



Proposals to amalgamate Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School

Final Impact Assessments

Updated February 2022

Contents

	Page
1 Introduction	2
2 Integrated Impact Assessment	3
3 Equality Impact Assessment	40
4 Community Impact Assessment	52

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Final Impact Assessments

1. Introduction

Powys County Council is consulting on proposals to amalgamate Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School to establish a new primary school for pupils aged 4-11 on the three current sites.

The proposals are as follows:

Phase 1 of the Proposals

- To close Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School
- To establish a new English-medium primary school for pupils aged 4-11 on the current sites of Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School.

Phase 2 of the Proposals

- To make a regulated alteration to transfer the new school to a new school building on a new site in Brecon.

In line with the Council's policy, an Integrated Impact Assessment has been carried out which incorporates the Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management.

In addition, the Welsh Government's School Organisation Code (2018) requires local authorities to carry out an Equality Impact Assessment and Community Impact Assessment in relation to all school reorganisation proposals. For proposals which affect teaching through the medium of Welsh, local authorities are also required to carry out a Welsh Language Impact Assessment.

These impact assessments were provided in draft form during the consultation period and have been updated following the consultation, and updated following the objection period. The Equality Impact Assessment has been carried out based on the latest PLASC information available. The Community Impact Assessment has been carried out with input from the three affected schools and further information gathered during the consultation.

2. Integrated Impact Assessment

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

Service Area	Schools Service	Head of Service	Emma Palmer/Lynette Lovell	Portfolio Holder	Cllr Phyl Davies
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Proposal
Phase 1: To amalgamate Mount Street Infants, Mount Street Juniors and Cradoc CP School to create a new primary school that would operate from the current three sites.
Phase 2: To make a regulated alteration to transfer the school to a new building on a new site in Brecon.

Outline Summary / Description of Proposal
<p>Powys County Council is carrying out the statutory process on proposals to amalgamate Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School to establish a new primary school for pupils aged 4-11 on the three current sites. The proposals are as follows:</p> <p><u>Phase 1 of the Proposals</u></p> <ul style="list-style-type: none">• To close Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School• To establish a new English-medium primary school for pupils aged 4-11 on the current sites of Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School. <p>The current target date is to close the three schools on the 31st August 2023, with the new school opening on the 1st September 2023.</p> <p><u>Phase 2 of the Proposals</u></p> <ul style="list-style-type: none">• To make a regulated alteration to transfer the new school to a new school building on a new site in Brecon.

The current target date for this phase is 2025/26.

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

Version	Author	Date
1	SA	Sept. 2020
2	SA	Nov. 2020
3	SA	Nov. 2021
4	SA	February 2022

2. Profile of savings delivery (if applicable)

2020-21	2021-22	2022-23	2023-24	2024-25	TOTAL
£	£		£6,446	£0	£6,446

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	Consultation was carried out on the proposals in accordance with the requirements of the School Organisation Code.

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"/>
Children's Services	<input checked="" type="checkbox"/>
Commissioning	<input type="checkbox"/>
Digital Services	<input checked="" type="checkbox"/>
Education	<input checked="" type="checkbox"/>
Finance	<input checked="" type="checkbox"/>
Highways, Transportation and Recycling	<input checked="" type="checkbox"/>
Housing and Community Development	<input checked="" type="checkbox"/>
Legal and Democratic Services	<input checked="" type="checkbox"/>
Property, Planning and Public Protection	<input checked="" type="checkbox"/>
Transformation and Communications	<input checked="" 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 checked="" type="checkbox"/> No <input type="checkbox"/>	
Is Powys County Council the data controller? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
If you have answered yes to either of the above you will be required to complete, as a minimum, the screening questions on the data protection impact assessment.	
For further advice please contact the Data Compliance Team.	

4a Geographical Locations

What geographical area(s) will be impacted by the proposal? (Chose all those applicable)

Powys	<input type="checkbox"/>	
North	<input type="checkbox"/>	
Mid	<input type="checkbox"/>	
South	<input type="checkbox"/>	
Brecon		✓
Builth and Llanwrtyd	<input type="checkbox"/>	
Crickhowell	<input type="checkbox"/>	
Hay and Talgarth	<input type="checkbox"/>	
Knighton and Presteigne	<input type="checkbox"/>	
Llandrindod and Rhayader	<input type="checkbox"/>	
Llanfair Caereinion	<input type="checkbox"/>	
Llanfyllin	<input type="checkbox"/>	
Llanidloes	<input type="checkbox"/>	
Machynlleth	<input type="checkbox"/>	
Newtown	<input type="checkbox"/>	
Welshpool and Montgomery	<input type="checkbox"/>	
Ystradgynlais	<input type="checkbox"/>	

5. How does your proposal impact on Vision 2025?

Council's Well-being Objective	How does the proposal impact on this Well-being Objective?	<u>IMPACT</u> Please select from	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
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		drop down box below		drop down box below
<p>The Economy</p> <p>We will develop a vibrant economy</p>	<p>Implementation of the proposals 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 proposals.</p> <p>Implementation of the proposals 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. Until any new staffing structure is prepared for consultation, it is not possible to know the impact on current staffing levels, however, it is expected that there would be minimal change for current staff during Phase 1 of the Proposals, although it is recognised that there would be an impact on the current headteachers from the start of Phase 1.</p> <p>Moving to one new building in Brecon would mean that there would no longer be a primary school in Cradoc, which would impact on employment opportunities in the village of</p>	Neutral		

	<p>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>During the consultation period and the objection period, comments were received which expressed concern that proposed location for the new building was further away from Brecon town, and would impact on the economy of Brecon.</p> <p>In addition, concern has been raised throughout the process about the potential impact on staff, and that the proposal could lead to a reduction in staffing requirements.</p>			
<p>Health and Care</p> <p>We will lead the way in providing effective, integrated health and care in a rural environment</p>	No impact	Neutral		
<p>Learning and skills</p> <p>We will strengthen learning and skills</p>	The aim of the Proposals is to provide the children and staff of the three schools with a new high-quality learning environment that would support the delivery of the new Curriculum for Wales. Implementation of the Proposals 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	Good	Should the Council proceed with the proposal, the Council's School Improvement Team would work closely with the new school to ensure that the quality of the current provision is maintained following transition to the new operating model.	Good

	<p>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.</p> <p>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 21st century facilities.</p> <p>During the consultation period and the objection period, comments were received which expressed concern about the impact on the quality of provision, particularly during the initial phase when operating over 3 sites. In particular, concern was expressed about the impact on the quality of provision currently available at Mount Street Infants, and that the quality of provision would deteriorate.</p>			
<p>Residents and Communities</p> <p>We will support our residents and communities</p>	<p>The proposals would eventually provide access to new build, 21st Century Schools facilities, which would have a positive impact on residents and communities.</p> <p>However it is also acknowledged that full implementation of the proposals would have an impact on the communities. This is considered in the community impact assessment which has been prepared in respect of this proposal with input from the affected schools. The impact on each community is also summarised below:</p>	<p>Poor</p>		

	<p>Cradoc community</p> <p>Whilst initially the new school would operate across the three existing sites, implementation of the proposals would eventually 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>During the consultation period, many comments were received which expressed concern that phase 2 of the proposals, which would mean that there was no school in Cradoc, would have a significant negative impact on the Cradoc community. These concerns are summarised below:</p> <ul style="list-style-type: none"> - Concern that not having a school in Cradoc would lead to splitting up the Cradoc community as in the future, it is likely that pupils living in the area currently served by Cradoc School would 			
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	<p>choose to attend a number of different schools.</p> <ul style="list-style-type: none"> - Concern that having no school in Cradoc would lead to increased isolation for people living in Cradoc. - Concern that the school is the only public building in Cradoc, and therefore there would be no community facilities in the village should there be no school. - Concern that people wouldn't want to live in Cradoc if there was no school - Concern about the impact on other organisations such as the local YFC <p>Concern was also expressed that the move to a new school building in Brecon would mean that there would be no early years provision or wraparound provision in Cradoc, which would have a negative impact on parents / families.</p> <p>Comments were also received regarding travel implications, as there would be additional travel for pupils for whom Cradoc is currently the closest school should there be no school in Cradoc. Comments were received about the impact on pupils of the additional travel time / distance, the environmental impact of additional travel, and that pupils currently able to walk to school would be unable to do so. Concern was also expressed that implementation of the proposal would impact on pupils' ability to access after-school activities.</p> <p>Concerns about the potential impact on the Cradoc community were also raised during the</p>			
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	<p>objection period. These comments related to the following:</p> <ul style="list-style-type: none"> - General concern that not having a school in Cradoc would be detrimental to the community - Concern that there would be a loss of community facilities should there be no school in Cradoc as there is no community hall - Concern that closure of the school would impact on other organisations in the area e.g. YFC - Comments about the 'Cynefin' aspect of the new curriculum - Concern that young families would not want to live in the area <p>Concern about the potential impact on access to wraparound provision in Cradoc was also raised during the objection period.</p> <p>Brecon community</p> <p>During the consultation period and the objection period, comments were received which expressed concern about the impact of phase 2 of the proposals on the Brecon community, due to the proposed site of the new building being located further away from the town, and that this would impact on links with community organisations.</p> <p>Concerns were also expressed that the proposed site would be less convenient for parents as it located up a hill, and that this would make it</p>		<p>Should the Proposals be implemented, a key part of the design process would be to develop Active Travel</p>	
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	<p>more difficult for parents to access the school. Concerns were raised that this would make it more difficult for those that currently walk to school at Mount Street Infants and Mount Street Juniors, and that it would encourage more parents to drive their children to school instead of walking to school, which would lead to additional traffic congestion in Brecon.</p> <p>Concern was also expressed about potential loss of green space in Brecon should the current Mount Street Infants and Mount Street Juniors buildings no longer be used to accommodate schools.</p>		<p>Routes and Safe Routes to School which should mitigate some of these concerns.</p> <p>Should the Council proceed with the Proposals in respect of Mount Street Infants, Mount Street Juniors and Cradoc C.P. School, the three school buildings would eventually be declared surplus following the move to a new building. All surplus assets are subject to the process of disposal as outlined in the Council's Asset Management Policy. Whilst it is possible that this could lead to sale of the sites to third parties, some schools that have closed have been transferred to other service areas e.g. housing or to a community – with the latter, this may allow for the space to be retained or developed for community use.</p>	
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Source of Outline Evidence to support judgements
Consultation responses, consultation report, objections, objection report

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	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
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		drop down box below		drop down box below
<p>A prosperous Wales:</p> <p>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 proposals would eventually result in a new build primary school in Brecon. This would result in more environmentally friendly buildings, which would be more energy efficient than the current buildings. The Welsh Government has recently made the announcement that it expects all new school buildings to be carbon zero from 2022, therefore this requirement would be applicable to the planned new building in Brecon.</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 proposals.</p> <p>Concerns were raised during the process that the proposal would lead to an increase in travel / transport, for pupils living in Cradoc. 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. In addition, many of the pupils attending Cradoc School live in Brecon, therefore there would be a reduction in travel for these pupils.</p> <p>Concerns about the environmental impact of the additional transport that would be required were</p>	Neutral	<p>New building planned for Phase 2 to be carbon zero.</p> <p>A significant number of pupils currently attending Cradoc C.P. School live in Brecon. Implementation of this proposal would mean that they would no longer need to be transported to Cradoc.</p>	Good

	<p>raised in the consultation responses. As well as the additional transport that would be required to transport pupils from Cradoc, concerns were raised that the proposed new site would be less accessible to people living in Brecon, so pupils that currently walk to school would be driven to school instead.</p> <p>Suggestions were also made that the proposal contradicts the Council's declaration of a 'climate emergency'.</p>		Active travel / walking routes to school to be a key consideration when developing the new building.	
<p>A resilient Wales:</p> <p>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 proposals 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. The Welsh Government has recently made the announcement that it expects all new school buildings to be carbon zero from 2022.</p> <p>However, implementation of the proposals 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. In addition, many of the pupils attending Cradoc School live in Brecon, therefore there would be a reduction in travel for these pupils.</p>	Neutral	<p>New building planned for Phase 2 to be carbon zero.</p> <p>A significant number of pupils currently attending Cradoc C.P. School live in Brecon. Implementation of this proposal would mean that they would no longer need to be transported to Cradoc.</p>	Good

	<p>Concerns about the environmental impact of the additional transport that would be required were raised in the consultation responses. As well as the additional transport that would be required to transport pupils from Cradoc, concerns were raised that the proposed new site would be less accessible to people living in Brecon, so pupils that currently walk to school would be driven to school instead.</p> <p>Suggestions were also made that the proposal contradicts the Council's declaration of a 'climate emergency'.</p>		Active travel / walking routes to school to be a key consideration when developing the new building.	
<p>A healthier Wales:</p> <p>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:</p> <p>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 Proposals 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 wider range of activities to improve their physical and mental well-being, including sports activities.</p> <p>Eventually, the proposals 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>Concerns were raised during the consultation that the plan to move to a new building on the Penlan</p>	Neutral		Neutral

	<p>site would have a negative impact on pupils' ability to walk to school. In particular, concerns were raised that pupils currently living within walking distance of Cradoc C.P. School would be unable to walk to the new building in Brecon. Concerns were also raised that the proposed location of the new building would be less accessible to families living in Brecon, and may mean that pupils that currently walk to school would be driven to school instead.</p>		<p>Active travel / walking routes to school to be a key consideration when developing the new building.</p>	
<p>A Wales of cohesive communities:</p> <p>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>It is also acknowledged that full implementation of the proposals would have an impact on the communities. This is considered in the community impact assessment which has been prepared in respect of this proposal with input from the</p>	<p>Poor</p>		<p>Poor</p>

	<p>affected schools. The impact on each community is also summarised below:</p> <p>Cradoc community</p> <p>Whilst initially the new school would operate across the three existing sites, implementation of the proposals would eventually 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>During the consultation period, many comments were received which expressed concern that phase 2 of the proposals, which would mean that there was no school in Cradoc, would have a significant negative impact on the Cradoc community. These concerns are summarised below:</p> <ul style="list-style-type: none"> - Concern that not having a school in Cradoc would lead to splitting up the Cradoc community as in the future, it is 			
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	<p>likely that pupils living in the area currently served by Cradoc School would choose to attend a number of different schools.</p> <ul style="list-style-type: none"> - Concern that having no school in Cradoc would lead to increased isolation for people living in Cradoc. - Concern that the school is the only public building in Cradoc, and therefore there would be no community facilities in the village should there be no school. - Concern that people wouldn't want to live in Cradoc if there was no school - Concern about the impact on other organisations such as the local YFC <p>Concern was also expressed that the move to a new school building in Brecon would mean that there would be no early years provision or wraparound provision in Cradoc, which would have a negative impact on parents / families.</p> <p>Comments were also received regarding travel implications, as there would be additional travel for pupils for whom Cradoc is currently the closest school should there be no school in Cradoc. Comments were received about the impact on pupils of the additional travel time / distance, the environmental impact of additional travel, and that pupils currently able to walk to school would be unable to do so. Concern was also expressed that implementation of the proposal would impact on pupils' ability to access after-school activities.</p>			
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	<p>Concerns about the potential impact on the Cradoc community were also raised during the objection period. These comments related to the following:</p> <ul style="list-style-type: none"> - General concern that not having a school in Cradoc would be detrimental to the community - Concern that there would be a loss of community facilities should there be no school in Cradoc as there is no community hall - Concern that closure of the school would impact on other organisations in the area e.g. YFC - Comments about the 'Cynefin' aspect of the new curriculum - Concern that young families would not want to live in the area <p>Concern about the potential impact on access to wraparound provision in Cradoc was also raised during the objection period.</p> <p>Brecon community</p> <p>During the consultation period and the objection period, comments were received which expressed concern about the impact of phase 2 of the proposals on the Brecon community, due to the proposed site of the new building being located further away from the town, and that this would impact on links with community organisations.</p>			
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	<p>Concerns were also expressed that the proposed site would be less convenient for parents as it located up a hill, and that this would make it more difficult for parents to access the school. Concerns were raised that this would make it more difficult for those that currently walk to school at Mount Street Infants and Mount Street Juniors, and that it would encourage more parents to drive their children to school instead of walking to school, which would lead to additional traffic congestion in Brecon.</p> <p>Concern was also expressed about potential loss of green space in Brecon should the current Mount Street Infants and Mount Street Juniors buildings no longer be used to accommodate schools.</p>		<p>Should the Proposals be implemented, a key part of the design process would be to develop Active Travel Routes and Safe Routes to School which should mitigate some of these concerns.</p> <p>Should the Council proceed with the Proposals in respect of Mount Street Infants, Mount Street Juniors and Cradoc C.P. School, the three school buildings would eventually be declared surplus following the move to a new building. All surplus assets are subject to the process of disposal as outlined in the Council’s Asset Management Policy. Whilst it is possible that this could lead to sale of the sites to third parties, some schools that have closed have been transferred to other service areas e.g. housing or to a community – with the latter, this may allow for the space to be retained or developed for community use.</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. Human Rights - is about being proactive (see guidance)</p>	<p>The aim of implementing the proposals is to provide the best possible opportunities to learners, enabling them to reach their full potential.</p> <p>The Council has carried out consultation on the proposal, which included consultation with pupils affected by the proposal, ensuring that all</p>	<p>Neutral</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>affected by the plans have the opportunity to give their views.</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.

Incorporating requirements under the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards

Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></p>	<p>All three schools affected by the proposals are English-medium schools, therefore it is not anticipated that implementation of the proposals would impact on opportunities for persons to use the Welsh language, or on treating the Welsh language no less favourable than the English language.</p> <p>Comments were received during the consultation which suggested that pupils would not have access to the same opportunities to use Welsh should the Council proceed with implementation of the proposal. Should the Council proceed with the proposal, pupils would continue to learn</p>	<p>Neutral</p>		

	Welsh and have opportunities to experience Welsh culture at the new school.			
<i>Opportunities to promote the Welsh language</i>	<p>All three schools affected by the proposals are English-medium schools, therefore it is not anticipated that implementation of the proposals would impact on opportunities to promote the Welsh language.</p> <p>Comments were received during the consultation which suggested that pupils would not have access to the same opportunities to use Welsh should the Council proceed with implementation of the proposal. Should the Council proceed with the proposal, pupils would continue to learn Welsh and have opportunities to experience Welsh culture at the new school.</p>	Neutral		
<i>People are encouraged to do sport, art and recreation.</i>	Implementation of the proposals 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		

A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).

Incorporating requirements under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and the Social Economic duty (2020).

Well-being Goal	How does proposal contribute to this goal?	<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
<i>Age</i>	<p>The proposals would impact on primary aged pupils currently attending Mount Street Infants, Mount Street Juniors and Cradoc CP School. The proposals aim to provide improved educational opportunities for all affected pupils.</p> <p>Comments were received during the consultation period and the objection period which suggested that the proposal would have a negative impact on older people living in Brecon who currently walk to school with their grandchildren due to the proposed location of the new building up a hill. Concern was also raised that it would be more difficult for small children to walk to the proposed new site.</p>	Neutral	Active Travel Routes and Safe Routes to School are key considerations during the design of a new school building.	Neutral
<i>Disability</i>	<p>The proposals would impact on any pupils with disabilities currently attending Mount Street Infants, Mount Street Juniors and Cradoc CP School. The proposals aim to provide improved educational opportunities for all affected pupils, including any pupils with disabilities.</p> <p>Eventually, implementation of the proposals would lead to a new building in Brecon. This would significantly improve the accommodation for these learners, and would ensure full access</p>	Neutral		Neutral

	<p>for disabled pupils in accordance with the requirements of the Equality Act 2010.</p> <p>Comments were received during the consultation period and the objection period which suggested that it would be more difficult for people with disabilities to access the proposed new site as it is further out of town.</p> <p>Comments were also received which expressed concern about the impact on pupils with ALN due to the new school being larger, the impact of change in routine, concern that the SEN provision available would change, and concern about the impact on the specialist provision currently available at Mount Streets.</p>		<p>Free home-to-school transport may be available for pupils with disabilities in accordance with the Council's Home-to-School Transport Policy.</p> <p>The Council would work with the school to provide support for pupils with ALN during the transition to the new school building. Pupils with ALN and those with disabilities would be equally well supported by larger schools. Where schools have larger classes with a high number of pupils with additional needs, there are processes and mechanisms within the Council to provide additional support and guidance as appropriate.</p> <p>The Council has been further reviewing the provision provided by its specialist centres and will produce a report of its findings in this area. This report will include the evaluation of specialist provision in the Brecon cluster. Any recommendations will be based on the needs of children and young people in the area. Having listened to the views of schools, the Council is currently reviewing the funding of specialist centres.</p>	
Gender reassignment	No impact.	Neutral		
Marriage or civil partnership	No impact.	Neutral		
Race	The proposals would impact on all primary aged pupils currently attending Mount Street Infants, Mount Street Juniors and Cradoc CP School,	Neutral		

	<p>including pupils belonging to protected characteristic groups due to their race. The proposals aim to provide improved educational opportunities for all affected pupils.</p> <p>During the consultation period, comments were received regarding the impact of proposals on Nepalese pupils and pupils from gypsy/traveller communities currently attending the schools, including concerns that the Mount Streets schools currently provide good support to these pupils and their families and EAL pupils.</p>		<p>The expectation is that many of the staff currently employed at MSI, MSJ and Cradoc Schools would transfer to the new school, therefore they would be able to continue to support these pupils.</p>	
Religion or belief	<p>The proposals aim 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.</p>	Neutral		
Sex	<p>The proposals aim to provide improved educational opportunities for all pupils currently attending Mount Street Infants, Mount Street Juniors and Cradoc CP School, regardless of their sex.</p> <p>Concern was raised during the objection period that the proposals would have a greater impact on women due to the proposed site of the new building in Phase 2.</p>	Neutral	<p>Active Travel Routes and Safe Routes to School are key considerations during the design of a new school building.</p>	
Sexual Orientation	<p>The proposals aim 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.</p>	Neutral		

<i>Pregnancy and Maternity</i>	Comments were received during the consultation period and the objection period which suggested that the proposals would have a negative impact on pregnant women / young mums as it would be more difficult for them to access the proposed new site.	Neutral	Active Travel Routes and Safe Routes to School are key considerations during the design of any new building.	
<i>Socio-economic duty</i>	<p>The aim of the proposals 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 proposals 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> <p>During the process, concerns were received that it would be more difficult to low income families to access a new building on the Penlan site, particularly those who do not drive or own a car.</p>	Neutral	<p>The Council would encourage the school to provide as much extra-curricular activities during the school day in order to ensure all pupils have the opportunities to participate.</p> <p>Active Travel Routes and Safe Routes to School are key considerations during the design of any new building.</p>	

Source of Outline Evidence to support judgements

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

Sustainable Development Principle (5 ways of working)

Principle	How does the proposal impact on this principle?	<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
Long Term: <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	The aim of the proposal to close the school is to ensure the best possible opportunities for learners in the area now and in the future, and to ensure better strategic management of the Powys schools estate.	Good		
Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	Full consultation has been carried out, which gave all interested parties an opportunity to give their views. This included an opportunity to suggest any alternative solutions. In addition, there has been a 28 day Objection Period, when people could submit written objections to the proposals.	Good		
Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them including:</i> Unpaid Carers:	Full consultation has been carried out in accordance with the School Organisation Code. This provided an opportunity for all interested parties to give their views on the proposal. A Consultation Report was prepared which outlines the issues raised in the consultation responses, and this was considered by Cabinet when determining whether or not to proceed.	Good		

<p><i>Ensuring that unpaid carers views are sought and taken into account</i></p>	<p>In addition, there has been a 28 day Objection Period, when people could submit written objections to the proposal. An Objection Report has been prepared which summarises the issues raised in the objections, and this will be considered by Cabinet when determining whether or not to proceed with implementation of the proposal.</p> <p>Concerns were raised during the consultation period and the objection period about the consultation taking place during the pandemic, and that this meant that some members of the community were unable to give their views. However, the number and length of the consultation responses and objections received does not support this view.</p> <p>All stakeholders have had the opportunity to give their views as part of the consultation process, including any unpaid carers in the area.</p>			
<p>Prevention: <i>Understanding the root causes of issues to prevent them from occurring including:</i></p> <p>Safeguarding:</p> <p><i>Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.</i></p>	<p>The aim of the proposals is to ensure the best possible opportunities for learners in the area now and in the future, to ensure that resources are used efficiently and proportionately across Powys schools, ensuring better strategic management of the Powys schools estate.</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</p>	<p>Good</p>		

	<p>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 proposals and any new build project. The intention is that the proposals would improve the safeguarding arrangements for all pupils.</p>			
<p>Integration: <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i></p>	<p>No impact.</p>	<p>Neutral</p>		
<p>Powys County Council Workforce:</p> <p>What Impact will this change have on the Workforce?</p>	<p>Implementation of the proposals 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>Concern has been raised during the process about the potential impact on staff, including concern about a reduction in staffing requirements, increased pressure on staff due to having one headteacher across three sites, and general concern about the impact on staff well-being, both now and also ongoing whilst the proposed new school is in a period of transition until the planned new building opens.</p>	<p>Neutral</p>	<p>The Council has produced a Management of Change Principles document, that all temporary governing bodies are requested to adopt, so that staff can be transferred to positions where this is possible. This work is carried out in conjunction with all the recognised unions for both teaching and non-teaching staff. HR work alongside staff through the formal process, and also informally to offer support, recognising that any period of change can be unsettling.</p> <p>Through the current Management of Change Principles, it is advised that posts are ringfenced to those already employed across the current schools and it is within the Council's policies to avoid compulsory redundancies if at all possible.</p> <p>Until any new staffing structure is prepared for consultation, it is not possible to know the impact on current staffing levels, however, it is expected that there would be minimal for current staff during Phase 1 of the Proposals, although it is recognised</p>	

	<p>Implementation of the proposals 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> <p>Full consultation has been carried out in accordance with the School Organisation Code. This process was supported by relevant LA teams (e.g. HR), and included a consultation meeting with staff, which ensured that they had an opportunity to give their views.</p>		<p>that there would be an impact on the current headteachers from the start of Phase 1. The Council would also encourage the temporary governing body to consider staffing requirements needed for Phase 2 at the same time in order to minimise the impact on staff at a later stage.</p>	
<p>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?</p>	<p>Implementation of the preferred way forward could impact on salary arrangements for current staff at the affected schools.</p>	Neutral	As above.	
<p>Welsh Language impact on staff</p>	<p>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</p>	Neutral		
<p>Apprenticeships:</p> <p>Has consideration been given to whether this change impacts negatively, or positively on Apprenticeships within the service?</p>	<p>No impact.</p>	Neutral		

Source of Outline Evidence to support judgements

Consultation responses, consultation report, objections, objection report

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

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 proposals 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 on the Penlan site in Brecon.</p> <p>It is anticipated that this would have a positive impact on residents in Brecon.</p> <p>During the consultation period and the objection period, comments were received which expressed concern about the impact of phase 2 of the proposals on the Brecon community, due to the proposed site of the new building being located further away from the town, and that this would impact on links with community organisations.</p>	Minor	Active Travel and Safe Routes to School are key considerations during the design of any new school building.		

	<p>Concerns were also expressed that the proposed site would be less convenient for parents as it located up a hill, and that this would make it more difficult for parents to access the school. Concerns were raised that this would make it more difficult for those that currently walk to school at Mount Street Infants and Mount Street Juniors, and that it would encourage more parents to drive their children to school instead of walking to school, which would lead to additional traffic congestion in Brecon.</p> <p>Concern was also expressed about potential loss of green space in Brecon should the current Mount Street Infants and Mount Street Juniors buildings no longer be used to accommodate schools.</p>				
Cradoc	<p>The proposals 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</p>	Major	Full consideration of the impact on the Cradoc community to be considered as the process moves forward.	Major	

	<p>accommodation compared to the current offer.</p> <p>Whilst initially the new school would operate across the three existing sites, implementation of the proposals would eventually 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>During the consultation period, many comments were received which expressed concern that phase 2 of the proposals, which would mean that there was no school in Cradoc, would have a significant negative impact on the Cradoc community. These concerns are summarised below:</p>				
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	<ul style="list-style-type: none"> - Concern that not having a school in Cradoc would lead to splitting up the Cradoc community as in the future, it is likely that pupils living in the area currently served by Cradoc School would choose to attend a number of different schools. - Concern that having no school in Cradoc would lead to increased isolation for people living in Cradoc. - Concern that the school is the only public building in Cradoc, and therefore there would be no community facilities in the village should there be no school. - Concern that people wouldn't want to live in Cradoc if there was no school - Concern about the impact on other organisations such as the local YFC <p>Concern was also expressed that the move to a new school building in Brecon would mean that there would be no early years provision or wraparound provision in Cradoc, which would have a negative impact on parents / families.</p> <p>Comments were also received regarding travel implications, as there would be</p>				
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	<p>additional travel for pupils for whom Cradoc is currently the closest school should there be no school in Cradoc. Comments were received about the impact on pupils of the additional travel time / distance, the environmental impact of additional travel, and that pupils currently able to walk to school would be unable to do so. Concern was also expressed that implementation of the proposal would impact on pupils' ability to access after-school activities.</p> <p>Concerns about the potential impact on the Cradoc community were also raised during the objection period. These comments related to the following:</p> <ul style="list-style-type: none"> - General concern that not having a school in Cradoc would be detrimental to the community - Concern that there would be a loss of community facilities should there be no school in Cradoc as there is no community hall - Concern that closure of the school would impact on other organisations in the area e.g. YFC - Comments about the 'Cynefin' aspect of the new curriculum - Concern that young families would not want to live in the area 				
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	Concern about the potential impact on access to wraparound provision in Cradoc was also raised during the objection period.				
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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 Impact X Likelihood (See Risk Matrix in guidance document)	Mitigation	Residual Risk Rating Impact X Likelihood (See Risk Matrix in guidance document)
Parents of pupils at Mount Street Infants / Juniors don't want their children to attend a primary school as opposed to an infant/junior school, so choose for them to move to alternative schools	Low	Engagement with parents to take place throughout the process. Should the Cabinet decide to proceed with the proposals, opportunities to be provided for parents to contribute to the process of establishing the new school.	Low
Parents don't want their children to attend the new school, so move them to alternative schools	Low	Engagement with parents to take place throughout the process. Should the Cabinet decide to proceed with the proposals, opportunities to be provided for parents to contribute to the process of establishing the new school.	Low
Period of uncertainty for the affected schools whilst the statutory process is being carried out and implemented may have a negative impact on standards at the two schools.	Medium	The Council to provide advice and support to the schools and the temporary governing body of the new school to ensure that standards and performance continue to improve during the transition period.	Medium
Uncertainty for staff during the transition period, may result in some staff leaving	Low	Engagement with staff to take place throughout the process and staff to be kept informed of developments. Process to be concluded as quickly as possible in order to minimise the period of uncertainty for staff.	Low

<p>No capital funding available to fund the project</p>	<p>Medium</p>	<p>The Council has included the development of a new school in Brecon in its revised Strategic Outline Programme for the 21st C Schools Programme. Should the Proposals be approved by Cabinet, then the Council would commission the first stages of the design process and develop a Strategic Outline Case for the approval of Cabinet and the Welsh Government. It would then further work up the plans through the RIBA stages, and develop an Outline Business Case, again for Cabinet and Welsh Government approval. Following this, a Full Business Case would be prepared, and once approved by Cabinet and the Welsh Government, construction would commence.</p> <p>If the Welsh Government's contribution to the project was not available, then the Council would fund the project directly from its own capital programme, through a combination of asset sale and borrowing.</p>	<p>Medium</p>
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10. Overall Summary and Judgement of this Impact Assessment?

This impact assessment suggests that the impact is generally positive however it is acknowledged that there are some negative aspects.

The intention is to initially establish the new school on the three existing sites. During the consultation and objection periods, concerns were raised about the impact of this on the quality of provision during this initial phase. However, the Council is of the view that amalgamating the schools would lead to opportunities to share good practice across all sites, meaning that provision would benefit from shared expertise from all teachers.

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.

However there are also some negative impacts associated with this phase. In particular, there would be no provision in Cradoc, which would have an impact on the community in Cradoc, and would also mean additional travel would be required for pupils for whom Cradoc is currently the closest school. Concerns have also been raised about the impact on community facilities in Cradoc, and the impact on access to wraparound childcare provision. Concerns have also been raised about the impact of this phase on links with the community in Brecon, due to the proposed location of the new school being further away from the town centre.

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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 has been carried out on the proposals. In addition, there has been a 28 day Objection Period, when people could submit written objections to the proposals. The impact assessment has been updated to reflect the feedback received at each stage of the process.

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.
This impact assessment will be reviewed at each stage of the process

13. Sign Off

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

14. Governance

Decision to be made by	Cabinet	Date required	8 th March 2021
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3. Equality Impact Assessment

Powys County Council

Equality Impact Assessment (EqIA)



Proposal	To amalgamate Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School
Service Area	Schools Service
Date of Assessment	January 2021, updated November 2021, updated February 2022
Lead Person undertaking the assessment	RW/SA
Relevant Head of Service who has agreed this assessment	Lynette Lovell

The Equality Act 2010, requires that public sector organisations in the exercise of their functions, pay due regard to the following 'general duty':

- (a) Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;**
- (b) Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
- (c) Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.**

The protected characteristics include: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, sex and sexual orientation. This assessment also includes a consideration of impact upon people and communities whose language of choice is Welsh.

The specific regulations for Wales [Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011] require public sector bodies to monitor relevant policy and practises and then assess and report on the impact based upon an analysis of relevant data and evidence.

1. AIM or PURPOSE

Briefly describe the aim or purpose of the change proposal being assessed.

Powys County Council has consulted on proposals to amalgamate Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School to establish a new primary school for pupils aged 4-11 on the three current sites. The proposals are as follows:

Phase 1 of the Proposals

- To close Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School
- To establish a new English-medium primary school for pupils aged 4-11 on the current sites of Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School.

Phase 2 of the Proposals

- To make a regulated alteration to transfer the new school to a new school building on a new site in Brecon.

2. OBJECTIVES

Please state the current business objectives of the change proposal.

The Council is proposing to amalgamate Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School for the following reasons:

- To offer enhanced opportunities for pupils from attending one new, larger, school
- To enable staff expertise and good practice to be shared across the entire primary age range
- To ensure that all staff at the three current schools have the opportunity to secure positions in the new school
- To provide more flexibility and personal development opportunities for staff
- To provide improved transition arrangements for pupils currently attending Mount Street Infants School and Mount Street Juniors School between the Foundation Phase and Key Stage 2
- To provide access to 21st Century Schools Funding in order to provide a new building
- To reduce the Council's surplus places in primary schools
- To rationalise the primary school estate
- To realise a financial saving

3. BENEFITS and OUTCOMES

i) What are the intended benefits or outcomes from the change proposal?

The benefits of the proposals are:

- One new, larger school would be established which would offer enhanced opportunities for pupils
- Would enable staff expertise and good practice to be shared across the entire primary age range
- Fairer for staff – all staff at the three schools would have the opportunity to secure positions in the new school
- More flexibility and personal development opportunities for staff
- Parents of pupils currently attending Mount Street Infants would not have to re-apply for admission to junior phase
- Improved transition arrangements between Foundation Phase and Key Stage 2 for pupils attending Mount Street Infants
- Potential to attract capital funding to provide a new building
- Would reduce the Council's surplus places in primary schools
- Would lead to rationalisation of the primary school estate
- Financial saving to the Council

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 'Improve our schools infrastructure'.

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?

<p>Yes</p> <p>Please state the gaps: N/A</p> <p>How will the gaps be addressed going forward? N/A</p> <p>No ✓</p>

6. DATA ANALYSIS

<p>6.1 Quantitative</p> <p>Summarise the key quantitative data analysis results, providing key headline statistics.</p> <p>Include data that relates to existing provision and also data relating to proposal. E.g. statistics generated from a consultation questionnaire.</p> <p>Key questions:</p> <p>i) Are certain groups currently underrepresented in service user figures? Will a change affect this?</p>	<p><u>PLASC 2021</u></p> <p><u>Mount Street Infants School</u></p> <p>Based on the information provided in the school's PLASC return for 2021, the following pupils belong to the protected characteristic groups:</p> <ul style="list-style-type: none"> - Free school meals: 11.4% of pupils are eligible for Free School Meals - ALN: 16.2% of pupils have special educational needs. Of these, 10.8% of pupils are on School Action, 5.4% of pupils are on School Action Plus and 0.0% of pupils have statements - Disabilities: 16.2% of pupils have additional learning needs - English as an Additional Language: 17.4% of pupils are identified as EAL pupils.
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<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"> - Ethnicity: The ethnic group of 76.6% of pupils in the school is White British. 22.8% of pupils belong to ethnic groups other than White British. - Looked after Children: 0.6% of pupils are looked after. <p><u>Mount Street Junior School</u></p> <p>Based on the information provided in the school’s PLASC return for 2021, the following pupils belong to the protected characteristic groups:</p> <ul style="list-style-type: none"> - Free school meals: 20.0% of pupils are eligible for Free School Meals - ALN: 41.7% of pupils have special educational needs. Of these, 26.9% of pupils are on School Action, 14.3% of pupils are on School Action Plus and 0.6% of pupils have statements - Disabilities: 41.7% of pupils have additional learning needs - English as an Additional Language: 9.1% of pupils are identified as EAL pupils. - Ethnicity: The ethnic group of 84.0% of pupils in the school is White British. 15.4% of pupils belong to ethnic groups other than White British. - Looked after Children: 0.0% of pupils are looked after. <p><u>Cradoc C.P. School</u></p> <p>Based on the information provided in the school’s PLASC return for 2021, the following pupils belong to the protected characteristic groups:</p> <ul style="list-style-type: none"> - Free school meals: 5.5% of pupils are eligible for Free School Meals - ALN: 16.5% of pupils have special educational needs. Of these, 11.9% of pupils are on School Action, 4.6% of pupils are on School Action Plus and 0.0% of pupils have statements - Disabilities: 16.5% of pupils have additional learning needs - English as an Additional Language: 1.8% of pupils are identified as EAL pupils. - Ethnicity: The ethnic group of 89.9% of pupils in the school is White British. 4.6% of pupils belong to ethnic groups other than White British. - Looked after Children: 0.9% of pupils are looked after.
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This information shows that a proportion of pupils that belong to the protected characteristic groups will be affected by these proposals.

In particular:

Additional Learning Needs

- 16.2% of pupils at Mount Street Infants School had additional learning needs.
- 41.7% of pupils at Mount Street Junior School have additional learning needs.
- 16.5% of pupils at Cradoc C.P. School have additional learning needs.
- The Powys average for primary schools is 19.2%.

Ethnic Group

- 22.8% of pupils at Mount Street Infants School belong to ethnic groups other than White British.
- 15.4% of pupils at Mount Street Junior School belong to ethnic groups other than White British.
- 4.6% of pupils at Cradoc C.P. School belong to ethnic groups other than White British.

English as an Additional Language

- 17.4% of pupils at Mount Street Infants School are identified as EAL pupils.
- 9.1% of pupils at Mount Street Junior School are identified as EAL pupils.
- 1.8% of pupils at Cradoc C.P. School are identified as EAL pupils.

Free School Meals

- 11.4% of pupils at Mount Street Infants School are eligible for Free School Meals. This is lower than the Powys average for primary schools (13.5%)

	<ul style="list-style-type: none"> - 20.0% of pupils at Mount Street Junior School are eligible for Free School Meals. This is higher than the Powys average for primary schools (13.5%) - 5.5% of pupils at Cradoc C.P. School are eligible for Free School Meals. This is lower than the Powys average for primary schools (13.5%) <p>In addition, there are a small number of Looked After Children at each of the three schools.</p> <p>The proposals to amalgamate the three schools would impact on all pupils currently attending Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School, including those pupils belonging to protected characteristic groups.</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> <ul style="list-style-type: none"> i) Do certain groups have a different service user experience? How will a change affect this? ii) Have any areas for improvement been communicated by particular groups? Will a change have an impact upon these views? iii) What are the reasons behind some groups not using the service? How will a change affect this position? 	<p>Full consultation has been carried out on the proposals relating to Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School, which included consultation with pupils at the affected schools. In addition, there has been a 28 day objection period when people could submit written objections if they did not agree with the proposals. This provided qualitative data in respect of the proposal, and any additional impact on pupils or other stakeholders that belong to protected characteristic groups.</p> <p>The following comments were received about the proposal’s potential impact on the protected characteristic groups:</p> <p>Impact on pupils with ALN</p> <ul style="list-style-type: none"> - Concern that the same level of provision would not be available for pupils with ALN - Concern about the impact on the specialist provision currently available at the Mount Street Schools - Concern about the impact on pupils with ALN of attending larger schools with larger classes <p>Impact on pupils / parents with disabilities</p>

<p>iv) What has consultation on your proposals revealed about impact on the protected characteristics?</p>	<ul style="list-style-type: none"> - Concern that it would be more difficult for pupils / parents with disabilities to access the proposed new site due to its location further away from the town centre <p>Impact on pupils with EAL</p> <ul style="list-style-type: none"> - Concern that the current schools are well equipped to support EAL pupils, and that this may not be the case at the new school <p>Race / ethnicity</p> <ul style="list-style-type: none"> - There is a relatively high percentage of pupils from ethnic minorities in the Mount Street schools, in particular pupils from the town's Nepalese community - Concern that the current schools are well equipped to support Nepalese pupils, and that this may not be the case at the new school <p>Age</p> <ul style="list-style-type: none"> - Concern that there would be a negative impact on older people living in Brecon who currently walk to school with their grandchildren due to the proposed location of the new building up a hill - Concern that it would be more difficult for small children to walk to the proposed new site <p>Pregnancy / maternity</p> <ul style="list-style-type: none"> - Concern that the proposals would have a negative impact on pregnant women / young mums as it would be more difficult for them to access the proposed new site <p>Impact on women</p> <ul style="list-style-type: none"> - Concern that the changes resulting from the proposed new site for the new building would have a greater impact on women as they are more likely to take children to school.
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	<p>Impact on armed service pupils</p> <ul style="list-style-type: none"> - Concern that the current Mount Street schools are well equipped to support pupils from army families and that this may not be the case at the new school <p>Impact on children from traveller communities</p> <ul style="list-style-type: none"> - Concern that the current Mount Street schools are well equipped to support pupils from traveller communities, and that this may not be the case at the new school <p>Low income families</p> <ul style="list-style-type: none"> - Concern about the impact on low income families living in Cradoc due to impact on pupils' ability to access extra-curricular / after school activities as it would be more difficult for pupils - Concern that it would be more difficult for low income families to access a new building on the Penlan site, particularly those who do not drive or own a car.
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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>	✓

The proposal presents significant impact on equality

[Proceed to question 8]

8. AREAS for IMPROVEMENT

Please provide detail of weak or sensitive areas of the proposal identified by the assessment.

- i) Which protected characteristic groups are particularly affected?
- ii) Will people on low incomes be affected?
- iii) Will Welsh speakers be affected?

- i) The proposals would impact on a number of pupils with additional learning needs, pupils that belong to ethnic groups other than White British (in particular pupils from Brecon's Nepalese community), have English as an Additional Language or are Looked After Children. In particular, concern has been raised that the new school would not be able to offer the same provision to these pupils as the provision currently available at the existing schools. However, the expectation is that the staff at the existing schools would transfer to the new school, therefore the Council's expectation is that the new school would continue to be able to provide support to these pupils.

There are currently specialist units at Mount Street Infants School and Mount Street Juniors School which provide additional support for pupils with SEN. During Phase 1 of the proposals, these units would continue to operate as they currently do, in their existing accommodation. During Phase 2 of the proposals, the intention is that the new school would move to a new building on the site of the old Brecon High School. The requirement for specialist provision as part of the new building will be a key consideration when reviewing the specialist provision for SEN/ALN in Brecon, in accordance with the Council's ALN Strategy.

Concern has also been raised that the proposed new site would affect people with disabilities as the new school would be located further away from the centre of Brecon, and that this would also impact on older people and pregnant women / new mothers, and on women in general, as the site's location up a hill would make it more difficult for these groups to access the site.

- ii) 11.4% of pupils attending Mount Street Infants School, 20.0% of pupils attending Mount Street Junior School and 5.5% of pupils attending Cradoc C.P. School are eligible for Free School Meals, therefore the proposals will affect people on low incomes.

	<p>iii) All three schools are English medium schools, therefore the proposal will not directly affect Welsh speakers.</p>
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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>Should the proposals be implemented, a new English medium primary school would be established, initially on three sites but eventually moving to a new build school in Brecon, and all pupils currently attending Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School would be able to attend the new school. The aim of the proposals is to improve the educational opportunities available to pupils in the Brecon area, including any pupils belonging to the protected characteristic groups.</p> <p>During the first phase of implementing the proposals, pupils would continue to attend school in their current buildings, therefore the impact on pupils belonging to protected characteristic groups would be minimal.</p> <p>Eventually the intention is that the new school moves to a new building in Brecon. Whilst this would provide significant improvements to all pupils in terms of the quality of accommodation and the facilities available, this phase would have a more significant impact on pupils currently attending Cradoc C.P. School, including any pupils belonging to the protected characteristic groups that attend that school, including any pupils with SEN/ALN, as some additional travel would be required in order to attend the new building. However, the additional distance from Cradoc C.P. School to the proposed site of the new school is minimal.</p> <p>Whilst it is acknowledged that the proposals would impact on pupils belonging to the protected characteristic groups that attend the three current schools, there is no reason to believe that the proposed new primary school would be unable to meet the needs of pupils belonging to the protected characteristic groups that would be affected, including pupils with Additional Learning Needs, pupils belonging to Ethnic Groups other than White British, EAL pupils, pupils eligible for Free School Meals, Looked After Children and children from traveller communities. The expectation is that staff currently working in the three schools would transfer to the new school,</p>
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	therefore this would ensure that the new school would continue to meet the needs of these pupils.
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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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4. Community Impact Assessment

4.1 Mount Street Infants School

i) Information on the proportion of pupils from the catchment area that attend the school

The closest provider for pupils attending Mount Street Infants School according to PLASC 2021 was as follows:

School	% of Pupils
Mount Street Infants School	38.9%
Priory C. in W. School	42.5%
Llanfaes C.P. School	11.5%
Ysgol Mynydd Du	2.7%
Cradoc C.P. School	1.8%
Llangynidr C. P. School	0.9%
Llangors C. in W. School	0.9%
Sennybridge C.P. School	0.9%

This suggests that 38.9% of pupils attending the school were attending their closest primary school, whilst 61.1% of pupils attending the school live closer to other primary schools. Whilst a small proportion of pupils attending the school live closer to schools located outside the town, it is clear that the majority of pupils that attend the school live in the town of Brecon or the immediate surrounding area – schools in Brecon are the closest schools for 92.9% of pupils.

ii) After-school clubs and extra-curricular activities provided by the school

The school provides the following after-school clubs and extra-curricular activities:

- Breakfast Club
- After School Club
- Year 2 Sports Club

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:

- External clubs ran by external organisations e.g. Kiddy Cook, Powys Dance
- 3+ Early Years setting providing 10 hour education and Childcare Offer for Wales is based on the site within the school building and separate playground
- Specialist support class for the Brecon cluster – provision for Reception, Year 1 and Year 2 children with significant additional learning needs
- Parent and Toddler group meets at the school one morning a week, utilising the school hall and outdoor play areas
- Millennium Woodland – Joint Project between the school, the National Trust, Brecon Beacons National Park Authority, PTA and pupils where pupils take part in outdoor woodland session every week
- Work experience for learners at NPTC Brecon to gain experience and develop skills towards completing Childcare and Sport qualifications

iv) Other use by the community of the school building

- The school building is used as the venue for staff training for the Millennium Woodland Joint Project for the entire Brecon cluster.
- Occasional use of the woodland by the Brecknock Wildlife Trust for holiday programmes

v) Other links between the school and the community

- Visits to the local community – pupils walk to a wide range of venues in Brecon e.g. library, fire station, shops. Year 2 pupils participate in Dementia Matters scheme at Kensington Church weekly
- Swimming – pupils walk to Brecon Leisure Centre each week for half hour swimming session
- School grounds provide the local community with a valuable green space in the centre of a busy town
- Fundraising events which involve the local community e.g. McMillan Coffee Mornings

vi) If accommodation, facilities or services are provided by a school, where would they be provided in the event of closure?

Should the proposals be implemented, a new primary school would initially be established on the current sites of Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School, therefore the current Mount Street Infants School site would continue to be available.

Eventually, the intention is that the school would move to a new building located on the site of the old Brecon High School, Penlan, Brecon, LD3 9SR. It is likely that the new building would have enhanced facilities compared with the current buildings, including community facilities, which could be utilised for the same activities and services currently provided, therefore it is not anticipated that moving to the new site would have a negative impact.

vii) Distance and travelling time involved in attending an alternative school of the same language category

Should the proposals be implemented, a new primary school would initially be established on the current sites of Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School, therefore pupils would be able to continue to access English-medium provision at the same locations. There would be no impact on distance and travelling time.

Eventually, the intention is that the school would move to a new building located on the site of the old Brecon High School, Penlan, Brecon, LD3 9SR. This site is located approximately 0.6 miles from the current Mount Street Infants site. The additional distance is minimal, therefore it is not anticipated that there would be a significant impact on distance and travelling time for pupils currently attending Mount Street Infants School.

Whilst the distance from the current Mount Street Infants School building to the proposed location of the new school is relatively small, it is acknowledged that the proposed new location is up a hill, which could be less convenient for parents and pupils, and which could lead to an increase in parents choosing to drive their children to school. Active travel is a key consideration when developing new school buildings, therefore every effort would be made to encourage walking / cycling to school when developing the new building. As the proposed site for the new school was previously a school site, there are already good active travel links between the site and the town centre.

viii) How parents' and pupils' engagement with the alternative school and any facilities it may offer could be supported

Should the Council proceed with the statutory process and eventually implementation of the preferred option, support would be provided to pupils and their parents as part of the transition process, to ensure full engagement with their new schools. As the preferred option would result in the establishment of one new school, initially operating over three sites, there would be opportunities for all parents and pupils involved with the three existing schools to be fully involved with the establishment of the new school, which would ensure full engagement by the time the school were to move to the planned new building.

ix) Any wider implications e.g. impact on public transport provision, wider community safety issues

It is not anticipated that implementation of the proposals to amalgamate Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School would impact on public transport provision or community safety.

Eventually, the intention is that the school would move to a new building located on the site of the old Brecon High School, Penlan, Brecon, LD3 9SR. As this site is a former school site, appropriate safe walking routes established for Brecon High School would remain. The site is also located near to Ysgol y Bannau which would have similar safe walking routes established.

Whilst the distance from the current Mount Street Infants School building to the proposed location of the new school is relatively small, it is acknowledged that the proposed new location is up a hill, which could be less convenient for parents and pupils, and which could lead to an increase in parents choosing to drive their children to school. Active travel is a key consideration when developing new school buildings, therefore every effort would be made to encourage walking / cycling to school when developing the new building. As the proposed site for the new school was previously a school site, there are already good active travel links between the site and the town centre.

4.2 Mount Street Junior School

i) Information on the proportion of pupils from the catchment area that attend the school

The closest provider for pupils attending the Mount Street Junior School according to PLASC 2021 was as follows:

School	% of Pupils
Mount Street Junior School	44.6%
Priory C. in W. School	33.1%
Llanfaes C.P. School	12.0%
Llangynidr C.P. School	3.4%
Sennybridge C.P. School	2.9%
Ysgol y Mynydd Du	1.7%
Cradoc C.P. School	1.1%
Llangors C. in W. School	1.1%

This suggests that 44.6% of pupils attending the school were attending their closest primary school, whilst 55.4% of pupils attending the school live closer to other primary schools. Whilst a small proportion of pupils attending the school live closer to schools located outside the town, it is clear that the majority of pupils that attend the school live in the town of Brecon or the immediate surrounding area – schools in Brecon are the closest schools for 89.7% of pupils.

ii) After-school clubs and extra-curricular activities provided by the school

The school provides the following after-school clubs and extra-curricular activities:

- Various sporting clubs e.g. Rugby, Football, Cricket
- Various academic and creative clubs e.g. French, Art, Music, Lego, Board games
- Music tuition via peripatetic music teachers – piano, violin, brass, flute, clarinet, guitar, singing. Run in conjunction with Mount Street Infants School

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
- Opportunities for music tuition provided on site
- Local Farm produce business
- Top 100 books library project

iv) Other use by the community of the school building

The school building is used by the community to provide the following activities:

- Brownies
- Brecon Little Theatre

v) Other links between the school and the community

- Links with the Brecon Beacons National Park Authority
- Brecon Library
- Parental workshops
- School choir perform at Christingle, Remembrance at Plough Chapel, Brecon at Christmas
- Morrisons donations for EFSM pupils
- Brecon Rotary Club
- Community events, including the following:
 - o Sports Day
 - o Harvest festival
 - o St David's Day
 - o Eisteddfodau
 - o Christmas concerts
 - o Eco-events, including building a green house, clearing the wildlife pond, donation of items for safe risk play etc. These events are supported by families and wider members of the community including Brecon Beacons National Park
- Links with local police in managing traffic issues – visits from PCOs
- Curriculum links with the local community:
 - o Pupils visit the local community in order to develop knowledge of all six learning areas:
 - Language Literacy Communication – study of languages around the town, especially Welsh. Pupils have developed a map of languages based on the diversity of the town of Brecon
 - Maths / Numeracy – Data handling tasks based on traffic, litter, street surveys

- Humanities – Studies of local human and physical geography, WW2 Museum, Brecon as a military town
 - Science / Technology – Habitats and plants of the local area, buildings and shapes
 - Health and Well-being – Walks around the town, cross country
 - Expressive Arts – Sketching of local features
- National Dementia Day
 - ALN Open Door
 - Parent Consultations
 - Macmillan Coffee Afternoon
 - ALN Statementing Panel
 - Parental Numeracy / Literacy Workshop
 - Special Interest Day
 - Dashain
 - EWO visits
 - Siartr Iaithe
 - Broneirion – Residential trip
 - Mental Health Workshops
 - Christmas Fayre
 - Nepali Art Project

vi) If accommodation, facilities or services are provided by a school, where would they be provided in the event of closure?

Should the proposals be implemented, a new primary school would initially be established on the current sites of Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School, therefore the current Mount Street Infants School site would continue to be available.

Eventually, the intention is that the school would move to a new building located on the site of the old Brecon High School, Penlan, Brecon, LD3 9SR. It is likely that the new building would have enhanced facilities compared with the current buildings, including community facilities, which could be utilised for the same activities and services currently provided, therefore it is not anticipated that moving to the new site would have a negative impact.

vii) Distance and travelling time involved in attending an alternative school of the same language category

Should the proposals be implemented, a new primary school would initially be established on the current sites of Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School, therefore pupils would be able to continue to access English-medium provision at

the same locations. There would be no impact on distance and travelling time.

Eventually, the intention is that the school would move to a new building located on the site of the old Brecon High School, Penlan, Brecon, LD3 9SR. This site is located approximately 0.7 miles from the current Mount Street Juniors site. The additional distance is minimal, therefore it is not anticipated that there would be a significant impact on distance and travelling time for pupils currently attending Mount Street Infants School.

Whilst the distance from the current Mount Street Juniors School building to the proposed location of the new school is relatively small, it is acknowledged that the proposed new location is up a hill, which could be less convenient for parents and pupils, and which could lead to an increase in parents choosing to drive their children to school. Active travel is a key consideration when developing new school buildings, therefore every effort would be made to encourage walking / cycling to school when developing the new building. As the proposed site for the new school was previously a school site, there are already good active travel links between the site and the town centre.

viii) How parents' and pupils' engagement with the alternative school and any facilities it may offer could be supported

Should the Council proceed with the statutory process and eventually implementation of the preferred option, support would be provided to pupils and their parents as part of the transition process, to ensure full engagement with their new schools. As the preferred option would result in the establishment of one new school, initially operating over three sites, there would be opportunities for all parents and pupils involved with the three existing schools to be fully involved with the establishment of the new school, which would ensure full engagement by the time the school were to move to the planned new building.

ix) Any wider implications e.g. impact on public transport provision, wider community safety issues

Transport issues are currently a concern at the school – the main driveway up to the school is very narrow which can cause congestion. However, as the intention is to initially establish a new school on the current sites of Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School, it is not anticipated that there would be impact on public transport provision or community safety during this phase.

Eventually, the intention is that the school would move to a new building located on the site of the old Brecon High School, Penlan, Brecon, LD3

9SR. This would address the issues relating to transport and access at the current site of Mount Street Junior School. As the proposed site of the new school is a former school site, appropriate safe walking routes established for Brecon High School would remain. The site is also located near to Ysgol y Bannau which would have similar safe walking routes established.

Whilst the distance from the current Mount Street Infants School building to the proposed location of the new school is relatively small, it is acknowledged that the proposed new location is up a hill, which could be less convenient for parents and pupils, and which could lead to an increase in parents choosing to drive their children to school. Active travel is a key consideration when developing new school buildings, therefore every effort would be made to encourage walking / cycling to school when developing the new building. As the proposed site for the new school was previously a school site, there are already good active travel links between the site and the town centre.

4.3 Cradoc C.P. School

i) Information on the proportion of pupils from the catchment area that attend the school

The closest provider for pupils attending Cradoc C.P. School according to PLASC 2021 was as follows:

School	% of Pupils
Cradoc C.P. School	50.5%
Priory C. in W. School	24.2%
Llanfaes C.P. School	8.8%
Sennybridge C.P. School	5.5%
Mount Street Infants School	4.4%
Archdeacon Griffiths C. in W. School	3.3%
Builth Wells C.P. School	3.3%

This suggests that 50.5% of pupils attending Cradoc C.P. School are attending their closest school, with the remaining 49.5% living closer to

other schools. 37% of pupils choose to travel to Cradoc C.P. School from Brecon town itself.

ii) After-school clubs and extra-curricular activities provided by the school

The school provides the following after-school clubs and extra-curricular activities including the following:

- Various sports clubs e.g. Football, Cricket, Rugby, Tennis, Netball, Athletics
- Various academic clubs e.g. Maths Club, Homework Club
- Watch (nature), ECO, Sewing, Gardening, Cinema, Lego Club
- Choir and Orchestra
- Opportunities for music tuition via peripatetic music teachers including piano, violin, brass, flute, clarinet, singing

Whilst some of these clubs are run by staff and governors, a large number are run by community volunteers / parents.

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:

- Cool Kids @ Cradoc – breakfast club, after school and holiday club
- 3@Cradoc Early Years maintained setting utilises the school premises and provides Early Years provision including the Childcare Offer for Wales
- Combined these two entities provide wrap around care from 7.45am to 6pm daily for children aged 3-13
- Rural play pod – provided in 2018 following a grant application – provides children with an opportunity to use the equipment outside school hours
- Ongoing permanent book exchange for children and adults
- Community ‘swap shop’ for plants, produce, eggs at various times throughout the year
- Opportunities for music tuition provided on site
- Work with the three community councils from which the majority of pupils come e.g. installation of a sensory and butterfly garden by the Yscir Community Council
- Provides storage and parking facilities for the local play network

iv) Other use by the community of the school building

The school building is used by the community to provide the following activities:

- Book Exchange
- Community Swap Shop
- Music Tuition
- The school premises a 'rural play pod', one of only 3 across Powys, providing children with free, unsupervised play area for the community
- Regular work with the three community councils located in the area e.g. sensory and butterfly garden, Woodland Trust Charter
- The school provides storage and parking facilities for the local play network
- Periodically provide a venue for competitions, events and quizzes for the Brecon cluster and local schools

The school is the only remaining public building in the Yscir ward – meeting hall and facilities are made available to local organisations when possible, e.g.:

- Shake, Rattle & Roll music group
- Parent and toddler group
- Committee meetings / AGM of the local Play Network
- Periodic meetings of the local Church, including some Dan yr Epynt services
- Periodic community celebratory parties/events, including but not limited to:
 - Royal Wedding (and other) street parties
 - YFC Carol Singing (use of car park, toilet facilities etc)
 - Community Summer Sports competition
 - Honddu Rural Community Association Easter Egg hunts
 - Community Summer Fete, Eisteddfodau, Halloween party/disco
 - Local anniversary events eg 50@ celebration – outdoor event attended by over 300
 - Friends of Cradoc community events
 - Use by Hay, Brecon and Talgarth Sanctuary for Refugees to hold Refugee Away Day
- Periodic community training courses, including:
 - First aid course (open to full community)
 - Internet safety course (open to full community)
 - Financial awareness course (open to full community)
 - Substance misuse course (open to full community)
- Election counting station
- Training events / meetings held by outside organisations e.g.
 - PCC Early Years training

- ERW NQT support meetings
- NHS use e.g. South Powys Mental Health In-reach courses

v) Other links between the school and the community

- High levels of support from parents, grandparents and the wider community
- The school holds regular events which the community attend, which include the following:
 - Sports Day
 - Community bingo
 - Family/community picnics
 - Harvest festival – including where older members of the community were invited to school for celebration and tea
 - St David’s Day events and Eisteddfodau – wider community are invited
 - Whole school Christmas concerts
 - Eco-events, including maintenance and improvement of the school grounds, wildlife pond, erection of bird and bat boxes, placing of hedgehog homes, building bug hotels etc
- Work with the community to ensure continued use and maintenance of non-school facilities, including:
 - Local history/geography/science visits within walking distance to The Crug, The Gaer, Roman Fort, Old Railway line and Cradoc Holt
 - Visits to Aberyscir church for Easter services and educational events eg FP baptism service
 - Use of Golf club for fundraising events
 - Visits to garden of local wildlife expert to gain expert hands on knowledge and expertise – this is in walking distance of the school
 - Visits to local rural businesses, to enhance learning about rural crafts and rural economy, supporting the Powys Local Development Strategy
 - People with expertise related to learning come to school to speak to children on a range of subjects e.g. mountain rescue, health matters, Sikhism, dog handlers, rural crafts
 - Sessions in the Driving range at the golf club which is in walking distance
 - Building on the rural and agricultural culture of the school, the school participates in the NFU Farmvention programme
- Active ‘Friends of Cradoc School’ who run events approximately half termly or more frequently
- School and community work together to participate in ‘Cradoc in Bloom’

- The school has worked with the Rural Dean and other partners to access support for children with issues around mental health in farming families
- The school's community events eg Harvest Festivals, Social evening, provide increasing opportunities for farmers and communities to connect and enable the strengthening of social networks
- Listening to the children playing helps the well-being of those locals who may be limited in their contact with the outside world
- Support other local organisations and work with them to develop understanding for the children – Cradoc School became the first primary school in Wales to become a School of Sanctuary.
- School Choir visits to local hospitals and care homes
- Involvement in local shows e.g. Lower Chapel
- Link with the Cathedral choir – participation in the Cathedral Carol Concert
- Involvement with the local church
- Links with Police surrounding speed awareness and traffic calming
- School car park used by local residents

vi) If accommodation, facilities or services are provided by a school, where would they be provided in the event of closure?

Should the proposals be implemented, a new primary school would initially be established on the current sites of Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School, therefore the current Cradoc C.P. School site would continue to be available to the community.

Eventually, the intention is that the school would move to a new building located on the site of the old Brecon High School, Penlan, Brecon, LD3 9SR. It is likely that the new building would have enhanced facilities compared with the current buildings, including community facilities. However, it is acknowledged that a move to a new school site in Brecon would mean that there would no longer be a school located in Cradoc, therefore potentially the community facilities provided by the school may no longer be available. It is currently unclear where the facilities and services currently provided by the school could be provided should there be no school located in Cradoc.

vii) Distance and travelling time involved in attending an alternative school of the same language category

Should the proposals be implemented, a new primary school would initially be established on the current sites of Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School, therefore

pupils would be able to continue to access English-medium provision at the same locations. There would be no impact on distance and travelling time during this phase.

Eventually, the intention is that the school would move to a new building located on the site of the old Brecon High School, Penlan, Brecon, LD3 9SR. This site is located approximately 3 miles from the current Cradoc C.P. School site.

Following a move to the new building, there would be an impact on distance and travelling time for pupils currently attending Cradoc C.P. School for whom Cradoc is currently the closest school. The furthest travel distance for pupils to attend the new school on the Penlan site would be 9.6 miles, compared with a current maximum travel distance of 6.7 miles to Cradoc C.P. School, based on PLASC 2021 data.

A significant proportion of pupils that currently attend Cradoc C.P. School live closer to alternative schools in Brecon. For these pupils, it is likely that there would be a reduction in distance / travel time.

Following the move to a new building in Brecon, home to school transport would be provided to eligible pupils in accordance with the home to school transport which is in operation at that time. Whilst free transport would be provided to eligible pupils, it is acknowledged that there could be an impact on some pupils' ability to access after school activities, and could impact on the ability of parents to take part in school events, meetings etc.

viii) How parents' and pupils' engagement with the alternative school and any facilities it may offer could be supported

Should the Council proceed with the statutory process and eventually implementation of the preferred option, support would be provided to pupils and their parents as part of the transition process, to ensure full engagement with their new schools. As the preferred option would result in the establishment of one new school, initially operating over three sites, there would be opportunities for all parents and pupils involved with the three existing schools to be fully involved with the establishment of the new school, which would ensure full engagement by the time the school were to move to the planned new building.

ix) Any wider implications e.g. impact on public transport provision, wider community safety issues

- There is no public transport to Cradoc

- Because of the school's location, there is currently a speed restriction through the village of Cradoc and gritting of rural roads up to the school. This ensures the safety of all residents.
- Due to the rural nature of the school, there are no safe play facilities for local children other than the school
- The roads around Cradoc are extremely dangerous with a lot of large agricultural and delivery traffic on narrow roads. Local children learn to ride their bikes on the school playground
- The school car park is used by local residents due to the lack of safe parking facilities in the village – if the car park was not available on road parking narrows the main road through the village which would cause difficulties for agricultural and delivery traffic and the Emergency services

x) Additional considerations for rural schools

The School Organisation Code includes a number of additional considerations that are likely to be relevant when carrying out a community impact assessment for a rural school closure. As Cradoc C.P. School is identified as a rural school, these factors are considered below:

- **Whether closure would encourage families with school-age children to leave the community or discourage young families from moving to the community**

Information received from the school suggests that a wide range of services and activities are provided by the school, including some facilities which could be attractive to families, such as wraparound childcare provision which is run by the school. Should there be no school in Cradoc, it is likely that there would be an impact on the other associated facilities available in the village, which could have an impact on families with school-age children, and which could encourage these families to leave the community or discourage young families from moving to the community.

- **What impact closure might have on other services provided locally, for instance if the school is the only remaining public building in a community**

Information received from the school suggests that a wide range of services are provided in the school, and that this is the only remaining public building in the area. It is currently unclear where these services would be provided should there be no school in Cradoc. However, an initial search has identified some alternative locations in the area where community events could take place. Should the Council proceed with the proposal, it would endeavour to work with the community in Cradoc to identify a suitable alternative, initially

this could involve discussions with Community Councils in the area about future use of the school building.

- **Whether, or not, the school is a real hub of community life, used for other purpose – such as public meetings, local events, fetes surgeries, and other get togethers – which would either cease or be diminished by being required to move elsewhere**

Information received from the school suggests that a wide range of events take place in the community events and activities take place in the school, as indicated in sections (iii), (iv) and (v) above. It is currently unclear where these events and activities could take place should there be no school in Cradoc, and therefore it is unclear whether they would be able to continue, or whether they would cease or be diminished. However, an initial search has identified some alternative locations in the area where community events could take place. Should the Council proceed with the proposals, it would endeavour to work with the community in Cradoc to identify a suitable alternative, initially this could involve discussions with Community Councils in the area about future use of the school building.

- **Whether or not the loss of the school, and potentially families, will have a detrimental effect on the wider economy of the community**

It is possible that the loss of the school, and the loss of families from Cradoc could have some impact on local business in Cradoc and the surrounding area should there be less people in the area. Implementation of the proposals would eventually lead to a reduction in employment opportunities in the village of Cradoc, as the intention is that the new school would move to a new building in Brecon. However, as the proposals are to merge the three existing schools in order to establish one new school, opportunities would be provided to staff currently employed at Cradoc C.P. School to secure employment in the new school.

- **How parents' and pupils' engagement with the alternative school and any facilities it may offer could be supported (e.g. how pupils, (particularly any less advantaged pupils) will be helped to participate in after school activities)**

As indicated in section (viii) above, should the Council proceed with the statutory process and eventually implementation of the preferred option, support would be provided to pupils and their parents as part of the transition process, to ensure full engagement with their new schools. As the preferred option would result in the establishment of one new school, initially operating over three sites, there would be opportunities for all parents and pupils involved with the three existing schools to be fully involved with the

establishment of the new school, which would ensure full engagement by the time the school were to move to the planned new building.

Following a move to a new building in Brecon, it is acknowledged that there would be an impact on pupils' ability to participate in after school activities. The new school would be encouraged to ensure that a wide range of activities are available to pupils within the school day to ensure that they are able to take part in activities.

- **The overall effect of closure on the local community (including the loss of school based facilities which are used by the local community)**

The information received from the school indicates that there is currently extensive community use of the Cradoc building, and extensive links between the school and the local community. It is therefore likely that the proposal to remove school provision from the village of Cradoc would have a significant effect on the local community.

Should the Council proceed with the proposals, it is currently unclear where the facilities and services currently provided by the school could be provided. However, the Council would endeavour to work with the community in Cradoc to identify a suitable alternative, initially this could involve discussions with Community Councils in the area about future use of the school building.

4.3 Issues raised during the consultation period

A number of comments were received during the consultation period which related to the proposal's impact on the community. The comments received mainly related to Phase 2 of the proposals, which would involve the new school moving to a new building in Brecon.

The comments received are listed in full in the consultation report produced in respect of this proposal, and are also summarised below:

- **Impact on the Cradoc community**
 - o General concern about the impact of there not being a school in Cradoc
 - o Concern that the Cradoc community would be split
 - o Concern that the proposal would lead to increased isolation
 - o Concern about the impact on community facilities
 - o Concern that people wouldn't want to live in Cradoc
 - o Queries about what would happen to the current Cradoc school building
 - o Concern that there would be no access to early years provision in Cradoc

- Concern that there would be no access to wraparound provision in Cradoc
- **Impact on the Brecon community**
 - Concern that there would be an impact on links with the community in Brecon
 - Concern about the impact on the economy in Brecon
 - Concern about loss of green space in Brecon
 - Queries about what would happen to the current Mount Street Infants / Juniors sites / buildings.
 - Concern about the impact on early years provision in Brecon
- **Comments about travel implications**
 - There would be additional travel for pupils
 - Concern about the environmental impact of additional travel
 - Pupils currently able to walk to school would be unable to do so
 - Concern about the impact on traffic in Brecon
 - Concern about pupils' ability to access after-school activities
 - Queries about the Council's transport policy

4.4 Issues raised during the objection period

A number of comments were received during the objection period which related to the proposal's impact on the community. The comments received mainly related to Phase 2 of the proposals, which would involve the new school moving to a new building in Brecon.

The comments received are listed in full in the objection report produced in respect of this proposal, and are also summarised below:

- **Impact on the Cradoc community**
 - General concern about there not being a school in Cradoc
 - Concern about the impact on community facilities in Cradoc
 - Concern about the impact on other facilities / events in Cradoc
 - Comments about 'Cynefin'
 - Queries about what would happen to the current school site
- **Impact on the Brecon community**
 - Concern about the impact on community links in Brecon due to the proposed new location
 - Concern about loss of green space in Brecon

- **Comments about travel implications**
 - Concern about additional travel for pupils
 - Concern about an increase in traffic in Brecon
 - Concern about the environmental impact of additional travel
 - Concern that it would be more difficult for pupils to walk to school

- **Comments about impact on childcare / wraparound provision**
 - Concern that there would be no access to childcare / wraparound provision in Cradoc

4.5 Conclusion

It is clear that a wide range of extra curricular activities are available to pupils at the three affected schools. Should the proposals be implemented, a new school would initially be established on the existing sites of the three schools. It is expected that a similar range of activities would be provided to pupils on the existing sites. It is also possible that an increased range of activities and opportunities could be offered to pupils, through the ability to share staff expertise and the ability to offer joint activities to a larger group of pupils. During the first phase of implementation, it is anticipated that the proposal's impact on the community would be minimal.

Eventually, the intention is that the new school would move to one new building located on the site of the old Brecon High School in Brecon. It is anticipated that the new building would have a range of community facilities, which would ensure that many of the activities which currently take place in the schools could continue, as well as providing the opportunity to offer new activities.

It is acknowledged, however that the move to one new building in Brecon would mean that there would be no school provision in the village of Cradoc. The information provided above indicates that there is currently extensive community use of the Cradoc building, and extensive links between the school and the local community. It is currently unclear where the facilities and services currently provided by the school could be provided should there be no school in Cradoc. However, should the Council proceed with the proposals, it would endeavour to work with the community in Cradoc to identify a suitable alternative.

It is also acknowledged that implementation of the proposals would result in additional travel to school for pupils for whom Cradoc is currently their closest school. Whilst free home to school transport would be provided to eligible pupils in accordance with the home to school transport policy which is in operation at that time, it is acknowledged that there could be an impact on some pupils' ability to access after school activities, and could impact on the ability of parents to take part in school events, meetings etc. However, a high proportion of pupils currently

attending Cradoc C.P. School live in Brecon. Should the Council proceed with the proposals, there would eventually be a reduction in travel for these pupils.

The move to one new building would also have some impact on pupils currently attending Mount Street Infants School and Mount Street Junior School, as the new school building would be located approximately 0.6/0.7 miles from the current school buildings, and would be located up a hill, which could mean that parents would be more likely to drive their children to school rather than walk / cycle. Active travel is a key consideration when developing new school buildings, therefore every effort would be made to encourage walking / cycling to school when developing the new building. As the proposed site for the new school was previously a school site, there are already good active travel links between the site and the town centre. Concern has also been raised that the proposed location for the new school would impact on links between the new school and the community in Brecon, as it would be located further away from the centre of town.