,658</b>	<b>4,702</b>	<b>7,360</b>
<b>Total Reserves</b>		<b>32,503</b>	<b>19,752</b>	<b>52,255</b>

6.2 Within specific reserves the key movements are:

a) Two specific reserves have been set up, as agreed in the February cabinet report:

- £1.8 million of one-off funding to put in place a Powys Recovery Fund, this fund will support Communities and Council Services and drawn down over the next 2 years.
- £1.5 million of the surplus for remedial works by way of setting up a specific reserve to fund both revenue and capital essential remedial work to minimise the level of risk that the Council would be placed under.

b) Some grants received, mainly late in year, have not been utilised and rolled forward for use in 2021-22 these total £2.5 million and are held in the grants unapplied reserve. In comparison last year we held £0.92 million and the movement is £2 million.

c) A number of specific reserves have established from some service underspends these are requested as virements in section 7 totalling £3.1 million.

6.3 The specific reserves proposed in sections 3.6, 3.7 and 3.8 above, if approved by Council, will reduce the increase in the General Fund reserve and increase the level of Specific reserves.

6.4 The Housing Revenue Account business plan originally planned to utilise £1.379 million of reserves, but this position has now reverted to a contribution of £562,000 to reserves. This is due to less budget required to support repairs and maintenance delivery.

6.5 The breakdown of the school's balances and the transfer to reserve is set out below at Table 6.

**Table 6 – School Reserves**

School Sector £'000	Opening Balance (1st April 20) Surplus / (Deficit)	Planned Budget Contribution/ (Use)	Actual movement to/(from) reserves	Balance (31st March 2021) Surplus/ (Deficit)
Primary	2,645	(730)	2,350	4,995
Special	(124)	241	435	311
Secondary	(3,432)	(910)	1,354	(2,078)
Other	(349)		1	(348)
<b>Total</b>	<b>(1,260)</b>	<b>(1,399)</b>	<b>4,140</b>	<b>2,880</b>

6.4.1 The year end position for schools has moved significantly since last month's forecast, this is due to the allocation of over £4m grant to support schools core costs, see section 7.2 for further detail.

6.4.2 **Primary** - The outturn position was a contribution to reserves of £2.35 million a swing of over £3 million against the budget plan.

6.4.3 **Secondary** - The Secondary sector had a forecast call on reserves £910,000, which materialised as a contribution to reserves of £1.354 million, a swing of £2.264 million in month.

6.4.4 **Special** - The special sector had a £241,000 forecast contribution to reserves, this increased to £435,000 since last month.

## **7. Carry Forward Balances and Grants**

7.1 Several requests have been made to utilise year end underspends to support specific essential activities and pressures in the new financial year. Specific reserves will hold these balances until drawn down in 2021-22. As per the Councils' Virement Rules, "*if appropriate, and on the advice of the Section 151 Officer, the Cabinet may agree the carry forward of departmental underspends of up to £500,000 and Full Council may agree to carry forward departmental underspends of £500,001 and above provided always that there is an overall underspend on the Council's reserve budget.*"

7.1.1 Social Care - Essential maintenance work totalling £350,000 at the Powys owned care homes. As the work will be incurred in 2021-22 the funding will be held in a specific reserve until work is completed and then drawn down by the provider. Identification and planning for these activities were delayed due to the pandemic limiting visitors to care homes. When surveys were conducted several deficiencies were identified and work required on fire doors, fire compartmentation, and fire alarms. This work has commenced and £220,000 was funded earlier in 2020-21. The outlay is funded within Adult Social Care and is part of their overall outturn.

7.1.2 Transport fund - The fleet service has reported an underspend against depreciation charges of £637,000 (due to delayed replacement of the waste vehicles) and has received sales receipts for vehicles equating to £93,000 in the financial year. The service have asked to utilise this underspend by contributing to the transport fund of £730,000 to assist the financing of the procurement of new waste vehicles in 2021/22 because the service has seen an increase in the cost of replacing the vehicles of £606,000



- 7.1.3 Highways Roads Maintenance – Received £950,000 road maintenance revenue grant, which has released previously committed county revenue budget which the service have requested to be paid into a specific reserve to finance storm expenditure in 21/22 as a contingency in the event that Welsh Government grant for floods is not made available.
- 7.1.4 Actuarial Pension Review - £236,000 of over collected pension contributions are transferred into the specific reserve in readiness for the actuarial pension review,
- 7.1.5 New Ways of Working Reserve – A transfer of £435,000 is made into a specific reserve to enable appropriate equipment for home working.
- 7.1.6 Mid Wales Growth Deal Reserve – A transfer of £100,000 is requested from the underspend in the Regeneration service to the specific Mid Wales Growth Deal reserve to fund the ongoing costs of the growth deal in 2021-22.
- 7.1.7 RDP Town/Community Plan – A transfer of £100,000 is requested into a specific reserve, this will fund the match funding requirement of an EU funding offer and will support COVID recovery.
- 7.1.8 Development Management – Planning fee income of £150,000 received in March is requested to be transferred into a specific reserve to support the costs of additional costs of the planning team relating to this large planning application in 2021-22.
- 7.1.9 Transformation and Communication - £155,640 under spend is rolled forward into 2021-22 for two key activities:
- £73,500 of income received to be rolled forward to support Communications activities, from a three-month campaign to recruit volunteers supporting the Public Service Board’s response to Covid; a county-wide Support Powys Local campaign; a marketing campaign to encourage 16/17year-olds to take part in the 2021 Senedd elections; a communications and marketing campaign supporting regeneration activities and support for the Wales Trading Standards team.
  - £82,140 for data visualisation and analytic work to support COVID19 undertaken for Track and Trace. For the update of Population Assessment (includes but not limited to the gathering of datasets and refresh of existing data, connection to gateways and creation of PowerBI reports).using WG funding to undertake Well-being Assessment in 2021/22 – including analytics, graphic design, translation and communications.
- 7.1.10 ICT Refresh Reserve – Two requests are made:
- Payments from services for additional ICT equipment are transferred into a specific reserve for replacement of equipment in future years when equipment needed, £36,570
  - The service also requests to transfer £100,000 of their underspend into a specific reserve for future replacement of equipment rather than utilise capital.
- 7.2 A number of grants received in year have funding conditions that require underspends to be rolled forward into 2021/22, and a specific reserve has been set up that will be fully drawn down next year. As per the Councils’ Virement Rules, Cabinet shall be notified where the Authority receives an allocation of funding from another public body for a specified purpose, and the sum shall be incorporated into the revenue budget or capital programme as appropriate.:
- 7.2.1 Land Drainage – Unspent grant £205,942 from Welsh Government that the service have requested to be paid into a specific reserve to fund any shortfall in the statutory fee income target over the next 5 years.
- 7.2.2 Elections - A grant was received to support electoral reform, the remainder of the grant £50,225 is rolled forward into 2021-22.

- 7.2.3 Army Covenant Grant £114,740 – A grant is received specifically to support armed forces personnel; it is requested this is rolled forward into 2021/22.
- 7.2.4 Home to School Transport Grant original allocation of £3,578,859 - To support learner's return to school or college on registered local bus services, to increase frequencies where demand exceeds capacity, to improve access to jobs and support economic recovery. The February forecast assumed that £1,811,284 of this funding would be utilised in 2020/21, actual outturn in March utilised £1,675,107 of the funding awarded, the remaining balance of £1,903,752 is requested to be placed into the grant unapplied reserve and rolled forward into 2021/22.
- 7.2.5 PPE Stock – The grant and costs of PPE that is held as stock of £159,380 is rolled into the 2021-22 financial year to show the actual usage and funding of the cost of the PPE when required by services.
- 7.2.6 ICT Section 33 Reserve – It was agreed by Joint Partnership Board that £81,180 of the ICT Section 33 reserve be used to support the cost in the Councils' ICT department for the additional support required by the Powys Teaching Board due to COVID-19.
- 7.3 A virement request is proposed to set up three new specific reserves and utilise the year end outturn underspend that has been transferred into the general fund:
- 7.3.1 Further pressure is falling on services as they move into recovery, with demand for services in some areas increasing beyond the budget allocations approved for 2021/22. The improved outturn position provides additional opportunities for the Council to address this non recurrent demand quickly and it is proposed that a further £1 million is set aside to assist council services with this recovery. Services will draw upon this support through the submission and approval of a business case clearly demonstrating need and the benefits to our residents.
- 7.3.2 The council is also able to draw support from other sources of recovery funding, including Levelling up Funding, match funding is required as leverage to draw upon this funding and it is proposed that £1 million is set aside in a specific reserve for this purpose.
- 7.3.3 It is proposed that the remaining balance of the surplus, £2.241 million, be transferred into a specific Capital Financing Reserve to support the Council Capital Programme, reducing the Councils borrowing requirements and easing the pressure on the revenue budget
- 7.4 A number of grants were received in March totalling £5.008 million and were used to support activity mainly in this financial year. These are listed below at table 7:

**Table 7**

Service	Funding Body	Amount	Use
Adults	WG	£122,328	Transformation funding - acceleration projects in respect of the North Powys Project (NPP), funding to return to Powys of 'Out of County' placements to a supported living complex, community equipment, shared lives scoping and LoRaWan Gateways to enhance Digital North Powys.
Adults	WG	£116,000	Social Care – Regional Partnership Board (RPB) Intermediate Care Fund (ICF) – allocation of in year

			underspends for allocated projects due to pandemic for accelerated scaling up of D2RA discharge schemes and Carers.
Adults	WG	£173,820	Social Care - RPB, responsible for allocating Welsh Government funding in respect of the Discharge to Recover then Assess Pathways (D2RA), this enables discharge from hospital. Funding for Patient flow, community equipment and Residential/Nursing bed capacity.
Adults	WG	£235,000	Social Care – Regional Partnership Board, responsible for allocating Welsh Government Surge funding, in respect of accelerated scaling up of D2RA discharge schemes and community equipment to support.
Education	WG	£138,547	COVID response Grant – Non Maintained Settings funding to provide to non-maintained nursery settings who have not benefitted from previous allocations of the Recruit, Recover Raise standards – ALP but need to respond to the needs of younger learners. The funding should be focussed around resources, which would support several key developmental areas such as oracy; language development; phonological awareness and outdoor experiential play.
Education	WG	£1,035,887	COVID response Grant – Schools is additional funding for schools to augment the Recruit Recover Raise Standards funding; to support additional costs faced by schools in enhancing their provision to address the impacts of COVID-19, that is not covered by other grant streams or ineligible for funding; and for new costs encountered by schools from return to school activities prior to the end of the current financial year.
Education	WLGA	£181,446	COVID operational Items to support schools in preparing for the return of staff and pupils to schools following the February half-term.
Education	WG	£338,054	ALN COVID-19 Support Grant to assist schools to continue to provide high quality support for learners with ALN linked to pressures arising from the Covid-19 pandemic.
Education	WG	£1,812,209	Revenue Maintenance Grant funding utilised to cover existing caretaking and cleaning costs, and any planned maintenance completed during 2020-21. The intention of this funding package is to alleviate pressures on school budgets in 2020-21
Education	WG	£519,502	Accelerating Learning Programme including the LA element for Admin enables investment in schools to allow them to recruit and deploy additional human capacity to support and address the needs of learners following the initial COVID-19 crisis and subsequent period of school closure

Education	WG	£188,857	Accelerating Learning Programme Recruit, Recover Raise Standards: Post 16 Catch up funding enables investment in schools to allow them to recruit and deploy additional human capacity to support and address the needs of learners following the initial COVID-19 crisis and subsequent period of school closure.
Sports Development	Sports Council Wales	£146,778	£141,090 is required to be rolled forward from a grant received for COVID recovery and 60+ activities.

## 8. Transformation

- 8.1 Transformation of the councils' services is critical in providing an appropriate level of service to our residents at a much lower cost ensuring that the councils budget is maintained on a sustainable footing for the future. Transformation activities totalling £2.3 million were funded through revenue rather than using Capital Receipts as previously planned. This will allow us to maintain a greater level of receipts to be used to support the capital programme in future years.
- 8.2 Table 8 below summarises the transformation costs against the budget plan. The underspend in year will be rolled forward and used in 2021/22.

**Table 8 Transformation**

Transformation Costs 2020-2021	Actual Outturn	Budget	Variance
	£,000	£,000	£,000
Transformation Projects	1,610	2,160	550
Redundancies plus Pension Strain	710	1,000	290
	<b>2,320</b>	<b>3,160</b>	<b>840</b>

- 8.3 A final report summarising the savings and benefits achieved from utilisation of the transformation funding will be presented in the next finance report.

## 9. Impact of Capital

- 9.1 Capital investment and the financing of capital activities have a significant impact on the authority's revenue position. In 2020/21 £61.83 million was spent (including HRA) on capital investments versus the revised budget of £72.91 million. This resulted in an underspend of £11.08 million (15%) on the council's Capital Budget.
- 9.2 The majority of the underspend can be attributed to delays in the delivery of the capital programme. The budgets associated with these projects will, where necessary, be rolled forward into 2021/22.
- 9.3 The revenue budget supports the cost of borrowing for capital purposes and recognises the future need to borrow through the minimum revenue provision budget. The revenue budgets were approved to support the original capital programme of £132.872 million. The actual capital spend was 53% less. Grants were maximised to reduce the call on borrowing, with a number received from Welsh Government in the last two months of the year. The actual net cost of borrowing was £15.59 million of

which £10.166 million was chargeable to the general fund generating an underspend of £1.98 million which helped support the wider service revenue budgets.

- 9.4 On 12<sup>th</sup> March Cabinet approved a revision to the Council Minimum Revenue Provision Policy (MRP). Under both the existing and proposed policy the asset life/annuity method is used to calculate the MRP for the Council's prudential borrowing and the HRA's post settlement debt. The method for the Council's supported borrowing and the HRA historic/settlement debt changes under the new policy.
- 9.5 Within the existing policy (as agreed in 2017 for the previous policy change) the overall movements on MRP included an expected reclaim of £4.5m of the £19.5m overprovision. Because of the benefit drawn from the new revised MRP policy only £2.09 million was charged against MRP. This figure includes £767,000, agreed in February 2021 to make an additional payment into the MRP account, being an advance payment to be utilised in 2021/22 thus negating the requirement to fund this through the budget in 2021-22.
- 9.6 Of the original £19.5m overprovision £5m is still available to be claimed over the next two years.

## **10 Key Financial Risks**

- 10.1 In earlier Cabinet reports we identified the key financial risks that are set out in the Corporate and Covid Specific Risk Registers and continually monitored and assessed.
- 10.2 The greatest risk remains on our ability to deliver a balanced budget in future years, we must continue to limit the possibility of future deficit and the wider impact on our reserves. This is fundamental in supporting our financial resilience over the Medium and Longer Term and our ability to approve and deliver balanced budgets.
- 10.3 Treasury Management, maintaining the Councils cash flow to meet liabilities, is also under scrutiny and continues to be monitored daily. We must ensure that the Council has sufficient liquidity to meet its immediate costs such as salaries and wages, HMRC taxation, and maintaining payment to suppliers and precepting authorities. The current position remains stable.
- 10.4 The Council remains under borrowed as we continue to utilise our cash reserves to underpin our cashflow. We can borrow both in the short to medium or long term, our approach is regularly updated and explained as part of the Treasury Management update to Audit Committee.

## **11. Resource Implications**

**The Head of Finance (Section 151 Officer) has provided the following comment:**

The virus and the measures imposed continue to have an unprecedented detrimental financial impact on the Council and this is likely to continue throughout 2021-22 and into future years.

The financial support provided by Welsh Government has been significant and has been instrumental in improving the Council's financial position for the current year.

The additional funding received is welcomed but it is important to note that this is not recurring funding and should be utilised to support one off costs that will aid our

recovery, meet short term additional demand but also improve our longer term financial resilience.

The establishment of the Powys Recovery Fund will support communities and council services to recover from the pandemic, in addition the match funding proposed will enable the drawing down of further funding streams to support the Powys economy.

Using revenue funds to support transformation costs this year will release capital receipts back for use in the Capital Programme and this together with the proposed Capital Financing Reserve will reduce the need to borrow and improving our financial sustainability whilst enabling the Council to deliver its objectives. Addressing existing remedial issues across the Councils assets will also ensure our buildings are effectively maintained removing pressure on the Capital Programme in future years. Setting aside funding to meet specific one off costs will ensure that the Councils General Fund is maintained at an appropriate level.

Welsh Government have confirmed continued hardship fund support in 2021/22 but this is currently only available until September and is dependent on how much support is required across all authorities in Wales within the limit of the fund, so risk remains.

Our Medium Term Financial Strategy continues to be extremely challenging with a significant budget gap of £38 million over the next 4 years. The financial plans will be subject to ongoing review, funding assumptions will be revisited as more information becomes available, revised budget gaps calculated and clear plans of how we can bridge the gaps will be developed. The Council must continue to take every opportunity to reduce costs and limit the financial impact on its budget, reducing the financial pressure on future years and ensure the financial sustainability of the Council.

2020/21 has been an extraordinary year and the outturn position reflects the significant support provided to Welsh Councils. We must ensure that we maximise the opportunity this presents to improve our financial resilience as we move into further uncertainty and the continuing challenges ahead.

## **10 Legal implications**

10.1 The Monitoring Officer has no specific concerns with this report.

## **11. Comment from local member(s)**

11.1 This report relates to all service areas across the whole County.

## **12. Integrated Impact Assessment**

12.1 No impact assessment required.

## **13. Recommendations**

13.1 That Cabinet note the budget position and the full year position to the end of March 2021.

13.2 The requests set out in section 7.1 to utilise year end underspends of £3,343,210, to support activities in the new (2021/22) financial year are approved, and the requests

at 7.1.2 and 7.1.3 are recommended to Council for approval as this complies with the Councils' virement rules being in excess of £500,000.

- 13.3 The requests as set out in section 7.2 are approved, to roll forward the underspends from grants of £2,515,219 received in year, and a specific reserve be set up that will be fully drawn down next year.
- 13.4 The Virement request at 7.3 to establish three new reserves totalling £4.241 million is approved and utilise the year end outturn. The request for new specific reserves are recommended to Council for approval as this complies with the Councils' virement rules being in excess of £500,000.

Contact Officer: Jane Thomas Email: jane.thomas@powys.gov.uk Head of Service: Jane Thomas
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Appendix A – Outturn as at 31<sup>st</sup> March 2021

		OUTTURN FOR THE YEAR ENDED 31ST MARCH 2021 AS PER CP/LEDGER								
		Add	+ / -	Add	Less	Less	Add	Less	Final	
£'000	2020/21 Base Budget	Cost Pressures not covered by Covid funding (excluding redeploy)	Staff Redeployment	Annual lost income against budget	Income loss funded via WG	Cost Underspends	Cost Reductions not delivered (unachieved)	Unplanned grants utilised in last quarter of the year	Outturn Position 2020/21	Variance
Adult Services	63,369	1,642	270	434	(190)	(2,677)	481	(928)	62,401	968
Children's Services	26,021	1,536	(2)	0		(2,656)	468	(290)	25,077	944
Commissioning	3,193	0	0	0		(297)	0	(72)	2,824	369
Education	8,762	322	(26)	206		(252)	0	(139)	8,873	(111)
Highways Transport & Recycling + Director	28,011	966	(93)	1,208	(1,594)	(1,948)	624	(248)	26,926	1,085
Property, Planning & Public Protection	6,217	760	(795)	2,669	(1,218)	(2,561)	342		5,414	803
Regeneration	625	29	(1)	0		(256)	191		588	37
Housing & Community Development	4,004	320	(222)	62	(41)	(290)	75	(85)	3,822	182
Digital	3,938		(11)	107		(674)	270		3,630	308
Transformation & Communication	1,527	23	(46)	8	0	(142)	0		1,370	157
Workforce & OD	1,967	0	(78)	45		(212)	176		1,898	69
Legal & Democratic Services	3,059	21	(64)	173	(117)	(363)	251		2,960	99
Finance	5,690	47	(7)	40	(40)	(239)	193	(112)	5,572	118
Corporate Activities	31,350	3,184	1,077			(4,015)	(130)	(3,436)	28,030	3,320
<b>Total</b>	<b>187,733</b>	<b>8,850</b>	<b>0</b>	<b>4,952</b>	<b>(3,200)</b>	<b>(16,581)</b>	<b>2,941</b>	<b>(5,309)</b>	<b>179,385</b>	<b>8,348</b>
Housing Revenue Account	0	1,486				(3,428)			(1,942)	1,942
Schools Delegated	81,707			242		(1,440)		(4,076)	76,433	5,274
<b>Total</b>	<b>81,707</b>	<b>1,486</b>	<b>0</b>	<b>242</b>	<b>0</b>	<b>(4,868)</b>	<b>0</b>	<b>(4,076)</b>	<b>74,491</b>	<b>7,216</b>
<b>Total</b>	<b>269,440</b>	<b>10,336</b>	<b>0</b>	<b>5,194</b>	<b>(3,200)</b>	<b>(21,449)</b>	<b>2,941</b>	<b>(9,385)</b>	<b>253,876</b>	<b>15,564</b>
<b>SURPLUS</b>									<b>15,564</b>	



**Appendix B**

**Head of Service Commentary**

		OUTTURN FOR THE YEAR ENDED 31ST MARCH 2021 AS PER CP/LEDGER							
		Add	+ / -	Add	Less	Less	Add	Less	Final
£'000	2020/21 Base Budget	Cost Pressures not covered by Covid funding (excluding redeploy)	Staff Redeployment	Annual lost income against budget	Income loss funded via WG	Cost Underspends	Cost Reductions not delivered (unachieved)	Unplanned grants utilised in last quarter of the year	Outturn Position 2020/21
Adult Services	63,369	1,642	270	434	(190)	(2,677)	481	(928)	62,401
									Variance
									968

**Adult Social Care Overview**

Underspend in the main due to:

- £300k deferred charges income raised in March 2021, due to the legal circumstances of these cases we cannot always predict when they will occur
- £100k income raised in March for 2018 activity
- £35k judicial review provision reversed, as had been including as a cost but the outcome of the case meant no further burden on the council
- £150k additional 'new' WG grants to fund previous bottom line expenditure
- £50k utilisation of grants
- £500k combination of delivering cost reduction targets and underspends due to contract reductions from services not being delivered

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OUTTURN FOR THE YEAR ENDED 31ST MARCH 2021 AS PER CP/LEDGER										
		Add	+ / -	Add	Less	Less	Add	Less	Final	
£'000	2020/21 Base Budget	Cost Pressures not covered by Covid funding (excluding redeploy)	Staff Redeployment	Annual lost income against budget	Income loss funded via WG	Cost Underspends	Cost Reductions not delivered (unachieved)	Unplanned grants utilised in last quarter of the year	Outturn Position 2020/21	Variance
Children's Services	26,021	1,536	(2)	0		(2,656)	468	(290)	25,077	944

## Children's Services Overview

### Cost Pressures

Real pressures have emerged in Children's Services due to an increase in demand during the pandemic and the impact of the reduction of services in the community such as education, health, and leisure services. There has been an increase of circa 20% (compared with the same period last year) since May/June time and this is being sustained. This surge is now flowing through the service into an increase in children subject to a child protection plan and children who are looked after.

Increase in decision making and practitioner capacity at the Front Door and in Early Help. Pressure in Early Help has increased further.

### Redeployment

Children's Services redeployment was managed within the service.

### Income

N/A

### Cost Underspends

All underspends are due to additional one-off Grant Funding, or utilisation of existing grant allocations over a variety of projects. Due to business continuity some projects have not occurred at the planned pace, so eligible base line budget costs have been utilised to ensure funding allocation drawn down if within the grant terms and conditions.

### Cost Reductions

Savings were identified of £2.50 million in the 2020/21 budget setting process. To date £2.03 million has been achieved in the main because of step downs due to the closer to home project. With £0.46 million of the original target set being unachievable due to business continuity being invoked.

### Other mitigating actions to deliver a balanced budget.

Nothing further to offer at this stage all included above in recovery plans.

		OUTTURN FOR THE YEAR ENDED 31ST MARCH 2021 AS PER CP/LEDGER								
		Add	+ / -	Add	Less	Less	Add	Less	Final	
£'000	2020/21 Base Budget	Cost Pressures not covered by Covid funding (excluding redeploy)	Staff Redeployment	Annual lost income against budget	Income loss funded via WG	Cost Underspends	Cost Reductions not delivered (unachieved)	Unplanned grants utilised in last quarter of the year	Outturn Position 2020/21	Variance
Commissioning	3,193	0	0	0		(297)	0	(72)	2,824	369

**Commissioning Overview**

The outturn is a combination of staff slippage from vacancies and mileage underspends, due to home working and face to face meetings/contract monitoring not occurring. Additionally, to maximise grant allocations, due to business continuity and planned expenditure not occurring due to the pandemic, if the grant terms and conditions could be met, then percentages of baseline staff who have contributed to the project have been utilised. This frees up the baseline budget in 2020/21 but will be required in 2021/22. This underspend will mitigate the overspends in Adults & Children's services.

OUTTURN FOR THE YEAR ENDED 31ST MARCH 2021 AS PER CP/LEDGER										
		Add	+ / -	Add	Less	Less	Add	Less	Final	
£'000	2020/21 Base Budget	Cost Pressures not covered by Covid funding (excluding redeploy)	Staff Redeployment	Annual lost income against budget	Income loss funded via WG	Cost Underspends	Cost Reductions not delivered (unachieved)	Unplanned grants utilised in last quarter of the year	Outturn Position 2020/21	Variance
Education	8,762	322	(26)	206		(252)	0	(139)	8,873	(111)

The forecast outturn variance in the February report was £349,000 contribution to the general reserves. This changed to a contribution from reserves of £111,000 – a difference of £460,000. The main reasons for this change is as follows:

Schools Service:

- Schools Service utilised their underspend of £350,000 identified in February to contribute £496,000 towards the wider Transforming Education strategy programme costs (including ALN transformation) to fund this from revenue instead of 21<sup>st</sup> Century grants to safeguard funding streams in future years.
- School Catering underspend of £83,000 from a reduction in canteen equipment maintenance costs as a result of the school closures due to Covid-19
- Post-16 administration grant £36,000 off-setting existing costs
- Further underspend on Early Years settings following the confirmation of the final payments to settings for the Spring term.

Non-delegated function (specific reserve)

Non-delegated functions include early years settings and after school clubs which were forecasting a contribution to reserves of £315,000 in February which reduced to an actual contribution to reserves was £218,000 resulting in a variance of £97,000.

Supply Insurance (specific reserve)

A £35,000 transfer from reserves resulted from the authority's Supply Insurance scheme where income received from schools that buy into the scheme was less than the actual costs of claims made by schools.

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OUTTURN FOR THE YEAR ENDED 31ST MARCH 2021 AS PER CP/LEDGER										
		Add	+ / -	Add	Less	Less	Add	Less	Final	
£'000	2020/21 Base Budget	Cost Pressures not covered by Covid funding (excluding redeploy)	Staff Redeployment	Annual lost income against budget	Income loss funded via WG	Cost Underspends	Cost Reductions not delivered (unachieved)	Unplanned grants utilised in last quarter of the year	Outturn Position 2020/21	Variance
Schools Delegated	81,707			242		(1,440)		(4,076)	76,433	5,274

### Schools Delegated Overview

The table below shows that Schools were originally forecasting a draw on reserves of £1.4 million (May 2020) but instead transferred £4.1 million to reserves resulting in an overall closing surplus position of £2.9 million

School Sector	Opening Balance 31/3/20	Cabinet Budget Contribution/ (Use) in 2020-21	Actual transfer to/(from) reserves	Closing Balance 31/3/21
	£'000	£'000	£'000	£'000
Primary	2,645	(730)	2,350	4,995
Special	(124)	241	435	311
Secondary	(3,432)	(910)	1,354	(2,078)
Loans	(28)	0	7	(21)
Closed Schools Prior years	(321)	0	(6)	(327)
<b>Total</b>	<b>(1,260)</b>	<b>(1,399)</b>	<b>4,140</b>	<b>2,880</b>

Schools received £4.0 million grants in February and March utilised core costs

The remaining difference is mainly due to schools reducing their projected deficits by working to balance their budgets in year.

A more detailed report on individual school outturns and projected budgets will be brought to Cabinet / Scrutiny in July.

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		OUTTURN FOR THE YEAR ENDED 31ST MARCH 2021 AS PER CP/LEDGER								
		Add	+ / -	Add	Less	Less	Add	Less	Final	
£'000	2020/21 Base Budget	Cost Pressures not covered by Covid funding (excluding redeploy)	Staff Redeployment	Annual lost income against budget	Income loss funded via WG	Cost Underspends	Cost Reductions not delivered (unachieved)	Unplanned grants utilised in last quarter of the year	Outturn Position 2020/21	Variance
Highways Transport & Recycling + Director	28,011	966	(93)	1,208	(1,594)	(1,948)	624	(248)	26,926	1,085

### Highways Transport & Recycling Overview

#### Overview

Highways, Transport and Recycling are reporting a outturn under spend of **£1,085,000** at year end.

#### Background

Due to the Covid-19 pandemic this has put a lot of pressure on a number of services within HTR, particularly Waste Services, due to the additional waste being collected and the need to keep staff socially distanced, which has led to increased costs.

Furthermore, due to businesses closing temporarily the income for the Trade Waste Service was also negatively impacted. As a result, the service was showing a deficit year end of £446k, but this was offset by underspends in other areas within HTR.

Overall, the position within HTR has improved by £398k between February & March 2021, which is predominantly due to:

1. increased income through Highways Design of £120k.
2. £100k on fleet workshop expenditure
3. Street-works income is £90k better than expected; and
4. a further £110k use of grants which has been set against the base budget.

		OUTTURN FOR THE YEAR ENDED 31ST MARCH 2021 AS PER CP/LEDGER								
		Add	+ / -	Add	Less	Less	Add	Less	Final	
£'000	2020/21 Base Budget	Cost Pressures not covered by Covid funding (excluding redeploy)	Staff Redeployment	Annual lost income against budget	Income loss funded via WG	Cost Underspends	Cost Reductions not delivered (unachieved)	Unplanned grants utilised in last quarter of the year	Outturn Position 2020/21	Variance
Property, Planning & Public Protection	6,217	760	(795)	2,669	(1,218)	(2,561)	342		5,414	803

### PPPP Overview

#### Cost Pressures

- Trading Standards have a large overspend because of experiencing a loss of income and the cost of an ongoing large-scale illegal tobacco investigation.
- Strategic Property have experienced several cost pressures relating to items such as HOWPS, ICT, legal fees, telephones, and other services.
- Catering's ParentPay system is not budgeted for which equates to £95k.

#### Cost Income

- The occupation of Ladywell House has been impacted by Covid-19. This has contributed to an income loss.
- Covid-19 has impacted on the Environmental Protection ability to generate income.
- Covid-19 has impacted on the Trading Standards ability to generate income.
- Covid-19 has impacted on the Catering Services ability to generate income.

#### Cost Underspends

Underspends because of work not being able to be commissioned due to covid-19, vacant posts, and increased income for example, have been secured in the following areas:

- Planning Policy.
- Development Management.
- Environmental Health (Commercial).
- Environmental Health (Environmental Protection).
- Corporate Property.
- Catering supplies.



**Cost Reductions**

Covid-19 has limited the service area's ability to achieve savings/income targets. Management of change processes were recommenced to achieve an element of savings proposals. It is hoped that the relaxation of covid-19 restrictions will enable income generation to recommence at previously identified levels.

**Lost income reclaimable from WG (possibly)**

Assumptions have been made that lost income experienced by the public protection service will be reclaimable from WG.

**Cost Reductions – any further ideas that could take place later in the year?**

Voluntary redundancy has been offered to PPPP staff by HoS. Covid-19 has limited the scope of this proposal.

		OUTTURN FOR THE YEAR ENDED 31ST MARCH 2021 AS PER CP/LEDGER								
		Add	+ / -	Add	Less	Less	Add	Less	Final	
£'000	2020/21 Base Budget	Cost Pressures not covered by Covid funding (excluding redeploy)	Staff Redeployment	Annual lost income against budget	Income loss funded via WG	Cost Underspends	Cost Reductions not delivered (unachieved)	Unplanned grants utilised in last quarter of the year	Outturn Position 2020/21	Variance
Regeneration	625	29	(1)	0		(256)	191		588	37

## Regeneration Overview

### Cost Pressures

Community Hall costs remain slightly higher than budgeted due to maintenance costs which is currently being reviewed and can be met through in year savings.

### Income

The team is generating income from the administration of external funding programmes and the temporary secondment of core funded staff to support the delivery of the Communities for Work+ programme.

### Cost Underspends

Reduction in spend due to focus on Covid activity, reduction in expenditure to support budget savings and underspend in mileage.

### Cost Reductions

The service has savings to achieve of £326k in 2020-21 (c.34% of its budget). £135k has been achieved to date leaving an outstanding amount of £191k. The generation of grant income and a reduction in expenditure has given the capacity to achieve a further £160k of in year savings leaving £35k shortfall at this point. The team is underspend at the end of the financial year although this will not achieve the required long term savings target.

### Lost income reclaimable from WG (possibly)

Investigating hardship fund reclaim for 1 post.

### Cost Reductions – any further ideas that could take place later in the year?

Work is ongoing to assess cost reduction options to achieve the remaining budget savings of £191k required in 2020-21, although this must be balanced against the recent budget announcements and requirements for the team to support funding bids.

### Other mitigating actions to deliver a balanced budget

Project management fee/staff time income generated from externally funded projects.

OUTTURN FOR THE YEAR ENDED 31ST MARCH 2021 AS PER CP/LEDGER										
		Add	+ / -	Add	Less	Less	Add	Less	Final	
£'000	2020/21 Base Budget	Cost Pressures not covered by Covid funding (excluding redeploy)	Staff Redeployment	Annual lost income against budget	Income loss funded via WG	Cost Underspends	Cost Reductions not delivered (unachieved)	Unplanned grants utilised in last quarter of the year	Outturn Position 2020/21	Variance
Housing & Community Development	4,004	320	(222)	62	(41)	(375)	75		3,822	182

## Housing and Community Development Overview

### Cost Pressures

#### **Future pressures Jan – March 2020**

- Ongoing economic impact of COVID-19 may lead to further increases in homeless presentations. Potential increase in B&B costs and additional pressure on temporary accommodation
- The impact on Housing rental income is being closely monitored.

### Redeployment

Current and previous redeployed staff accounted for. Potential for additional future redeployment of staff depending on impact of COVID-19.

### Income

Cost income against budget in areas such as libraries and Private Sector Housing.

### Cost Underspends

Reductions in cost due to partial or full cessation of some services due to COVID-19. There are underspends from across the service, including reductions in mileage expenditure.

### Cost Reductions

The service had savings to achieve of £218k in 2020-21, £143k has been achieved to date leaving an outstanding amount of £75k.

### Cost Reductions – any further ideas that could take place later in the year?

Head of Service has emailed all staff inviting expressions of interest in voluntary redundancy or a reduction on hours. There could be the potential for some small additional savings. Unknown at this stage so not included.

### Other mitigating actions to deliver a balanced budget

As the Service is underspent, no other mitigating actions are being proposed.

OUTTURN FOR THE YEAR ENDED 31ST MARCH 2021 AS PER CP/LEDGER										
		Add	+ / -	Add	Less	Less	Add	Less	Final	
£'000	2020/21 Base Budget	Cost Pressures not covered by Covid funding (excluding redeploy)	Staff Redeployment	Annual lost income against budget	Income loss funded via WG	Cost Underspends	Cost Reductions not delivered (unachieved)	Unplanned grants utilised in last quarter of the year	Outturn Position 2020/21	Variance
Housing Revenue Account	0	1,486				(3,428)			(1,942)	1,942

HRA  
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The impact on Housing rental income is being closely monitored.  
Progress with some works has been delayed due to COVID-19 restrictions.

OUTTURN FOR THE YEAR ENDED 31ST MARCH 2021 AS PER CP/LEDGER									
		Add	+ / -	Add	Less	Less	Add	Less	Final
£'000	2020/21 Base Budget	Cost Pressures not covered by Covid funding (excluding redeploy)	Staff Redeployment	Annual lost income against budget	Income loss funded via WG	Cost Underspends	Cost Reductions not delivered (unachieved)	Unplanned grants utilised in last quarter of the year	Outturn Position 2020/21
Digital	3,938		(11)	107		(674)	270		3,630
									Variance
									308

### **Digital Overview**

Digital Services continue to be active in delivering efficiency savings and developing transformation to support cost reductions across the organisation. Demand is being managed and clear priority focus to business critical areas have driven our response and ensure resource is used within budgets available.

### **Cost Pressures**

- 40k shortfall at budget setting – looking to resolve within year.

### **Income**

Lost income against budget of £70k due to roll-over of S33 from previous year is being managed. Reprographics and post income based on previous year will give a cost pressure and has improved the position in Q3.

### **Cost Underspends**

£171k from vacant posts and reduced travel and £200k contract costs reduced bringing forward 21/22 savings.

### **Cost Reductions**

- £270k unachieved savings due to focus of transformation resource to Covid support has delayed some development with delivery rolled over to 21/22.

### **Other mitigating actions to deliver a balanced budget**

Recovery of £70k shortfall from S33 reserves for additional work carried out due to Covid, approved at Joint Partnership Board, WCCIs structure and management of change process is now complete to introduce a sustainable support team going forward with agreed budgets.

### **Detail of actions to be undertaken to deliver a balanced budget**

Introduction of Hybrid mail to reduce expenditure but deliver a more flexible service to support our agile workforce

		OUTTURN FOR THE YEAR ENDED 31ST MARCH 2021 AS PER CP/LEDGER							
		Add	+ / -	Add	Less	Less	Add	Less	Final
£'000	2020/21 Base Budget	Cost Pressures not covered by Covid funding (excluding redeploy)	Staff Redeployment	Annual lost income against budget	Income loss funded via WG	Cost Underspends	Cost Reductions not delivered (unachieved)	Unplanned grants utilised in last quarter of the year	Outturn Position 2020/21
Transformation & Communication	1,527	23	(46)	8	0	(142)	0		1,370

Variance
157

**Transformation and Communication Overview**

**Cost Pressures**

Cost pressure of £37k for Power BI premium licence - now funded.

**Income**

N/A

**Cost Underspends**

£37k additional grant monies from Public Services Board, underspend on Welsh Language Unit, Public Relations and Graphic Design, additional income generation and savings from non-staff costs such as travel due to staff working from home. Over achieved on income considerably particularly in Communications, Research and Analytics.

**Cost Reductions**

All cost reductions achieved.

**Lost income reclaimable from WG (possibly)**

N/A

**Cost Reductions – any further ideas that could take place later in the year?**

None

**Other mitigating actions to deliver a balanced budget**

Balanced budget achieved.

		OUTTURN FOR THE YEAR ENDED 31ST MARCH 2021 AS PER CP/LEDGER							
		Add	+ / -	Add	Less	Less	Add	Less	Final
£'000	2020/21 Base Budget	Cost Pressures not covered by Covid funding (excluding redeploy)	Staff Redeployment	Annual lost income against budget	Income loss funded via WG	Cost Underspends	Cost Reductions not delivered (unachieved)	Unplanned grants utilised in last quarter of the year	Outturn Position 2020/21
Workforce & OD	1,967	0	(78)	45		(212)	176		1,898

Variance	69
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## Workforce and OD Overview

### Cost Pressures

None

### Income

The budgeted income from delivering training will be underachieved by £40k. This will be offset against cost underspends.

### Cost Underspends

Significant underspends of £174k on training, staffing, non-staffing costs and against the corporate training budget .

### Cost Reductions

£10k of the planned £209k savings have been achieved to date, and a further £23k are assured, leaving a balance of £176k.

### Lost income reclaimable from WG (possibly)

N/A

### Cost Reductions – any further ideas that could take place later in the year ?

No further ideas

### Other mitigating actions to deliver a balanced budget

The budget is in balance.

Budget 1,967

OUTTURN FOR THE YEAR ENDED 31ST MARCH 2021 AS PER CP/LEDGER										
		Add	+ / -	Add	Less	Less	Add	Less	Final	
£'000	2020/21 Base Budget	Cost Pressures not covered by Covid funding (excluding redeploy)	Staff Redeployment	Annual lost income against budget	Income loss funded via WG	Cost Underspends	Cost Reductions not delivered (unachieved)	Unplanned grants utilised in last quarter of the year	Outturn Position 2020/21	Variance
Legal & Democratic Services	3,059	21	(64)	173	(117)	(363)	251		2,960	99

## Legal Overview

### Cost Pressures

£17k for corona services and £7k for staff registrars.

### Income

Total Lost income of £173K includes Land Charges Lost income of £68k plus £37k lost income from Registrars (Loss of income from ceremonies) and £37k from legal fees.

### Cost Underspends - is mainly made up of:

- £16k Elections reduced staff and travel costs.
- £47k Man Team reduced staff and travel costs
- £99k Reduced members' travel
- £11k Dem services reduced staff & travel costs.
- £25k Solicitor to Council reduced staff & travel costs
- £57k Saving from restructures.

### Lost income reclaimable from WG (possibly)

Assumption that £117k (50%) of lost income will be recovered from Welsh Government in Q4 claim.

### Cost Reductions – any further ideas that could take place later in the year ?

£54,460 of additional annual savings



OUTTURN FOR THE YEAR ENDED 31ST MARCH 2021 AS PER CP/LEDGER										
		Add	+ / -	Add	Less	Less	Add	Less	Final	
£'000	2020/21 Base Budget	Cost Pressures not covered by Covid funding (excluding redeploy)	Staff Redeployment	Annual lost income against budget	Income loss funded via WG	Cost Underspends	Cost Reductions not delivered (unachieved)	Unplanned grants utilised in last quarter of the year	Outturn Position 2020/21	Variance
Finance	5,690	47	(7)	40	(40)	(351)	193		5,572	118

## Finance Overview

### Cost Pressures

#### **General issues around costs not funded by WG**

There are some staffing cost pressures due to part time staffing undertaking additional hours to support covid 19 activities, including processing of the business grants and administering the £500 carers grant, Welsh Government have provided additional administration grant funding now to support some of these expenses.

Insurance claims continue to rise, and we have now added a provision of £300k to this cost centre (Employers' liability is an additional £150k almost doubling, Public Liability increased by £150k). In addition, the cost of insurance premiums which were renewed in December have increased by £150k per annum, of which £50k is attributable to this financial year. Additional base budget has been approved to fund the extra cost of premiums in 2021/22.

### Redeployment

We have a member of staff working on Track and Trace, but have backfilled his post, and this is being claimed against Welsh Government.

### Cost Underspends

Across the service there are non-pay savings such as the travel, vacancies slippage budgets from undertaking service delivery remotely through Teams. Travel to schools, to claimants etc have mainly ceased. We have had administration grant from Welsh Government for the work we have done in delivering the business grants and carers grant schemes.

### Cost Reductions

All staff have been under considerable pressure through Covid, buying PPE, administering business grant support, processing, and coordinating Covid Claims and collating financial assumptions to understand the changing forecast outturn. There has not been capacity to develop the £150k transformation activities as expected.

### Lost income reclaimable from WG (possibly)

We have claimed loss of income for court costs and loss of commercial income within income and awards.:

OUTTURN FOR THE YEAR ENDED 31ST MARCH 2021 AS PER CP/LEDGER										
		Add	+ / -	Add	Less	Less	Add	Less	Final	
£'000	2020/21 Base Budget	Cost Pressures not covered by Covid funding (excluding redeploy)	Staff Redeployment	Annual lost income against budget	Income loss funded via WG	Cost Underspends	Cost Reductions not delivered (unachieved)	Unplanned grants utilised in last quarter of the year	Outturn Position 2020/21	Variance
Corporate Activities	31,350	3,184	1,077			(4,015)	(130)	(3,436)	28,030	3,320

## **Corporate Overview**

### **Cost Pressures**

The main increase is due to £2.3m transformation costs and redundancies have been charged here rather than utilise capital receipts and use of the capitalisation direction. This allows the receipts to be rolled forward and used to support the capital programme.

### **Staff Redeployment**

This figure equates to the opposite entry for the redeployed staff undertaking track and trace – shown at Appendix A

### **Cost Underspends**

Corporate underspends have improved by a further £1.913 million since the last report. The main changes relate to:

- £725k better on final MRP/interest on borrowing position because the capital outturn is reduced by £11 million on previous month of which it was assumed 80% would be funded by borrowing - not now needed, in total £1.98 million under
- £400k above the plan has been collected from council tax premiums.
- £236k over collection of pension contributions which will go into specific reserve for the actuarial pension review.

## Appendix C Explanation of Movements between February and March 2021

Service	Movement £'000	Commentary
Adult Services	1,675	Additional grants received and utilised against core budgets £200k. Income receipted not previously forecast due to prudent approach £400k. Reversing a provision held on the balance sheet not now needed £335k. Recovered provider fees due to services stopping through Covid £100k.
Childrens Services	964	Additional grants received and utilised against core budgets £140k. Reductions to provider services including rates and length of stay of Children Looked After £700k, reductions to advocacy and complaints provisions, spend did not materialise - £70k
Commissioning	153	In part due to the allocation and use of grant against base cost
Education	(460)	Schools Service utilised their forecast underspend identified in February to contribute £496k towards the wider Transforming Education strategy programme costs (including ALN transformation) to fund this from revenue instead of 21 <sup>st</sup> Century grants to safeguard funding streams in future years.
Highways Transport & Recycling	398	Highways Design income £120k better than expected, Streetworks income £90k better than expected. £110k use of grants against base budget.
Property, Planning & Public Protection	548	£390k of staff costs recoded to Track and Trace (TTP) to show the true reflection of its cost – mainly public protection staff moved. £80k improvement in cleaning, as a result of increased income that had not been forecast.
Regeneration	6	Minimal change to last month's forecast
Housing & Community Development	112	Libraries under spend increased by £80k mainly due to the book budget underutilised. £85k use of grants against base Archives and Museums budget. These were offset by an increased overspend in HGF of £100k mainly because of increased costs in Homelessness unclaimable against Hardship fund.
Digital Services	19	Minimal change to last month's forecast
Transformation & Communications	24	Minimal change to last month's forecast
Workforce & OD	(17)	Minimal change to last month's forecast
Legal & Democratic	37	Minimal change to last month's forecast
Finance	466	Income contributing towards insurance claims was received in March £118k, £40k income for court costs received as grant from WG, £72k DWP income and admin grant for business grants
Corporate Activities	(1,421)	(£2.3m) transformation/redundancy costs charged here instead of capitalisation direction as previously forecast. £725k better on final MRP/interest on borrowing position because the capital outturn is reduced by 11 million on previous month of which it was assumed 80% would be funded by borrowing - not now needed. £400k above the plan has been collected from council tax premiums. £236k over collection of pension contributions which will go into specific reserve for the actuarial pension review. £(550)k increase in the cost of TTP due to staffing costs transferred in from services, particularly PPPP.

<b>Total</b>	<b>2,503</b>	
Housing Revenue Account (HRA)	546	Less spend on repairs and maintenance than forecast.
Schools Delegated	4,674	The grants received February and March are included in March outturn and utilise core costs against the grants in full - £4.0m.

## CYNGOR SIR POWYS COUNTY COUNCIL

CABINET EXECUTIVE  
22nd June 2021

**REPORT AUTHOR:** County Councillor Aled Davies, Portfolio Holder for Finance

**REPORT TITLE:** Capital Outturn for the year ended 31<sup>st</sup> March 2021

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**REPORT FOR:** Decision

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### 1. Purpose

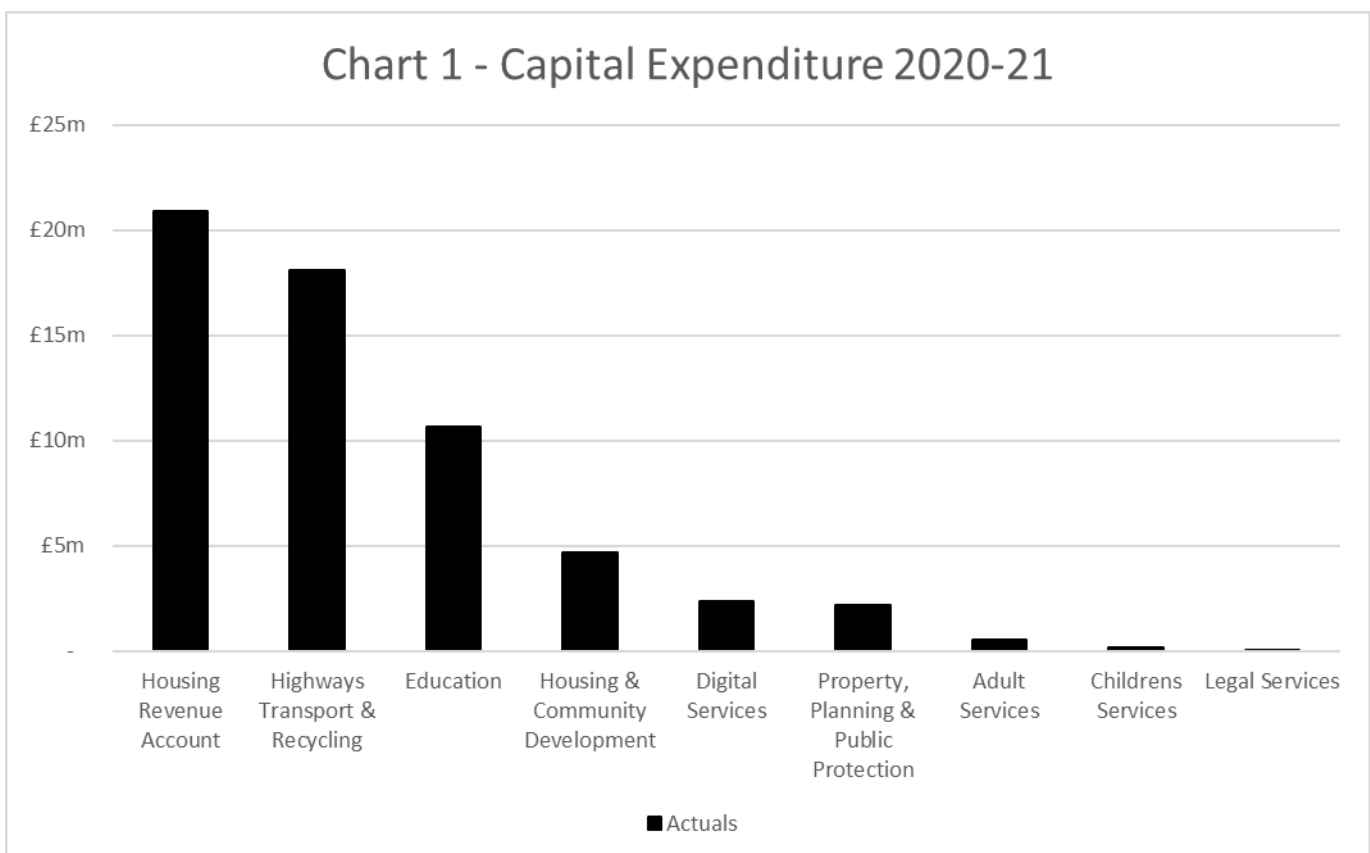
1.1 This report provides the outturn financial position for the Council's capital programme for 2020/21 and the funding streams used to support the programme.

### 2. Financial Update

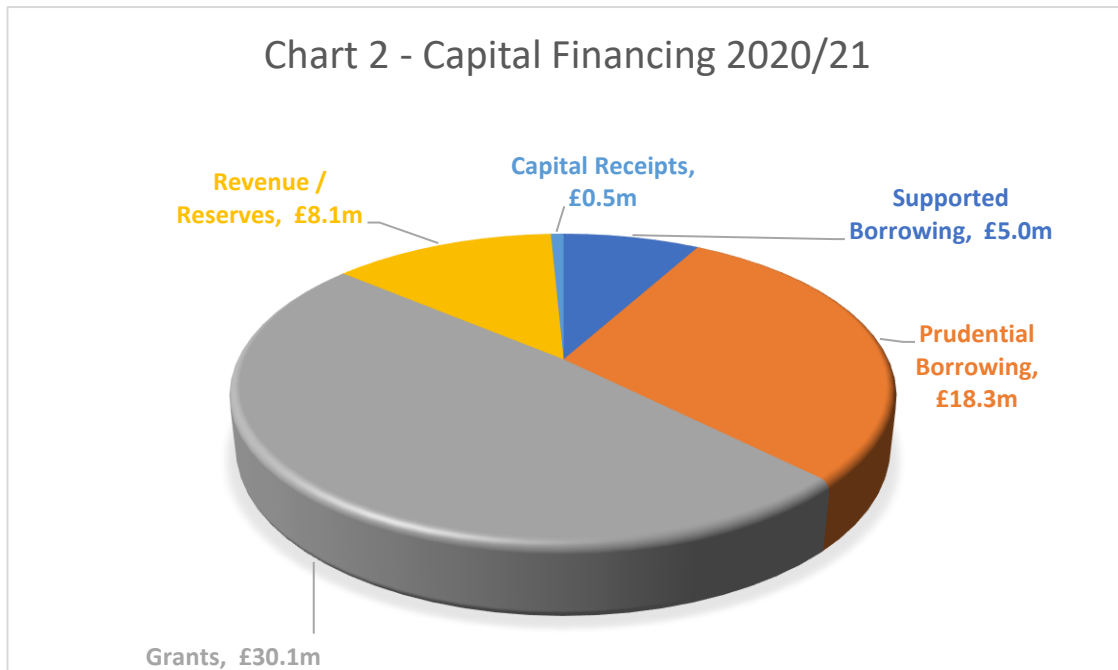
2.1 The final working budget for the 2020/21 Capital Programme, after accounting for approved virements, is £72.91 million.

2.2 Actual spend amounts to £61.83 million, representing 85% of the total budget.

2.3 Chart 1 below summarises the financial position for each service.



2.4 Chart 2 below sets out how the 2020/21 capital programme has been financed, 38% is funded through borrowing, the interest cost for this is charged to the revenue account.



2.5 The revenue expenditure to cover the borrowing for past and present capital schemes is charged to the revenue budget, the table below shows the breakdown for 2020/21.

**Table 1 – Revenue expenditure covering borrowing and Minimum Revenue Provision (MRP).**

Interest Paid	£	11.353m
MRP	£	3.472m
MRP Overprovision	£	0.767m
<b>Total</b>	<b>£</b>	<b>15.592m</b>
Costs attributable to		
HRA	£	5.426m
Council	£	10.166m

2.6 Based on the amounts above, 3.8% of the net revenue budget of £269 million is supporting the past and present capital spend. It is essential that the investment in our capital programme is affordable over the short, medium, and longer term and can demonstrate tangible benefits linked to the council's priorities.

### **3. Grants Received**

3.1 The following grants have been received since the last report and are included for information.

### 3.2 Highways, Transport and Recycling

3.3 Welsh Government revised the original Active Travel Grant offer from July 2020 to reduce the funding by £0.57 million. Delays have occurred on the Newtown Bridge Active Travel scheme, that has meant we have been unable to utilise the full grant allocation this financial year, however WG remain committed to funding the scheme in future years.

### 3.4 Regeneration

3.5 A grant of £1.26 million has been secured from the Welsh Government Transforming Towns Programme for a new Place Making grant scheme in 2021-22 which will operate across Mid Wales and will to be launched in May 21. A grant of £380,000 has been secured towards the development of a first phase of business units at Abermule Business Park.

### 3.6 Education

3.7 Ministerial approval for the Ysgol Gymraeg y Trallwng has been granted and WG have confirmed that they will fund 50% (£4.56 million) of the total scheme cost (£9.11 million) with £0.65 million received in 2020/21 which was a year earlier than anticipated.

### 3.8 Legal & Democratic Services

3.9 £0.02 million has been awarded for Welsh Government Digital Democracy Fund to facilitate communication and participation between councils and the public.

## 4. Reprofiling Budgets Across Financial Years

4.1 Work is ongoing with project managers to review the capital schemes and the expenditure to date against the budget allocated. Where appropriate budgets will be reprofiled to align them with revised spending profiles. Projects that are reporting underspends will be reviewed and budgets released if they are no longer required.

## 5. Capital Receipts

5.1 Capital receipts totaling £2.10 million have been received during the financial year. There are currently sales agreed to the value of £1.15 million which are at the legal stage of the process.

5.2 Future sales are very much reliant on being able to market property in a timely way to allow acceptable offers to be received and sales completed. The ongoing impact of Covid will increase the risk that the completion of some agreed sales will be delayed or indeed lost. There is increased market uncertainty which may lead to a reduction in demand and offers.

5.3 The Council's Transformation Programme was budgeted to be funded by Capital receipts through the capitalisation directive. Due to the improved financial position for this year these costs have been funded from the revenue budget, retaining the capital receipts to support the Capital Strategy in future years.

## 6. Resource Implications

6.1 The Head of Finance (Section 151 Officer) provides the following comment:

The capital programme this year has been disrupted by the pandemic with expenditure for some projects having to be reprofiled. The slippage on schemes together with the receipt of new funding streams has seen a reduction in the need to borrow this year to cover capital expenditure. The council remains committed to investing in its assets

and the part this plays in the delivery of the Council's priorities and Vision 2025. The provision of the right assets in the right place at the right time will ensure the effective and efficient delivery of a comprehensive range of quality services. Maintaining the capital programme also has a significant regeneration impact for the economy of Powys. The council must continue to identify and consider the options available to fund capital expenditure that minimises the ongoing revenue implications of historic capital expenditure and of any new investments, this will ensure that the capital investment plans of the local authority are affordable, prudent and sustainable.

## **7. Legal implications**

7.1 The Monitoring Officer has no specific concerns with this report.

## **8. Comment from local member(s)**

8.1 This report relates to service areas across the whole county.

## **9. Integrated Impact Assessment**

9.1 No impact assessment is required.

## **10. Recommendation**

- That the contents of this report are noted.

10.1 Reason for Recommendation

- To report on the Capital Outturn position for the 2020/21 financial year.

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## Appendix A:

**Table 2 - Capital Table as at 31<sup>st</sup> March 2021**

Service	Original Budget	Virements Approved	Revised Budget	Actuals	Remaining Budget £	Remaining Budget %
	£,000	£,000	£,000	£,000	£,000	%
Adult Services	689	56	745	513	232	31.1%
Childrens Services	1,092	(885)	207	148	59	28.5%
Education	44,865	(31,380)	13,485	10,623	2,862	21.2%
Highways Transport & Recycling	16,257	3,143	19,400	18,124	1,276	6.6%
Property, Planning & Public Protection	967	2,346	3,313	2,155	1,158	35.0%
Housing & Community Development	13,072	(7,604)	5,468	4,666	802	14.7%
Regeneration	3,179	2,124	5,303	2,318	2,985	56.3%
Digital Services	1,000	1,066	2,066	2,326	(260)	(12.6%)
Legal & Democratic Services	0	22	22	22	0	0.0%
Finance	16,521	(13,499)	3,022	0	3,022	100.0%
<b>Total Capital</b>	<b>97,642</b>	<b>(44,611)</b>	<b>53,031</b>	<b>40,895</b>	<b>12,136</b>	<b>22.9%</b>
Housing Revenue Account	35,230	(15,352)	19,878	20,932	(1,054)	(5.3%)
<b>TOTAL</b>	<b>132,872</b>	<b>(59,963)</b>	<b>72,909</b>	<b>61,827</b>	<b>11,082</b>	<b>15.2%</b>

A further £1.37 million above the figures shown in Table 2 has been recognised in the Statement of Accounts. This relates to school IT equipment which was purchased on our behalf by another authority using Welsh Government HWB Grant funding. These have been treated as donated assets.

**Table 3 - Funding of the Capital Budget as at 31st March 2021**

Service	Supported Borrowing	Prudential Borrowing	Grants	Revenue Contribution	Capital Receipts	Total
	£,000	£,000	£,000	£,000	£,000	£,000
Capital	4,951	11,192	23,040	1,254	459	<b>40,895</b>
HRA	0	7,064	7,037	6,831	0	<b>20,932</b>
<b>Total</b>	<b>4,951</b>	<b>18,255</b>	<b>30,078</b>	<b>8,085</b>	<b>459</b>	<b>61,828</b>

## Head of Service Commentary

Service Area	Net Budget	Actual Spend	Budget Remaining	Budget Remaining as a % of Budget
	£'000	£'000	£'000	%
<b>Adult Services</b>	<b>745</b>	<b>513</b>	<b>232</b>	<b>31</b>

### HOS Comment

The underspend on the capital budget in Adults services was for the following reasons:

- TEC - Underspend due to other Welsh Government revenue funding being made available and utilised.
- Arlais/Lant Avenue Older Peoples' Day Centre - Delays in project due to contractors, but budget will be required to be rolled forward to enable completion of project.
- Castell Y Dail - Project delayed due to pandemic and delays in signing off lease agreement.
- Care Homes - Delays in updates to Care Home buildings have been experienced due to the pandemic. Budget will be required in 21/22 to meet CIW regulations.

Service Area	Net Budget	Actual Spend	Budget Remaining	Budget Remaining as a % of Budget
	£'000	£'000	£'000	%
<b>Childrens Services</b>	<b>207</b>	<b>148</b>	<b>59</b>	<b>29</b>

### HOS Comment

Capital works at Bannau/Camlas were unable to be completed by end of financial year due to delays in relation to Covid-19 restrictions. Work has continued where possible (carpentry, painting etc) and only the new flooring remains outstanding. All works are due to be completed within quarter 1 of 2021/22.

Service Area	Net Budget	Actual Spend	Budget Remaining	Budget Remaining as a % of Budget
	£'000	£'000	£'000	%
<b>Education</b>	<b>13,485</b>	<b>10,623</b>	<b>2,862</b>	<b>21</b>

### HOS Comment

#### **Major Improvements**

The Schools Major Improvements Programme supports the improvement of education facilities and infrastructure for pupils. In this financial year, 67 projects were completed.

The improvements include the installation of new windows, replacement of fire doors, installation of new boilers and controls, disability alterations, resurfacing of road, playground and pathways, upgrading of accommodation for early years, flood prevention schemes, upgrading and installing new electrical, gas, water and foul/waste infrastructure and safeguarding (fencing/gates/school reception) works to meet legislative and Estyn requirements.

The impact of COVID-19 at the end of the financial year has seen some work stop and sites closedown. These projects will resume when possible and have been re-programmed for delivery in 2021/22 financial year.

### **21<sup>st</sup> Century Schools programme**

Through the 21st Century Schools Programme, major investment was made during the 2020/21 financial year.

Welshpool CiW Primary School was completed and opened to staff and children of key workers and vulnerable children on 6th of January 2021, after a successful building and transitioning process. Due to gradual lifting of Covid-19 restrictions, the school became fully operational and opened to all pupils on 15th March 2021.

Ysgol Gymraeg y Trallwng was re-tendered and Wynne Construction, a Denbighshire based contractor, was appointed to lead on the construction of the UK's first hybrid passivhaus and Grade II listed building project. Powys County Council will be working with the contractor to ensure that community benefits targets are met and to ensure that a high proportion of project spend is spent in Powys.

Ysgol Cedewain project progressed at pace during the 2020/21 financial year, with the completion of the RIBA 2 concept designs. The procurement process to appoint a Design and Build contractor to complete the designs, and to construct the school has concluded and the successful contractor is due to be announced imminently.

Brynllwarch Outline Business Case was approved by Powys CC Cabinet and Welsh Government in September 2020, and RIBA stage 2 designs are now complete.

The SOC to replace Ladywell Green and Hafren buildings in Newtown with one school building, in line with the recent school re-organisation process, was also approved by Powys CC and Welsh Government in late 2020. This project forms a key part of the North Powys Wellbeing Programme, which is now progressing at pace with a commission agreed to undertake further site investigation works.

Bro Hyddgen Community Campus project progressed at pace in 2020/21, with the feasibility and early design work concluding that the scheme is viable. Powys CC Cabinet and Welsh Government approved the campus funding envelope in September 2020 and the project planning application and procurement process is due commence during 2021/22 financial year.

Work also commenced in developing project briefs and feasibilities for pipeline schemes.

Service Area	Net Budget	Actual Spend	Budget Remaining	Budget Remaining as a % of Budget
	£'000	£'000	£'000	%
<b>Highways, Transport and Recycling</b>	<b>19,400</b>	<b>18,124</b>	<b>1,276</b>	<b>7</b>
<b><u>HOS Comment</u></b>				
<p>Investment through the Highways major strategic schemes facilitates economic growth, improves transport links, provides network resilience and improves safety. £6.9m has been invested in resurfacing, surface dressing and structural maintenance, £0.4m on bridge strengthening and major repairs and a further £0.8m on other assets (car parks, signals, drainage, footways etc).</p> <p>Investment in Street Lighting of £1m has facilitated installation of 500no. new lanterns and/or columns and 7km of new cable has provided network resilience and saved 15 Tonnes per year in CO2 and 68,000kwh per year of energy usage.</p> <p>Other major projects this year included the substantial completion of the recycling bulking facility for the north of the county, and further household waste recycling centre enhancements.</p>				

Service Area	Net Budget	Actual Spend	Budget Remaining	Budget Remaining as a % of Budget
	£'000	£'000	£'000	%
<b>Property, Planning and Public Protection</b>	<b>3,313</b>	<b>2,155</b>	<b>1,158</b>	<b>35</b>
<b><u>HOS Comment</u></b>				
<p>Investment continued in the County Farms estate with a programme of improvements including the removal of asbestos.</p> <p>The industrial units in Ffrwdgrech, was also refurbished during the year. The units are now fully occupied and secure annual rental and service charge income.</p> <p>The service area is looking to roll forward capital allocated to business parks due to delays caused by the service area prioritising covid-19 workload and delays caused by the need to secure a new planning consent.</p> <p>A small number of minor projects that have not be able to be completed in the current financial year due to covid-19 are also proposed to be rolled forward.</p>				

Service Area	Net Budget	Actual Spend	Budget Remaining	Budget Remaining as a % of Budget
	£'000	£'000	£'000	%
Housing and Community Development	5,468	4,666	802	15
Housing Revenue Account	19,878	20,932	(1,054)	(5.3)

### HOS Comment

#### Housing & Community Development

The Council has approved a five-year programme which has enabled replacement of plant, fixtures, end-of-life equipment, structural materials, playing surfaces and decoration throughout the leisure facilities in the county. The capital commitment supports the Council's 'landlord' responsibilities as part of the leisure contract but also ensures that the buildings are fit for purpose, compliant, attractive and provide a positive customer experience. Leisure Services in Powys not only support the overall well-being of our residents and communities but contribute to the health & care agendas, learning & skills – as a collaborative partner to the School's Transformation Programme, and the economy by hosting and delivering local, regional and national events and competitions.

A sample of the projects completed or in progress include -

- Complete resurfacing of two large car parks in Newtown & Welshpool
- Replacement pool surround & changing rooms in Knighton
- Replacement of Pool Dosing systems and Circulation Pumps in various pools
- Complete replacement of boilers in Welshpool and Brecon
- Replacement of redundant and end of life flooring, doors, air handling units and lighting systems
- Improvement and development of the fitness suite at Builth Wells Sports Centre. (There was also external 'recovery' funding from Sport Wales to support this project)
- Replacement outdoor (artificial) playing surface / carpet in Welshpool
- Replacement outdoor (artificial) playing surface in Llanidloes
- Replacement of outdoor floodlights in Welshpool & Newtown
- Replacement / improvement of squash courts in Llanfyllin

#### HRA

The affordable housing new build programme is progressing well. As of the 31st March there were 4 new homes completed, a further 114 homes in construction, with several more sites being progressed for development. Seven Passivhaus properties in Sarn are nearing hand over, with work on the 32 properties at the site in Brecon also approaching completion. The team have successfully applied for WG grant funding, the confirmation of which assists in ensuring that these new build schemes remain affordable within the HRA Business Plan. The affordability of future schemes will depend on the availability of grant funding, more information from WG is expected in 2021.

Some capital spend within the service has been delayed due to the ongoing Covid 19 pandemic, the service has worked with Finance colleagues to reprofile expenditure accordingly.

Approximately £12m has been spent on major refurbishment of council dwellings. Renewal of kitchens, bathrooms, heating systems, and replacement of roofs is continuing across the county and more investment has been committed in the next few years to improve properties for our residents.

In total 78 homes were fitted with new kitchens, 105 homes were fitted with new bathrooms, 128 homes had upgraded heating systems, 28 homes were rewired, 406 homes were fitted with new double-glazed windows, 230 homes had their roofs replaced, 83 homes benefitted from improved insulation levels, and 204 older persons accommodation received access improvements to RNIB standards.

10 dwellings have been purchased to increase the number of properties available using the Welsh Government's Homelessness Scheme.

Service Area	Net Budget	Actual Spend	Budget Remaining	Budget Remaining as a % of Budget
	£'000	£'000	£'000	%
Regeneration	5,303	2,318	2,918	56

**HOS Comment**

Expenditure has focused on town centre regeneration projects which include the Automobile Palace, Newtown Riverside Venue, Newtown Town Centre Green Infrastructure project and Town Centre Property Investment Fund.

Progress with the delivery of regeneration projects has been adversely affected by Covid delays during 2020-21. All grant funding has however been drawn down and committed with the agreement of Welsh Government and remaining spend is scheduled to take place during 2021-22.

Service Area	Net Budget	Actual Spend	Budget Remaining	Budget Remaining as a % of Budget
	£'000	£'000	£'000	%
Digital Services	2,066	2,326	(260)	(13)

**HOS Comment**

An extra £170k has been spent from the Device Refresh budget due to early refresh of laptops due to Covid. Also a number of devices for Test Trace and Protect were initially ordered from the refresh budget however the corresponding amount has been credited to the Refresh reserve. Although there is an overspend against budget this year, the overall net effect on the reserve is nil.

The remaining £90k relates the Schools HWB schemes and has been financed from the grant income carried forward from previous years.

<b>Service Area</b>	<b>Net Budget</b>	<b>Actual Spend</b>	<b>Budget Remaining</b>	<b>Budget Remaining as a % of Budget</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>%</b>
<b>Legal</b>	<b>22</b>	<b>22</b>	<b>0</b>	<b>0</b>

**HOS Comment**

The congress system used for council meetings has been upgraded in year which allows for bilingual webcasting.

<b>Service Area</b>	<b>Net Budget</b>	<b>Actual Spend</b>	<b>Budget Remaining</b>	<b>Budget Remaining as a % of Budget</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>%</b>
<b>Finance</b>	<b>3,022</b>	<b>0</b>	<b>0</b>	<b>100</b>

**HOS Comment**

£2.9 million of the budget relates to Transformation schemes which under the Welsh Government Capitalisation Directive are funded from Capital Receipts. This year the transformation activities have been funded from the revenue surplus, retaining the capital receipts to support the Capital Strategy in future years.

The balance (£0.1m) is held as a contingency and has not been utilised during the year.

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