

Pecyn Dogfennau Cyhoeddus

Cabinet

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

Dyddiad y Cyfarfod
Dydd Mawrth, 20 Mehefin 2023

Amser y Cyfarfod
10.00 am

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

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

AGENDA

1.	YMDDIHEURIADAU
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Derbyn ymddiheuriadau am absenoldeb.

2.	COFNODION
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Awdurdodi'r Cadeirydd i lofnodi cofnodion y cyfarfod diwethaf a gynhaliwyd ar 23 Mai 2023 fel cofnod cywir.

(Tudalennau 1 - 4)

3.	DATGANIADAU O DDIDDORDEB
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Derbyn unrhyw ddatganiadau o ddiddordeb gan Aelodau yn ymwneud ag eitemau i'w hystyried ar yr agenda.

4.	SEFYDLU FFRWD CYFRWNG CYMRAEG YN YSGOL Y CRIBARTH
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Ystyried adroddiad gan y Cynghorydd Sir Pete Roberts, Aelod Cabinet ar gyfer Powys sy'n Dysgu.

(Tudalennau 5 - 56)

5.	ADRODDIAD BLYNYDDOL SAFONAU'R IAITH GYMRAEG DRAFFT 2022-
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2023

Ystyried adroddiad gan y Cynghorydd Sir Sandra Davies, Aelod Cabinet ar gyfer y Gymraeg.

(Tudalennau 57 - 82)

6.	ALLDRO ARIANNOL AR GYFER Y FLWYDDYN YN DOD I BEN 31 MAWRTH 2023
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Ystyried adroddiad gan y Cynghorydd Sir David Thomas, Cabinet Aelod Cabinet ar gyfer Cyllid a Thrawsnewid Corfforaethol.

7.	ALLDRO CYFALAF 2022-23, AR 31 MAWRTH 2023
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Ystyried adroddiad gan y Cynghorydd Sir David Thomas, Aelod Cabinet ar gyfer Cyllid a Thrawsnewid Corfforaethol.

(Tudalennau 83 - 90)

8.	PENDERFYNIADAU DIRPRWYEDIG A WNAED ERS Y CYFARFOD DIWETHAF
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Nodi'r penderfyniadau dirprwyedig a gymerwyd ers y cyfarfod diwethaf.

(Tudalennau 91 - 92)

9.	BLAENRAGLEN WAITH
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Ystyried blaenraglen waith y Cabinet.

(Tudalennau 93 - 96)

10.	EITEMAU WEDI'U HEITHRIO
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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).

Yn ei farn ef roedd y ffactorau hyn 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.

11.	EIDDO YN Y DRENEWYDD
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Ystyried adroddiad gan y Cynghorydd Sir Jackie Charlton, Aelod Cabinet ar gyfer Powys Wyrddach.

(Tudalennau 97 - 108)

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

**MINUTES OF A MEETING OF THE CABINET HELD AT A ZOOM MEETING AND IN
COUNTY HALL ON TUESDAY, 23 MAY 2023**

PRESENT

County Councillor J Gibson-Watt (Chair)

County Councillors J Berriman, J Charlton, R Church, S Davies, M J Dorrance,
P Roberts, D Selby and D A Thomas

In attendance: County Councillors G Breeze and J Brignell-Thorp

1.	APOLOGIES
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Apologies for absence were received from County Councillor S Cox.

2.	MINUTES
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The Leader was authorised to sign the minutes of the last meeting held on 9th May 2023 as a correct record.

3.	DECLARATIONS OF INTEREST
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There were no declarations of interest reported.

4.	WELSHPOOL C.IN.W PRIMARY SCHOOL PROJECT VIREMENT
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Cabinet considered a request for additional funding of £150,000 for the Welshpool Church in Wales Primary School Project. The funding would be taken from the unallocated amount currently held within the school's capital budget.

The report set out in detail the reasons why the project had gone over budget. It was proposed that a full review be undertaken and the results shared with the Cabinet, the Transforming Education Programme Board and the Capital Working Group of the Governance and Audit Committee.

Local Member County Councillor Graham Breeze welcomed the proposal to review the reasons why the project had gone over budget. He said that an apology was owed by those who had delayed the scheme to those children who had missed the opportunity to be taught in the new schools but noted that Welshpool now boasted two of the best schools in Wales which served as an example of what schools transformation could achieve.

County Councillor Richard Church, who was another Welshpool Councillor, noted that there were positive lessons to learn as well, and he hoped that other parts of the county would benefit from having high quality schools through the continuation of the schools transformation programme.

RESOLVED

1. that £150,000 is allocated to the Welshpool C.in.W Primary School project to cover the outstanding costs. This funding will be taken from the unallocated amount currently held within the school's capital budget.
2. that a full review of lessons learnt is undertaken, to include both the Welshpool school projects, and that this is shared the Governance and Audit Committee's Capital Working Group.

5.	BIODIVERSITY AND RESILIENCE OF ECOSYSTEMS DUTY, SECTION 6 OF THE ENVIRONMENT (WALES) ACT 2016 - 2022 REPORT
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Cabinet considered a report setting out the ways in which the Council was meeting its legal duties to maintain and enhance biodiversity under the Environment (Wales) Act 2016, known as a Section 6 report, in the period between December 2019 and December 2022. This aligned with the Council's Corporate Improvement plan aims of 'Stronger, Fairer, Greener.'

The knowledge of specialist officers was key to underpinning ongoing delivery against the duties under section 6 of the Act and the Council had been able to fund a Biodiversity officer and a Nature Recovery Officer post through grants.

The Cabinet Member for a Greener Powys noted that in addition to the activities outlined in the report, a conference was taking place on 14th June for Town and Community Councils to help them understand and meet their Section 6 responsibilities and that a workshop had been held on 22nd May for County Councillors.

RESOLVED that the contents of the December 2022 revision of the Section 6 report be accepted as reflecting the actions taken to maintain or enhance biodiversity between 2019 and 2022.

6.	CORPORATE SAFEGUARDING BOARD ACTIVITY REPORT
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Cabinet received an update from the Interim Director of Social Services and Housing who chaired the Corporate Safeguarding Board. She reported that good progress was being made against the action plan developed from the recommendations in the Wales Audit Office Safeguarding Audit Report, published in December 2022. The action plan would now be built into the regulatory tracker and reported on during quarterly performance meetings and by the Governance and Audit Committee.

7.	DELEGATED DECISIONS TAKEN SINCE THE LAST MEETING
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Cabinet noted the delegated decisions taken by Cabinet members since the last meeting.

8.	FORWARD WORK PROGRAMME
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Cabinet noted the forward work programme.

County Councillor J Gibson-Watt (Chair)

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

CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET EXECUTIVE

20th June 2023

REPORT AUTHOR: County Councillor Pete Roberts
Cabinet Member for a Learning Powys

REPORT TITLE: Establishing a Welsh-medium stream at Ysgol y Cribarth

REPORT FOR: Decision

1. Purpose

- 1.1 Further to the decision made by Cabinet on the 7th March 2023, the Council published a Statutory Notice proposing the following:
- To make a regulated alteration to formally establish a Welsh-medium stream at Ysgol y Cribarth from September 2023.
- 1.2 The purpose of this report is to inform Cabinet members of the Objections received during the statutory Objection Period, and to determine whether or not to implement the proposal.
- 1.3 The report is supported by the following appendices:
- **Appendix A** – Statutory Notice
 - **Appendix B** – Objection Report
 - **Appendix C** – Updated Integrated Impact Assessment
 - **Appendix D** – Updated Equalities, Community and Welsh Language Impact Assessments

2. Background

Ysgol y Cribarth

- 2.1 Ysgol y Cribarth is located in Aber-craf, at the north of the Ystradgynlais catchment.
- 2.2 It opened in a new building in 2012 following the reorganisation of all schools in the Ystradgynlais catchment. At this time, the 10 schools in the catchment were merged to create 4 new schools. 3 English-medium schools were established – Ysgol y Cribarth, Ysgol Bro Tawe and Ysgol Golwg y Cwm, and one Welsh-medium school was established to serve the catchment area – Ysgol Gymraeg Dyffryn y Glowyr.

2.3 The school currently operates as a single stream English-medium school, however since September 2021, the school has also operated a Welsh-medium foundation phase class on a pilot basis, as part of a pilot scheme that was supported by Powys County Council. This class has continued to operate in the 2022/23 academic year. There are currently 20 pupils in the Welsh-medium class.

2.4 Current pupil numbers at the school are as follows¹:

	R	1	2	3	4	5	6	Total
Welsh-medium	8	6	5	0	0	0	0	19
English-medium	6	12	20	19	14	15	20	106
Total	14	18	25	19	14	15	20	125

2.5 Following the successful introduction of the Welsh-medium pilot class at the school, an Options Appraisal paper regarding the school's future language category was considered by Cabinet on the 13th December 2022, which identified a preferred option to formally establish a Welsh-medium stream at the school.

2.6 The formal establishment of a Welsh-medium stream at the school would be in line with the Strategic Aim set out in the Council's Strategy for Transforming Education in Powys to *'improve Welsh-medium provision across all key stages,'* and the Strategic Objective to *'Move schools along the language continuum'*.

2.7 Following consideration of the Options Appraisal, Cabinet agreed to carry out consultation on the following proposal:

- To make a regulated alteration to formally establish a Welsh-medium stream at Ysgol y Cribarth from September 2023.

The Consultation Period

2.8 Consultation on the proposal to establish a Welsh-medium stream at Ysgol y Cribarth commenced on the 19th December 2022 and ended on the 6th February 2023.

2.9 A Consultation Report listing the issues raised during the consultation and the Council's response to them was published. This was considered by Cabinet on the 7th March 2023.

¹ Teacher Centre, 14/06/23

- 2.10 At the meeting on the 7th March 2023, Cabinet agreed to proceed with the process to formally establish a Welsh-medium stream at Ysgol y Cribarth through the publication of a Statutory Notice.

Statutory Notice

- 2.11 Further to the decision made by Cabinet on the 7th March 2023, the Council published a Statutory Notice proposing the following:

‘To make a regulated alteration to formally establish a Welsh-medium stream at Ysgol y Cribarth, School Road, Abercraf, SA9 1XD.

This will be introduced on a phased basis from 1st September 2023, building on the Welsh-medium pilot class which currently operates at the school. ‘

- 2.12 The Statutory Notice was published on the 19th April 2023 for a period of 28 days, in accordance with the guidance within the School Organisation Code (2018). A copy of the Statutory Notice is attached as Appendix A.
- 2.13 The objection period ended on the 17th May 2023.

Objections

- 2.14 1 objection was received during the statutory objection period. This is summarised in the Objection Report which is attached as Appendix B, along with the Council’s response to the issues raised.

3 Advice

- 3.1 Having considered the objection received, it is recommended that the Council proceeds with implementation of the proposal to establish a Welsh-medium stream at Ysgol y Cribarth, as outlined in the Statutory Notice (Appendix A).
- 3.2 The reasons for this are outlined below:
- Would provide continuity for pupils currently accessing Welsh-medium provision at the school
 - Would provide an additional opportunity for pupils in the catchment to access Welsh-medium provision
 - Welsh-medium provision would be more accessible to pupils living in the north of the catchment
 - Pupils at the school would have the opportunity to study through the medium of Welsh and develop full bilingual skills, if they so wished
 - Potential to increase the number of pupils studying through the medium of Welsh in the locality and in Powys

- Potential to increase the pupil numbers at the school
 - Would provide continued access to English-medium provision at the school alongside Welsh-medium provision
 - Positive impact on the school's Welsh ethos, which could provide more opportunities for English-medium pupils
 - Supports the aim in the Council's Strategy for Transforming Education to support schools to move along the language continuum
 - Would contribute towards the targets in the Council's WESP
 - Would contribute towards the Welsh Government's 2050 target of 1m Welsh speakers
- 3.3 The target would be to implement the change on a phased basis as outlined in the Statutory Notice, starting in September 2023.
- 3.4 It must be noted that proceeding with the proposal to formally establish a Welsh-medium stream at the school does not preclude that school from being a part of future reorganisation proposals.

4. Resource Implications

- 4.1 The foundation phase pilot is currently supported by Transformation funding of £95,000 in 2022-23 and £40,000 in 2023-24 (for the summer term only) which would cease if the Welsh medium stream is formally established. If this is agreed, the school's formula-led delegated funding would increase by approximately £26,500 in 2023-24 (for the 7 months from September 2023 to March 2024) and by a further £37,300 in 2024-25. As another year group joins the Welsh stream in September 2024, formula funding will increase by approximately £26,600 in addition.
- 4.2 In the short-term, initial modelling suggests that the formula-led delegated funding for the school would be approximately £90,000 more per annum than if the school remained a single-medium school. In the medium to long term the additional funding required for transitioning to a dual stream school then falls to £60,000 more per annum than the funding required for a single-medium school.
- 4.3 These additional costs would be funded by savings realised as part of the Strategy for Transforming Education in Powys 2022-2032 that formed part of the 2023-24 approved budget. It should be noted that these are estimated costs based on projected pupil numbers for future years. The actual costs of implementation will depend on the actual pupil numbers attending the school at the time of implementation.
- 4.4 The Head of Finance (Section 151 Officer) notes the report and the funding position as set out in the paragraphs above 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) ; I note the legal comment and support the recommendations.”

6. Comment from local member(s)

- 6.1 No comments received.

7. Integrated Impact Assessment

- 7.1 An initial impact assessment was considered by Cabinet on the 13th December 2022.
- 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.
- 7.2 The draft impact assessments were updated to reflect issues raised during the consultation period and the updated impact assessments were considered by Cabinet on the 7th March 2023 when considering whether or not to proceed with the publication of a statutory notice.
- 7.3 These have been further updated following the objection period, and the updated versions are attached as Appendix C and D.

8. Recommendation

- To receive the Objection Report in respect of formally establishing a Welsh-medium stream at Ysgol y Cribarth.
- To approve the proposal to make a regulated alteration to formally establish a Welsh-medium stream at Ysgol y Cribarth from September 2023.

Contact Officer:	Marianne Evans
Tel:	01597 826155
Email:	Marianne.evans@powys.gov.uk

Head of Service: Georgie Bevan – Head of Education

Corporate Director: Emma Palmer – Director of Corporate Services /
Lynette Lovell – Director of Education

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

POWYS COUNTY COUNCIL

NOTICE OF SCHOOL REORGANISATION PROPOSAL UNDER THE SCHOOL STANDARDS AND ORGANISATION (WALES) ACT 2013

Notice is hereby given in accordance with section 42 of the School Standards and Organisation (Wales) Act 2013 (“the Act”) and the School Organisation Code 011/2018 (“the Code”), that Powys County Council of County Hall, Llandrindod Wells, Powys LD1 5LG (“the Council”), having consulted such persons as required, proposes the following:-

- i. To make a regulated alteration to formally establish a Welsh-medium stream at Ysgol y Cribarth, School Road, Abercraf, SA9 1XD.
- ii. This will be introduced on a phased basis from 1st September 2023, building on the Welsh-medium pilot class which currently operates at the school.

This means that:

- From 1st September 2023, all pupils admitted to the school in the Reception year group will be able to express a preference for the Welsh-medium stream or the English-medium stream.
- In addition, pupils attending the Welsh-medium pilot class which is currently operating at the school will attend the school’s Welsh-medium stream from September 2023.
- It is expected that a full Welsh-medium stream (from Reception to Year 6) will operate at the school from September 2026.
- An English-medium stream will continue to operate at the school alongside the Welsh-medium stream.

The school is currently maintained by Powys County Council.

The Council undertook a period of consultation before deciding to publish this proposal. A consultation report containing a summary of the issues raised by consultees, the responses of the Council and the views of Estyn is available on the Council’s website: <https://en.powys.gov.uk/article/13703/Ysgol-y-Cribarth>.

Admissions

The Council will continue to be the admissions authority for the school. The proposal will not impact on the admissions number for Ysgol y Cribarth. The admissions number for first time admission to the school would continue to be 21.

From 1 September 2023:

- All pupils admitted to the school in the Reception year group will be able to express a preference for the Welsh-medium stream or the English-medium stream.

Parents may express a preference for another school and the Council will comply with any such expressed preference subject to Section 86(3) of the School Standards and Framework Act 1998.

Language Category

Following implementation of the proposal, the language category of Ysgol y Cribarth, as defined by “Defining Schools According to Welsh medium Provision”, Welsh Government Information Document No: 023/2007¹, would be Category 2 – Dual Stream Primary School.

Based on the new Welsh language categories introduced by the Welsh Government in 2023², the school is currently categorised as T2 – Transitional, to reflect the pilot Welsh-medium provision which is currently operating in the school. Following full implementation of this proposal, the expectation is that the English-medium stream at the school would meet the definition for a Category 1 English-medium school, and the Welsh-medium stream at the school would meet the definition for a Category 3 Welsh-medium school.

Transport

Transport for pupils attending Ysgol y Cribarth will be provided in accordance with the Council’s Home-to-School Transport Policy.

¹ Available at: <https://www.gov.wales/sites/default/files/publications/2018-02/defining-schools-according-to-welsh-medium-provision.pdf>

² Available at: <https://www.gov.wales/school-categories-according-to-welsh-medium-provision>

Pupils living in the area served by Ysgol y Cribarth are currently eligible for transport to Welsh-medium provision at Ysgol Gymraeg Dyffryn y Glowyr. Should the Council proceed with formally establishing a Welsh-medium stream at Ysgol y Cribarth, it is acknowledged that it would take some years for this provision to become fully embedded. During this time, pupils living closer to Ysgol y Cribarth would continue to be able to access transport to Ysgol Gymraeg Dyffryn y Glowyr to access Welsh-medium provision in a designated Welsh-medium school. Once Ysgol y Cribarth has a full Welsh-medium stream providing education from Reception to Year 6, any new pupils who live closer to Ysgol y Cribarth would only be eligible for free home-to-school transport to Ysgol y Cribarth.

Implementation

The proposal will be implemented by Powys County Council on a phased basis, starting in September 2023

How to Object to this Notice

Within a period of 28 days after the date of publication of these proposals, that is to say by **Wednesday 17th May 2023** any person may object to the proposals.

Objections should be sent to Lynette Lovell, Director of Education and Children, Powys County Council, Powys County Hall, Llandrindod Wells, Powys, LD1 5LG or by email to transforming.education@powys.gov.uk.

Powys County Council will publish a summary of any such objections made within the objection period (and not withdrawn in writing), together with the Council's observations thereon, within the period set out in the Code.

Lynette Lovell
Director of Education and Children
For Powys County Council

Dated this day 19th April 2023.

EXPLANATORY NOTE

(This explanatory note does not form part of the Notice but is offered by way of explanation).

- The Council intends to formally introduce a Welsh-medium stream at Ysgol y Cribarth, Abercraf. The Welsh-medium stream would be introduced on a phased basis, building on the Welsh-medium pilot class which currently operates at the school. An English-medium stream would continue to operate at the school alongside the Welsh-medium stream.
- The rationale for the proposal was set out in a Consultation Document which was issued in December 2022. The Council has subsequently published a Consultation Report, which summarises the issues raised during the consultation period and provides the Council's response to these issues. The Consultation Report is available on the Council's website: <https://en.powys.gov.uk/article/13703/Ysgol-y-Cribarth>
- The intention is that the proposal would be implemented on a phased basis, starting in September 2023, building on the Welsh-medium pilot class which currently operates at the school.
- Following implementation of the proposal, pupils choosing to attend the Welsh-medium stream at Ysgol y Cribarth would develop the skills needed to become fully bilingual, fluent in Welsh and English.
- More information about bilingualism and Welsh-medium education is available on the Council's website at: <https://en.powys.gov.uk/article/10742/Destination-bilingual-the-benefits-of-choosing-a-Welsh-medium-education>.
- Transport for pupils attending Ysgol y Cribarth would continue to be provided in accordance with the Council's Home to School Transport Policy.
- Pupils living in the area served by Ysgol y Cribarth are currently eligible for transport to Welsh-medium provision at Ysgol Gymraeg Dyffryn y Glowyr. Should the Council proceed with formally establishing a Welsh-medium stream at Ysgol y Cribarth, it is acknowledged that it would take some years for this provision to become fully embedded. During this time, pupils living closer to Ysgol y Cribarth would continue to be able to access transport to Ysgol Gymraeg Dyffryn y Glowyr to access Welsh-medium provision in a designated Welsh-medium school. Once Ysgol y Cribarth has a full Welsh-medium stream providing education from Reception to Year 6, any new pupils who live closer to Ysgol y Cribarth would only be eligible for free home-to-school transport to Ysgol y Cribarth.
- This proposal would not affect the right of parents to express a preference for other schools.



Establishing a Welsh-medium stream at
Ysgol y Cribarth
Objection Report



**Proposal to establish a Welsh-medium stream at
Ysgol y Cribarth**

Objection Report

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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
transforming.education@powys.gov.uk

Establishing a Welsh-medium stream at Ysgol y Cribarth

Objection Report

1. BACKGROUND

Powys County Council has carried out the statutory process on a proposal to establish a Welsh-medium stream at Ysgol y Cribarth.

The proposal is as follows:

- To make a regulated alteration to formally establish a Welsh-medium stream at Ysgol y Cribarth from September 2023.

Consultation on the proposal took place from the 19th December 2022 to the 6th February 2023. The Council published a consultation report outlining the findings of the consultation exercise.

On 7th March 2023, the Council's Cabinet agreed to proceed with the proposal, and a Statutory Notice was published on the 19th April 2023. The Objection Period ended on the 17th May 2023.

2. SUMMARY OF OBJECTIONS RECEIVED

1 objection was received during the statutory objection period.

The issues raised in the objection received are summarised below, along with the Council's response.

3. ISSUES RAISED IN THE OBJECTION RECEIVED

The issues raised in the objection received are summarised below, along with the local authority's response to each issue.

Ref	Issue	Local authority response
1.	<p>Ysgol Gymraeg Dyffryn y Glowyr is named in the Statutory Notice, however the governing body was not notified of this before it went out to members of the public.</p> <p>The Governing Body of Ysgol Gymraeg Dyffryn y Glowyr was not consulted on this matter, which is disrespectful given that there would be a direct impact on the school.</p>	<p>Information about the consultation and the publication of the Statutory Notice was sent to Ysgol Gymraeg Dyffryn y Glowyr in accordance with the requirements of the School Organisation Code. No consultation response was received from the school's governing body.</p>
2.	<p>The Notice says that it is expected that Cribath will have a full Welsh medium stream by September 2026, however there is nothing to indicate the catchment of the Welsh stream. The catchment for both Ysgol y Cribarth and Ysgol Gymraeg Dyffryn y Glowyr should have been included for clarity.</p>	<p>At present, the catchment area for Ysgol Dyffryn y Glowyr includes the whole of the Maesydderwen catchment. Currently, there is no change to this.</p> <p>As stated in the Statutory Notice, from September 2023, all pupils applying to attend Ysgol y Cribarth in the Reception year will be able to express a preference for the Welsh-medium stream or the English-medium stream. However, pupils living closer to Ysgol y Cribarth will still be able to apply for a place at Ysgol Gymraeg Dyffryn y Glowyr should that be their preference. Any applications will be dealt with in accordance with the Council's admissions policy.</p> <p>The Statutory Notice provides further clarification in respect of the proposed transport arrangements associated with implementation of the proposal, stating that until a full Welsh-medium stream has been established at Ysgol y Cribarth, pupils living closer to Ysgol y Cribarth</p>

		<p>would continue to be able to access home to school to transport to Ysgol Gymraeg Dyffryn y Glowyr, should that be their preference, but that this would change following full implementation of the proposal, at which point, pupils would only be eligible for home to school transport to their nearest Welsh-medium provider, which is in accordance with the Council's Home to School Transport Policy.</p> <p>However, the proposal won't be fully implemented until September 2026. Should there be a need to review and amend the catchment of Ysgol Gymraeg Dyffryn y Glowyr, this would be done nearer the time, and the Governing Body of Ysgol Gymraeg Dyffryn y Glowyr would be part of this process.</p> <p>The aim of the proposal is not to restrict access to Ysgol Gymraeg Dyffryn y Glowyr. Pupil numbers at the school have grown significantly since the school was established in 2012. The aim of the proposal to establish a Welsh-medium stream at Ysgol y Cribarth is to provide additional Welsh-medium places in the catchment, and in particular, to improve access to Welsh-medium provision for pupils living in the north of the catchment, who may prefer to access their local school rather than travel to the south of the catchment to access Welsh-medium provision at Ysgol Gymraeg Dyffryn y Glowyr.</p>
3.	<p>In the Maesydderwen school modernisation process which took place in 2012, Powys informed the Welsh Assembly that Ysgol Gymraeg Dyffryn Y Glowyr is an Area Welsh medium School, this is why it was built bigger than the English medium schools.</p>	<p>Ysgol Gymraeg Dyffryn y Glowyr was established in 2012 as a Welsh-medium school to serve the whole catchment, and was built as a 300 place school to allow for future growth in pupil numbers.</p> <p>This growth has been realised – the Consultation Document published as part of this proposal acknowledged that 'Pupil numbers at Ysgol Gymraeg Dyffryn y Glowyr have grown significantly since the school opened in 2012'.</p>

		<p>The aim of the proposal to establish a Welsh-medium stream is to further expand Welsh-medium provision in the catchment, to enable further growth in the number of pupils accessing Welsh-medium provision.</p>
4.	<p>On the notice, under transport, the words 'living closer to Cribarth' are not clear. In the transport policy it is quite specific, 'children living two miles or more within a Primary school catchment are entitled to free school transport.'</p>	<p>As stated in the Notice, transport for pupils attending Ysgol y Cribarth will be provided in accordance with the Council's Home to School Transport Policy.</p> <p>The Council's Home to School and College Transport Policy states the following:</p> <p><i>'1.2 Qualifying criteria</i></p> <p><i>Home to school transport will be provided for learners who ordinarily reside in Powys to attend their nearest suitable school or catchment school.</i></p> <p><i>A 'catchment' school means the nearest school within a geographic area.</i></p> <p><i>To be eligible for free home to school transport, the learners' nearest school or catchment school must be:</i></p> <ul style="list-style-type: none"> • <i>The nearest to the learners' home address and if so,</i> • <i>They are more than 2 miles from their home address for primary school (aged 4 -11) or more than 3 miles for secondary school (age 11 to 16)'</i> <p>The Policy also states in section 1.1. that <i>'The Council must...Promote access to Welsh medium education.'</i></p> <p>The Statutory Notice provides further clarification in respect of the proposed transport arrangements associated with implementation of the</p>

		<p>proposal, stating that until a full Welsh-medium stream has been established at Ysgol y Cribarth, pupils living closer to Ysgol y Cribarth would continue to be able to access home to school transport to Ysgol Gymraeg Dyffryn y Glowyr, should that be their preference, but that this would change following full implementation of the proposal, at which point, pupils would only be eligible to home to school transport to their nearest Welsh-medium provider, which is in accordance with the Council's Home to School Transport Policy.</p> <p>However, this is still a few years away. Should there be a need to review and amend the catchment of Ysgol Gymraeg Dyffryn y Glowyr, this would be done nearer the time, and the Governing Body of Ysgol Gymraeg Dyffryn y Glowyr would be part of this process.</p>
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Mae'r dudalen hon wedi'i gadael yn wag yn fwiadol

Impact Assessment

Introducing a Welsh-medium stream at Ysgol y Cribarth



Powys

DRAFT

14/06/2023

Reference: 2757-3566-8495-9500

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Sarah Astley, Strategic Programme Manager
Head of service	Emma Palmer, Head of Transformation and Communications
Portfolio holder	Pete Roberts, portfolio holder for Cabinet Member for a Learning Powys
Proposal title	Introducing a Welsh-medium stream at Ysgol y Cribarth
Description of proposal	<p>The Council has undertaken the statutory process to make a regulated alteration to introduce a Welsh-medium stream at Ysgol y Cribarth from September 2023</p> <p>Based on the new Welsh Government definitions of schools, the English-medium stream would meet the definition of a Category 1 English-medium school, and the Welsh-medium stream would work towards meeting the definition of a Category 3 Welsh-medium school, but would initially be categorised as T3 - Transitional.</p> <p>This change would mean that pupils attending the school in the future would be able to choose either the Welsh-medium stream or the English-medium stream. Those attending the Welsh-medium stream would have the opportunity to become fully bilingual, fluent in both Welsh and English.</p>

2. Savings and Consultation requirements

Profile of savings delivery

Consultation requirements

Consultation required?	No
Justification	Consultation in accordance with the requirements of the School Organisation Code (2018) was carried out between the 19th December 2022 and the 6th February 2023. This included consultation with unions and staff at the school.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Education
- Workforce & Organisation Development
- Finance (Section 151)
- Schools (Primary Secondary and Special)

3b. Impact on geographical locations

Individual localities:

- Ystradgynlais Locality

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	Yes
Is Powys County Council the data controller?	Yes
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	Should the proposal be implemented, pupils attending Ysgol y Cribarth would be able to choose Welsh-medium education, which would enable them to become fully bilingual in Welsh and English. They would be able to use these skills in the workplace in the future, where there is a growing demand for fluency in both languages in Wales.
Impact rating	Good
Mitigation	N/A
Mitigated impact rating	Good

4b. Health and care

Impact	None
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4c. Learning and skills

Impact	<p>The proposal would mean that all pupils attending Ysgol y Cribarth would be able to choose to access the Welsh-medium or the English-medium stream. Pupils accessing the Welsh-medium stream would become fully bilingual in Welsh and English. The ability to communicate fluently in both languages is a valuable additional skill which would improve the employability of pupils in the future. Introducing a Welsh-medium stream at the school supports the aims of the Council's Strategy for Transforming Education and its Welsh in Education Strategic Plan for 2022-32.</p> <p>Comments were received during the consultation suggesting that the Council should be changing the school's language category to Welsh-medium rather than introducing a Welsh-medium stream, and expressing concern about the provision for English-medium pupils at the school should there be a reduction in English-medium pupils. However, the proposal is to establish a Welsh-medium stream alongside an English-medium stream, so English-medium provision would continue to be available. It is anticipated that the introduction of a Welsh-medium stream would have a positive impact on the school's Welsh language ethos, which would also have a positive impact on the Welsh language skills of pupils accessing the English-medium stream.</p> <p>Concern was expressed during the Objection Period about the potential impact on the catchment of Ysgol Dyffryn y Glowyr.</p>
Impact rating	Good
Mitigation	Welsh-medium and English-medium pupil numbers at the school to be continued to be monitored should the proposal be implemented to identify any further changes / additional support needed. Discussions with Ysgol Dyffryn y Glowyr to take place about any changes to catchments which need to be made in the future.
Mitigated impact rating	Good

4d. Residents and communities

Impact	Introducing a Welsh-medium stream at Ysgol y Cribarth would mean that Welsh-medium provision would be available locally for pupils living in Aber-craf. This would mean that pupils would be able to access this provision in their immediate area, as well as the current Welsh-medium provision in the catchment which is located at the opposite end of the catchment. Providing an opportunity for pupils to access Welsh-medium provision closer to their homes would improve community cohesion and would ensure that pupils feel part of their community. It is also anticipated that this would strengthen the Welsh language in this part of the Ystradgynlais catchment. These comments were supported by feedback received during the consultation period.
Impact rating	Good
Mitigation	N/A
Mitigated impact rating	Good

4e. Evidence

Initial discussions with the school; Options Appraisal document; Consultation responses / report; Objections / objection report

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	The proposal will provide more local access to Welsh-medium provision for pupils in the Aber-craf area of the Ystradgynlais catchment, minimising the need for pupils wishing to access Welsh-medium provision to travel to the other end of the catchment, and therefore minimising the need for transport. English-medium provision would continue to be available at the school, so there would be no additional transport required for any pupils wanting to access English-medium provision. The proposal would provide an opportunity for pupils attending the school to access Welsh-medium provision, providing them the opportunity to become fully bilingual in Welsh and English, a valuable additional skill which will benefit them when seeking employment in the future.
Impact rating	Good

Mitigation	N/A
Mitigated impact rating	Good

5b. A resilient Wales

Impact	The proposal will provide more local access to Welsh-medium provision for pupils in the Aber-craf area of the Ystradgynlais catchment, minimising the need for pupils wishing to access Welsh-medium provision to travel to the other end of the catchment, and therefore minimising the need for transport. English-medium provision would continue to be available at the school, so there would be no additional transport required for any pupils wanting to access English-medium provision.
Impact rating	Good
Mitigation	N/A
Mitigated impact rating	Good

5c. A healthier Wales

Impact	The proposal would mean that pupils attending Ysgol y Cribarth would be able to choose to access Welsh-medium provision or English-medium provision, and would improve access to Welsh-medium provision in the Ystradgynlais catchment.
Impact rating	Good
Mitigation	N/A
Mitigated impact rating	Good

5d. A Wales of cohesive communities

Impact	Introducing a Welsh-medium stream at Ysgol y Cribarth would mean that Welsh-medium provision would be available locally for pupils living in Aber-craf. This would mean that pupils would be able to access this provision in their immediate area, as well as the current Welsh-medium provision in the catchment which is located at the opposite end of the catchment. Providing an opportunity for pupils to access Welsh-medium provision closer to their homes would improve community cohesion and would ensure that pupils feel part of their community. It is also anticipated that this would strengthen the Welsh language in this part of the Ystradgynlais catchment. These comments were supported by feedback received during the consultation period.
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Impact rating	Good
Mitigation	N/A
Mitigated impact rating	Good

5e. A globally responsible Wales

Impact	<p>The proposal would ensure that pupils attending Ysgol y Cribarth in the future would have the opportunity to 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. Comments received during the consultation period suggested that the introduction of a Welsh-medium class at the school on a pilot basis has already had a positive impact on the use of Welsh in the school. Some comments were also received which suggested that the Council should be changing the school's language category to Welsh-medium rather than establishing a Welsh-medium stream, to ensure that all pupils attending the school have the opportunity to develop bilingual skills in Welsh and English.</p> <p>The Council has carried out consultation on the proposal, which included consultation with pupils, ensuring that all affected by the plans had the opportunity to give their views. A statutory notice has also been published, providing an opportunity for people to submit written objections if they do not agree with the proposal. One objection was received which is responded to in the Objection Report that has been prepared.</p>
Impact rating	Neutral
Mitigation	N/A
Mitigated impact rating	Neutral

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

<p>Impact</p>	<p>The proposal would ensure that all pupils at the school would be able to choose Welsh-medium education, and would provide the opportunity for pupils accessing this provision to become fully bilingual in Welsh and English, ensuring that there would be more Welsh speakers in the area, and therefore contributing to the Welsh Government's aim to achieve a million Welsh speakers by 2050.</p> <p>Implementation of the proposal would mean that there would be more use of Welsh in the school, leading to enhanced opportunities for all pupils to use the Welsh language in school, and increased opportunities for participation in Welsh language extra-curricular activities, including opportunities to access Welsh language activities provided by other organisations e.g. Menter Brycheiniog a Maesyfed, the Urdd.</p> <p>Implementing the proposal would raise the profile of Welsh-medium education and the Welsh language in the Aber-craf area of the Ystradgynlais catchment, which would be expected to lead to an increase in use of the Welsh language in the community.</p> <p>Concern was expressed during the Objection Period about the potential impact on the catchment of Ysgol Dyffryn y Glowyr.</p>
<p>Impact rating</p>	<p>Very good</p>
<p>Mitigation</p>	<p>N/A</p>
<p>Mitigated impact rating</p>	<p>Very good</p>

Promoting Welsh

<p>Impact</p>	<p>The proposal would improve access to Welsh-medium education, providing an additional opportunity to promote Welsh-medium education and the Welsh language, and to increase use of the language within the local community.</p> <p>Implementation of the proposal would mean that there would be more use of Welsh in the school, leading to enhanced opportunities for all pupils to use the Welsh language in school, and increased opportunities for participation in Welsh language extra-curricular activities, including opportunities to access Welsh language activities provided by other organisations e.g. Menter Brycheiniog a Maesyfed, the Urdd.</p> <p>There would also be enhanced opportunities to promote the Welsh language within the school and beyond, for example through the “Siarth laith” (Welsh Language Charter) and through improved opportunities to provide Welsh language cluster activities.</p> <p>Comments received during the consultation period suggested that the introduction of a Welsh-medium class at the school on a pilot basis has already had a positive impact on the use of Welsh in the school. Some comments were also received which suggested that the Council should be changing the school's language category to Welsh-medium rather than establishing a Welsh-medium stream, to ensure that all pupils attending the school have the opportunity to develop bilingual skills in Welsh and English.</p> <p>Concern was expressed during the Objection Period about the potential impact on the catchment of Ysgol Dyffryn y Glowyr.</p>
<p>Impact rating</p>	<p>Very good</p>
<p>Mitigation</p>	<p>N/A</p>
<p>Mitigated impact rating</p>	<p>Very good</p>

Sports, Art & Recreation

<p>Impact</p>	<p>None</p>
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5g. A more equal Wales

Age

Impact	The proposal will provide opportunities for all pupils attending Ysgol y Cribarth in the future to choose Welsh-medium provision, enabling them to become fully bilingual in Welsh and English. However, as the proposal is to phase the Welsh-medium provision in as pupils move through the school, it would not provide an opportunity for older pupils in the school to access this provision.
Impact rating	Poor
Mitigation	Not specified

Disability

Impact	<p>The proposal would provide opportunities for all pupils attending Ysgol y Cribarth in the future, including any pupils with disabilities, to choose either Welsh-medium or English-medium provision.</p> <p>Some concern was raised during the consultation period about the possible impact of accessing Welsh-medium education on pupils with ALN, however the proposal is to establish a Welsh-medium stream which would operate alongside an English-medium stream, so pupils would still be able to access English-medium provision at the school.</p>
Impact rating	Neutral
Mitigation	Not specified

Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	The proposal would provide opportunities for all pupils attending Ysgol y Cribarth in the future to choose either Welsh-medium or English-medium provision. This would apply to all pupils wishing to attend the school, regardless of their race.
Impact rating	Neutral
Mitigation	Not specified

Religion or Belief

Impact	The proposal would provide opportunities for all pupils attending Ysgol y Cribarth in the future to choose either Welsh-medium or English-medium provision. This would apply to all pupils wishing to attend the school, regardless of their religion or belief.
Impact rating	Neutral
Mitigation	Not specified

Sex

Impact	The proposal would provide opportunities for all pupils attending Ysgol y Cribarth in the future to choose either Welsh-medium or English-medium provision. This would apply to all pupils wishing to attend the school, regardless of their sex.
Impact rating	Neutral
Mitigation	Not specified

Sexual Orientation

Impact	The proposal would provide opportunities for all pupils attending Ysgol y Cribarth in the future to choose either Welsh-medium or English-medium provision. This would apply to all pupils wishing to attend the school, regardless of their sexual orientation.
Impact rating	Neutral
Mitigation	Not specified

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	The proposal would provide opportunities for all pupils attending Ysgol y Cribarth in the future to choose either Welsh-medium or English-medium provision. This would apply to all pupils wishing to attend the school, including any pupils from economically disadvantaged backgrounds.
Impact rating	Neutral

Mitigation	Not specified
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5h. Evidence

Initial discussions with the school; Options Appraisal document; Consultation responses / report; Objections / objection report

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	Discussions have taken place with the school when developing this proposal. Consultation has been carried out in accordance with the requirements of the School Organisation Code, which included meetings with staff, governors and pupils at the school. A Statutory Notice has also been published, which gave an opportunity for anyone not agreeing with the proposal to submit written objections. 1 objection was received, which is responded to in the Objection Report.
Impact rating	Neutral
Mitigation	N/A
Mitigated impact rating	Neutral

Involvement (including Communication and Engagement)

Impact	<p>Full consultation on the proposal has been carried out with stakeholders in accordance with the requirements of the School Organisation Code, which has provided an opportunity for all interested parties to give their views. This included meetings with staff, governors and pupils at the school. The comments received were considered by Cabinet when deciding whether or not to proceed with the proposal. This impact assessment has been updated to reflect feedback received during the consultation. A Statutory Notice has also been published, which gave an opportunity for anyone not agreeing with the proposal to submit written objections. 1 objection was received, which is responded to in the Objection Report.</p> <p>All stakeholders have had the opportunity to give their views as part of this process, including any unpaid carers in the area.</p>
Impact rating	Neutral
Mitigation	N/A
Mitigated impact rating	Neutral

Prevention

Impact	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.
Impact rating	Neutral
Mitigation	N/A
Mitigated impact rating	Neutral

Integration

Impact	None
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6b. Impact on the workforce

Impact	Implementation of the proposal would mean that the school would need staff who are able to teach through the medium of Welsh and to ensure an appropriate Welsh language ethos to provide the best possible educational experience to pupils attending the school's Welsh-medium stream. The school is already providing a Welsh-medium class on a pilot basis, and has staff in place to teach this class, however as this provision grows, the school will need to ensure that staff have the necessary language skills to support this provision. Some comments were received during the consultation regarding the potential impact on current staff. It was also noted that many of the school's staff are already undertaking training in order to develop their Welsh language skills.
Impact rating	Neutral
Mitigation	The Council to work with the school to provide opportunities for current staff to develop their Welsh language skills.
Mitigated impact rating	Neutral

6c. Impact on payroll

Impact	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.
Impact rating	Neutral
Mitigation	N/A
Mitigated impact rating	Neutral

6d. Welsh language impact on staff

Impact	The proposal would provide additional opportunities for staff to use the Welsh language in the workplace through the introduction of a Welsh-medium stream at Ysgol y Cribarth. To support the introduction of a Welsh-medium stream, a plan will need to be developed to support the school to embed this provision, which will need to include consideration of the Welsh language skills of current staff and providing opportunities to develop these. During the consultation period, it was noted that many of the school's staff are already undertaking training in order to develop their Welsh language skills.
Impact rating	Good

Mitigation	To support the introduction of a Welsh-medium stream, a plan will need to be developed to support the school to embed this provision, which will need to include consideration of the Welsh language skills of current staff and providing opportunities to develop these. This would provide opportunities for all staff at the school to improve their Welsh language skills.
Mitigated impact rating	Good

6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Initial discussions with the school; Options Appraisal document; Consultation responses / report; Objections / objection report

7. Likelihood and risks

Risk 1

Description	Pupils do not choose to access Welsh-medium provision at the school				
Likelihood score	2	Impact score	2	Risk rating	4.0
Mitigation	Promotional campaign to provide information about Welsh-medium education and the benefits of bilingualism to support the introduction of a Welsh-medium stream				
Residual likelihood score	1	Residual impact score	2	Residual risk rating	2.0

Risk 2

Description	Pupils choose to access Welsh-medium provision instead of English-medium provision, resulting in a decrease in English-medium pupil numbers at the school				
Likelihood score	3	Impact score	3	Risk rating	9.0

Mitigation	The school to plan ahead to ensure that it is able to respond to any changes in demand within the school.				
Residual likelihood score	3	Residual impact score	2	Residual risk rating	6.0

8. Overall summary and judgement

Outline assessment

The impact assessment indicates that the impact of the proposal is positive overall. The proposal would give the option for pupils attending Ysgol y Cribarth in the future to choose Welsh-medium education as well as English-medium education, building on the success of the Welsh-medium pilot class that is currently running at the school.

The proposal is to introduce the Welsh-medium on a phased basis as the current pupils move through the school, which would provide time for the school to plan to ensure that appropriate arrangements are in place to support the new provision. The introduction of a Welsh-medium stream at the school would provide an additional opportunity for pupils in the Aber-craf area to access Welsh-medium education, and would provide additional opportunities to promote the Welsh language in the school and within the community.

Cabinet reference

9. Additional evidence

Initial discussions with the school; Options Appraisal document; Consultation Responses / Report; Objections / Objection Report.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

The impact assessment has been updated throughout the process to reflect feedback received. The Transforming Education Board will monitor impact over time.

null

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



Proposal to establish a Welsh-medium stream at Ysgol y Cribarth

Updated Equalities, Community and Welsh Language Impact Assessments

Updated May 2023

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Proposal to establish a Welsh-medium stream at Ysgol y Cribarth

Updated Impact Assessments

1. Introduction

Powys County Council has carried out the statutory process on a proposal to introduce a Welsh-medium stream at Ysgol y Cribarth. The proposal is as follows:

- To make a regulated alteration to formally establish a Welsh-medium stream at Ysgol y Cribarth from September 2023.

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. This is provided in a separate file.

The Welsh Government's School Organisation Code (2018) requires local authorities to carry out a 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.

This document includes an equalities impact assessment, a community impact assessment and a Welsh language impact assessment of the proposal. **These impact assessments were provided in draft form during the consultation period and were updated following the consultation. They were further updated following the Objection Period.**

2. Equality Impact Assessment

Powys County Council



Equality Impact Assessment (EqIA)

Proposal	To establish a Welsh-medium stream at Ysgol y Cribarth
Service Area	Schools Service / Corporate Services
Date of Assessment	December 2022, updated February 2023, updated May 2023
Lead Person undertaking the assessment	Huw Rowlands / Sarah Astley
Relevant Head of Service who has agreed this assessment	Lynette Lovell / Emma Palmer / Georgie Bevan

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

<p>Briefly describe the aim or purpose of the change proposal being assessed.</p> <p>Powys County Council has carried out the statutory process on a proposal to establish a Welsh-medium stream at Ysgol y Cribarth. The proposal is as follows:</p> <ul style="list-style-type: none">• To make a regulated alteration to formally establish a Welsh-medium stream at Ysgol y Cribarth from September 2023.
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2. OBJECTIVES

Please state the current business objectives of the change proposal.

The Council is proposing to introduce a Welsh-medium stream at Ysgol y Cribarth to provide continued access to Welsh-medium provision for pupils currently attending the Welsh-medium pilot class at the school, and to ensure that all pupils attending the school in the future have an opportunity to choose Welsh-medium provision.

3. BENEFITS and OUTCOMES**i) What are the intended benefits or outcomes from the change proposal?**

The intended benefits of the proposal are as follows:

- Would provide continuity for pupils currently accessing Welsh-medium provision at the school
- Would provide an additional opportunity for pupils in the catchment to access Welsh-medium provision
- Welsh-medium provision would be more accessible to pupils living in the north of the catchment
- Pupils at the school would have the opportunity to study through the medium of Welsh and develop full bilingual skills, if they so wished
- Potential to increase the number of pupils studying through the medium of Welsh in the locality and in Powys
- Potential to increase the pupil numbers at the school
- Would provide continued access to English-medium provision at the school alongside Welsh-medium provision
- Positive impact on the school's Welsh ethos, which could provide more opportunities for English-medium pupils
- Supports the aim in the Council's Strategy for Transforming Education to support schools to move along the language continuum
- Would contribute towards the targets in the Council's WESP
- Would contribute towards the Welsh Government's 2050 target of £1m Welsh speakers

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:

- N/A

How will the gaps be addressed going forward?

- N/A

6. DATA ANALYSIS

<p>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.</p>	<p><u>PLASC 2022</u></p> <p><u>Ysgol y Cribarth</u></p> <p>Based on the information provided in the school's PLASC return in 2022, the following pupils belong to the protected characteristic groups:</p>
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<p>Key questions:</p> <p>i) Are certain groups currently underrepresented in service user figures? Will a change affect this?</p> <p>ii) How do satisfaction levels compare across the protected characteristic groups? How will a change affect this?</p>	<ul style="list-style-type: none"> - Free school meals: 28.1% of pupils are eligible for Free School Meals - ALN: 8.8% of pupils at the school have special educational needs. Of these, 8 pupils are on School Action, 4 pupils are on School Action Plus and 0 pupils have statements - Disabilities: 8.8% of pupils have additional learning needs - English as an Additional Language: 0% of pupils are identified as EAL pupils. - Ethnicity: The ethnic group of 86% of pupils at the school is White British. 0% of pupils belong to ethnic groups other than White British. The ethnic group of the remaining 14% is not recorded. - Looked after Children: 0% of pupils are looked after. <p>This information shows that a proportion of current pupils at Ysgol y Cribarth belong to the protected characteristic groups and could be affected by this proposal. In particular:</p> <ul style="list-style-type: none"> - 28.1% of pupils at Ysgol y Cribarth are eligible for Free School Meals. This is higher than the Powys average for primary schools (18%) - 8.8% of primary pupils at Ysgol y Cribarth have additional learning needs. This is lower than the Powys average for primary schools (19.1%) <p>Should the Council proceed with the proposal to introduce a Welsh-medium stream at Ysgol y Cribarth, pupils attending the school in future would have the opportunity to choose Welsh-medium provision. This would include any pupils belonging to the protected characteristic groups. However, English-medium provision would still be available at the school, so any pupils not wishing to access Welsh-medium education could still choose to attend the school's English-medium stream.</p>
<p>6.2 Qualitative Summarise the key qualitative data analysis, providing key themes or patterns. Include data that relates to existing provision and also data relating to proposal. E.g. protected characteristics focus group on the proposal.</p> <p>Key questions:</p> <p>i) Do certain groups have a different service user experience? How will a change affect this?</p>	<p>Full consultation has been carried out on the proposal relating to Ysgol y Cribarth, which also included consultation with pupils at the school.</p> <p>Very few comments were received in the consultation responses which expressed concern about the proposal's impact on pupils belonging to the protected characteristic groups, however some concern was expressed about the possible impact on pupils with ALN.</p> <p>A Statutory Notice has also been published which give an opportunity for people to Object to the proposals. No comments relating to the proposal's impact on the protected characteristic groups were received during the Objection period.</p>

<p>ii) Have any areas for improvement been communicated by particular groups? Will a change have an impact upon these views?</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>	<p>The current proposal in respect of Ysgol y Cribarth is to establish a Welsh-medium stream to operate alongside an English-medium stream. Any pupils attending the school not wishing to access Welsh-medium education would be able to access the school's English-medium stream. This would include any pupils with ALN.</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>The proposal does not present any adverse impact on equality. [Proceed to question 10]</p>	✓
<p>The proposal presents some adverse impact on equality. [Proceed to question 8]</p>	
<p>The proposal presents significant impact on equality [Proceed to question 8]</p>	

8. AREAS for IMPROVEMENT

<p>Please provide detail of weak or sensitive areas of the proposal identified by the assessment.</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 on any current or future pupils at Ysgol y Cribarth that belong to the protected characteristic groups. In particular, the analysis above has revealed that 8.8% of current pupils attending the school have additional learning needs, so this group may be impacted by the proposal in the future. However, implementation of the proposal would provide an additional opportunity for any pupils belonging to the protected characteristic groups attending the school to choose Welsh-medium education, with English-medium education also being retained at the school, so it is not anticipated that the impact would be negative.</p> <p>ii) 28.1% of pupils attending Ysgol y Cribarth are eligible for free school meals, indicating that some pupils on low incomes may be affected. However, implementation of the proposal would provide an additional opportunity for any pupils on low incomes attending the school to choose Welsh-medium education, with English-medium education also being retained at the school, so it is not anticipated that the impact on people on low incomes would be negative.</p>
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	iii) The proposal would potentially affect Welsh speakers as the proposal is to introduce new Welsh-medium provision at Ysgol y Cribarth. As required by the Welsh Government’s School Organisation Code, a separate Welsh Language Impact Assessment will be carried out.
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9. EQUALITY IMPROVEMENT

<p>9.1 Having identified problematic aspects to the proposal, how will this now be addressed?</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>i) No problematic aspects have been identified which require mitigation.</p> <p>ii) The proposal does not require modification to reduce or remove the impact.</p> <p>iii) The proposal should not 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>Yes <input type="checkbox"/></p> <p>Date added.....</p> <p>Reference.....</p>	<p>No <input checked="" type="checkbox"/></p> <p>If no, please explain why not:</p> <p>Need was not identified at time of writing Service Strategy</p>
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3. Community Impact Assessment

i) Information on the proportion of pupils from the catchment area and outside the catchment area that attend the school¹

The following table shows the closest school of the 115 pupils that were attending Ysgol y Cribarth in January 2022:

School	% of Pupils
Ysgol y Cribarth	77%
Ysgol Bro Tawe	10.4%
Ysgol Golwg y Cwm	8.1%
Ysgol Gymraeg Dyffryn y Glowyr	3.0%
Ysgol Gynradd Gymraeg Cwmnedd	15.%

This suggests that 77% of pupils attending the school were attending their closest provider, whilst 23% of pupils attending the school live closer to other 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:

- Hockey
- Rugby
- Netball
- Coding
- Gardening
- Football
- Surfing
- Rock climbing
- Outdoor and Adventurous day / residential trips
- Choir

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:

- After school club

¹ Travel assessment based on PLASC 2022.

- Welsh language evening classes for the community
- Sunday Community Church
- Evening Bowls club
- Abercrave rugby club training on the school field
- Evening Yoga classes
- Parent and Toddler (Cylch Canu)
- 2+ and 3+ playgroup on site (Cewri Bach)

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:

- Election days
- Facilitation of:
 - Interviews
 - Outside agency meetings
- Community car parking (evenings / weekends)
- Community use of the school field (evenings / weekends)
- Use of the field / car park / hall / environment area for community events e.g. Jubilee and Remembrance
- Community food bank

The school has links with the following community groups, services and activities:

- School nurse
- Fire service
- Local businesses, e.g. Penycae Inn and Craig-Y-Nos Country Park
- Abercrave Rugby club
- Community police
- Happy Helpers (Community Regeneration) Group
- Welfare Hall
- Swansea valley canal society
- Call of the Wild
- Maesydderwen cluster schools
- Ystradgynlais in Bloom
- Numerous PTFA community events, including tea parties and one-peak challenges
- Wheelchair rugby sessions delivered by the WRU (parent)
- Savings club
- Sporting competitions, festivals and fixtures

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 y Cribarth.

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 travelling distance or travelling time. English-medium provision would continue to be available at the school alongside Welsh-medium provision.

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 English or choose to receive education through the medium of Welsh at Ysgol y Cribarth 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 during the Consultation

Comments were received during the consultation period which related to the proposal's impact on the community. The majority of these comments suggest that the proposal would have a positive 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.

Positive impact on the community

- There is need for more Welsh-medium provision in the local community
- Children will now be able to have Welsh-medium education at their local school with no need to travel out of their community
- The proposal would support increased use of the Welsh language in the community, and help keep the Welsh language alive

Negative impact on the community

- People might not want to live in Abercraf anymore if there was more Welsh in the school and they didn't want to speak Welsh

x) Issues raised during the Objection Period

No comments about the proposal's impact on the community were received during the Objection Period.

xi) Conclusion

The proposal only proposes changing the language category of Ysgol y Cribarth, by adding a Welsh-medium stream. English-medium provision would continue to be available at the school, and community facilities associated with the school would continue to be available. Therefore it is anticipated that the proposal's impact on the community would be minimal.

This view was supported by comments received during the Consultation period.

4. Welsh Language Impact Assessment

This Welsh Language Impact Assessment should be read in conjunction with the Integrated Impact Assessment which is published separately, and the Equality Impact Assessment earlier on in this document.

i) Standards in the Welsh language

Welsh Second Language

Key Stage 2

	Number of Year 6 pupils	No. Level 4+	% Level 4+	No. Level 5+	% Level 5+
2017	24	22	92	12	50
2018	17	16	94	8	47
2019	24	22	92	12	46

No Teacher Assessment since 2019 due to Covid-19

ii) After school / extra-curricular activities which provide additional opportunities for pupils to use Welsh

These include:

- School visits with Welsh language opportunities, e.g. Llangrannog residential trips and St Fagans
- Visits to see Welsh language performances, e.g. Jambori and Siani Sionc
- Welsh playtime activities from external agencies, e.g. yard games and fitness sessions
- A variety of extra-curricular and after school clubs where incidental Welsh is promoted, e.g. rugby, football, netball, coding, hockey and clwb garddio
- Engage in Welsh language days and Urdd celebrations, e.g. Shw'mae, Su'mae and Jambori Cwpan y Byd
- Undertake Cynefin projects, e.g. cynefin mural work with a Welsh language focus
- Participate in Welsh language focussed activities, e.g. Cwis Dim Clem and Urdd sporting competitions and festivals
- Community events with a Welsh language focus, e.g. St David's Day
- Pupil voice groups (Cryw Cymraeg) charged with promoting the Welsh language inside and outside of school, including providing awards for staff and pupils and running assemblies
- Impello Dance running Welsh language dance sessions

iii) Opportunities provided by the school for members of the community to learn Welsh, or undertake activities through the medium of Welsh

- Fully funded Welsh language beginner classes for staff, parents and the wider community run by Aberystwyth University every Tuesday evening 6.30 - 8pm
- Fully funded Welsh language class planned for the new year at the next level (30 weeks)
- Cylch Canu parent and toddler group with a Welsh language focus
- Workshop for Welsh language phonics scheme 'Tric a chlic'

iv) **Other links between the school and the Welsh language community**

The school has strong links with the Welsh language community as follows:

- Welsh language sabbaticals undertaken by two members of staff
- Welsh language sabbaticals currently being undertaken
- 3 Welsh language sabbaticals planned for 2033 and beyond
- Several staff on Welsh language evening course (online and in person)
- Welsh area on school website
- Updates and celebrations of Welsh language activities on Twitter
- Articles promoting our Welsh language activities in a local Welsh Magazine, e.g. observation of the Hen Galan tradition
- Visits to Welsh medium schools and Dual stream schools
- Attendance at Welsh language events, e.g the Welfare Hall and local library

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 y Cribarth 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 12th December 2022:

'The Welsh-medium Education Forum supports the proposal to introduce a Welsh-medium stream at Ysgol y Cribarth from September 2023, on a phased basis, year-by-year, as pupils currently attending the pilot Welsh-medium class move through the school.

This is a positive step that builds on the successful pilot Welsh-medium class which is currently operating at the school, and supports the Council's strategy to improve access to Welsh-medium-education, and the Council's WESP for 2022-2032, which has a target to increase the percentage of year 1 pupils taught through the medium of Welsh from 22% to 36% by 2032. To achieve this, the plan includes a commitment to develop new Welsh-medium primary provision, which includes developing more Welsh-medium provision in the Ystradgynlais catchment area.

Ystradgynlais is an area of Powys where the Welsh language is widely spoken in the community, and the forum is pleased to see a proposal being brought forward which aims to further improve access to Welsh-medium education in this area, building on the success of Ysgol Dyffryn y Glowyr, which has grown significantly since its establishment in 2012.

The Forum is also pleased to note that Ysgol y Cribarth's governing body has indicated its support for the proposal to establish a Welsh-medium stream at the school.

Alongside the introduction of a Welsh-medium stream at the School, it is important that the Council continues with its discussions with those providing early years provision at the school and stakeholders such as Mudiad Meithrin, to ensure a seamless transition from Welsh-medium early years provision to the Welsh-medium provision at the school.

The Forum would also hope that introducing a Welsh-medium stream at the school would be a first step towards the school moving further along the language continuum in the future.

Should the proposal be implemented, the Welsh-medium Education Forum would be happy to work with Ysgol y Cribarth, to support it to move along the language continuum, to ensure that the best possible opportunities are offered to Powys pupils by providing improved access to Welsh-medium provision which will create bilingual citizens.'

- **How does the proposal fit with the authority's Welsh in Education Strategic Plan**

The Council has recently developed a new Welsh in Education Strategic Plan (WESP) for 2022-32, which sets out how it will develop Welsh-medium provision in Powys over the next 10 years, with the aim of meeting the Welsh Government aspiration to increase the number of pupils accessing Welsh-medium education.

The Council's WESP for 2022-32 was approved by the Welsh Government and the Council's Cabinet in July 2022.

The WESP includes an ambitious target to increase the percentage of Year 1 pupils taught through the medium of Welsh from 22% to 36% by 2032. To achieve this, the plan includes

a commitment to develop new Welsh-medium primary provision, and in particular states that

The authority will focus on developing more Welsh-medium provision in the following catchment areas:

- Llanfair Caereinion
- Llanfyllin
- Ystradgynlais
- Brecon
- Llandrindod Wells/Builth Wells
- Newtown
- Llanidloes'

- **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 y Cribarth 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 y Cribarth, in order to ensure its success.

v) Comments received during the consultation period

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:

Positive impact on the Welsh language

- 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
- Comments about the positive impact of Welsh-medium education on pupils
- There is demand for Welsh-medium education in the area, as Ysgol Dyffryn y Glowyr is oversubscribed
- Reference to Welsh Government's 'Cymraeg 2050' strategy
- Reference to the benefits of bilingualism
- There would be a positive Welsh language impact on English-medium pupils at the school

Concerns / queries

- The proposal should be to establish a Welsh-medium school not a Welsh-medium stream
- Additional support would be needed to support the change of language category, e.g. working with other Welsh-medium schools and the promotion of Welsh-medium education for non-Welsh speaking parents
- Need to ensure that proficient bilingual teachers and staff are in place at Ysgol y Cribarth
- The School Organisation Code makes it clear that it is necessary to assess the impact of the proposal on the Welsh language. Whilst there is a Welsh language assessment, a more detailed assessment would have been of benefit in strengthening this consultation.

vi) Issues raised during the Objection Period

No comments about the proposal's impact on the Welsh language were received during the Objection Period, however some concern was raised about the potential impact on the catchment of Ysgol Gymraeg Dyffryn y Glowyr.

vii) Conclusion

Implementation of the proposal would have a positive impact on the Welsh language, as it would build on the successful pilot provision which is currently running at the school, and would ensure that in time, all pupils attending the school would be able to choose Welsh-medium education, should they wish, and would become fully bilingual in Welsh and English. This is reflected in comments received during the consultation period.

On a whole school level, the renewed and sustained focus on the Welsh language will broaden the Welsh ethos of Ysgol y Cribarth, 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.

Many of the respondents to the consultation suggested that the proposal to establish a Welsh-medium stream at Ysgol y Cribarth is not ambitious enough, and that the Council should be consulting on changing the school's language category to Welsh-medium. The current proposal reflects the school's current position, and provides an opportunity to develop the Welsh language skills of staff to support the introduction of a Welsh-medium stream. Should the proposal be implemented, pupil numbers would be monitored.

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

POWYS COUNTY COUNCIL**CABINET EXECUTIVE
20 June 2023**

REPORT AUTHOR: Councillor Sandra Davies
Cabinet Member for Future Generations

REPORT TITLE: Draft Welsh Language Standards Annual Report 2022-2023

REPORT FOR: Decision

1. Purpose

- 1.1 The purpose of this report is to present the Draft Welsh Language Standards Annual Report for consideration and approval (see Appendix A). The Report outlines work undertaken during 2022-23 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 Under the Welsh Language Standards the Council is required to publish an annual report, outlining the work undertaken to comply with the requirements of the Standards during the previous financial year.
- 2.2 The Draft Welsh Language Standards Annual Report (attached as Appendix A) includes work undertaken to comply with the following Standards:
- Service Delivery Standards. These 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. These state how the Council must consider the impact of its decisions and services on the Welsh language
 - Operational Standards. The information, support and procedures the Council must provide to its workforce to enable them to do more of their work through the medium of Welsh
 - Promotion Standards. These state how the Council intends to promote and increase opportunities to use the Welsh language in Powys.

- 2.3 The report sets out work to be undertaken during 2023-24 to further improve how the Council provides services to its Welsh speaking residents, visitors and workforce. It notes how the Council considers impacts on opportunities to use Welsh and on treating the Welsh language no less favourably than English through its decision-making processes. This includes how the Council could amend proposals to ensure a more positive or less negative impact of policies. The report also notes how the Council promotes the Welsh language and culture through its work.
- 2.4 Sections 4, 5, 6, and 7 include data the Council must record under the Record Keeping Standards of the Welsh Language Measure. These include:
- Section 4. 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 2022-23 financial year
 - Section 5. Data on the Welsh language skills of Council employees
 - Section 6. The number of staff undertaking training courses provided by the Council through the medium of Welsh
 - Section 7. 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 2023 to be published on the Council's public website. This provides a review of work the Council did to ensure compliance with the Welsh Language Standards during the 2022-23 financial year, and to meet its statutory obligations under the Welsh Language (Wales) Measure 2011.

4. Resource Implications

The 2023-2024 work plan as shown in Section 3 of the draft Annual Report is within existing budget. However, any recommendations following the reviews noted in the work plan may require additional budget. For example, we may need new technology or resources to strengthen services and improve compliance. Additional budget will need to be identified and approved before further action can be taken in line with the Council's virement process.

- 4.1 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 2022-2023 and of information held by the Council regarding its compliance with the Standards.

9. Recommendation

Recommendation:	Reason for Recommendation:
To approve the Draft Welsh Language Standards Annual Report 2023 (attached as Appendix A) for it to be published on the Council's public website by 30 June 2023.	To provide a review of work undertaken during the 2022-23 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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Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol



Powys County Council

**Welsh Language Standards
Annual Report 2023**

Compiled in accordance with the requirements of the
Welsh Language Commissioner

Mae'r ddogfen hon hefyd ar gael yn Gymraeg
This document is also available in Welsh

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1. Introduction by the Portfolio Holder

We are in the centre of Wales here in Powys and the Welsh language should be at the centre of how we operate, deliver services and make policy. Welsh belongs to all parts of the county – both in areas where there are a high and a low number of speakers. The Welsh language has a history and a future here.

We are publishing this document in line with Standards 158, 164 and 170 of the Welsh Language Standards. These require us to produce an annual report detailing how we have complied with the service delivery, policy making and operational standards with which we are under a duty to comply.

One of our main achievements was drafting our 5-year Welsh Language Promotion Strategy for 2023-2027. I enjoyed being part of the discussions on how we can help Welsh speakers of all abilities, ages and backgrounds use the language when contacting us and in their communities.

The questionnaire from the Welsh Language Commissioner last autumn helped us examine how we can promote our Welsh services proactively. We want Welsh to be the natural, first choice for those who wish to contact us in the language.

The Census results released in December 2022 were disappointing, showing a 3% decline in speakers in Powys from 19% in 2011 to 16% in 2021. However, we are determined to find practical and innovative ways to halt this decline and promote the use of Welsh. This will be the focus of our 5-year Promotion Strategy.

We need the support of our residents to achieve this. Whether you are a confident Welsh speaker or know only a few words, I encourage you to use the language with us an authority and when you're out and about in the community. Let's make every day a Shwmae / S'mae day.

Councillor Sandra Davies

Cabinet Member for Future Generations with responsibility for the Welsh Language

2. Our compliance with the Welsh Language Standards

Our arrangements for compliance

We have a full-time Welsh Language Officer who is responsible for complying with and implementing the Welsh Language Standards (the Standards hereafter) and reports to the Welsh Language and Communications Manager.

The Welsh Language Officer (WLO) advises staff and elected members, and monitors compliance across all service areas. The WLO also provides regular updates and guidance to staff by joining team meetings and through internal Corporate Communications.

We are in regular contact with our Liaison Officer from the Welsh Language Commissioner on whom we can call for advice if needed.

The WLO attends regular online meetings of Welsh Language Officers from other authorities which provide opportunities to share best practice and attend presentations on compliance by the Welsh Language Commissioner.

Progress against our 2022-2023 Work Plan

Action	Conduct a full review of our processes for receiving and handling telephone calls in Welsh to ensure full compliance with Standards 8-22.
Relevant sections of Welsh Language Standards	Service Provision
What we did during 2022-2023	<p>A corporate customer service review was still underway at the time of writing this report. The review will address how we handle phone calls in Welsh and is being conducted by BetterGov on our behalf.</p> <p>The Chair of the Welsh Language Governance Panel and the Welsh Language Officer met representatives from BetterGov on 29 March 2023 to discuss our Welsh phone service and areas for improvement.</p> <p>BetterGov is conducting a customer survey that will last until the end of May 2023. The survey asks customers which department they contacted, how, and in which language. It asks customers how they would consider contacting us in future, and whether they have concerns we are treating the Welsh language less favourably than English.</p> <p>The results of the consultation will influence how we deal with Welsh language phone calls from the public. We expect Cabinet to discuss and respond to the survey in autumn 2023.</p>

	The Welsh Language Officer is part of the Working Group set up to look at the customer service review.
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Action	Strengthen our processes for receiving and responding to correspondence in Welsh and reminding staff of the requirements of those Standards.
Relevant sections of Welsh Language Standards	Service provision
What we did during 2022-2023	<p>The Welsh Language Officer gave a presentation to the Senior Leadership Team on the specific requirements of these Standards in January 2023 and has joined service area team meetings to clarify the standards regarding correspondence.</p> <p>The 'customer@powys.gov.uk' email address has been removed so we now have only one customer service email which is: customerservices@powys.gov.uk The customer@powys.gov.uk address was leading to delays in response.</p> <p>We sent guidance to staff through Corporate Communications emails in April 2022 on handling and responding to Welsh emails in accordance with the Standards.</p> <p>The guidance reminded staff to use our revised email signature which states how we will handle correspondence in accordance with Standard 7. It also provided guidance on how to respond to a Welsh email using the correct abbreviations, 'Atb:' when replying to an email or 'Yml:' when forwarding an email¹. It also explained to staff when to send emails to the public bilingually in accordance with Standard 4.²</p> <p>The guidance is readily available to staff in the Communications Toolkit on our staff intranet.</p>

¹ The Code of Practice on **Standard 7** says that the statement must state we welcome having correspondence in Welsh, that we will reply to correspondence in Welsh, and that correspondence in Welsh will not result in delays. Welsh Language Commissioner, Code of Practice to the Welsh Language Standards (No. 1) Regulations 2015, pp. 22.

² **Standard 4:** When you send the same correspondence to several persons, you must send a Welsh version of the correspondence at the same time as you send an English version of it.

Action	Ensure English versions of documents on our public website clearly state they are also available in Welsh in accordance with Standard 49³.
Relevant sections of Welsh Language Standards	Service provision
What we did during 2022-2023	<p>We have amended documents on our public website which did not state this.</p> <p>Documents on our public website can only be published by our internal web team. They will not publish a document unless it is available in Welsh with the following wording on the front cover:</p> <p>Mae'r ddogfen hon hefyd ar gael yn Gymraeg This document is also available in Welsh</p> <p>The web team are in regular contact with the Welsh Language Officer who provides them with advice. The Welsh Language Officer meets with their team manager, the Digital Access Manager every six months to monitor arrangements to oversee compliance.</p> <p>The graphic design department ensure the above wording is on the English version of materials they produce.</p>

Action	Conduct a review of our public website to correct minor errors and ensure all pages in Welsh are fully operational.
Relevant sections of Welsh Language Standards	Service Provision
What we did during 2022-2023	<p>We have corrected and amended parts of the website where the Commissioner found breaches of the Standards.</p> <p>The Welsh Language Officer regularly monitors all sections of the public website and informs relevant managers of errors and non-compliance issues. In January 2023 the WLO gave a presentation to the heads of all services on the requirements of the Standards in relation to our public website.</p>

³ **Standard 49:** If you produce a Welsh version and an English version of a separate document, you must ensure that the English version clearly states the document is also available in Welsh.

Action	<p>Undertake a full review of our recruitment processes to ensure compliance with the Standards when advertising new and vacant positions.</p> <p>Review how we categorize the language requirements of new and vacant posts.</p>
Relevant sections of Welsh Language Standards	Operational
What we did during 2022-2023	<p>This has been part of a corporate recruitment review and we will adopt the categories in Standard 136 in June 2023. This standard states that when we assess the needs for a new or vacant role, we must assess the need for skills in Welsh, and categorise it as a position when one or more of the following apply:</p> <ol style="list-style-type: none"> Welsh language skills are essential; Welsh language skills need to be learnt when appointed to the post; Welsh language skills are desirable; or Welsh language skills are not necessary.

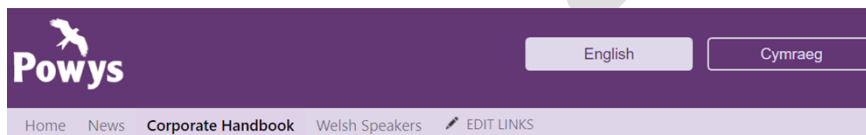
Action	Explain on our job application forms that we will provide a translation service from Welsh to English if desired.
Relevant sections of Welsh Language Standards	Operational
What we did during 2022-2023	Our online application form asks applicants in what language they would like to be interviewed. We are in the process of updating the form to say we will offer a translation service if required.

Action	Publish an interim Oversight Document on our public website. Produce and publish a more detailed Oversight Document following the Commissioner's Good Practice Advice Document.
Relevant sections of Welsh Language Standards	Operational
What we did during 2022-2023	We published an interim document on 26 May 2022 and a full oversight document on 31 October 2022 which was approved by the Welsh Language Commissioner. It is available on our public website to view here .

Action	Contact all third-party providers to remind them of the requirements of the Service Delivery Standards to which they are under a duty to comply.
Relevant sections of Welsh Language Standards	Service Provision
What we did during 2022-2023	<p>Third party providers do not have to comply with all the Standards imposed on us. But we must ensure a provider complies with the standards that apply to the services they provide on our behalf.</p> <p>The Welsh Language Officer has joined contract monitoring officer team meetings to provide guidance on compliance and discussed what standards apply to the services our providers offer.</p> <p>In November 2022 we gave a presentation to care home managers who provide services to us. We did this in conjunction with PAVO (Powys Association of Voluntary Organisations). We clarified our expectations regarding the Welsh Language Standards.</p> <p>We are also in the process of amending the wording of our standard contracts (spot contracts) for providers so they explain the requirements of specific Standards.</p>

Action	Promote Welsh courses to staff through Learn Welsh Ceredigion-Powys-Carmarthenshire and Nant Gwrtheyrn to ensure more staff can communicate in Welsh and give the Active Offer. Ensure 60 or more staff enrol in Welsh language learning courses.
Relevant sections of Welsh Language Standards	Operational
What we did in 2022-2023	<p>58 members of staff enrolled on courses with the National Centre for Learning Welsh between 1 April 2022 and 31 March 2023. Therefore, we missed our target by 2. Learn Welsh Ceredigion-Powys- Carmarthenshire is our main provider and we are in regular contact with their regional coordinator. Due to online learning, staff may choose alternative providers who run courses that are convenient for them. This year a few staff chose courses with the following providers, all of whom are regional branches of the National Centre for Learning Welsh:</p> <ol style="list-style-type: none"> a. Learn Welsh North East Wales b. Learn Welsh North West Wales c. Learn Welsh Gwent (Coleg Gwent) <p>We promoted weekly, weekend and intensive courses through our Corporate Communications channel.</p>

Action	Amend our internet pages so there is a direct link to the corresponding Welsh page on the English page.
Relevant sections of Welsh Language Standards	Operational
What we did in 2022-2023	<p>We have provided a Welsh button at the top of every page of our intranet as seen in the web capture below. However, we are aware of a problem where the Welsh link on the English pages does not go directly to the corresponding Welsh page but takes the user to the homepage. We are working to resolve this through our Internet Governance Group, on which the Welsh Language Officer sits.</p> <p>We are working with our Information Technology Department to correct this as quickly as possible.</p>



INTRANET / ENGLISH (UNITED KINGDOM) / CORPORATE HANDBOOK

Corporate Handbook

Stronger, Fairer, Greener

The Cabinet has introduced their vision to build a stronger, fairer, greener Powys. This document outlines this alongside their pledge: members.

Cllr James Gibson-Watt, Leader of Powys County Council, said: "Following the local government elections in May 2022, a progressive Powys County Council.

Action	Review our Current 5 Year Strategy using the Welsh Language Commissioner's guidance
Relevant sections of Welsh Language Standards	Promotion
What we did during 2022-2023	<p>We reviewed our 5 Year Strategy for 2017-2022 following the Commissioner's guidance and discussed through the Welsh Language Governance Panel.</p> <p>The review provided us with a solid basis on which to draft our new Strategy for 2023-2027.</p>

Action	Establish the Welsh Language Governance Panel and hold quarterly meetings
Relevant sections of Welsh Language Standards	Service provision Operational
What we did during 2022-2023	<p>The first meeting of the Welsh Language Governance Panel was held on 22 September 2022 where we agreed the Panel's terms of reference. The main objectives of the Panel are:</p> <ol style="list-style-type: none"> 1. To increase the internal use of Welsh within Powys County Council 2. Scrutinise the progress of the Welsh Language Promotion Strategy 2023-2027 3. Ensure we do not treat the Welsh language less favourably when offering services to the public <p>The Panel has met every three months since, in December 2022 and February 2023. An additional meeting of the Panel was held in March 2023 to discuss the new Welsh Language Promotion Strategy.</p>

Action	Hold quarterly meetings of the Welsh Language Promotion, Challenge and Support Group Powys following the review of the Group held in June 2022.
Relevant sections of Welsh Language Standards	Service provision Operational
What we did during 2022-2023	<p>We held a workshop to review the Group at the end of June 2022 and invited the consultancy Menter a Busnes to lead the session.</p> <p>We revised the purpose of the Group and as a result a new name was chosen, and the terms of reference revised. The Group's new name is Gofal: Welsh Language in Care Promotion Group.</p> <p>There was no meeting of the Group in September 2022 or December 2022, but we held a meeting in March 2023. This was an opportunity to refine the terms of reference as there was a new chairman.</p>

Service Delivery Standards

Below is an outline of further work we did during the 2022-2023 financial year to comply with the Service Delivery Standards.

Welsh Language Commissioner's Recommendations

An evidence gathering meeting was held with the Welsh Language Commissioner's Liaison Officer on 9 December 2022. The Commissioner reviewed our compliance in autumn and winter 2022 and informed us of areas for improvement. They sent a letter on 25 January 2023 outlining further actions we must take to ensure full compliance with specific standards. We accept the Commissioner's recommendations and have been working to strengthen our processes as a result.

Below we list the issues the Commissioner found and our response.

Phone calls we receive

The Commissioner's Liaison Officer (hereafter 'the Commissioner') made three telephone calls in Welsh to our main public switchboard in autumn 2022. Two out of three calls received a full Welsh service. The Commissioner waited for 8 minutes with the third call but did not receive a response before ending the call. The Welsh Language Officer noted that two minutes was our expected standard to answer phone calls regardless of language preference.

Our response

Having spoken to the customer service manager, intermittent Wi-Fi signal was found to affect our ability to answer phone calls in accordance with our customer charter (2 minutes). This is more likely to happen when staff are working from home. We've solved the problem and it is no longer causing issues. The Welsh Language Officer conducts mystery shopper calls to our main customer services line regularly and can confirm answer times are quicker, however, when placed on hold, we do not always answer calls within two minutes. We will continue to work to improve our response to Welsh speaking customers and our customer service review will inform this process.

Publishing documents on our public website

The Commissioner found 3 out of 3 documents did not contain a statement on the English versions that they were also available in Welsh⁴ in accordance with Standard 49.

Our response

The Welsh Language Officer has notified the relevant service areas and asked them to amend the documents to include the required wording.

Our public website

The Commissioner found that 3 out of 15 pages on our public website were not fully compliant.

Our response

We have notified the relevant service areas of this and asked them to amend the relevant pages and documents.

Signs we display

⁴ Standard 49, Welsh Language Standards: If you produce a Welsh version and an English version of a separate document, you must ensure that the English version clearly states that the document is also available in Welsh.

In response to the Commissioner's self-assessment questionnaire, we noted medium compliance due to STOP/GO signs on roadworks not being bilingual. The Commissioner agreed that the word STOP is acceptable and is used on the continent.

[Our response](#)

We asked our highways department to amend the signs and translate GO to EWCH (Welsh for Go). The Senior Highways Operational Manager has confirmed all new signs now display EWCH/GO.

Reception areas

Covering staff when a receptionist is unwell or on holiday is a problem in ensuring we can offer a Welsh language service.

[Our response](#)

The Welsh Language Officer has discussed this with the Customer Service Liaison Manager. We still do not have staff to cover should the need arise. Our intention is to resolve this in the coming year.

[Translating and Providing Bilingual Information](#)

[The Translation Unit will provide an update \(this is not a statutory part of the report\).](#)

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Policy Making Standards

1. In our 5 Year Strategy for 2023-2027, we noted that our new Local Development Plan will recognise language sensitivity and sustainability as a factor in planning. The Strategy will be approved by Cabinet in July 2023.
2. We updated the Impact Assessment template in March 2023 to quote the requirements of the relevant Standards and include links to the Commissioner's Code of Practice and guidance documents.
3. The Welsh Language Officer joined impact assessment training for staff which is held every three months and provided guidance on relevant Standards.

Operating Standards

1. We established the Welsh Language Governance Panel which has been meeting every three months since the first meeting in September 2022.
2. We liaised with Recruitment and Human Resources to prepare to adopt mandatory Welsh Language categorisations we must use when advertising new and vacant posts. Standard 136 of the Welsh Language Standards states that when we assess the needs for a new or vacant role, we must assess the need for skills in Welsh, and categorise it as a position when one or more of the following apply:
 - a. Welsh language skills are essential;
 - b. Welsh language skills need to be learnt when appointed to the post;
 - c. Welsh language skills are desirable; or
 - d. Welsh language skills are not necessary.

We will be adopting these categorisations in June 2023 as requested by the Welsh Language Commissioner.

3. We combined relevant elements from our Welsh Language and Recruitment Policy into our main Recruitment Policy. Having two policies had the potential to cause confusion.

Promotion Standards

We wrote our 5 Year Strategy for 2023-2027 to promote the Welsh language in communities, through our internal operations and through the services we offer. The Strategy was drafted through discussions of the Welsh Language Governance Panel. We will be ready to publish the Strategy by July 2023.

3. Our work plan for 2023-2024

	Action	Relevant Section of the Welsh Language Standards	Target Date
1	Publish Welsh Language Promotion Strategy for 2023-2027	Promotion	Summer 2023
2	Following the publication of the above Strategy, develop targets from the action plan for each year of the Strategy. We will set priorities and timescales through the Welsh Language Governance Panel.	Promotion	Autumn 2023
3	Create a specific Welsh language section on the staff intranet with guidance on the Welsh Language Standards and audio clips of key phrases such as answering the phone and starting meetings in Welsh.	Operational	Winter 2023
4	Start a virtual Welsh conversation group to support staff in their learning.	Operational Service delivery	Winter 2023
5	Ensure 60 members of staff register on and complete Welsh courses with the National Centre for Learning Welsh.	Operational Service delivery	31 March 2023
6	Organise and conduct language awareness training for councillors and Heads of Service in conjunction with the language planning consultancy IAITH Ltd.	Service delivery Operational	Winter 2023 – 2024
7	Include an e-learning module about the Welsh Language Standards and language awareness in our mandatory training for all staff. Include language awareness training in our induction programme for new staff.	Service delivery Operational Policy making	Winter 2024
8	Include Welsh language on the council's risk register to help scrutinise compliance.	Operational	Autumn 2023

9	Remind managers that English versions of documents must clearly state the document is also available in Welsh in accordance with Standard 49.	Operational	September 2023
10	Look at other ways of collecting data on our staff's Welsh language skills with the aim of obtaining 100% information in line with Standard 127 and the Welsh Language Commissioner's request ⁵ from December 2022. The Commissioner has suggested conducting a Net Consent survey on each staff member's computer as they sign in and that it will not be possible to fully log in until the staff member has completed the survey.	Operational	Winter 2023
11	Review and strengthen our Welsh language customer services arrangements in reception areas.	Service delivery	Winter-spring 2024
12	Ensure councillor profile information on the public website complies with Welsh Language Standards in line with action plan approved by Welsh Language Commissioner following Complaint CS1016 (see section 4, Complaints below).	Service delivery	30 November 2023

⁵ Standard 127, Welsh Language Standards: You must assess the Welsh language skills of your employees.

4. Complaints

Below we outline the complaints we received relating to the Welsh Language Standards during the 2022-2023 financial year.

Welsh Language Commissioner's Investigation: Complaint CS1016

The Welsh Language Commissioner received a complaint from a member of the public on 13 May 2022 about a county councillor's profile on our public website. The complainant mentioned the profile was not available in Welsh. The Commissioner determined that the complaint was valid and began an investigation.

We acknowledged that the complaint was correct on 23 June 2022 and confirmed responsibility. Following an investigation, the Commissioner ruled the following on 19 January 2023:

1. Parts of our public website relating to Councillors' profiles were not available in Welsh, and therefore in breach of Standard 52.
2. There was no direct link to a Welsh page on the English pages of the Councillor's profile. This was a breach of Standard 55.
3. Menus on the information pages relating to Councillor profiles were not available in Welsh. This was a breach of Standard 56.

We gave written evidence to the Commissioner that we had completed the required enforcement actions. This included preparing an action plan setting out how we would address our failures to comply with Standard 52, 55, 56.

The Welsh Language Commissioner approved our action plan on 30 May 2023. This means the action plan comes into force from that day and we have six months to complete it, i.e., by 30 November 2023.

Street name sign: Heol y Defaid, Brecon: Complaint CS108

The Welsh Language Commissioner received a complaint on 28 September 2022 relating to the English translation of the name of Heol y Defaid (Ship Street) in the county. The Commissioner decided this was not a matter covered by the Standards. The Commissioner did not conduct an investigation into the complaint as a result.

The Commissioner noted that although Heol y Defaid is the original, correct Welsh name for the street (which means Sheep Street), Ship Street has been a historical adaptation of the name for over two hundred years. This is an example of the word 'sheep' changing to 'ship' in the old English dialect of Brecknockshire.

English-only sign in Llansanffraid-ym-Mechain

We received a complaint from a member of the public regarding a temporary English-only sign on the outskirts of Llansanffraid-ym-Mechain. The sign gives instructions about the weight and width of a bridge which is in Llanyblodwel, Shropshire. Shropshire Council placed the sign there in relation to roadworks they are carrying out in Shropshire.

In November 2022 and February 2023 we asked Shropshire Council to place a bilingual sign but this has still not happened at the time of writing. We have asked Shropshire Council's street works department again, providing them with a translation of the necessary text.

Temporary road signs, Montgomery

We received a complaint from a member of the public on 22 April 2022 regarding English-only temporary signage on Chirbury Road, Montgomery. The signs were put there by contractors.

The complainant also drew our attention to speed limit signs on either side of a railway bridge on the A458 between Buttington and Trewern containing errors in the Welsh. As the A458 is a trunk road, this is the responsibility of the Welsh Government, not Powys County Council. We informed the Welsh Government's highways department on behalf of the complainant.

We received no complaints relating to policy making or operational standards.

5. Welsh language skills of our employees

The language skills figures for Council staff as of 1 May 2023 are as follows:

Service Area	No data	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5
Adult Services	9.90%	22.24%	46.17%	17.11%	5.99%	3.12%	5.38%
Children's Services	12.94%	14.93%	53.15%	18.33%	6.15%	3.94%	3.50%
Commissioning and Partnerships (Social Services)	4.00%	15.62%	52.19%	19.62%	5.90%	1.14%	5.52%
Highways, Transport and Recycling	20.32%	29.94%	49.74%	8.22%	4.43%	2.30%	5.36%
Housing and Community Development	44.70%	26.69%	49.08%	12.01%	6.19%	2.77%	3.27
Property, Planning and Public Protection	57.57%	14.36%	56.40%	15.67%	4.70%	1.31%	7.57%
School Services	8.89%	6.37%	40.85%	24.40%	8.22%	5.97%	14.19%
Legal and Democratic	27.70%	14.39%	44.96%	17.27%	8.63%	3.24%	11.51%
Digital Services and Economy	7.25%	22.05%	55.29%	16.01%	2.72%	1.51%	2.42%
Finance	2.06%	20.74%	54.07%	15.42%	2.61%	1.95%	5.21%
Transformation and Communication	3.29%	9.88%	40.33%	17.28%	4.94%	4.94%	22.63%
Workforce Development and Organisation	5.82%	13.87%	55.93%	12.75%	6.71%	5.37%	5.37%
Powys County Council Total 2022-2023	20.82%	21.69%	49.68%	14.68%	5.52%	2.93%	5.50%

Key to Welsh Language ability levels

Level	Ability
0	Little or no knowledge of Welsh.
1	Basic information, personal names and place names, simple greetings.
2	Can talk about routine tasks, speak simply on familiar topics. Can hold a short social conversation.
3	Can join a conversation on familiar topics, such as family, hobbies and work.
4	Can speak and respond with some fluency with native speakers. Able to engage in discussions in familiar situations.
5	Can participate in any conversation or discussion effortlessly

6. Welsh language training for employees

Here we report the number of staff who attended training courses we offered in Welsh during the year, and the percentage of staff who attended the courses in Welsh.

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

E-learning courses

	Number of Staff who accessed Welsh Training	Number of Staff who accessed English Training	% of Staff who accessed Welsh Training
Adult Safeguarding Basic Awareness	0	101	0%
Child Protection and Safeguarding	24	969	2.47%
Cyber Security and GDPR	26	284	9.15%
Effective Performance Management	0	20	0%
Equality Act (2010)	10	1946	0.51%
Fraud Awareness	0	10	0%
HAVS Awareness	0	16	0%
Legionella Control	1	36	2.77%
Corporate Manual Handling Training	6	856	0.70%
Universal Credit Level 1	0	6	0%

We provide the following training courses bilingually: Child Protection and Safeguarding; Violence against Women; Cyber Security and GDPR; Domestic Abuse and Sexual Violence; Dementia Awareness training; Manual Handling (people); the Prevent course; and Social Care Wales and NHS Carers Awareness training. These courses are provided by external providers through the NHS and Home Office e-learning portals. Reporting on these courses, including the language in which they were accessed, is not currently available from the provider.

We provide further training digitally through Netconsent, software that requires employees to read policies, complete surveys and complete training before logging on 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 therefore not possible to report on the number and percentage of users accessing this training in Welsh.

7. Recruitment

We are awaiting this data from Recruitment.

Below is a list of the number of new posts and vacancies we advertised in the year that were categorised with different Welsh language skills requirements.

Between 1 April 2022 and 31 March 2023 we advertised __ jobs. This included posts within the authority and posts in schools. The level of Welsh language skills required for each post were as follows:

Welsh language skill level	Number of posts
1	
2	
3	
4	
5	

The Welsh language skill levels Powys uses to categorize jobs are shown below. We will be updating these in summer 2023 so they are more specific about the skills required. We will be working with Welsh Government and Welsh Language Officers from Ceredigion and South Wales to do this to ensure consistency.

Level 0

Very little or no knowledge of Welsh

Level 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.

Level 2

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.

Level 3

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 relevant to everyday life (e.g. family, hobbies, work).

Level 4

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.

Level 5

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.

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

CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET EXECUTIVE
20th June 2023

REPORT AUTHOR: County Councillor Cllr David Thomas
Portfolio Holder for Finance and Corporate
Transformation

REPORT TITLE: Capital Outturn 2022-23, as at 31st March 2023

REPORT FOR: Decision / Information

1. Purpose

1.1 This report provides an update on the financial position of the Council's capital programme for 2022/23 as at 31st March 2023.

2. Background

2.1 The 2022/23 Capital Programme was approved by Council on the 3rd March 2022. It included capital schemes totalling £133.88 million, of which £25.55 million related to the Housing Revenue Account (HRA). The programme has been updated following the reprofiling of projects and additional grants received from Welsh Government.

2.2 Table 1 - Breakdown by service

Service	Original Budget	Virements Approved	Revised Budget	Actuals	Remaining Budget	
	£,000	£,000	£,000	£,000	£,000	%
Adult Services	712	482	1,194	301	893	75%
Childrens Services	0	1,491	1,491	1,184	307	21%
Education	27,868	399	28,267	19,135	9,132	32%
Highways Transport & Recycling	14,163	6,165	20,328	20,137	191	1%
Property, Planning & Public Protection	100	2,284	2,384	2,123	261	11%
Community Development	714	1,812	2,526	1,644	882	35%
Housing General Fund	1,748	1,159	2,907	1,010	1,897	65%
Economy & Digital Services	9,974	5,019	14,993	4,689	10,304	69%
Finance	53,047	(53,001)	46	0	46	100%
Total Capital	108,326	(34,190)	74,136	50,223	23,913	32%
Housing Revenue Account	25,550	(4,682)	20,868	15,320	5,548	27%
TOTAL	133,876	(38,872)	95,004	65,543	29,461	31%

2.3 The revised programme at the 31st March 2023 is budgeted at £95.00 million following the successful award of additional grants and the reprofiling of budgets between financial years. Actual spend amounts to £65.54 million, representing 69% of the total budget.

2.4 33%, £21.48 million, of the capital expenditure has been financed by borrowing, the interest cost for this is charged to the revenue account.

2.5 Table 2 – Capital Programme funding

Funding	2022/23	
	£'000	%
Grants	35,154	54%
Revenue	8,797	13%
Borrowing	21,484	33%
Capital Receipts	109	0%
Total	65,543	

3. Grants Received

3.1 The following grants have been received since the start of the financial year. These are for additional schemes and have been included in the Capital Programme.

3.2 **Housing** - £0.11 million has been awarded from Welsh Government's (WG) Transitional Accommodation Capital grant towards the purchase of a council housing.

3.3 **Leisure** - £0.15 million has been awarded from Athletics Wales for the resurfacing of the athletics track at Brecon Leisure Centre.

4. Reprofiling Budgets Across Financial Years

4.1 There were several schemes in the 2022/23 capital programme which are continuing into 2023/24. The budget carried forward to reprofile these schemes is shown in the Table 3.

4.2 Table 3 - Funding carried forward from 2022/23

Service Area	2022/23
	£'000
Schools	9,518
Adults Services	877
Childrens Services	379
Highways, Transport & Recycling	474
Housing & Community Development (excl HRA)	1,826
Property, Planning and Public Protection	710
Finance	46
Economy & Digital	10,228
Housing Revenue Account (HRA)	5,165
Total	29,223

5. Virements

5.1 **Small Capital Bids 2023/24** - The Capital Strategy approved for 2023/24 contains £0.50m funding for small projects from £0.01m to £0.10m. Bids were prioritised using preset criteria and funding was distributed to the following schemes.

- £85k – New lift and medical room at Ladywell House, Newtown.

- £100k – Four new highway weather stations in relation to gritting.
- £50k – Upgrade pay and display machines to 4G.
- £70k – New wall at Knighton Cemetery.
- £60k – Replacement filters in leisure centre pools.
- £25k – Structural improvements at Lakeside Restaurant and Boathouse, Llandrindod Wells.
- £45k – Replace asbestos roofs on county farm buildings.
- £35k – New noise meters for Environmental Protection.
- £30k – Sewerage works at Brecon Boathouse.

5.2 **Community Equipment Store** - A business case was presented to the Capital Oversight Board (COB) setting out the case for funding to carry out urgent capital works on the Community Equipment Store in Newtown. This was supported by the COB and cabinet are requested to approve an allocation £0.22 million for these works, it will be funded by from existing capital budgets that are not required at this stage.

6. **Capital Receipts**

6.1 A total of £2.93 million was received in 2022/23 (including £0.39 million for the HRA). There are a further £1.14 million of sales agreed, these are at the legal stage of the process and will generate future capital receipts.

7. **Resource Implications**

7.1 The Head of Finance (Section 151 Officer) notes the content of the report. The re-profiling of schemes is essential to enable us to more accurately project expenditure, the consequential need to borrow and the impact on the revenue budget. Expenditure on the Capital Programme continues to be monitored carefully through the year, the impact of rising costs, supply chain issues and additional borrowing costs will have to be carefully considered. Prioritisation of resources at a corporate level ensures that the council can effectively meet its objectives whilst maintaining an affordable level of investment.

8. **Legal implications**

8.1 The Monitoring Officer has no specific concerns with this report.

9. **Recommendation**

9.1 That the contents of this report are noted.

9.2 That the virements in section 5 are approved.

Contact Officer:	Jane Thomas
Email:	jane.thomas@powys.gov.uk
Head of Service:	Jane Thomas

Appendix A:

Head of Service Commentary

Service Area	Budget	Actuals	Budget Remaining	Budget Remaining as a % of Budget
	£'000	£'000	£'000	%
Adult Services	1,194	301	893	75
<u>HOS Comment</u>				
<p>£100k Welsh Government Funding for 'Specialist Equipment' and £43k for Substance Misuse Building Works were fully utilised. The remaining expenditure was for improvements in the Powys Leased Care Homes.</p>				

Service Area	Budget	Actuals	Budget Remaining	Budget Remaining as a % of Budget
	£'000	£'000	£'000	%
Childrens Services	1,491	1,184	307	21
<u>HOS Comment</u>				
<p>Residential development – works to refurbish and improve a range of properties for childrens residential care have been completed in order to meet Care Inspectorate Wales (CIW) requirements.</p> <p>Work to meet CIW requirements at the Safe Accommodation residential property have commenced and a small proportion of works will now be completed 23/24. Funding has been secured in 23/24 to complete the work.</p> <p>The Oldford Family Centre in Welshpool has been completed and was opened by Deputy Minister in March 2023. This is a multi-agency hub providing support to children, young people and their families in the Welshpool area. Scoping for possible funding underway to replicate in the South of the County.</p> <p>Works on the Flying Start Childcare hub in Brecon is nearing completion and WG agreed for capital funds to be moved to 23/24 to support this.</p>				

Service Area	Budget	Actuals	Budget Remaining	Budget Remaining as a % of Budget
	£'000	£'000	£'000	%
Education	28,267	19,135	9,132	32

HOS Comment

Transforming Education Programme

The Council's Transforming Education Programme has continued to make steady progress this year. The latest status of each project is outlined below:

- **Ysgol Gymraeg y Trallwng**, a 150 place Welsh-medium school in Welshpool opened to pupils in May 2023.
- **Cedewain Special School, Newtown** – construction is underway, with the new building expected to open to pupils in the autumn term 2023.
- **Brynlllywarch Hall School, Kerry** – a contractor was previously appointed for this scheme, which is to construct a new behavioural, emotional and social difficulties (BESD) school for pupils with complex behavioural needs. However, the Council is still awaiting final cost information. This is due to be received from the contractor by the end of June 2023. Once this is received, consideration will need to be given to how to proceed.
- **Sennybridge C.P. School** – the tender package for constructing a new build 150 place school to replace the current poor condition buildings has been published. Tenders are to be submitted by the 7th July.
- **Ysgol Bro Hyddgen, Machynlleth** – a decision has been made to reduce the scope of the planned new building. This will no longer include leisure and library facilities. Royal Institute of British Architects (RIBA) stage 2 has now been completed based on the revised scope.
- **Ysgol Calon y Dderwen, Newtown** – work on plans to provide a replacement primary school for Ysgol Calon y Dderwen continued, with the designs progressed to RIBA 2 stage. However, further discussions have taken place regarding the size of the new building, which may result in revising the current designs. This project forms part of the North Powys Well-being Campus development, which is planned for Newtown. Linkages with the North Powys Well-being Programme are a key feature of this project. The Council will continue to work closely with colleagues within Powys teaching Health Board (PtHB) as discussions around changing the scope of the project develop.

Cost uncertainty, market fluctuations and material availability have continued to be issues for the Programme in the last financial year and will continue to need robust management and scrutiny of costs as projects develop this year.

Major Improvement Programme

The Council's annual capital programme has made very good progress, in this financial year, there are 150 projects with:

- 2 projects on hold
- 10 schemes to commission
- 6 schemes commissioned.

- 17 at the design stage
- 13 at the tender stage
- 14 at the construction stage
- 88 schemes are practically completed on site.

The overall programme budget is £5,269,753 for 2022/23 with expenditure of £4,712,191 to end of March 2023. There were several project's in this programme part funded by Welsh Government Community Focus & Additional Learning Needs Grants.

Service Area	Budget	Actuals	Budget Remaining	Budget Remaining as a % of Budget
	£'000	£'000	£'000	%
Highways, Transport and Recycling	20,328	20,137	191	1

HOS Comment

The service has performed well and all major capital schemes on target with spend coming in just under 1% of allocation.

As previously reported, Brecon Household Waste Recycling Centre (HWRC) and Cwrt y Plyffin capital funding has been rolled forward aiding the capital finance borrowing position.

It is noted that to mitigate high inflation we have reduced the scope of works within delivery programmes. This adjustment has been based upon scheme ranking and prioritisation.

Service Area	Budget	Actuals	Budget Remaining	Budget Remaining as a % of Budget
	£'000	£'000	£'000	%
Property, Planning and Public Protection	2,384	2,123	261	11

HOS Comment

The Environmental Protection team has been unable to complete the new Machynlleth cemetery within the financial year. Capital funding for the project will need to be taken forward into the next financial year.

A number of small property related schemes have failed to spend their allocations within the financial year. Budgets have been taken forward into the new financial year.

Service Area	Budget	Actuals	Budget Remaining	Budget Remaining as a % of Budget
	£'000	£'000	£'000	%
Community Development	2,526	1,644	882	35

HOS Comment

Leisure Centres in Powys have a five-year capital programme that is monitored and reviewed on a regular basis with the authority's delivery partner, Freedom Leisure. Due to the current review of the leisure service, works will be prioritised in order of risk, considering health & safety, compliance and potential future use. Further exploratory works and feasibilities will be carried out ensuring appropriate market value is achieved. It is intended that several projects will be undertaken in this financial year but will be dependent on interest from contractors and the ability to progress following ecological surveys and approval.

Service Area	Budget	Actuals	Budget Remaining	Budget Remaining as a % of Budget
	£'000	£'000	£'000	%
Housing General Fund	2,907	1,010	1,897	65
Housing Revenue Account	20,868	15,320	5,548	27

HOS Comment

Housing Revenue Account

The costs of materials have continued to remain comparatively high and contractor quotes remain higher than anticipated. In addition, not all contractors are able to deliver within the required timelines. Recruitment of additional tradespeople continues to reduce the Council's reliance on external contractors.

The 18-home Red Dragon housing project remains in the control of the administrator for the principal contractor. Handover of the properties is provisionally expected in summer 2023.

The Energy Company Obligation (ECO) 4 / Optimised Retrofit Programme (ORP) 3 Retrofit programme continues, with the completion of works to properties with low E, F, G Energy Performance Certificates (EPC). This programme will continue through 2023-2024 and 2024-2025.

Housing General Fund

Demand for disabled facilities grants (DFGs) remains high with delivery adversely affected by the challenges experienced in securing contractors to undertake work.

Demand for, and cost of, homelessness related services remains high.

Service Area	Budget	Actuals	Budget Remaining	Budget Remaining as a % of Budget
	£'000	£'000	£'000	%
Economy & Digital Services	14,993	4,689	10,304	69

HOS Comment

Economy

Overall capital budgets are managed from grant funds and profiled until March 2025. This process is managed through quarterly reporting fund management and slippage is being managed in monthly review meetings with partners and contractors. This includes:

Transforming Towns Programme £5,080,000 for Placemaking Grant is managed through an application process. The capital fund is managed through a local and regional panel and the spend profile for 2022/23 is slightly under target spend but with approval for roll forward to 2023/24 being confirmed.

Levelling-up Capital Projects. Project expenditure is currently behind schedule, but this is regularly reviewed with partners to ensure delivery against grant terms and conditions. Council project aspects are being managed carefully and costs are within contingency limits with work slightly behind schedule but within grant agreements. Any required changes will be considered as a one-off Performance Assessment Review (PAR) review during the lifetime of the project.

Digital Services Capital

Again, there has been no significant change since the previous quarters update. The majority of the reprofiled allocation has been spent as planned. Major projects have already been aligned for the following year.

30 May	Cabinet Member for a Fairer Powys	Approved the purchase of a house in Ystradgynlais to add to the social housing stock.
30 May	Cabinet Member for a Fairer Powys	Delegated authority to the Head of Housing to accept an offer for the sale of a property in Llanidloes.
1 June	Cabinet Member for a Learning Powys	Approved the appointment of school governors.
2 June	Cabinet Member for a Fairer Powys	Approved the purchase of a house in Ystradgynlais to add to the social housing stock.
2 June	Cabinet Member for a Learning Powys	Approved the appointment of school governors.
7 June	Cabinet Member for a Greener Powys	Authorised the local highway authority to commence the legal public consultation procedure for the proposed traffic regulation orders relating to speed limits and exemptions to The Restricted Roads (20 mph Speed Limit) (Wales) Order 2022 as listed in Appendix A to the report, and if no substantive objections are received implement the traffic movement prohibition Order in accordance with the Local Authorities' Traffic Orders (Procedure) (England and Wales) Regulations 1996.
9 June	Cabinet Member for a Fairer Powys	Approved the purchase of two properties in Knighton to add to the social housing stock.

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

Cabinet / Delegated Decision	Date	Title	Portfolio Holder	Lead	Decision Maker	Scrutiny
	11/07/23	Welsh Language 5 Year Strategy	Councillor Sandra Davies	Emma Palmer	Cabinet	
	11/07/23	Llanfyllin Catchment Review	Councillor Pete Roberts	Emma Palmer	Cabinet	
	11/07/23	Director of Social Services Annual Report		Nina Davies	Cabinet	
	11/07/23	Risk Management Policy & Guidance	Councillor David Arnold Thomas	Jane Thomas	Cabinet	Governance & Audit Committee 23 June
	11/07/23	Powys Owned Care Homes	Councillor Sian Cox	Rachel Evans	Cabinet	
	11/07/23	Pontrobert School	Councillor Pete Roberts	Emma Palmer	Cabinet	
	11/07/23	School Outturn Positions	Councillor Pete Roberts	Mari Thomas	Cabinet	
	01/08/23	Quarter 4 Treasury Management Report	Councillor David Arnold Thomas	Jane Thomas	Cabinet	
	01/08/23	Annual Self-Assessment Report	Councillor James Gibson-watt	Emma Palmer	Cabinet	
	01/08/23	Annual Information Governance Report	Councillor Jake Berriman	Helen Dolman	Cabinet	
	01/08/23	Corporate Safeguarding Board Activity Report	Councillor Richard Church	Nina Davies	Cabinet	
	01/08/23	Rapid Rehousing Transitional Plan	Councillor Matthew Dorrance	Andy Thompson	Cabinet	
	01/08/23	Enhanced Homelessness Service Capability	Councillor Matthew Dorrance	Andy Thompson	Cabinet	
	01/08/23	Modular Accommodation Initiative	Councillor Matthew Dorrance	Andy Thompson	Cabinet	
	01/08/23	Community Alarm Review	Councillor Matthew Dorrance	Andy Thompson	Cabinet	

19/09/23	Quarter 1 Finance Report	Councillor David Arnold Thomas	Jane Thomas	Cabinet
19/09/23	Quarter 1 Capital Report	Councillor David Arnold Thomas	Jane Thomas	Cabinet
19/09/23	Quarter 1 Treasury Management report	Councillor David Arnold Thomas	Jane Thomas	Cabinet
19/09/23	Annual RIPA report		Helen Dolman	Cabinet
19/09/23	Quarter 1 Performance Report	Councillor James Gibson- watt	Emma Palmer	Cabinet
19/09/23	Homes in Powys Allocation Policy Update	Councillor Matthew Dorrance	Andy Thompson	Cabinet
19/09/23	Housing Quality Policy Update	Councillor Matthew Dorrance	Andy Thompson	Cabinet
19/09/23	Actions arising from the Compliance Audit of Housing	Councillor Matthew Dorrance	Andy Thompson	Cabinet
19/09/23	Progression and Learning	Councillor Pete Roberts	Georgie Bevan	Cabinet
10/10/23	Quarter 1 Strategic Risk Register	Councillor David Arnold Thomas	Jane Thomas	Cabinet
10/10/23	Customer Services Review	Councillor Jake Berriman	Helen Dolman	Cabinet
10/10/23	LDP Monitoring Report	Councillor Jake Berriman	Peter Morris	Cabinet
24/10/23	Quarter 2 Finance Report	Councillor David Arnold Thomas	Jane Thomas	Cabinet
24/10/23	Quarter 2 Capital Report	Councillor David Arnold Thomas	Jane Thomas	Cabinet
24/10/23	Quarter 2 Treasury Management report	Councillor David Arnold Thomas	Jane Thomas	Cabinet
21/11/23	Council Tax Base for 2024/25	Councillor David Arnold Thomas	Jane Thomas	Cabinet
21/11/23	Corporate Safeguarding Board Activity Report	Councillor Richard Church	Nina Davies	Cabinet

12/12/23 Sewerage Charges Policy	Councillor Matthew Dorrance	Andy Thompson	Cabinet
16/01/24 Quarter 2 Strategic Risk Register	Councillor David Arnold Thomas		Cabinet
27/02/24 Quarter 3 Performance Report	Councillor James Gibson-watt	Emma Palmer	Cabinet

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