

Please read the accompanying guidance before completing the form.

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **Draft versions of the assessment should be watermarked as “Draft” and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

Service Area	Schools Service	Head of Service	Lynette Lovell / Emma Palmer	Portfolio Holder	Clr Pete Roberts
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Proposal	Review of education in the Llanfyllin / North Welshpool area
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Outline Summary / Description of Proposal

The Council has developed an indicative preferred way forward for education in the Llanfyllin / North Welshpool area, which is as follows:

Llangedwyn C. in W. School, Llanfechain C. in W. School, Llansantffraid C. in W. School

- To close Llangedwyn C. in W. School, pupils to transfer to Llanfechain C. in W. School.
- To explore with Llansantffraid C. in W. School and Llanfechain C. in W. School the possibility of establishing a dual sited school in the area
- To provide a new building in the future to replace Llansantffraid C. in W. School and Llanfechain C. in W. School

Ysgol Bro Cynllaith, Ysgol Pennant, Ysgol Llanrhaeadr

- Ysgol Pennant and Ysgol Llanrhaeadr to continue to operate as standalone schools. Support Ysgol Llanrhaeadr to move along the language continuum, to become a Welsh-medium school within the next five to ten years. Further consideration will then be given to the possibility of establishing a dual sited school in the future
- To close Ysgol Bro Cynllaith, Powys-based pupils to transfer to Ysgol Llanrhaeadr. Trochi support to be provided to enable pupils to transfer to the Welsh-medium stream if they wish to do so.

Brynhafren C.P. School, Ardleen C.P. School, Carreghofa C.P. School, Llandysilio C. in W. School

- To close Brynhafren C.P. School, pupils to transfer to their nearest alternative schools in Powys
- To explore with Ardleen C.P. School, Carreghofa C.P. School and Llandysilio C. in W. School the possibility of establishing a new multi-sited school in the area, with the potential of a new build at a later stage
- To explore the possibility of establishing Welsh-medium early years/primary provision in the area

Ysgol Llanfyllin and Ysgol Meifod

- Provide a new building for pupils aged 4-18 in Llanfyllin, replacing the current Ysgol Llanfyllin buildings.
- To support Ysgol Llanfyllin to move along the language continuum.

The Council’s Cabinet will consider the indicative preferred way forward on the 26th September 2023, and will be asked to approve the indicative preferred way forward in principle.

This initial impact assessment considers the potential impact of implementation of the preferred way forward identified in respect of the Llanfyllin / North Welshpool area. Should the Council proceed with implementation of the preferred way forward as outlined above, the impact assessment will be updated at each stage of the process.

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



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

Version	Author	Job Title	Date
1	Sarah Astley	Strategic Programme Manager Transforming Education	September 2023

2. Profile of savings delivery (if applicable)

2023-24	2024-25	2025-26	2026-27	2027-28	2028+
£	£	£	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	<p>Consultation in accordance with the School Organisation Code would be required in order to achieve the indicative preferred way forward.</p> <p>Should Cabinet approve the indicative preferred way forward, the intention is that further papers would be taken to Cabinet in due course in order to implement the different elements. Full consultation will be undertaken before any decisions are made to move forward with implementing the individual elements outlined in the indicative preferred way forward.</p>

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety and Corporate Parenting?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY					
Adult Services	<input type="checkbox"/>	Education	<input checked="" type="checkbox"/>	Legal and Democratic Services	<input checked="" type="checkbox"/>
Children's Services	<input checked="" type="checkbox"/>	Finance	<input checked="" type="checkbox"/>	Property, Planning and Public Protection	<input checked="" type="checkbox"/>
Commissioning	<input type="checkbox"/>	Highways, Transportation and Recycling	<input type="checkbox"/>	Transformation and Communications	<input checked="" type="checkbox"/>
Digital Services	<input checked="" type="checkbox"/>	Housing and Community Development	<input type="checkbox"/>	Workforce and OD	<input checked="" type="checkbox"/>
Data Protection Impact Assessment					

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Will the proposal involve processing the personal details of individuals? Yes No

Not currently, however should the Council proceed with statutory processes to change the provision at Ysgol Llanfyllin, this would involve processing the personal details of individuals Is Powys County Council the data controller? Yes No N/A currently

If you have answered yes to either of the above you will be required to complete, as a minimum, the screening questions on the data protection impact assessment. For further advice please contact the Data Compliance Team.

4a Geographical Locations

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

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

Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>The preferred way forward would potentially result in a new build all-age school and new build primary schools in the Llanfyllin / North Welshpool area. This would result in more environmentally friendly buildings, which would be more energy efficient than the current buildings.</p> <p>Community benefits to include opportunities for traineeships / apprenticeships are a key requirement of 21st Century Schools projects, therefore it is anticipated that these opportunities would be available as part of implementing the preferred way forward.</p>	<p>Good</p>		<p>Choose an item.</p>
<p>A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>Implementation of the preferred way forward would potentially result in several new build schools in the Llanfyllin / North Welshpool area. This would result in more environmentally friendly buildings, which would be more energy efficient than the current buildings.</p> <p>Implementation of the preferred way forward would also require additional travel for some pupils living in the catchment area. This would have a negative environmental impact as more home to school transport would need to be provided to transport pupils.</p>	<p>Neutral</p>		<p>Choose an item.</p>

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



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<p>A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p> <p>Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.</p>	<p>Implementation of the preferred way forward would potentially result in new build schools in the area. This would have a positive impact on the well-being and morale of both pupils and staff.</p> <p>As part of the development of a new all-age school in Llanfyllin, consideration would be given to the inclusion of community facilities. Should these be included as part of the new building, this would improve the facilities available to the community, therefore having a positive impact on their physical health.</p>	<p>Good</p>		<p>Choose an item.</p>

Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>Implementation of the preferred way forward would result in new educational facilities across the area. Providing community facilities is a key consideration as part of all new build projects, therefore it is likely that community facilities would be provided as part of implementing the preferred way forward.</p> <p>However, implementation of the preferred way forward would also mean that there would be no provision in some areas in the future, therefore there would be a greater impact on residents living in these areas due to there being no school in the village.</p> <p>Whilst home to school transport would be provided to eligible pupils 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. However, pupils travelling to school from these areas would potentially be attending larger schools, which would be able to offer more opportunities to them.</p>	<p>Good</p>		<p>Choose an item.</p>

Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p> <p>Human Rights - is about being proactive (see guidance)</p> <p>UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.</p>	<p>The aim of implementing the preferred way forward is to provide the best possible opportunities to all learners in the area, enabling them to reach their full potential.</p> <p>Should the Council proceed with plans to implement the preferred way forward, a consultation exercise would be required, which would include consultation with children and young people affected by the proposal, ensuring that all affected by the plans have the opportunity to give their views.</p>	<p>Good</p>		<p>Choose an item.</p>
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation. <i>Incorporating requirements under the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards</i></p>				

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



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>Implementation of the preferred way forward would eventually mean that a higher proportion of the schools in the catchment would either be Welsh-medium or dual stream school, therefore a higher proportion of pupils would have the opportunity to access Welsh-medium provision. The preferred way forward includes opportunities to introduce Welsh-medium provision in areas of the catchment where it is not currently available, and to move current dual stream schools along the language continuum, which would result in an increase in the number of pupils taught through the medium of Welsh.</p> <p>The preferred way forward also includes an intention to provide access to Trochi provision in the area to support the implementation of some elements.</p> <p>The proposed changes in the Llanfyllin / North Welshpool area would significantly raise the profile of Welsh-medium provision in the area, which should lead to an increase in pupils numbers, therefore contributing to the Welsh Government target to achieve a million Welsh speakers by 2050. In the longer term, this should have an impact on the Welsh-medium opportunities available in the secondary sector in the area.</p>	<p>Very Good</p>		<p>Choose an item.</p>

Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p><i>Opportunities to promote the Welsh language</i></p>	<p>Implementation of the preferred way forward would eventually mean that a higher proportion of the schools in the catchment would either be Welsh-medium or dual stream school, therefore a higher proportion of pupils would have the opportunity to access Welsh-medium provision. The preferred way forward includes opportunities to introduce Welsh-medium provision in areas of the catchment where it is not currently available, and to move current dual stream schools along the language continuum, which would result in an increase in the number of pupils taught through the medium of Welsh.</p> <p>The preferred way forward also includes an intention to provide access to Trochi provision in the area to support the implementation of some elements.</p> <p>The proposed changes in the Llanfyllin / North Welshpool area would significantly raise the profile of Welsh-medium provision in the area, which should lead to an increase in pupils numbers, therefore contributing to the Welsh Government target to achieve a million Welsh speakers by 2050. In the longer term, this should have an impact on the Welsh-medium opportunities available in the secondary sector in the area.</p>	<p>Very Good</p>		<p>Choose an item.</p>

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



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>People are encouraged to do sport, art and recreation.</i></p>	<p>The preferred way forward would potentially result in a number of new build schools in the Llanfyllin / North Welshpool area, and the potential closure of a number of smaller schools. Should this be implemented, pupils would be attending larger schools, and it is expected that there would be additional opportunities for them to take part in sports activities and other extra-curricular activities.</p> <p>It is also likely that the new buildings provided in the catchment would provide enhanced community facilities, which would provide additional opportunities to take part in sport and other activities.</p>	<p>Good</p>		<p>Choose an item.</p>
<p>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).</p>				
<p><i>Age</i></p>	<p>The aim of the proposal is to provide improved educational opportunities for all pupils in the Llanfyllin / North Welshpool area, regardless of their age.</p>	<p>Good</p>		<p>Choose an item.</p>

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<i>Disability</i>	<p>The aim of the proposal is to provide improved educational opportunities for all pupils in the Llanfyllin / North Welshpool area, regardless of their age.</p> <p>Implementation of the preferred way forward would potentially include a number of new build schools, which would replace the buildings in the poorest condition in the catchment. This would improve the school accommodation for pupils in the area, and would ensure full access for disabled pupils in accordance with the requirements of the Equality Act 2010.</p>	Very Good		Choose an item.
<i>Gender reassignment</i>	No impact.	Neutral		Choose an item.
<i>Marriage or civil partnership</i>	No impact.	Neutral		Choose an item.
<i>Race</i>	The aim of the proposal is to provide improved educational opportunities for all pupils in the Llanfyllin / North Welshpool area, regardless of their race.	Good		Choose an item.
<i>Religion or belief</i>	The aim of the proposal is to provide improved educational opportunities for all pupils in the Llanfyllin / North Welshpool area, regardless of their religion or belief.	Good		Choose an item.
<i>Sex</i>	The aim of the proposal is to provide improved educational opportunities for all pupils in the Llanfyllin / North Welshpool area, regardless of their sex.	Good		Choose an item.
<i>Sexual Orientation</i>	The aim of the proposal is to provide improved educational opportunities for all pupils in the Llanfyllin / North Welshpool area, regardless of their sexual orientation.	Good		Choose an item.

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



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>Pregnancy and Maternity</i>	No impact.	Neutral		Choose an item.
<i>Socio-economic duty</i>	The aim of the proposal is to provide improved educational opportunities for all pupils in the Llanfyllin / North Welshpool area, including e.g. any learners eligible for Free School Meals. Should the preferred way forward be implemented, some schools in the catchment would close. This would mean that pupils living closest to these schools would need to travel further to school. 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.	Neutral		Choose an item.

Source of Outline Evidence to support judgements

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

Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	The preferred way forward developed for the Llanfyllin catchment considers the current situation in the catchment and the future needs of learners in the area, with the aim of addressing the issues identified to ensure that the provision available to future generations provides a range of opportunities to them, enabling them to fully meet their potential.	Good		Choose an item.
Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	Should the Cabinet agree to proceed with the preferred way forward, full consultation would need to be carried out in order to implement individual elements, which would enable all interested parties to give their views. This would include an opportunity to suggest any alternative solutions for the catchment.	Neutral		Choose an item.

Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them including:</i></p> <p>Unpaid Carers: <i>Ensuring that unpaid carers views are sought and taken into account</i></p>	<p>Should Cabinet decide to proceed with the preferred way forward, full consultation would be required in accordance with the School Organisation Code in order to implement the individual elements. This would ensure that all interested parties have an opportunity to give their views. The findings of this exercise would be reported to Cabinet and would be taken into consideration when determining how to proceed.</p> <p>Separate impact assessments would be carried out for each proposal taken forward, which would be updated throughout the process to reflect any feedback received.</p> <p>All stakeholders would have the opportunity to give their views as part of this process, this would include any unpaid carers in the area.</p>	<p>Good</p>		<p>Choose an item.</p>
<p>Prevention: <i>Understanding the root causes of issues to prevent them from occurring including:</i></p> <p>Safeguarding: <i>Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.</i></p>	<p>The key issues relating to the Llanfyllin / North Welshpool area have been identified as part of this work. The options appraisal exercise carried out has focussed on identifying solutions which will address these issues and prevent them occurring again.</p> <p>Safeguarding is an important consideration when developing new school buildings. The intention is that the emerging preferred way forward would improve the safeguarding arrangements for all pupils.</p>	<p>Good</p>		<p>Choose an item.</p>

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	No impact.	Neutral		Choose an item.
Powys County Council Workforce: What Impact will this change have on the Workforce?	<p>The preferred way forward would impact on staff in a number of schools in the Llanfyllin / North Welshpool area. Implementation of the preferred way forward would lead to closure of some schools in the catchment, and amalgamation of others, which would cause uncertainty for staff and could eventually lead to a reduction in staffing requirements in the catchment.</p> <p>Should Cabinet decide to proceed with the preferred way forward, full consultation would be required in accordance with the School Organisation Code in order to implement the individual elements. This process would be supported by relevant LA teams (e.g. HR). This would include consultation with staff, which would ensure that they had an opportunity to give their views.</p> <p>In the longer term, the intention is to potentially provide a number of new school buildings in the area. Working in these new buildings would have a positive impact on staff morale.</p>	Poor	Processes to be carried out as swiftly as possible to minimise the period of uncertainty for staff.	Poor

Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>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>The preferred way forward would impact on salary arrangements for current staff in the Llanfyllin / North Welshpool area.</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p>Welsh Language impact on staff</p>	<p>The preferred way forward provides additional opportunities to introduce Welsh-medium provision in the catchment area, providing additional opportunities for Welsh speaking staff.</p> <p>Implementation of the preferred way forward would provide an opportunity for Welsh-speaking staff working in Ysgol Llanfyllin to work in a brand new 21st Century Schools building.</p>	<p>Good</p>		<p>Choose an item.</p>
<p>Apprenticeships: Has consideration been given to whether this change impacts negatively, or positively on Apprenticeships within the service?</p>	<p>No impact</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p>Source of Outline Evidence to support judgements</p>				
Empty space for source of evidence				

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
Llanfyllin / North Welshpool catchments	<p>The preferred way forward would have a positive impact on residents in the Llanfyllin / North Welshpool area as it would potentially lead to a number of new buildings in the area, which could also include community facilities.</p> <p>The preferred way forward could lead to closure of a number of schools in the catchment area, which could have a negative impact on the communities in which these schools are located. In particular, additional travel would be required for pupils living in these areas. Whilst home to school transport would be provided for eligible pupils, it is acknowledged that this could have an impact on pupils' ability to access after school activities, and would impact on parents attendance at school events.</p>	Moderate	Full consideration of the impact on each community to be considered as the process moves forward.	Moderate	

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

Description of risks			
Risk Identified	Inherent Risk Rating Impact X Likelihood (See Risk Matrix in guidance document)	Mitigation	Residual Risk Rating Impact X Likelihood (See Risk Matrix in guidance document)

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<p>If there is no funding available to fund this project, either from the Welsh Government or the Council, then the project will not be able to proceed.</p>	<p>High</p>	<p>The funding to support this project will be considered as part of the overarching financial strategy for the delivery of the entire Council's Strategy for Transforming Education in Powys. An updated Strategic Outline Programme will be developed over the coming months, which will reflect the requirements in this area.</p>	<p>High</p>
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10. Overall Summary and Judgement of this Impact Assessment?

<p>Outline Assessment (to be inserted in cabinet report)</p>	<p>Cabinet Report Reference:</p>	
<p>The impact assessment suggests that the impact is generally positive with some negative aspects, such as the requirement for some pupils to travel further than they currently do to school, and the impact on the communities in which schools that may close are located. The development of new facilities for schools in the area would address many issues related to the poor condition of the buildings, ensuring future pupils are taught in facilities that are fit-for-purpose, improving their learner entitlement and experience. The proposed changes in the Llanfyllin / North Welshpool area would raise the profile of Welsh-medium provision in the area, which should lead to an increase in pupils numbers, therefore contributing to the Welsh Government target to achieve a million Welsh speakers by 2050. In the longer term, this should have an impact on the Welsh-medium opportunities available in the secondary sector in the area.</p>		

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

<p>What additional evidence and data has informed the development of your proposal?</p>
<p>Full consultation would be required to implement the individual elements of the preferred way forward, this will enable the impact assessment to be further developed.</p>

12. On-going monitoring arrangements?

<p>What arrangements will be put in place to monitor the impact over time?</p>
<p>The Transforming Education Programme Board will continue to monitor impact over time.</p>
<p>Please state when this Impact Assessment will be reviewed.</p>
<p>The impact assessment will be reviewed at all stages of the process.</p>

13. Sign Off

Position	Name	Signature	Date
<p>Impact Assessment Lead:</p>	<p>Sarah Astley</p>	<p>Sarah Astley</p>	<p>5th September 2023</p>
<p>Head of Service:</p>	<p>Lynette Lovell / Emma Palmer</p>		

Portfolio Holder:	Clr Pete Roberts		
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14. Governance

Decision to be made by	Cabinet	Date required	26 th September 2023
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FORM ENDS