

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

**Please read the accompanying guidance before completing the form.**

**Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

<b>Service Area</b>	Schools Service	<b>Head of Service</b>	Joanna Cassey	<b>Strategic Director</b>	Ian Budd	<b>Portfolio Holder</b>	Aled Davies
<b>Proposal</b>	To close Banw C.P. School and Llanerfyl C. in W. (Foundation) School and to open a new Welsh-medium Church in Wales Voluntary Aided School on the Llanerfyl site						
<b>Outline Summary / Description of Proposal</b>							
In the summer of 2017, Banw C.P. School contacted the Council to express concern about the current and projected numbers at their school, and requested a solution be identified in order to safeguard the provision of education in the area. Meetings were held with the governing body of Banw C.P. School and Llanerfyl C. in W. (Foundation) School, which is located approximately 2.5 miles away, and initial engagement with parents also took place. A report was considered by the Council's Learning and Skills Board, who subsequently agreed the recommendation to close the two schools and open a new Welsh-medium Church in Wales Voluntary Aided School on the Llanerfyl site. Should the proposal be implemented, the current target date is for the two schools to close on the 31 <sup>st</sup> August 2020, with the new school opening on the 1 <sup>st</sup> September 2020.							

### 1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£ None	£ None	£36,999	£26,427	£None	£63,426

### 2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Public consultation required	If approved by Cabinet, it is anticipated that consultation in accordance with the School Organisation Code will commence in September and the consultation stage of the process will be concluded by the end of 2018.	No

### 3. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
1	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	10/07/18

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### 4. Impact on Other Service Areas

<p><b>Does the proposal have potential to impact on another service area? (Including implication for Health &amp; Safety and Corporate Parenting)</b>  <b>PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY</b></p>	
<p>Should a decision be made to proceed with implementation of the proposal as a result of the statutory process, input from other service areas, such as HR, Property, Legal, Communications and Finance would be required. Representatives of these service areas are invited to attend meetings of the School Reorganisation Project Board, therefore are aware of the recommendation, and will receive regular updates as the statutory process moves forward.</p>	
<p><b>Service Area informed:</b></p>	<p><b>Contact Officer liaised with:</b></p>
<p><b>Mitigation</b></p>	

### 5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p><b>The Economy</b> We will develop a vibrant economy</p>	N/A	Choose an item.		Choose an item.
<p><b>Health and Care</b> We will lead the way in effective, integrated rural health and care</p>	N/A	Choose an item.		Choose an item.

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<b>Learning and skills</b> <b>We will strengthen learning and skills</b>	The proposal would result in one larger school in the Banwy Valley to replace the two current small schools, which would ensure more sustainable provision in the valley, and would have a positive impact on the quality of education provided to pupils. However, the Llanerfyl building is smaller than the Banw building and provides access to less facilities. In particular, there is no access to a hall on site, although the school does access the village hall which is located at the end of the lane.	Neutral	Investment could be provided in order to enhance the learning environment and to enable the school to embrace new technology. Consideration to be given to the level of investment required and how this can be funded.	Good
<b>Residents and Communities</b> <b>We will support our residents and communities</b>	The proposal would mean that there would be no provision in the village of Llangadfan. Banw CP School is co-located with a community hall, therefore closure of the school / site could impact on the community hall.	Poor	Consideration to be given to possible future uses of the Banw building, which would safeguard the community hall.	Poor

Source of Outline Evidence to support judgements
Initial engagement with parents

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<p><b>A prosperous Wales:</b>                      An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>The proposal would lead to a small increase in travel, as pupils currently attending Banw CP School would need to travel to Llanerfyl. However the additional distance would be minimal, and the number of pupils would be relatively small. Implementation of the proposal would lead to a reduction in the number of school buildings.</p>	Neutral		Choose an item.
<p><b>A resilient Wales:</b>                      A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>The proposal would lead to a small increase in travel, as pupils currently attending Banw CP School would need to travel to Llanerfyl. However, the additional distance would be minimal, and the number of pupils would be relatively small. Implementation of the proposal would lead to a reduction in the number of school buildings.</p>	Neutral		Choose an item.

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<p><b>A healthier Wales:</b> A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>There is no access to a hall on the Llanerfyl site. Whilst the school does have access to the village hall, which is located approximately a quarter of a mile walk away, the lack of a hall on site could make it more difficult to access the hall for activities when needed. Many Llanerfyl pupils live in the village and currently walk to school. This recommendation would enable them to continue to do so.</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p><b>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.</p>	<p>In the longer term, the authority would hope that the proposal would bring the two communities together. However in the short term, it is acknowledged that there will be significant tensions between the two communities.</p>	<p>Neutral</p>	<p>Work closely with the two current schools / communities when establishing the new school to ensure that all are involved, with the aim of bringing the two communities together.</p>	<p>Good</p>
<p><b>A globally responsible Wales:</b> A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	<p>n/a</p>	<p>Choose an item.</p>		<p>Choose an item.</p>
<p><b>A Wales of vibrant culture and thriving Welsh language:</b> A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				
<p><b>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</b></p>	<p>Implementation of the proposal would see the establishment of one larger Welsh-medium school to replace two small Welsh-medium schools.</p>	<p>Good</p>		<p>Choose an item.</p>
<p><b>Opportunities to promote the Welsh language</b></p>	<p>Implementation of the proposal would see the establishment of one larger Welsh-medium school to replace two small Welsh-medium schools.</p>	<p>Good</p>		<p>Choose an item.</p>

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<i>Welsh Language impact on staff</i>	Implementation of the proposal would see the establishment of one larger Welsh-medium school to replace two small Welsh-medium schools. There could be a small reduction in overall staff numbers, however being part of a larger group of staff would provide improved opportunities for Welsh speaking staff.	Good		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	There is no hall on the current site, which could impact on opportunities to take part in sport and recreation activities. However, there is access to the village hall, which is located approximately a quarter of a mile away. In addition, there is a yard and a playing field on site which can be used for sport and recreation activities. The recommendation would result in pupils being part of a larger cohort, which could provide opportunities for them to take part in a wider range of activities.	Neutral		Choose an item.
<b>A more equal Wales:</b> A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	The proposal will improve provision for primary school aged pupils in the Banwy Valley.	Good		Choose an item.
<i>Disability</i>	A number of pupils at both current schools receive support for ALN. It is expected that the recommendation would provide improved provision for pupils with ALN as there would be more teachers / staff to provide support.	Good		Choose an item.
<i>Gender reassignment</i>	N/A	Choose an item.		Choose an item.
<i>Marriage or civil partnership</i>	N/A	Choose an item.		Choose an item.

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<b>Race</b>	The proposal would provide improved educational opportunities for all pupils, regardless of their race. Based on the information provided on the 2018 PLASC returns, no pupils at either school are recorded as belonging to an ethnic group other than White British.	Neutral		Choose an item.
<b>Religion or belief</b>	Establishment of a new Church in Wales primary school would continue to provide access to Welsh-medium Church in Wales provision in the Banwy Valley. Should any parents not wish their children to attend Church in Wales provision, Welsh-medium Community Primary provision is available nearby at Ysgol Pontrobert and Llanfair Caereinion C.P. School	Neutral		Choose an item.
<b>Sex</b>	The proposal would provide improved educational opportunities for girls and boys	Good		Choose an item.
<b>Sexual Orientation</b>	N/A	Choose an item.		Choose an item.
<b>Pregnancy and Maternity</b>	N/A	Choose an item.		Choose an item.

Source of Outline Evidence to support judgements
PLASC

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<b>Sustainable Development Principle (5 ways of working)</b>				
<b>Long Term:</b> <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	Pupil numbers in the Banwy Valley area are declining, placing both schools at risk. By establishing one new larger school, the authority hopes to safeguard the provision of high quality Welsh-medium education in the valley.	Good		Choose an item.
<b>Collaboration:</b> <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	Discussions with the two governing bodies have taken place whilst developing this recommendation, however ultimately the recommendation was made by the Council.  The two schools already collaborate to some extent as part of a collaboration of three small schools. Should the proposal be implemented the new school would be expected to continue to collaborate with the third school, and other neighbouring schools.	Neutral		Choose an item.



Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p><b><i>Involvement (including Communication and Engagement):</i></b>  <i>Involving a diversity of the population in the decisions that affect them.</i></p>	<p>Discussions with two governing bodies have taken place whilst developing this recommendation, however ultimately the recommendation was made by the Council.</p> <p>Initial engagement with parents also took place when developing the recommendation, this included an informal session in Llanerfyl, and a questionnaire which was circulated to the parents of pupils currently attending the two schools and the local Cylch Meithrin.</p> <p>Should Cabinet decide to proceed with the recommendation, full consultation would be carried out with stakeholders in accordance with the School Organisation Code which will ensure the opportunity for all interested parties to give their views. The findings of this exercise will be reported to Cabinet and will be taken into consideration when determining how to proceed. This impact assessment will be updated throughout the process to reflect any feedback received.</p>	<p>Good</p>		<p>Choose an item.</p>
<p><b><i>Prevention:</i></b> <i>Understanding the root causes of issues to prevent them from occurring.</i></p>	<p>The authority has identified that pupil numbers in the Banwy Valley are declining, placing both schools at risk. By establishing one new larger school in the area, the council hopes to safeguard education provision in the valley.</p>	<p>Good</p>		<p>Choose an item.</p>

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Principle	How does the proposal impact on this principle?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>Integration:</b> Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	N/A	Choose an item.		Choose an item.
<b>Preventing Poverty:</b> Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Choose an item.		Choose an item.
<b>Unpaid Carers:</b> Ensuring that unpaid carers views are sought and taken into account	Should Cabinet decide to proceed with the proposal, full consultation would be carried out in accordance with the requirements of the School Organisation Code. All stakeholders would have the opportunity to give their views as part of this process, this would unpaid carers in the area.	Neutral		Choose an item.
<b>Safeguarding:</b> Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	Should Cabinet decide to proceed with the proposal, full consultation would be carried out in accordance with the requirements of the School Organisation Code. This would include consultation with pupils, which would ensure that their views and any concerns would be taken into account. Should the proposal be implemented, it is expected that there would be more support for pupils, as they would be part of a larger school with more staff.	Good		Choose an item.

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Impact on Powys County Council Workforce	The proposal will impact on the current staff at the two schools. Should Cabinet decide to proceed with the proposal, full consultation would be carried out in accordance with the requirements of the School Organisation Code and supported by the relevant LA teams (eg HR). This would include consultation with staff, which would ensure that they had an opportunity to give their views on the recommendation. Should the recommendation be implemented, a management of change process would take place, and there would be an opportunity for staff to apply for positions in the new school. The staffing procedures required include an opportunity for staff to be redeployed.	Neutral		Choose an item.
<b>Source of Outline Evidence to support judgements</b>				
PLASC				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Medium	Medium
<b>Mitigation</b>		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Based on current pupil projections, there would still be less than 50 pupils in the school in a few years time	Medium		Medium
Pupils may transfer to other schools instead of the proposed new school, which would impact on pupil numbers	Medium	Move forward with the process as swiftly as possible in order to limit the period of uncertainty for the community. Should the recommendation be implemented, work with the two school communities to shape the new school	Medium
As the new school would be a small Welsh-medium school in a rural area, it may not attract a headteacher	Medium		Medium
Welsh Government may not provide capital funding for investment in a school of this size	High		High
The current configuration of the school at Llanerfyl may cause challenges for the new school in relation to curriculum delivery following the introduction of the new curriculum	Medium	Capital investment in the school	Low
<b>Overall judgement (to be included in project risk register)</b>			
<b>Very High Risk</b>	<b>High Risk</b>	<b>Medium Risk</b>	<b>Low Risk</b>
		x	

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Statutory consultation in accordance with School Organisation Code	Consultation to commence in September, and to continue until late October.	Consultation report	Whether or not to proceed with the publication of statutory notices
Publication of statutory notices	Approximately early 2019	Objection report	Whether to proceed with implementation of the proposal
Establishment of shadow governing body to take forward the establishment of the new school	September 2019	Shadow governing body established	
<b>Portfolio Holder decision required</b>	No	<b>Date required</b>	
<b>Cabinet decision required</b>	Yes	<b>Date required</b>	Various stages during the process

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<b>Council decision required</b>	No	<b>Date required</b>	Whilst no full council decision is needed, there is a need for a full council discussion on the consultation report before a Cabinet decision is made on how to proceed.
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### 11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

### 12. Overall Summary and Judgement of this Impact Assessment?

<b>Outline Assessment (to be inserted in cabinet report)</b>	<b>Cabinet Report Reference:</b>	

### 13. Is there additional evidence to support the Impact Assessment (IA)?

<b>What additional evidence and data has informed the development of your proposal?</b>

### 14. On-going monitoring arrangements?

<b>What arrangements will be put in place to monitor the impact over time?</b>
<b>Please state when this Impact Assessment will be reviewed.</b>
This impact assessment will be reviewed at each stage of the process.

### 15. Sign Off

Position	Name	Signature	Date
<b>Impact Assessment Lead:</b>	Marianne Evans	<i>Marianne Evans</i>	11 <sup>th</sup> July 2018
<b>Head of Service:</b>	Joanna Cassey	<i>Joanna Cassey</i>	11 <sup>th</sup> July 2018
<b>Strategic Director:</b>	Ian Budd		

Portfolio Holder:	Aled Davies		
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16. Governance

<b>Decision to be made by</b>	Cabinet	<b>Date required</b>	Initial decision 18 <sup>th</sup> July 2018
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**FORM ENDS**