



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

Updated Equalities, Community and Welsh Language Impact Assessments

Updated May 2023

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

Updated Impact Assessments

1. Introduction

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

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

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

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

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

2. Equality Impact Assessment

Powys County Council



Equality Impact Assessment (EqIA)

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

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

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

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

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

1. AIM or PURPOSE

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

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

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

2. OBJECTIVES

Please state the current business objectives of the change proposal.

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

3. BENEFITS and OUTCOMES

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

The intended benefits of the proposal are as follows:

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

4. CORPORATE RELEVANCE

How does this change proposal relate to Vision 2025?

Learning and Skills is one of the four priorities outlined in Corporate Improvement Plan 2020-25: Vision 2025. Within this priority, the Plan includes a commitment to increasing the number of pupils educated through the medium of Welsh.

5. DATA USED

5.1. What data has been used to conduct this assessment?

Tick/shade boxes as appropriate.

Profiling of service users, providing a breakdown of who uses the service by the protected characteristics.	✓
Service user satisfaction rates, broken down by the protected characteristics.	
Qualitative data (analysed against the protected characteristics) which provides evidence about current services users experience accessing the service.	
Qualitative data gathered from those that are not currently using the service.	
Complaints monitoring against the protected characteristics.	
Wider research reports and findings.	
Relevant service based Equality Impact Assessment.	

5.2. Are there any gaps in the data?

Yes No

Please state the gaps:

- N/A

How will the gaps be addressed going forward?

- N/A

6. DATA ANALYSIS

<p>6.1 Quantitative Summarise the key quantitative data analysis results, providing key headline statistics. Include data that relates to existing provision and also data relating to proposal. E.g. statistics generated from a consultation questionnaire.</p>	<p><u>PLASC 2022</u></p> <p><u>Ysgol y Cribarth</u></p> <p>Based on the information provided in the school's PLASC return in 2022, the following pupils belong to the protected characteristic groups:</p>
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<p>Key questions:</p> <p>i) Are certain groups currently underrepresented in service user figures? Will a change affect this?</p> <p>ii) How do satisfaction levels compare across the protected characteristic groups? How will a change affect this?</p>	<ul style="list-style-type: none"> - Free school meals: 28.1% of pupils are eligible for Free School Meals - ALN: 8.8% of pupils at the school have special educational needs. Of these, 8 pupils are on School Action, 4 pupils are on School Action Plus and 0 pupils have statements - Disabilities: 8.8% of pupils have additional learning needs - English as an Additional Language: 0% of pupils are identified as EAL pupils. - Ethnicity: The ethnic group of 86% of pupils at the school is White British. 0% of pupils belong to ethnic groups other than White British. The ethnic group of the remaining 14% is not recorded. - Looked after Children: 0% of pupils are looked after. <p>This information shows that a proportion of current pupils at Ysgol y Cribarth belong to the protected characteristic groups and could be affected by this proposal. In particular:</p> <ul style="list-style-type: none"> - 28.1% of pupils at Ysgol y Cribarth are eligible for Free School Meals. This is higher than the Powys average for primary schools (18%) - 8.8% of primary pupils at Ysgol y Cribarth have additional learning needs. This is lower than the Powys average for primary schools (19.1%) <p>Should the Council proceed with the proposal to introduce a Welsh-medium stream at Ysgol y Cribarth, pupils attending the school in future would have the opportunity to choose Welsh-medium provision. This would include any pupils belonging to the protected characteristic groups. However, English-medium provision would still be available at the school, so any pupils not wishing to access Welsh-medium education could still choose to attend the school's English-medium stream.</p>
<p>6.2 Qualitative Summarise the key qualitative data analysis, providing key themes or patterns. Include data that relates to existing provision and also data relating to proposal. E.g. protected characteristics focus group on the proposal.</p> <p>Key questions:</p> <p>i) Do certain groups have a different service user experience? How will a change affect this?</p>	<p>Full consultation has been carried out on the proposal relating to Ysgol y Cribarth, which also included consultation with pupils at the school.</p> <p>Very few comments were received in the consultation responses which expressed concern about the proposal's impact on pupils belonging to the protected characteristic groups, however some concern was expressed about the possible impact on pupils with ALN.</p> <p>A Statutory Notice has also been published which give an opportunity for people to Object to the proposals. No comments relating to the proposal's impact on the protected characteristic groups were received during the Objection period.</p>

<p>ii) Have any areas for improvement been communicated by particular groups? Will a change have an impact upon these views?</p> <p>iii) What are the reasons behind some groups not using the service? How will a change affect this position?</p> <p>iv) What has consultation on your proposals revealed about impact on the protected characteristics?</p>	<p>The current proposal in respect of Ysgol y Cribarth is to establish a Welsh-medium stream to operate alongside an English-medium stream. Any pupils attending the school not wishing to access Welsh-medium education would be able to access the school's English-medium stream. This would include any pupils with ALN.</p>
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7. EqIA RESULT

Based on an analysis of the available qualitative and quantitative data, please tick/shade the appropriate box opposite to provide the EqIA assessment result.

<p>The proposal does not present any adverse impact on equality. [Proceed to question 10]</p>	✓
<p>The proposal presents some adverse impact on equality. [Proceed to question 8]</p>	
<p>The proposal presents significant impact on equality [Proceed to question 8]</p>	

8. AREAS for IMPROVEMENT

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

<p>9.1 Having identified problematic aspects to the proposal, how will this now be addressed?</p> <p><i>i.e. Are you able to involve (in some capacity) people from protected characteristic groups, Welsh Speakers, people on low incomes, to assist you in this process?</i></p> <p>i) Can the impact be mitigated, and how will this be done?</p> <p>ii) Does the proposal require modification to reduce or remove this impact?</p> <p>iii) Should the proposal be considered for removal, owing to the degree of impact it is likely to have?</p>	<p>i) No problematic aspects have been identified which require mitigation.</p> <p>ii) The proposal does not require modification to reduce or remove the impact.</p> <p>iii) The proposal should not be considered for removal, owing to the degree of impact it is likely to have.</p>
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9.2 Will the management of the impact as outlined in 9.1, be included in the Service Improvement Plan?

<p>Yes <input type="checkbox"/></p> <p>Date added.....</p> <p>Reference.....</p>	<p>No <input checked="" type="checkbox"/></p> <p>If no, please explain why not:</p> <p>Need was not identified at time of writing Service Strategy</p>
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3. Community Impact Assessment

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

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

School	% of Pupils
Ysgol y Cribarth	77%
Ysgol Bro Tawe	10.4%
Ysgol Golwg y Cwm	8.1%
Ysgol Gymraeg Dyffryn y Glowyr	3.0%
Ysgol Gynradd Gymraeg Cwmnedd	15.0%

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

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

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

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

iii) Any other facilities or services the school accommodates or services the school provides

The school accommodates or provides the following other facilities or services:

- After school club

¹ Travel assessment based on PLASC 2022.

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

iv) Other use by the community of the school building and links between the school and the community

The following make use of the school building:

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

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

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

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

The proposal would not close or affect in any way any accommodation, facilities or services provided by Ysgol y Cribarth.

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

Should the proposal be implemented, there would be no impact on travelling distance or travelling time. English-medium provision would continue to be available at the school alongside Welsh-medium provision.

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

Should the proposal be implemented, all current pupils would be able to continue to receive education through the medium of English or choose to receive education through the medium of Welsh at Ysgol y Cribarth throughout their time in the school, therefore there would be no change in terms of parents' and pupils' engagement with the school.

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

The implementation of the proposal would not impact on public transport provision or community safety.

ix) Issues raised during the Consultation

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

The comments received are listed in full in the consultation report produced in respect of this proposal along with the Council's response to the points raised. The points raised are also summarised below.

Positive impact on the community

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

Negative impact on the community

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

x) Issues raised during the Objection Period

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

xi) Conclusion

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

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

4. Welsh Language Impact Assessment

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

i) Standards in the Welsh language

Welsh Second Language

Key Stage 2

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

No Teacher Assessment since 2019 due to Covid-19

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

These include:

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

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

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

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

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

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

v) **Other considerations**

- **Whether it might be appropriate to provide additional after school facilities at any alternative school to further secure standards in the Welsh language**

Should the proposal be implemented, the use of the Welsh language would increase and there would be enhanced opportunities for pupils across all age ranges to take part in Welsh language activities, including after school activities.

There is therefore no need to consider providing additional after school facilities at any alternative school in order to further secure standards in the Welsh language.

- **How parents' and pupils' engagement with any alternative school and any specific language enhancement it offers could be supported**

Should the proposal be implemented, all current pupils would be able to continue to receive education through the medium of Welsh or English at Ysgol y Cribarth throughout their time in the school, therefore there would be no change in terms of parents' and pupils' engagement with the school.

- **Observations provided by the local authority's Welsh medium Education Forum**

The following is a summary of observations provided by the local authority's Welsh-medium Education Forum at a meeting held on 12th December 2022:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

- **Any future actions that will be needed in consequence of the change to continue to comply with the scheme or meet targets in the scheme.**

The proposal to change the language category of Ysgol y Cribarth will have a positive effect on the Welsh language. It is not therefore anticipated that any future action will be needed in order to continue to comply with the scheme or its targets.

However, the Council recognises that if the proposal is implemented, it will need to actively monitor progress of the implementation of the change of language category at Ysgol y Cribarth, in order to ensure its success.

v) Comments received during the consultation period

A number of comments were received during the consultation period which related to the proposal's impact on the Welsh language.

The comments received are listed in full in the consultation report produced in respect of this proposal along with the Council's response to the points raised, and are also summarised below:

Positive impact on the Welsh language

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

Concerns / queries

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

vi) Issues raised during the Objection Period

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

vii) Conclusion

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

On a whole school level, the renewed and sustained focus on the Welsh language will broaden the Welsh ethos of Ysgol y Cribarth, leading to an increase in the number of pupils able to use the Welsh language confidently, and contributing to the Welsh Government's Strategy to achieve a million Welsh speakers by 2050.

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