

CYNGOR SIR POWYS COUNTY COUNCIL.

**CABINET EXECUTIVE
18th September 2018**

REPORT AUTHOR: County Councillor Myfanwy Alexander
Portfolio Holder for Learning and Welsh Language

SUBJECT: Llanfyllin All-through School

REPORT FOR: Decision

1. Summary

- 1.1 This report recommends the amalgamation of Llanfyllin C.P. School and Llanfyllin High School to create a new all-through school on the current sites of the two schools.
- 1.2 The report is supported by the following appendices:

Appendix A – Letter from the Governing Bodies of Llanfyllin C.P. School and Llanfyllin High School
Appendix B – Options Appraisal
Appendix C – Impact Assessment

2. Proposal

Background

School Organisation Policy and Delivery Plan

- 2.1 On the 13th March 2018, Cabinet approved a new School Organisation Policy, which set out the Council's aspirations for the schools infrastructure in Powys. The policy states that:

'The Council aims to have an educational model which fulfils the following:

- Provides all learners with the opportunity to achieve their potential
- Has high quality, resilient leadership and management
- Has high quality learning environments, with the long term aim that all schools will be assessed as condition A or B
- Has a greater focus on collaboration and partnership working, in order to enable schools to provide the best possible opportunities for learners
- Enables schools to operate effectively and efficiently within the funding available

- Increases demand for Welsh-medium provision and provides access to provision which will enable pupils to become confident Welsh speakers
- Develops our schools into establishments that are central to community activity
- Has a high quality ICT infrastructure that will enable all schools to provide enhanced opportunities for learners
- Provides access to high quality early years provision
- Provides support for learners with additional learning needs which aligns with the requirements of the new Additional Learning Needs and Education Tribunal (Wales) Act
- Provides access to high quality post-16 provision in schools, which is attractive to learners, financially sustainable and minimises learner travel'

2.2 Further to this, the Policy states that a Delivery Plan will be produced which sets out the Council's priorities:

'In order to move towards a more efficient schools network, a new Delivery Plan will be implemented with a greater focus on working in partnership with schools and the communities they serve, and on alternative models of delivering education, such as collaboration models, federation, multi-site schools and all-through schools.

The Council's Delivery Plan will focus on delivering the following priorities:

- Secondary schools to become 'all-through schools', or part of multi-sited arrangements
- Small primary schools¹ to be part of formal collaborations / federations / amalgamations
- Remove infant / junior split by creating 'all-through' primary schools
- New Welsh-medium provision to be established
- Improvements to the Powys schools estate, either as part of the Welsh Government's 21st Century Schools Programme or as part of the Council's Asset Management Programme
- A new model for delivering post-16 provision to be implemented
- Transforming the delivery of support for pupils with additional learning needs

In addition to the above priorities, the Council will encourage all schools to:

- Identify areas where staff and / or services can be shared across more than one school in order to improve efficiency

¹ The Welsh Government defines a 'small school' as a school that contains fewer than 91 registered pupils in the Education (Small Schools) (Wales) Order 2014:
<http://www.legislation.gov.uk/wsi/2014/1133/made>

- Develop the use of ICT links between school sites to provide distance learning opportunities'
- 2.3 Cabinet also approved a Delivery Plan for the period 2018-2021, which outlines three programmes of work for developing the Powys Schools Infrastructure during this period. One of these programmes is 'Secondary and Post 16 provision'.
- 2.4 Following Cabinet approval of the new Policy and Delivery Plan, representatives of the local authority were invited to attend a joint meeting of the governing bodies of Llanfyllin C.P. School and Llanfyllin High School, to discuss the new policy and the all-through school model in particular. At the meeting, the two governing bodies unanimously agreed in principle to move towards establishing an all-through school in Llanfyllin.
- 2.5 Subsequently, the two governing bodies have facilitated a discussion workshop with all staff at the two schools on the principle of moving towards establishing an all-through school in Llanfyllin.
- 2.6 On the 3rd August 2018, a letter was received from the two governing bodies, indicating their wish to move towards establishing an all-through school – see Appendix A.
- 2.7 The Council's Learning and Skills Board met on the 9th August 2018 to consider the letter from the governing bodies and the options for education in Llanfyllin. At the meeting, the Board agreed to recommend to Cabinet that the Council proceeds with the statutory process to establish a new all-through school in Llanfyllin.
- 2.8 Data about the two schools is provided below:

i) General Information

	School Type	Language Category	Admission Number
Llanfyllin C.P. School	Community Primary School building owned by PCC.	Dual stream	27
Llanfyllin High School	Community Secondary School building owned by PCC.	Dual stream – category 2C	146

ii) Pupil Numbers

Current pupil numbers²

	R	1	2	3	4	5	6	Total
Llanfyllin C.P. School	19	20	27	16	20	25	27	154

	7	8	9	10	11	12	13	Total
Llanfyllin High School	97	123	137	145	101	66	81	750

Projected pupil numbers

	January 2019	January 2020	January 2021	January 2022	January 2023
Llanfyllin C.P. School (R-Yr6)	145	139	133	134	122
Llanfyllin High School	699	669	637	598	580
Total	844	808	770	732	702

iii) Building Capacity and Condition

	Capacity	Condition	Suitability
Llanfyllin CP School	172	C	B/C
Llanfyllin High School	916	C	B/C

iv) Quality and standards of education

Estyn

	Llanfyllin C.P. School	Llanfyllin High School
Date of Inspection	October 2014	February 2016
School's Current	Adequate	Adequate

² Teacher Centre, 12th July 2018

Performance		
Prospects for Improvement	Adequate	Adequate
Follow Up Activity	Estyn Monitoring Estyn Monitoring visit January 2016 – the school was judged to have made good progress, and was removed from the list of schools requiring Estyn monitoring	In need of Significant Improvement

School Categorisation (2017)

	Standards Group	Improvement Capacity	Support Capacity
Llanfyllin C.P. School	N/A	C	Amber
Llanfyllin High School	N/A	C	Amber

v) Budgetary position (as of 1st May 2018 submittal by full governing body)

	2017/18 Actual Cumulative Outturn	2018/19 Budget	2019/20 Budget	2020/21 Budget
Llanfyllin CP School	(£18,788)	£3,102	£128	(£33,695)
Llanfyllin High School	£59,125	£3,017	(£24,947)	(£163,140)

3. Options Considered / Available

- 3.1 See Appendix B – Options Appraisal for information about the options considered

4. Preferred Choice and Reasons

4.1 The preferred choice is to carry out formal consultation in accordance with the requirements of the School Organisation Code on the following:

‘To amalgamate Llanfyllin C.P. School and Llanfyllin High School to create a new all-through school in Llanfyllin. This will be achieved by closing Llanfyllin C.P. School and Llanfyllin High School and opening a new all-through school providing education for pupils aged 4-18 on the current site of the two schools.’

4.2 The reasons for this are:

- To provide a more sustainable model for delivering primary and secondary Welsh-medium and English-medium education in Llanfyllin
- To enable education in Llanfyllin to be provided more efficiently
- To provide robust leadership to pupils in all phases of education
- To improve the quality of education to pupils in all phases of education
- To provide seamless progression through each key stage of education

4.3 Should the Council proceed with establishing an all-through school in Llanfyllin, the total funding provided would be in line with the funding currently provided to Llanfyllin C.P. School and Llanfyllin High School. The new school would be expected to operate within the budget provided to it. The new school’s curriculum and staffing structure would be the responsibility of the temporary governing body, and the curriculum and staffing structure set by the temporary governing body would be expected to be within the budget available to the new school.

4.4 However, a review of the authority’s fair funding formula is currently being carried out, which may result in a different funding model for all-through schools. The new fair funding formula is expected to be implemented from the 2019/20 financial year.

4.5 Both Llanfyllin C.P. School and Llanfyllin High School are projecting to be in a deficit budget position by the 31st August 2020, when it is anticipated that the two current schools would close should the recommendation be implemented. Llanfyllin C.P. School is forecast to have a deficit of £10,000 based on their current budget plan forecast, whilst Llanfyllin High School is expected to have a deficit of £25,000 based on the forecast submitted for July 2018. In line with the Council’s Scheme for Financing Schools, should a school be in a deficit budget position when closed the deficit is written off.

4.6 Should Cabinet approve the recommendation to commence the statutory process, the Council would need to follow the process set out in the School Organisation Code. This process is as follows:

i) Consultation

Consultation would be carried out with stakeholders as required by the Code. This includes consultation with the pupils at both schools, to ensure that their views are taken into account, in accordance with the United Nations Convention on the Rights of the Child.

Feedback from the consultation would be collated and summarised, and a report would be presented to the Cabinet. Cabinet will consider the 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 Cabinet decides not to proceed, that will be the end of this proposal.

ii) Statutory Notice

If Cabinet decides to proceed, a Statutory Notice would be published, which would give a period of 28 days for people to submit written objections.

If there were objections, the authority would publish an objection report providing a summary of the objections and the authority's response to them. A further report would be presented to the Cabinet, which they would consider alongside the objection report, in order to decide whether or not to approve the proposal.

iii) Implementation

If Cabinet approves the proposal, it would be implemented in accordance with the date given in the Statutory Notice or any subsequently modified date.

4.7 Should the recommendation to commence formal consultation be approved, it is anticipated that consultation would commence in October 2018.

4.8 The target date for closure of the two schools would be the 31st August 2020, with the new school to open on the 1st September 2020.

5. Impact Assessment

5.1 Is an impact assessment required? Yes

5.2 If yes is it attached? Yes (Appendix C)

An initial impact assessment in respect of the recommendation is attached. The impact assessment considers the proposals impact on the Welsh Government's well-being goals, as outlined in the Well-being of Future Generations Act.

Should Cabinet approve the commencement of the statutory process in respect of the recommendation, the impact assessment would be updated throughout the process, to take account of feedback received.

6. Corporate Improvement Plan

6.1 Learning and Skills is one of the four priorities outlined in Vision 2025: Our Corporate Improvement Plan 2018-23.

Within this priority, the Plan includes a commitment to 'Improve our schools infrastructure'. In order to achieve this, 'we will implement our new School Organisation Policy and Delivery Plan to develop a more efficient schools network, with a greater focus on working in partnership with schools and the communities they serve.'

7. Local Member(s)

Cllr Arwel Jones (Llandysilio) – 'I am more than happy to support the proposals as it will provide a sustainable model of delivery of English and Welsh medium education in the Llanfyllin area for the future and also provide some cost savings.'

Cllr Gwynfor Thomas (Llansanffraid) – 'I am more than happy to see this development go to consultation. It appears to provide an opportunity to strengthen cost effective bilingual education in the catchment area. I do think there are implications or perceptions which may concern other primary schools in the area which need to be addressed before consultation commences.'

Cllr Peter Lewis (Llanfyllin) – 'I am in full support of this consultation/process which will secure an exceptional dual stream education in the North of Powys for the future'

Cllr Bryn Davies (Llanwddyn) – 'Rwyf yn gyn ddisgybl o ysgol Llanfyllin. Cychwynais yno yn 1976. Roedd niferoedd yr ysgol newydd codi mymryn dros 500 o ddisgyblion am y tro cyntaf. Yn y flwyddyn gyntaf (blwyddyn 7 erbyn hyn) cawsom ein rhannu'n dri dosbarth ac o ganlyniad, am ychydig dros deg mis fues mewn dosbarth o siaradwyr Cymraeg am yr unig cyfnod mewn bron ugain mlynedd o addysg ffurfiol yng Nghymru. Heblaw am ysgrythyr a Cymraeg roedd ein gwersi'n dal i fod yn gyfangwbl Saesneg. Roedd yna 31 ohonon ni yn y dosbarth hwnnw ond mi wn am ambell un arall aeth i'r dosbarthiadau eraill er eu bod yn siarad Cymraeg cystal a fi a dwsinau o rai eraill oedd yn blant i

siaradwyr Cymraeg na throsglwyddwyd y iaith iddynt yn y cartref nac yn yr ysgol. Pedwar deg un o flynyddoedd yn ddiweddarach gydag agwedd goleuedig tuag at ddwyieithrwydd, un ysgol gynradd Gymraeg a dwy ysgol gynradd ddwyffrwd o fewn dalgych ysgol Llanfyllin ac ymgyrchu ac ymbilio cyson trwy'r pedwar degawd, erbyn hyn mae yna 23 disgybl yn y dosbarth dwyieithog yn derbyn tua 6 o'u pynciau trwy gyfrwng y Gymraeg (nifer a fydd yn gostwng yn gyson wrth iddynt symud trwy'r ysgol o ddilyn patrwm y blynyddoedd diweddar) mewn ysgol o 750 o ddisgyblion. Does dim ffordd o ddehongli'r uchod fel unrhyw fath o gynnydd mewn dwyieithrwydd nac addysg ddwyieithog mewn dros deugain mlynedd.

Dydw i ddim wedi clywed neb yn gyhoeddus yn datgan eu gwrthwynebiad i ddwyieithrwydd ond mae gweithredoedd a phenderfyniadau cynghorwyr, llywodraethwyr, athrawon, swyddogion a rhieni wedi arwain yn amlwg iawn at ostyngiad sylweddol yn nwyieithrwydd ein poblogaeth. Dydw i ddim wedi clywed neb yn gyhoeddus yn datgan eu gwrthwynebiad i ddwyieithrwydd oherwydd dwi'n credu yn y bôn y byddai mwyafrif mawr iawn o'r poblogaeth yn falch iawn petai nhw eu hunain a'u plant yn ddwyieithog. Mae'r broses o gyrraedd y nod yn cael ei llesteirio gan ddefnydd llac o iaith. Byth a beunydd cyfeirir at ysgol Llanfyllin fel ysgol ddwyieithog, gan gynnwys ei wefan ei hun. Digwydd hyn serch y ffaith bod pob un proffesiynol yn y maes yn gwybod mae'r unig ffordd o gaffael ar ddwyieithrwydd yng Nghymru ydy trwy addysg Cyfrwng Cymraeg yn gyfan gwbl yn y blynyddoedd cynnar gydag addysg Cyfrwng Saesneg yn cael ei gyflwyno'n raddol nes ymlaen. Ac i gynnal dwyieithrwydd o safon broffesiynol rhaid i'r addysg cyfrwng Cymraeg parhau ar gyfer y rhan helaethaf o'u haddysg drwy CA5 a thuhwnt (yn enwedig i'r dysgwyr lle nad yw'r Gymraeg yn bod mewn peuoedd eraill yn eu bywydau).

Felly rhaid peidio a chyfeirio at y ddwy opsiwn addysg yng Nghymru fel Addysg Cyfrwng Saesneg ac Addysg Cyfrwng Cymraeg fel petaent yn gyfartal yn eu darpariaeth a'u deilliant. Yn hytrach dylid bod yn fwy tryloyw a gonest gyda termau fel Addysg Deilliant Unieithog ADU ac Addysg Deilliant Dwyieithog ADD.

Yn ysgolion cynradd ac uwchradd Llanfyllin felly mae ffrwd ADD a ffrwd ADU. Mae o'n amhosib cynnal ADD cyflawn yn y sector uwchradd oni bai bod niferoedd o blant dwyieithog sy'n dod drwadd o'r sector cynradd yn cynyddu yn sylweddol. I hyn ddigwydd rhaid ystyried mai ADD fydd y norm ym Mhowys.

Ar hyn o bryd am ryw reswm sydd ddim yn cael ei ddatgan yn gyhoeddus, ystyrir hi'n resymol i rieni dewis rhwng ADD ac ADU. Mae cant a mil o bethau nad oes gan rhieni dewis drosto ond mae nhw yn cael dewis peidio gadael i'w plant dysgu Cymraeg. Nid dyna'r dewis mae'r mwyafrif mawr o rhieni yn ei wneud wrth gwrs, yn hytrach cefnogi'r ysgol leol maent yn ei wneud. Ond lle mae ysgol ddwyffrwd, gall riant ddewis i'w plentyn unai i dyfu fyny'n ddwyieithog neu i beidio

a siarad Cymraeg. Oni llawer tecach fyddai rhoi i'r plentyn y ddewis o ba iaith i'w ddefnyddio – dim ond y plant yn y ffrwd ADD sy'n cael y dewis yma. Problem pellach efo'r dewis rhwng ADD ac ADU ydy bod rhiant sy'n dewis ADU nid yn unig yn cyfyngu ar ddewis eu plentyn eu hun ond hefyd yn cyfyngu ar ddewis yr holl blant sydd yn ddwyieithog oherwydd fel y gwyddai pawb, heb gyfieithydd, pan fo person uniaith Saesneg yn eich plith, prin bod ots faint o siaradwyr Cymraeg sydd yno, Saesneg fydd iaith y sgwrs. Mae hyn mor normal erbyn hyn oherwydd pur anaml mae pawb mewn cwmni yn siarad Cymraeg, mae siaradwyr Cymraeg ifanc yn yr arfer o siarad Saesneg efo'u gilydd. Gyda pharhad y drefn fel ag y mae ni fydd y Gymraeg yn iaith cyfathrebu cyfforddus i neb yn y rhan hon o Bowys o fewn degawd neu ddwy arall.

Gyda phob newid a chwyldro fe ddaw cyfleoedd. Wrth uno'r ddwy ysgol yn Llanfyllin. Hoffwn weld y ddwy sefydliad yn cofleidio'r cysyniad o ADD i bawb. Byddai sicrhau bod pob plentyn sy'n trosglwyddo o CA2 yn ddwyieithog yn gyfraniad mawr i'r ffrwd ddwyieithog yn CA3 a 4 gan ei gwneud yn fwy hyfwy a deniadol i bawb. Dyma gyfle na ddylid ei golli. Heb alluogi "step change" yn y niferoedd sy'n cyrchu ADD yn ysgol uwchradd Llanfyllin fydd yr ysgol yn colli unrhyw hygrededd sydd ganddi fel darparwr addysg ddwyieithog gyda chanlyniadau drybeilig i ddyfodol y Gymraeg yn y fro.

Yn yr impact assessment ysgrifennwyd N/A mewn pedwar adran lle fyddai'r impact yn tu hwnt o bositif pe gweithredir ADD yn effeithiol sef adrannau: A Prosperous Wales, A Resilient Wales, A Healthier Wales ac A Wales of Cohesive Communities.'

Translation

'I am a former pupil of Llanfyllin school. I started there in 1976. The numbers in the school had just risen to slightly over 500 pupils for the first time. In the first year (now known as year 7), we were divided into three classes, and consequently for a little over ten months I was in a class of Welsh speakers for the only period in almost twenty years of my formal education in Wales. Other than Scripture and Cymraeg, our lessons were entirely in English. There were 31 of us in that class, but I know of several others who went into the other classes despite being able to speak Welsh as well as I could, as well as dozens of children of Welsh speakers who did not have the language transferred to them either at home or in school. Forty-one years later, with enlightened attitudes towards bilingualism, one Welsh-medium Primary school and two dual primary schools in the Llanfyllin school catchment area and regular campaigning and pleading throughout the four decades, there are now 23 pupils in the bilingual class receiving instruction in around 6 of their subjects through the medium of Welsh (a number which consistently falls as they move through the school, if it follows the pattern of recent years) in a school of 750 pupils. In over forty years,

there is no way this can be interpreted as any sort of progress in bilingualism nor bilingual education.

I have not heard anyone publicly stating their objection to bilingualism, but the actions and decisions of councillors, governors, teachers, officers and parents have very obviously led to a substantial drop in the bilingualism of our population. The reason I don't think I've heard anyone publicly object to bilingualism is that essentially most of the population would in fact be very glad if they themselves and their children were bilingual. The process of reaching this aim is hindered by a sloppy use of language. Ysgol Llanfyllin is forever being referred to as a bilingual school, including on the school's own website. This is despite the fact that every professional in the field knows the only way of obtaining bilingualism in Wales is through entirely Welsh-medium education in the yearly years, with English medium education being introduced gradually later. And to maintain bilingualism at a professional level, Welsh medium education needs to continue for the majority of their education through KS5 and beyond (especially for the learners where the Welsh language doesn't exist in other spheres of their lives).

Therefore, we must stop referring to the two education options in Wales as being English-Medium Education and Welsh-Medium Education as if they were equal in provision and outcome. Rather than this, it would be more transparent and honest to use labels such as Monolingual Outcome Education (MOE) and Bilingual Outcome Education (BOE).

In Llanfyllin primary and secondary schools therefore there is a MOE stream and a BOE stream. It is impossible to maintain full BOE in the secondary sector unless numbers of bilingual children coming through the primary sector increases substantially. In order for this to happen, we have to consider BOE becoming the norm in Powys. At the moment, for some reason not publicly stated, it is considered reasonable for parents to choose between MOE and BOE. There are hundreds of things that parents have no choice about, but they do have the choice of not allowing their children learn Welsh. This is not the choice made by the great majority of parents of course, rather than this they support their local school. But where there is a dual stream school, a parent can choose that their child grows up bilingual, or grows up not speaking Welsh. Wouldn't it be fairer to allow the child the choice of which language to use – it is only the children in the BOE stream who have this choice. A further problem with the choice between MOE and BOE is that a parent choosing MOE not only restricts the choice of their own child, but also restricts the choice of all the bilingual children, because as everyone knows, without a translator, when in the company of someone who only speaks English, it hardly matters how many Welsh speakers are there, the conversation will be in English. This is so normal nowadays because there is seldom a situation where everyone in a group speaks Welsh, so young Welsh

speakers are in the habit of speaking English to one another. If the present arrangements continue, Welsh will no longer be a comfortable means of communication for anyone in this part of Powys within another decade or two.

Every change and revolution brings opportunities. In merging the two schools in Llanfyllin, I should like to see the two organisations embrace the concept of BOE for all. Ensuring that each child transferring from KS2 is bilingual would be a great contribution to the bilingual stream in KS3 and 4, making it more viable and attractive for everyone. This is an opportunity not to be missed. Without enabling a step change in the numbers seeking BOE in Llanfyllin High School, the school will lose any credibility it has as a provider of bilingual education with disastrous consequences for the future of Welsh in the area.

In the impact assessment, N/A was written in four sections where the impact would be extremely positive if the BOE were to be implemented effectively, namely: A Prosperous Wales, A Resilient Wales, A Healthier Wales and A Wales of Cohesive Communities.'

8. Other Front Line Services

Does the recommendation impact on other services run by the Council or on behalf of the Council? Yes/No

If so please provide their comments

9. Communications

Have Communications seen a copy of this report? Yes

Have they made a comment?

The report is of public interest and requires use of proactive news release and appropriate social media to publicise the recommendation.

10. Support Services (Legal, Finance, Corporate Property, HR, ICT, Business Services)

10.1 **Legal:** The recommendations can be supported from a legal point of view.

10.2 **Finance:** The Schools Finance Manager confirms the Finance team has been involved with the revenue costings, and can support the report. The projected budget position for each school shows both moving into a deficit position. It is essential that appropriate action is taken by each Governing Body to deal with these projected deficits and ensure the schools are in compliance with the Scheme for Financing

Schools. The Finance team will support the school with this compliance work.

10.3 **Corporate Property:** N/A

10.4 **HR:** The Schools HR Team will continue to work with headteachers, employees, Governors and trades union representatives to ensure that Powys County Council's policies and procedures are followed in consulting upon and implementing proposed changes.

10.5 **ICT:** N/A

11. **Scrutiny**

Has this report been scrutinised? No

12. **Statutory Officers**

12.1 The Solicitor to the Council (Monitoring Officer) commented as follows: "I note the legal comments and have nothing to add to the report."

12.2 The Head of Financial Services (Deputy Section 151 Officer) notes the comments of the Schools Finance Manager. It is essential that both schools manage their budgets and comply with the requirements of the Scheme. The council will take appropriate action to support this compliance.

13. **Members' Interests**

The Monitoring Officer is not aware of any specific interests that may arise in relation to this report. If Members have an interest they should declare it at the start of the meeting and complete the relevant notification form.

Recommendation:	Reason for Recommendation:
<p>To commence consultation in accordance with the requirements of the School Organisation Code on the amalgamation of Llanfyllin C.P. School and Llanfyllin High School, by closing Llanfyllin C.P. School and Llanfyllin High School and opening a new all-through school on the current school sites.</p> <p>The target date is to close the two schools on the 31st August 2020 and to open the new all-through school on the 1st September 2020.</p>	<p>To provide stability and security of local provision.</p>

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Relevant Policy (ies):	School Organisation Policy		
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):	Cllr Arwel Jones – Llandysilio Cllr Emyr Jones – Llanfihangel Cllr Peter Lewis – Llanfyllin Cllr Aled Davies – Llanrhaeadr-ym-Mochnant / Llansilin Cllr Gwynfor Thomas – Llansanffraid Cllr Bryn Davies – Llanwddyn
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Person(s) To Implement Decision:	Marianne Evans
Date By When Decision To Be Implemented:	End of October 2018

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Background Papers used to prepare Report: