

Impact Assessment

Introducing a Welsh-medium stream at Ysgol y Cribarth



Powys

DRAFT

14/06/2023

Reference: 2757-3566-8495-9500

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

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

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

1. Proposal Information

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

2. Savings and Consultation requirements

Profile of savings delivery

Consultation requirements

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

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

3a. Impact on other service areas

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

3b. Impact on geographical locations

Individual localities:

- Ystradgynlais Locality

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

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

4b. Health and care

Impact	None
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4c. Learning and skills

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

4d. Residents and communities

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

4e. Evidence

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

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

5a. A prosperous Wales

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

Mitigation	N/A
Mitigated impact rating	Good

5b. A resilient Wales

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

5c. A healthier Wales

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

5d. A Wales of cohesive communities

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

5e. A globally responsible Wales

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

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

Using Welsh

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

Promoting Welsh

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

Sports, Art & Recreation

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

Age

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

Disability

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

Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

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

Religion or Belief

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

Sex

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

Sexual Orientation

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

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

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

Mitigation	Not specified
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5h. Evidence

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

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

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

Involvement (including Communication and Engagement)

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

Prevention

Impact	Ensuring appropriate safeguarding arrangements is a key aspect of any school organisation proposal. The intention is that the proposal would maintain or improve the safeguarding arrangements for all pupils.
Impact rating	Neutral
Mitigation	N/A
Mitigated impact rating	Neutral

Integration

Impact	None
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6b. Impact on the workforce

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

6c. Impact on payroll

Impact	The proposal complies with Powys County Council's Single Status Terms and Conditions. The proposal would have no impact on Powys County Council staff salaries/enhanced payments.
Impact rating	Neutral
Mitigation	N/A
Mitigated impact rating	Neutral

6d. Welsh language impact on staff

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

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

6e. Impact on apprenticeships

Impact	None
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6f. Evidence

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

7. Likelihood and risks

Risk 1

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

Risk 2

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

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

8. Overall summary and judgement

Outline assessment

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

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

Cabinet reference

9. Additional evidence

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

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

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

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