

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
Proposal	Plans for Newtown Schools				
Outline Summary / Description of Proposal					
The Council has been reviewing the plans to provide a replacement building for Ysgol Calon y Dderwen in Newtown, to consider whether the capacity of the building could be extended to accommodate pupils from other Newtown schools, in particular Treowen and / or Maesyhandir.					
A period of engagement has been carried out to gather views on this idea, and an options appraisal has been carried out. Cabinet approval is now requested to commence the statutory process on the following proposal:					
Phase 1: Close Treowen C.P. School from 31 August 2025 and extend Ysgol Calon y Dderwen to include the former Treowen C.P. School site from 1 September 2025.					
Phase 2: Ysgol Calon y Dderwen to move to a new building located on the existing Ysgol Calon y Dderwen site during 2026/27, and the Treowen site closes.					

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

Version	Author	Job Title	Date
1	Richard Williams	Transforming Education Programme Officer	August 2023

2. Profile of savings delivery (if applicable)

2029021	2021-22	2022-23	2023-24	2024-25	TOTAL
£	£	£	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	If approved by Cabinet, it is anticipated that consultation in accordance with the School Organisation Code will commence in November 2023.

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4. Impact on Other Service Areas

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

4a Geographical Locations

What geographical area(s) will be impacted by the proposal? (Chose all those applicable)							
Powys	<input type="checkbox"/>	Brecon	<input 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 checked="" type="checkbox"/>
North	<input type="checkbox"/>	Crickhowell	<input type="checkbox"/>	Llanfyllin	<input type="checkbox"/>	Welshpool and Montgomery	<input 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?

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Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>Implementation of the proposal would eventually result in a new build primary school in Newtown. 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 Sustainable Communities for Learning projects, therefore it is anticipated that these opportunities would be available as part of implementing the proposal.</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 proposal would eventually result in a new build primary school in Newtown. This would result in more environmentally friendly buildings, which would be more energy efficient than the current buildings.</p> <p>Implementation of the proposal would require additional travel for pupils currently attending Treowen C.P. School, however the distance from Treowen C.P. School to the Calon y Dderwen site is less than 1 mile. Whilst it is unlikely that pupils would be eligible for home to school transport, it is possible that the change in location would result in pupils being transported in cars to the new site.</p>	<p>Neutral</p>	<p>Ensuring that suitable Active Travel routes are in place from Treowen to the Calon y Dderwen site will be an important consideration when developing the new school building. The intention would be to minimise the number of pupils being transported to school by car.</p>	<p>Good</p>

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Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p> <p>Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.</p>	<p>Implementation of the preferred way forward would lead to the closure of Treowen C.P. School and the extension of Ysgol Calon y Dderwen to include the current Treowen site. It is anticipated that this would provide additional opportunities for pupils to take part in a wide range of activities to improve their physical and mental well-being, including sports activities.</p> <p>Eventually, the proposal would lead to a new build primary school in Newtown. 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>Good</p>		<p>Choose an item.</p>
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>Implementation of the preferred way forward would lead to the closure of Treowen C.P. School and the extension of Ysgol Calon y Dderwen to initially include the current Treowen site, before moving to a new school in the future.</p> <p>It is acknowledged that eventually, this would mean that there would be no primary provision in Treowen, which would impact on the community in Treowen.</p>	<p>Neutral</p>	<p>Opportunities to use the Treowen school site to provide new community facilities to be considered.</p>	<p>Choose an item.</p>

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<p>A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p> <p>Human Rights - is about being proactive (see guidance)</p> <p>UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.</p>	<p>The aim of implementing the proposal is to provide the best possible opportunities to learners, enabling them to reach their full potential.</p> <p>If approved by Cabinet, the Council will carry out consultation on the proposal, which would include consultation with all pupils affected by the proposal, ensuring that all affected by the plans have the opportunity to give their views.</p>	<p>Good</p>		<p>Choose an item.</p>
<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>				

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Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></p>	<p>Both schools affected by the proposal are English-medium schools, therefore it is not anticipated that implementation of the proposal would impact on opportunities for persons to use the Welsh language, or on treating the Welsh language no less favourable than the English language.</p> <p>Welsh-medium education is available in Newtown at Ysgol Dafydd Llwyd. Whilst it is possible that some pupils may choose to attend Ysgol Calon y Dderwen’s new building when it opens instead of choosing Welsh-medium education, Ysgol Dafydd Lwyd is itself located in a new building provided by the 21st Century Schools Programme. As Ysgol Dafydd Llwyd is closer to Treowen than Ysgol Calon y Dderwen, it is possible that some pupils would choose to attend Ysgol Dafydd Llwyd in the future, instead of Ysgol Calon y Dderwen.</p>	<p>Neutral</p>		<p>Choose an item.</p>

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Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p><i>Opportunities to promote the Welsh language</i></p>	<p>Both schools affected by the proposal are English-medium schools, therefore it is not anticipated that implementation of the proposal would impact on opportunities to promote the Welsh language</p> <p>Welsh-medium education is available in Newtown at Ysgol Dafydd Llwyd. Whilst it is possible that some pupils may choose to attend Ysgol Calon y Dderwen’s new building when it opens instead of choosing Welsh-medium education, Ysgol Dafydd Llwyd is itself located in a new building provided by the 21st Century Schools Programme. As Ysgol Dafydd Llwyd is closer to Treowen than Ysgol Calon y Dderwen, it is possible that some pupils would choose to attend Ysgol Dafydd Llwyd in the future, instead of Ysgol Calon y Dderwen.</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>Implementation of the preferred way forward would lead to the closure of Treowen C.P. School and the extension of Ysgol Calon y Dderwen to include the current Treowen site.</p> <p>It is anticipated that being part of a larger school would result in additional opportunities for all 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.</p>	<p>Good</p>		<p>Choose an item.</p>

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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
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).				
Age	The proposal would impact on primary aged pupils currently attending Ysgol Calon y Dderwen and Treowen C.P. School. The proposal aims to provide improved educational opportunities for all affected pupils.	Neutral		Choose an item.
Disability	The proposal would impact on any pupils with disabilities currently attending Ysgol Calon y Dderwen and Treowen C.P. School. The proposal aims to provide improved educational opportunities for all affected pupils, including any pupils with disabilities. Eventually, implementation of the proposal would lead to a new building in Newtown. This would significantly improve the accommodation for these learners, and would ensure full access for disabled pupils in accordance with the requirements of the Equality Act 2010.	Good		Choose an item.
Gender reassignment	No impact.	Neutral		Choose an item.
Marriage or civil partnership	No impact.	Neutral		Choose an item.
Race	The proposal would impact on all primary aged pupils currently attending Ysgol Calon y Dderwen and Treowen C.P. School, including pupils belonging to protected characteristic groups due to their race. The proposal aims to provide improved educational opportunities for all affected pupils.	Neutral		Choose an item.

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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>Religion or belief</i>	The proposal aims to provide improved educational opportunities for all pupils currently attending Ysgol Calon y Dderwen and Treowen C.P. School, regardless of their religion or belief.	Neutral		Choose an item.
<i>Sex</i>	The proposal aims to provide improved educational opportunities for all pupils currently attending Ysgol Calon y Dderwen and Treowen C.P. School, regardless of their sex.	Neutral		Choose an item.
<i>Sexual Orientation</i>	The proposal aims to provide improved educational opportunities for all pupils currently attending Ysgol Calon y Dderwen and Treowen C.P. School, regardless of their sexual orientation.	Neutral		Choose an item.
<i>Pregnancy and Maternity</i>	No impact.	Neutral		Choose an item.

Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p><i>Socio-economic duty</i></p>	<p>The aim of the proposal is to provide improved educational opportunities for all pupils currently attending Ysgol Calon y Dderwen and Treowen C.P. School, including any eligible for Free School Meals.</p> <p>Should the proposal be implemented, there would eventually be no school in Treowen. This would mean that all pupils would transfer to the new building on the Calon y Dderwen site. This would mean that pupils living in Treowen would have to travel further to get to school. Whilst the distance is less than a mile, it is acknowledged that Treowen is located up a hill. This may mean that it is more difficult for pupils from homes with lower incomes to access the new school, particularly if they don't have access to a car.</p> <p>It is possible that the change in location would also mean that it would be more difficult for pupils 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>Neutral</p>	<p>Ensuring that suitable Active Travel routes are in place from Treowen to the Calon y Dderwen site will be an important consideration when developing the new school building. The intention would be to minimise the number of pupils being transported to school by car.</p>	<p>Choose an item.</p>

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 aim of the proposal is to provide a more resilient education infrastructure in Newtown, to ensure that the best possible learning opportunities can be provided to pupils in the future.	Choose an item.		Choose an item.
Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	Should the Cabinet agree to proceed, full consultation would be carried out, which would enable all interested parties to give their views. This would include an opportunity to suggest any alternative solutions for the catchment.	Neutral		Choose an item.

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> Unpaid Carers: <i>Ensuring that unpaid carers views are sought and taken into account</i></p>	<p>Should Cabinet decide to proceed, full consultation would be required in accordance with the School Organisation Code in order to achieve this. This would that all interested parties would have an opportunity to give their views. The findings of this exercise would be reported to Cabinet and would be taken into consideration when determining how to proceed. This impact assessment will be updated throughout the process to reflect any feedback received.</p> <p>All stakeholders would have the opportunity to give their views as part of this process, this would include any unpaid carers in the area.</p>	<p>Good</p>		<p>Choose an item.</p>
<p>Prevention: <i>Understanding the root causes of issues to prevent them from occurring including:</i> Safeguarding: <i>Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.</i></p>	<p>The key issues relating to the schools affected by the preferred way forward have been identified as part of this work. The Options Appraisal and Engagement Exercise included with the Cabinet papers identifies challenges facing the affected schools and aims to identify a solution which would address these issues and prevent them occurring again.</p> <p>Ensuring appropriate safeguarding arrangements is a key aspect of any school organisation proposal and any new build development. The intention is that the proposal would improve the safeguarding arrangements for all pupils.</p>	<p>Good</p>		<p>Choose an item.</p>

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Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	No impact.	Neutral		Choose an item.

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>Powys County Council Workforce: What Impact will this change have on the Workforce?</p>	<p>Implementation of the proposal would initially impact on all staff at Treowen C.P. School as the school would close. However, in the short term, the Treowen site would become part of Ysgol Calon y Dderwen. A Management of Change process would need to be undertaken to establish the staffing structure on the site.</p> <p>Staffing requirements may also need to be reviewed following the move to the new building. This could potentially lead to a reduction in overall numbers of staff at Ysgol Calon y Dderwen.</p> <p>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. In addition, implementation of the proposal would eventually result in a new building to replace the current buildings. Working in these new buildings would have a positive impact on staff morale.</p> <p>Should Cabinet decide to proceed, full consultation would be carried out in accordance with the School Organisation Code. This process would be supported by relevant LA teams (e.g. HR). this would include consultation with staff, which would ensure that they had an opportunity to give their views.</p>	<p>Neutral</p>		<p>Choose an item.</p>

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

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

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
Treowen	<p>The proposal would eventually provide access to new build, 21st Century Schools facilities, which would have a positive impact on residents and communities.</p> <p>Whilst initially Ysgol Calon y Dderwen would operate across two sites, eventually, implementation of the proposal would mean that there would be no provision in Treowen, therefore there would be a greater impact on residents living in Treowen due to there being no school in their area. However, it is less than a mile to the new proposed school site.</p> <p>Pupils from Treowen would be attending a brand new building, which would be vastly improved compared with the current Treowen building.</p>	Major	Full consideration of the impact on the Treowen community to be considered as the process moves forward.	Major	

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)

<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>A SOC for a new build 270 place school for Ysgol Calon y Dderwen has previously been approved by Welsh Government. However, it is recognised that should the decision be implemented, the current estimated costs are higher than the funding envelope approved within the SOC.</p> <p>To address this, the Council will be submitting a new Strategic Outline Programme for the new Sustainable Communities for Learning rolling programme, which will include an updated cost for this project.</p> <p>It is also recognised that there would be an ongoing impact on the Council’s capital budget in the form of borrowing. However, a new build school would address the ongoing backlog maintenance of three ageing buildings and would contribute to the Council’s commitment to deliver Net Zero.</p>	<p>High</p>
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10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
<p>This impact assessment suggests that the impact is generally positive with some negative aspects, such as the requirement for some pupils to travel further than they currently do to school, and loss of provision in Treowen. Whilst the intention is to close Treowen C.P. School and initially extend Ysgol Calon y Dderwen to include the current Treowen site, 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.</p>	

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

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

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12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

The Transforming Education Programme Board will continue to monitor impact over time.

Please state when this Impact Assessment will be reviewed.

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

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Sarah Astley	Sarah Astley	
Head of Service:	Lynette Lovell / Emma Palmer		
Portfolio Holder:	Cllr Pete Roberts		

14. Governance

Decision to be made by	Cabinet	Date required	24 th October 2023
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FORM ENDS