

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Please read the accompanying guidance before completing the form.

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **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.**

Service Area	Schools Service	Head of Service	Lynette Lovell / Emma Palmer	Portfolio Holder	Clr Phyl Davies
Proposal	Mount St Infants, Mount St Juniors and Cradoc CP School Proposal				
Outline Summary / Description of Proposal					
<p>On the 29th September 2020, the Council’s Cabinet considered a Strategic Outline Case (SOC) which included a range of options in order to address issues with schools in the Brecon catchment area.</p> <p>Without requiring Cabinet to make a decision on the future configuration of schools in the catchment, the SOC identified a preferred way forward, which is to invest in the development of:</p> <ul style="list-style-type: none"> • A new 360 place English-medium primary school in Brecon, to replace Mount Street Infants School, Mount Street Juniors School and Cradoc C.P. School, with a co-located Pupil Referral Unit and a community swimming pool – to be built on the site of the old Brecon High School. • A new 180 place dual-stream primary school in Sennybridge, replacing the current poor accommodation at Sennybridge CP School – to be built on the current site of Sennybridge CP School. <p>Cabinet approval is now requested to commence the statutory process on the following proposal in respect of Mount Street Infants School, Mount Street Juniors School and Cradoc C.P. School:</p> <p>Phase 1</p> <ul style="list-style-type: none"> • To amalgamate Mount Street Infants School, Mount Street Juniors School and Cradoc C.P. School to create a new primary school that would operate from the current three sites • The target date for establishing the new primary school is September 2022. <p>Phase 2</p> <ul style="list-style-type: none"> • To make a regulated alteration to transfer the school to a new school building on a new site in Brecon • It is anticipated that the new school would be open by 2024/5, but this is dependent on the availability of capital funding and approval of business cases by the Welsh Government. 					

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

Version	Author	Job Title	Date
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1	Sarah Astley	Strategic Programme Manager – Schools Transformation	September 2020
2	Sarah Astley	Strategic Programme Manager – Schools Transformation	November 2020

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	If approved by Cabinet, it is anticipated that consultation in accordance with the School Organisation Code will commence in January and the consultation stage of the process will be concluded by the end of March 2021

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety and Corporate Parenting?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY					
Adult Services	<input type="checkbox"/>	Education	<input checked="" type="checkbox"/>	Legal and Democratic Services	<input checked="" type="checkbox"/>
Children's Services	<input checked="" type="checkbox"/>	Finance	<input checked="" type="checkbox"/>	Property, Planning and Public Protection	<input checked="" type="checkbox"/>
Commissioning	<input type="checkbox"/>	Highways, Transportation and Recycling	<input type="checkbox"/>	Transformation and Communications	<input checked="" type="checkbox"/>
Digital Services	<input checked="" type="checkbox"/>	Housing and Community Development	<input type="checkbox"/>	Workforce and OD	<input checked="" type="checkbox"/>
Data Protection Impact Assessment					
Will the proposal involve processing the personal details of individuals? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>					
Not currently, however should the Council proceed with statutory processes to change the provision in Brecon, this would involve processing the personal details of individuals					
Is Powys County Council the data controller? Yes <input type="checkbox"/> No <input type="checkbox"/> N/A currently <input type="checkbox"/>					
If you have answered yes to either of the above you will be required to complete, as a minimum, the screening questions on the data protection impact assessment.					
For further advice please contact the Data Compliance Team.					

4a Geographical Locations

What geographical area(s) will be impacted by the proposal? (Chose all those applicable)					
Powys	<input type="checkbox"/>	Brecon	<input checked="" type="checkbox"/>	Llandrindod and Rhayader	<input type="checkbox"/>
		Builth and Llanwrtyd	<input type="checkbox"/>	Llanfair Caereinion	<input type="checkbox"/>
North	<input type="checkbox"/>	Crickhowell	<input type="checkbox"/>	Llanfyllin	<input type="checkbox"/>
Mid	<input type="checkbox"/>	Hay and Talgarth	<input type="checkbox"/>	Llanidloes	<input type="checkbox"/>
South	<input type="checkbox"/>	Knighton and Presteigne	<input type="checkbox"/>	Machynlleth	<input type="checkbox"/>
				Newtown	<input type="checkbox"/>
				Welshpool and Montgomery	<input type="checkbox"/>
				Ystradgynlais	<input type="checkbox"/>

5. How does your proposal impact on Vision 2025?

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Council's Well-being Objective	How does the proposal impact on this Well-being Objective?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>The Economy We will develop a vibrant economy</p>	<p>Implementation of the proposal would result in the closure of Cradoc, Mount Street Infants and Mount Street Junior Schools to establish a new primary school. Whilst initially the new school would operate from the three current sites, eventually the school would move to a new building in Brecon, resulting in significant capital investment in the area. Community benefits to include opportunities for traineeships / apprenticeships are a key requirement of 21st Century Schools projects, therefore it is anticipated that these opportunities would be available as part of implementing the proposal.</p> <p>Implementation of the proposal could have an impact on employment opportunities, as the staffing requirements for the new school could be lower than the current requirements, in particular following a move to one new building.</p> <p>Moving to one new building in Brecon would mean that there would no longer be a primary school in Brecon, which would impact on employment opportunities in the village of Cradoc. However, merging the three schools to establish one new school would ensure that staff currently employed at Cradoc CP School would have opportunities to secure employment in the new school.</p>	<p>Neutral</p>		<p>Neutral</p>

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Council's Well-being Objective	How does the proposal impact on this Well-being Objective?	IMPACT Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Health and Care We will lead the way in providing effective, integrated health and care in a rural environment	No impact	Neutral		Choose an item.
Learning and skills We will strengthen learning and skills	Implementation of the proposal would lead to merging Mount Street Infants, Mount Street Juniors and Cradoc school to establish a new school, initially operating over the three current sites. It is possible that there would be some challenges in the short term whilst the school operates across three sites, particularly given the poor condition of the three existing buildings. However, there would also be enhanced opportunities for pupils, and an opportunity to strengthen learning and skills through the sharing of staff, and additional opportunities for staff development. In the longer term, the new school would move to a new building in Brecon. This would further improve the educational experience provided to learners, ensuring that the schools can provide education which fully meets the requirements of the new curriculum in 21 st century facilities.	Good		Choose an item.

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Council's Well-being Objective	How does the proposal impact on this Well-being Objective?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>Residents and Communities We will support our residents and communities</p>	<p>The proposal would eventually provide access to new build, 21st Century Schools facilities, which would have a positive impact on residents and communities.</p> <p>Whilst initially the new school would operate across the three existing sites, eventually, implementation of the proposal would mean that there would be no provision in Cradoc, therefore there would be a greater impact on residents living in Cradoc due to there being no school in the village.</p> <p>Whilst home to school transport would be provided to eligible pupils living in Cradoc to their nearest alternative school, it is acknowledged that there would be an impact on pupils' ability to access after school activities, and there would also be an impact on families in terms of attending school activities.</p> <p>However, pupils traveling from Cradoc would be accessing a brand new building, which would be vastly improved from the current building at Cradoc.</p>	<p>Neutral</p>		<p>Choose an item.</p>

Source of Outline Evidence to support judgements

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

Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>A prosperous Wales: 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>Implementation of the proposal would eventually result in a new build primary schools in Brecon. This would result in more environmentally friendly buildings, which would be more energy efficient than the current buildings.</p> <p>Community benefits to include opportunities for traineeships / apprenticeships are a key requirement of 21st Century Schools projects, therefore it is anticipated that these opportunities would be available as part of implementing the proposal.</p>	Good		Choose an item.

Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>A resilient Wales: 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>Implementation of the proposal would result in a new build primary school in the Brecon. This would result in more environmentally friendly buildings, which would be more energy efficient than the current buildings.</p> <p>However, implementation of the proposal would require additional travel for pupils currently attending Cradoc School. This would have a negative environmental impact as more home to school transport would need to be provided to transport pupils to their nearest school. However, the number of pupils requiring additional transport would be relatively small as a proportion of the affected pupils.</p>	<p>Good</p>		<p>Choose an item.</p>

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Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>A healthier Wales: 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>Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.</p>	<p>Implementation of the preferred way forward would lead to the establishment of one new, larger primary school. It is anticipated that this would provide additional opportunities for pupils to take part in a wide range of activities to improve their physical and mental well-being, including sports activities.</p> <p>Eventually, the proposal would lead to a new build primary school in Brecon. Moving to a brand new building from the current poor quality buildings would have a positive impact on the well-being and morale of both pupils and staff.</p> <p>The long term plans for a new building also include providing a new swimming pool in Brecon, which would improve the facilities available to the community in Brecon, therefore having a positive impact on their physical health.</p>	<p>Good</p>		<p>Choose an item.</p>

Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>Implementation of the preferred way forward would result in merging Mount Street Infants, Mount Street Juniors and Cradoc CP School to establish a new primary school, initially operating across the three existing sites but eventually moving to one new building in Brecon.</p> <p>It is acknowledged that eventually, this would mean that there would be no primary provision in Cradoc, which would impact on the community in Cradoc. However, by merging the three schools to create one new primary school, opportunities would be provided for the Cradoc community to be fully involved in the process of establishing the new school, ensuring improved cohesion within the new school and following the planned move to a new building.</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p>A globally responsible Wales: 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>Human Rights - is about being proactive (see guidance)</p> <p>UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.</p>	<p>The aim of implementing the proposal is to provide the best possible opportunities to learners, enabling them to reach their full potential.</p> <p>If approved by Cabinet, the Council will carry out consultation on the proposal, which would include consultation with all pupils affected by the proposal, ensuring that all affected by the plans have the opportunity to give their views.</p>	<p>Good</p>		<p>Choose an item.</p>

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A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation. <i>Incorporating requirements under the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards</i>				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	All three schools affected by the proposal are English-medium schools, therefore it is not anticipated that implementation of the proposal would impact on opportunities for persons to use the Welsh language, or on treating the Welsh language no less favourable than the English language.	Neutral		Choose an item.
<i>Opportunities to promote the Welsh language</i>	All three schools affected by the proposal are English-medium schools, therefore it is not anticipated that implementation of the proposal would impact on opportunities to promote the Welsh language	Neutral		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	Implementation of the proposal would lead to merging three existing schools in order to establish one larger primary school. It is anticipated that being part of a larger school would result in additional opportunities for pupils to take part in sport, art and other extra-curricular activities. Whilst it is expected that some of these benefits would be realised immediately following establishment of the new school, this would be further enhanced following the planned move to a new building located in Brecon.	Good		Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances). <i>Incorporating requirements under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and the Social Economic duty (2020).</i>				
<i>Age</i>	The proposal would impact on primary aged pupils currently attending Mount Street Infants, Mount Street Juniors and Cradoc CP School. The proposal aims to provide improved educational opportunities for all affected pupils.	Neutral		Choose an item.

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<i>Disability</i>	<p>The proposal would impact on any pupils with disabilities currently attending Mount Street Infants, Mount Street Juniors and Cradoc CP School. The proposal aims to provide improved educational opportunities for all affected pupils, including any pupils with disabilities.</p> <p>Eventually, implementation of the proposal would lead to a new building in Brecon. This would significantly improve the accommodation for these learners, and would ensure full access for disabled pupils in accordance with the requirements of the Equality Act 2010.</p>	Good		Choose an item.
<i>Gender reassignment</i>	No impact.	Neutral		Choose an item.
<i>Marriage or civil partnership</i>	No impact.	Neutral		Choose an item.
<i>Race</i>	The proposal would impact on all primary aged pupils currently attending Mount Street Infants, Mount Street Juniors and Cradoc CP School, including pupils belonging to protected characteristic groups due to their race. The proposal aims to provide improved educational opportunities for all affected pupils.	Neutral		Choose an item.
<i>Religion or belief</i>	The proposal aims to provide improved educational opportunities for all pupils currently attending Mount Street Infants, Mount Street Juniors and Cradoc CP School, regardless of their religion or belief.	Neutral		Choose an item.

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<i>Sex</i>	The proposal aims to provide improved educational opportunities for all pupils currently attending Mount Street Infants, Mount Street Juniors and Cradoc CP School, regardless of their sex.	Neutral		Choose an item.
<i>Sexual Orientation</i>	The proposal aims to provide improved educational opportunities for all pupils currently attending Mount Street Infants, Mount Street Juniors and Cradoc CP School, regardless of their sexual orientation.	Neutral		Choose an item.
<i>Pregnancy and Maternity</i>	No impact.	Neutral		Choose an item.
<i>Socio-economic duty</i>	<p>The aim of the proposal is to provide improved educational opportunities for all pupils currently attending Mount Street Infants, Mount Street Juniors and Cradoc CP School, including any eligible for Free School Meals.</p> <p>Should the proposal be implemented, there would eventually be no school in Cradoc. This would mean that pupils currently attending Cradoc School would need to travel to their nearest alternative provision. Whilst home to school transport would be provided to eligible pupils, it is possible that this would impact on pupils' ability to access extra-curricular / after school activities, and that this impact would be greater in respect of pupils from lower income households. There would also be an impact on the parents of these pupils in terms of accessing school activities.</p>	Neutral		Choose an item.

Source of Outline Evidence to support judgements

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 a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.		Choose an item.		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Should the Cabinet agree to proceed, full consultation would be carried out, which would enable all interested parties to give their views. This would include an opportunity to suggest any alternative solutions for the catchment.	Neutral		Choose an item.

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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 a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them including:</i></p> <p>Unpaid Carers: <i>Ensuring that unpaid carers views are sought and taken into account</i></p>	<p>Should Cabinet decide to proceed, full consultation would be required in accordance with the School Organisation Code in order to achieve this. This would that all interested parties would have an opportunity to give their views. The findings of this exercise would be reported to Cabinet and would 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>All stakeholders would have the opportunity to give their views as part of this process, this would include any unpaid carers in the area.</p>	<p>Good</p>		<p>Choose an item.</p>
<p>Prevention: <i>Understanding the root causes of issues to prevent them from occurring including:</i></p> <p>Safeguarding: <i>Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.</i></p>	<p>The key issues relating to the schools affected by the preferred way forward have been identified as part of this work. The PBC prepared for the Brecon catchment and the options appraisal included with the Cabinet papers identifies challenges facing the affected schools and aims to identify a solution which would address these issues and prevent them occurring again.</p> <p>Ensuring appropriate safeguarding arrangements is a key aspect of any school organisation proposal. The intention is that the proposal would improve the safeguarding arrangements for all pupils.</p>	<p>Good</p>		<p>Choose an item.</p>

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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 a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	No impact.	Neutral		Choose an item.
Powys County Council Workforce: What Impact will this change have on the Workforce?	<p>Implementation of the proposal would impact on all current staff at Mount Street Infants, Mount Street Juniors and Cradoc CP School as a staffing process would be required in order to establish the new school. This could lead to a reduction in overall numbers of staff. However, the new school would be a larger school, which would lead to benefits for staff, including improved development opportunities from being part of a larger team of staff.</p> <p>Should Cabinet decide to proceed, full consultation would be carried out in accordance with the School Organisation Code. This process would be supported by relevant LA teams (e.g. HR). this would include consultation with staff, which would ensure that they had an opportunity to give their views.</p> <p>Implementation of the proposal would eventually lead to a new building to replace the three current buildings. Working in these new buildings would have a positive impact on staff morale.</p>	Neutral		Choose an item.

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Payroll: How will this impact salary, any overtime/enhanced payments etc? Does this affect any particular group of employees? E.g. Male/Female dominated workforce. Does this proposal comply with the Councils Single Status Terms and Conditions?	Implementation of the preferred way forward could impact on salary arrangements for current staff at the affected schools.	Neutral		Choose an item.
Welsh Language impact on staff	All three schools affected by the proposal are English-medium schools, therefore it is not anticipated that there would be a Welsh language impact on staff	Neutral		Choose an item.
Apprenticeships: Has consideration been given to whether this change impacts negatively, or positively on Apprenticeships within the service?	No impact	Neutral		Choose an item.
Source of Outline Evidence to support judgements				

8. What is the impact of this proposal on our communities?

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Communities	How does the proposal impact on residents and community?	<u>IMPACT</u> See impact definitions in guidance document	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> See impact definitions in guidance document	Source of Outline Evidence to support judgement
Brecon	<p>The proposal would lead to merging Mount Street Infants, Mount Street Juniors and Cradoc Schools to establish one larger primary school, initially operating across the three existing sites, but eventually moving to a new building in Brecon.</p> <p>It is anticipated that this would have a positive impact on residents in Brecon.</p>	Minor		Choose an item.	
Cradoc	<p>The proposal would lead to merging Mount Street Infants, Mount Street Juniors and Cradoc Schools to establish one larger primary school, initially operating across the three existing sites, but eventually moving to a new building in Brecon.</p> <p>Whilst it is anticipated that being part of a larger school would have a positive impact on the opportunities available to Cradoc pupils, eventually implementation of the proposal would mean that there would no longer be a school in Cradoc, therefore there would be a negative impact on residents in Cradoc. However, pupils would attend a new build school, which would provide much improved accommodation compared to the current offer.</p> <p>Additional travel would be required for primary aged pupils living in Cradoc. Whilst home to school transport would be provided for eligible pupils, it is acknowledged that this could have an impact on pupils' ability to access after school activities, and would impact on parents attendance at school events.</p>	Major	Full consideration of the impact on the Cradoc community to be considered as the process moves forward.	Major	

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

Description of risks			
Risk Identified	Inherent Risk Rating Impact X Likelihood (See Risk Matrix in guidance document)	Mitigation	Residual Risk Rating Impact X Likelihood (See Risk Matrix in guidance document)
If there is no funding available to fund this project, either from the Welsh Government or the Council, then the project will not be able to proceed.	High	The funding to support this project will be considered as part of the overarching financial strategy for the delivery of the entire Council's Strategy for Transforming Education in Powys 2020-30, which will be provided for Cabinet's consideration later this Autumn. An updated Strategic Outline Programme will be submitted to the Welsh Government requesting an increase in the Band B funding envelope.	High

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
This impact assessment suggests that the impact is generally positive with some negative aspects, such as the requirement for some pupils to travel further than they currently do to school, and loss of provision in the village of Cradoc. Whilst the intention is to initially establish the new school on the three existing sites, eventually the intention is that the school would move to a new building. This would provide much improved buildings and facilities for pupils compared with the current poor condition buildings, ensuring that future pupils would be taught in facilities that are fit-for-purpose, improving their learner entitlement and experience. The new facilities would be fully DDA compliant, supporting learners with disabilities.	

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

What additional evidence and data has informed the development of your proposal?
Full consultation will be required to implement this proposal, and this will enable the impact assessment to be further developed.

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
The Transforming Education Programme Board will continue to monitor impact over time.

Please state when this Impact Assessment will be reviewed.

The impact assessment will be reviewed at all stages of the development.

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Sarah Astley	Sarah Astley	14 th November 2020
Head of Service:	Lynette Lovell		
Portfolio Holder:	Cllr Phyl Davies		

14. Governance

Decision to be made by	Cabinet	Date required	15 th December 2020
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FORM ENDS