

Proposals for Ysgol Calon y Dderwen and Treowen C.P. School

Updated Impact Assessments

April 2024

Contents

		Page
1	Introduction	2
2	Integrated Impact Assessment	3
3	Equality Impact Assessment	23
4	Community Impact Assessment	32

Updated Impact Assessments

1. Introduction

Powys County Council has consulted on proposals for Ysgol Calon y Dderwen and Treowen C.P. School. The proposals are as follows:

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.

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

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

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

Following the consultation period, the impact assessments have been updated to incorporate any issues raised during the consultation period. The updated versions will be considered by the council's Cabinet when determining how to proceed in relation to this proposal.

2. Integrated Impact Assessment

Service Area	Schools Service	Head of Service	Georgie Bevan	Portfolio Holder	Cllr Pete Roberts
Proposal		Plans for Newtown Schools			
Outline Summa	ry / Description of Proposal				
The Council has	carried out consultation on th	e following proposals for Ysgol Calo	on y Dderwen and Treowen C.P. School	:	
Phase 1: Close T	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. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	Consultation in accordance with the School Organisation Code took place from the 15 th of January 2024 to the 26 th of February 2024.

2. Impact on Other Service Areas

PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY					
Adult Services		Education	\checkmark	Legal and Democratic Services	\checkmark
Children's Services	\checkmark	Finance	\checkmark	Property, Planning and Public Protection	\checkmark
Commissioning		Highways, Transportation and Recyclir	ng √	Transformation and Communications	\checkmark
Digital Services	\checkmark	Housing and Community Developmen	t 🗸	Workforce and OD	\checkmark

Will the proposal involve processing the personal details of individuals? Yes

Is Powys County Council the data controller? Yes

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 geographic applicable)	al area(s) will be im _l	pacted by the proposal? (Chose all the	ose			
Powys		Brecon		Llandrindod and Rhayader	Machynlleth	
		Builth and Llanwrtyd		Llanfair Caereinion	Newtown	\checkmark
North		Crickhowell		Llanfyllin	Welshpool and Montgomery	
Mid		Hay and Talgarth		Llanidloes	Ystradgynlais	
South		Knighton and Presteigne				

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

4

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 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.	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. 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.	Good		

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 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).	 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. Implementation of Phase 2 of the proposal would require additional travel for pupils currently attending Treowen C.P. School. Whilst the distance from Treowen C.P. School to the Calon y Dderwen site is less than 1 mile, it is acknowledged that the Treowen estate is located up a hill. Concern was raised during the consultation period about the ability of those living on the Treowen estate to access the Calon y Dderwen site. Whilst it is unlikely that pupils currently attending Treowen C.P. School would be eligible for home to school transport to the Calon y Dderwen site, it is possible that the change in location would result in pupils being transported in cars to the new site. 	Neutral	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.	Neutral

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 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. 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.	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. 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. Concern was expressed during the consultation period about the impact on pupil well-being of moving to a different school, particularly for those currently attending Treowen C.P. School.	Neutral	The proposal is to introduce the change on a phased basis, with provision continuing to be available on the Treowen site during Phase 1 as part of an extended Ysgol Calon y Dderwen. This will provide an opportunity for pupils to become familiar with the new delivery model.	Good

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 Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	 The proposal would eventually provide access to new build, 21st Century Schools facilities, which would have a positive impact on residents and communities. 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. It is less than a mile to the new proposed school site, however it is acknowledged that the Treowen estate is located up a hill. Concern was raised during the consultation period about the ability of those living on the Treowen estate to access the Calon y Dderwen site. Eventually, pupils currently attending Ysgol Calon y Dderwen and Treowen would attend a brand new building, which would be vastly improved compared with the current buildings. Concern about the impact on the Treowen community of there no longer being a school in Treowen was raised during the consultation period. 	Neutral	There is a community hall in Treowen which would continue to be available for community activities. Opportunities to use the Treowen school site to provide new community facilities to be considered.	Neutral

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 globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the are of 18, which include the right to be	The aim of implementing the proposals is to provide the best possible opportunities to learners, enabling them to reach their full potential. The Council has carried out consultation on the proposal, which included consultation with pupils affected by the proposal, ensuring that all affected by the plans have the opportunity to give their views.	Good		
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.				

A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.

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

Well-being Goal	How does proposal contribute to this goal?	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
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	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. 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 21 st 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. Some comments were received during the consultation which suggested that pupils would not have access to the same opportunities to use Welsh or participate in Urdd Eisteddfod activities, should the Council proceed with implementation of the proposal.	Neutral	All pupils would continue to attend a school of the same language category as their current school, and would continue to have opportunities to learn Welsh and to experience Welsh culture.	

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
Opportunities to promote the Welsh language	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. 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 21 st 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. Some comments were received during the consultation which suggested that pupils would not have access to the same opportunities to use Welsh or participate in Urdd Eisteddfod activities, should the Council proceed with implementation of the proposal.	Neutral	All pupils would continue to attend a school of the same language category as their current school, and would continue to have opportunities to learn Welsh and to experience Welsh culture.	

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		
People are encouraged to do sport, art and recreation.	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 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.	Good				
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances). Incorporating requirements under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and the Social Economic duty (2020).						
Age	The preferred way forward 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				

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
Disability	 The preferred way forward 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 preferred way forward 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. Concern was expressed during the consultation about the impact on pupils with additional learning needs, particularly those currently attending Treowen C.P. School who would eventually have to attend a larger school. Concern was also expressed about the impact on people with disabilities due to the additional distance to the Calon y Dderwen site and the fact that the Treowen estate is located at the top of a hill. 	Neutral		
Gender reassignment	No impact.	Neutral		
Marriage or civil partnership	No impact.	Neutral		

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
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		
Religion or belief	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		
Sex	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		
Sexual Orientation	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		
Pregnancy and Maternity	No impact.	Neutral		

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
Socio-economic duty	 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. 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. It is possible that the change in location would also mean that it 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	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.	

Source of Outline Evidence to support judgements

Consultation responses, consultation report

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

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
Sustainable Development Principle (5	ways of working)			
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	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.			
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Full consultation on the proposal has been carried out in accordance with the School Organisation Code. This provided an opportunity for all interested parties to give their views on the proposal. A Consultation Report has been prepared which includes the issues raised during the consultation as well as responses to these issues. This report will be considered by Cabinet when deciding how to proceed.	Neutral		

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
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them including: Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	Full consultation on the proposal has been carried out in accordance with the School Organisation Code. This provided an opportunity for all interested parties to give their views on the proposal. A Consultation Report has been prepared which includes the issues raised during the consultation as well as responses to these issues. This report will be considered by Cabinet when deciding how to proceed. All stakeholders had the opportunity to give their views as part of this process, including any unpaid carers in the area.	Good		
Prevention: Understanding the root causes of issues to prevent them from occurring including: Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	The key issues relating to the schools affected by the preferred way forward have been identified as part of this work. The Consultation Document and the Consultation Report 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. 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.	Good		

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
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		

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
Powys County Council Workforce: What Impact will this change have on the Workforce?	 Implementation of the proposal would initially impact on all staff at Treowen C.P. School as the school would close. However, during Phase 1, 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. Staffing requirements may also need to be reviewed during Phase 2, following the move to the new building. This could potentially lead to a reduction in overall numbers of staff at Ysgol Calon y Dderwen. 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. Full consultation has been carried out and this process included the opportunity for Council Officers (including HR) to meet with the staff of both Ysgol Calon y Dderwen and Treowen C.P. School. Concerns about the impact on staff were raised at both of these 	Poor	Support to be available for staff throughout the process, including through the Council's employee assistance programme, 'Vivup'. Education would continue to be provided on the Treowen site during the first phase. The expectation is that it would continue to be provided by current Treowen staff. Should any further staffing changes be required as part of the move to a new building in Phase 2, all staff would be treated equally.	Neutral

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
	meetings. In particular, concern was raised about Ysgol Calon y Dderwen staff facing further uncertainty having recently been through a merger, and that staff Treowen CP School were being treated unfairly compared with Ysgol Calon y Dderwen staff as the proposal is to extend Ysgol Calon y Dderwen rather than close the two schools to establish a new school.			
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		
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		

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	
Apprenticeships: Has consideration been given to whether this change impacts negatively, or positively on Apprenticeships within the service?	No impact	Neutral			
Source of Outline Evidence to support judgements Consultation responses, consultation report					

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

Communities How does the proposal impact on residents and community?	See impact definitions in contrib	oute to a more positive impact	IMPACT AFTER MITIGATION See impact definitions in guidance document	Source of Outline Evidence to support judgement
--	--------------------------------------	--------------------------------	---	---

Treowen	 The proposal would eventually provide access to new build, 21st Century Schools facilities, which would have a positive impact on residents and communities. 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. Pupils from Treowen would be attending a brand new building, which would be vastly improved compared with the current Treowen building. Concerns were expressed during Consultation in relation to pupils and parents from Treowen having to travel away from the estate to access the new school if Phase 2 is implemented – these concerns included: road safety from Treowen to the Ysgol Calon y Dderwen sites, increased congestion if pupils are traveling to school by car, increased journey time and the impact on disabled pupils and parents. 	Major	Full consideration of the impact on the Treowen community has been considered and is reflected in the Consultation Report. There is a community hall in Treowen which would continue to be available should there be no school on the estate in the future. Opportunities to use the Treowen school site to provide new community facilities to be considered. Ensuring that suitable Active Travel and Safe 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.	Moderate	
---------	---	-------	---	----------	--

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

Description of risks			
	Inherent Risk Rating	herent Risk Rating	
Risk Identified	Impact X Likelihood (See Risk Matrix in guidance document)	Mitigation	Impact X Likelihood (See Risk Matrix in guidance document)
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.	High	A Strategic Outline Case (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. The Council has recently developed a new Strategic Outline Programme for the new Sustainable Communities for Learning rolling programme, which includes an updated cost for this project. This will be considered by Cabinet in May, and if approved, will then be submitted to Welsh Government for their consideration. 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.	High

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)

Cabinet Report Reference:

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.

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

What additional evidence and data has informed the development of your proposal?

Full consultation has been carried out on the proposal and the impact assessment has been updated to include the feedback received.

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.

3. Equality Impact Assessment

Powys County Council



Equality Impact Assessment (EqIA)

Proposal	Proposals for Ysgol Calon y Dderwen and Treowen C.P. School:
	 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.
Service Area	Schools Service
Date of Assessment	October 2023
	Updated April 2024

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.

In October 2023, the Council's Cabinet approved carrying out a consultation on the following proposals:

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.

2. OBJECTIVES

Please state the current business objectives of the change proposal.

- Provides the opportunity for all learners at Ysgol Calon y Dderwen and Treowen to benefit from the capital investment in a new building
- Improved building condition for the two schools
- Would eventually enable all pupils to be taught in one building
- Removal of backlog maintenance at the existing school sites
- The new building would fully meet the requirements of the Equality Act 2010
- New building would meet Welsh Government net zero requirements
- Potential financial saving
- Would enable the schools to be run more efficiently through shared staffing, shared resources etc
- Additional services could be provided in a larger school
- Reduction in surplus places in Newtown
- Would retain enough capacity to accommodate any growth in pupil numbers in Newtown in the future
- Minimal impact on staff and pupils at Ysgol Calon y Dderwen who have only recently gone through a staffing restructure process during the establishment of the new school
- Would provide education in Treowen until the new building is constructed.
- Pupils would continue to attend school at the same location until the new building is constructed.
- Would enable staff expertise and good practice to be shared across both sites during the transition period.

- Would enable the school to run more efficiently during the transition period through shared staffing and resources
- Improved transition arrangements to support pupils' move from Treowen to the new building as they would already be part of the school.
- Avoids expenditure associated with establishing a new school

3. BENEFITS and OUTCOMES

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

The benefits of the proposals are:

- Provides the opportunity for all learners at Ysgol Calon y Dderwen and Treowen to benefit from the capital investment in a new building
- Improved building condition for the two schools
- Would eventually enable all pupils to be taught in one building
- Removal of backlog maintenance at the existing school sites
- The new building would fully meet the requirements of the Equality Act 2010
- New building would meet Welsh Government net zero requirements
- Potential financial saving
- Would enable the schools to be run more efficiently through shared staffing, shared resources etc
- Additional services could be provided in a larger school
- Reduction in surplus places in Newtown
- Would retain enough capacity to accommodate any growth in pupil numbers in Newtown in the future
- Minimal impact on staff and pupils at Ysgol Calon y Dderwen who have only recently gone through a staffing restructure process during the establishment of the new school
- Would provide education in Treowen until the new building is constructed.
- Pupils would continue to attend school at the same location until the new building is constructed.
- Would enable staff expertise and good practice to be shared across both sites during the transition period.
- Would enable the school to run more efficiently during the transition period through shared staffing and resources
- Improved transition arrangements to support pupils' move from Treowen to the new building as they would already be part of the school.
- Avoids expenditure associated with establishing a new school

4. CORPORATE RELEVANCE

How does this change proposal relate to the Corporate and Strategic Equality Plan?

The proposal is aligned to the Transforming Education Programme and forms part of the Transformation Portfolio, set up to support the priorities and objectives outlined in the Corporate and Strategic Equality Plan.

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.	1
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:

None

6. DATA ANALYSIS

6.1 Quantitative	PLASC January 2023
Summarise the key quantitative data analysis	
results, providing key headline statistics.	Ysgol Calon y Dderwen
Include data that relates to existing provision and	
also data relating to proposal. E.g. statistics	Based on the information provided in the school's PLASC return in January 2023, the following
generated from a consultation questionnaire.	pupils belong to the protected characteristic groups:
Key questions:	- Free school meals: 30.9% of pupils are eligible for Free School Meals.
 i) Are certain groups currently underrepresented in service user figures? Will a change affect this? ii) User do action basely accurate to a 	 ALN: 28.3% of pupils at the school have additional educational needs. Of these, 20.4% pupils are on School Action, 3.9% pupils are on School Action Plus, 0.4% pupils have a statement and 3.5% have IDPs.
 ii) How do satisfaction levels compare across the protected characteristic groups? How will a change affect this? 	- Disabilities: 28.3% of pupils have additional learning needs.
	- Looked After Children: 2.7% of pupils were recorded as looked after.
	- English as an Additional Language: 7.0% of pupils are identified as EAL pupils.
	- Ethnicity: The ethnic group of 80.4% of pupils at the school is White British. 11.3% of pupils belong to ethnic groups other than White British.
	Treowen C.P. School
	Based on the information provided in the school's PLASC return in January 2023, the following pupils belong to the protected characteristic groups:

	- Free school meals: 32.1% of pupils are eligible for Free School Meals.
	 ALN: 16.7% of pupils at the school have additional educational needs. Of these, 6.1% pupils are on School Action, 6.1% pupils are on School Action Plus, 0.0% pupils have statements and 3.5% have IDPs.
	- Disabilities: 16.7% of pupils have additional learning needs.
	- Looked After Children: 0.9% of pupils were recorded as looked after.
	- English as an Additional Language: 8.8% of pupils are identified as EAL pupils.
	- Ethnicity: The ethnic group of 77.2% of pupils at the school is White British. 15.8% of pupils belong to ethnic groups other than White British.
	The information above shows that a proportion of pupils that belong to the protected characteristic groups will be affected by this proposal. In particular:
	 30.9% of pupils at Ysgol Calon y Dderwen and 32.1% of pupils at Treowen C.P. School are eligible for Free School Meals. This is higher than the Powys average at (18.0%). 28.3% of pupils at Ysgol Calon y Dderwen have additional learning needs. This is higher than the Powys average for primary schools (20.9%).
	The proposals for Ysgol Calon y Dderwen and Treowen C.P. School would impact all pupils currently attending the two schools, including those pupils belonging to protected characteristic groups. The impact would be greater on pupils currently attending Treowen C.P. School as eventually they would need to attend school at a different location.
6.2 Qualitative	Full consultation has been carried out on the proposals relating to Ysgol Calon y Dderwen and
Summarise the key qualitative data analysis,	Treowen C.P. School, including consultation with pupils at the affected schools. This has provided
providing key themes or patterns.	qualitative data in respect of the proposals, and information regarding any additional impact on pupils that belong to protected characteristic groups.

 nclude data that relates to existing provision and also data relating to proposal. E.g. protected characteristics focus group on the proposal. Xey questions: Do certain groups have a different service user experience? How will a change affect this? Have any areas for improvement been communicated by particular groups? Will a change have an impact upon these views? What are the reasons behind some groups not using the service? How will a change affect this position? v) What has consultation on your proposals revealed about impact on the protected characteristics? 	 Comments received during the course of the consultation indicated concern about the impact on pupils belonging to protected characteristic groups, including the following: Impact on pupils with ALN of having to attend a larger school Concern that pupils with ALN won't get the support they need Concern about the impact of transition to the new operating model on pupils with ALN Concern about access to the upper levels of a two storey building for pupils with disabilities Concern about the impact on pupils / parents with disabilities that currently live in Treowen of having to access a school located further away, down a hill Concern about the impact on pupil attendance, particularly for those from low income families
---	---

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.

The proposal does not present any adverse impact on equality.	
[Proceed to question 10]	
The proposal presents some adverse impact on equality.	\checkmark
[Proceed to question 8]	
The proposal presents significant impact on equality	
[Proceed to question 8]	

8. AREAS for IMPROVEMENT

Г

 Please provide detail of weak or sensitive areas of the proposal identified by the assessment. i) Which protected characteristic groups are particularly affected? 	i) The proposals would impact on a number of pupils with additional learning needs. During the consultation exercise, concern was expressed about the impact on pupils with additional learning needs currently attending Treowen School in particular, as well as pupils / parents with disabilities currently living in Treowen as it would be more difficult for them to access the school on the Calon y Dderwen site.
ii) Will people on low incomes be affected?iii) Will Welsh speakers be affected?	 ii) 30.9% of pupils attending Ysgol Calon y Dderwen and 32.1% of pupils attending Treowen C.P. School are eligible for Free School Meals. iii) Both schools are English medium schools, therefore the proposal will not directly affect Welsh speakers.

9. EQUALITY IMPROVEMENT

	Should the proposals be implemented, Treowen C.P. School would close and Ysgol Calon y	
9.1 Having identified problematic aspects to the	Dderwen be extended to include the Treowen site. The school would then eventually move to a	
proposal, how will this now be addressed?	new building on the existing Ysgol Calon y Dderwen site and the Treowen site would close. All	
	pupils currently attending Ysgol Calon y Dderwen and Treowen C.P. School would be able to	
<i>i.e.</i> Are you able to involve (in some capacity) people	attend the new school. The aim of the proposals is to improve the educational opportunities	
from protected characteristic groups, Welsh	available to pupils in Newtown, including any pupils belonging to the protected characteristic	
Speakers, people on low incomes, to assist you in	groups.	
this process?		
	During the first phase of implementing the proposals, pupils would continue to attend school in	
i) Can the impact be mitigated, and how will this	their current buildings, therefore the impact on pupils belonging to protected characteristic	
be done?	groups would be minimal.	

reduce or remove this impact? would the proposal be considered for removal, owing to the degree of impact it is likely to have? Whilst character of the degree of the de	ally the intention is that the new school moves to a new building in Newtown. Whilst this provide significant improvements to all pupils in terms of the quality of accommodation and lities available, this phase would have a more significant impact on pupils currently ng Treowen C.P. School, including any pupils belonging to the protected characteristic that attend that school, including any pupils with ALN, as some additional travel would be d in order to attend the new building. However, the additional distance from Treowen C.P. to the proposed site of the new school is minimal.
--	--

9.2 Will the management of the impact as outlined in 9.1, be included in the Service Improvement Plan?

Yes 🗆	No □✓
Date added	If no, please explain why not: Need was not identified at time of writing Service Strategy
Reference	

4. Community Impact Assessment

4.1 Ysgol Calon y Dderwen

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

The closest English-medium provider for pupils attending Ysgol Calon y Dderwen in June 2023 was as follows:

School	% of Pupils
Ysgol Calon y Dderwen	9.8%
Treowen C.P. School	11.9%
Maesyrhandir C.P. School	54.0%
Penygloddfa C.P. School	7.2%
St Mary's RC School	17.0%

This suggests that 9.8% of pupils attending the school were attending their closest primary school, whilst 90.2% of pupils attending the school live closer to other primary schools. However, it is clear that the majority of pupils that attend the school live in the town of Newtown or the immediate surrounding area.

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

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

- Clwb yr Urdd
- Dance Club
- Sports Clubs
- ICT Club
- Singing Club
- Art and Craft Club
- Debating Club

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

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

- Large group rooms and Thrive provision

- Rooms for use by outside agencies including Powys Children's Services teams, school based counselling, a range of Health and Well-being services provided by Powys Teaching Health Board
- Parent and toddler classes (Ti a Fi)
- A range of after school activities such as the Summer Food and Fun Programme, local dance schools and Police Cadets.
- The facilities are also used by religious and local groups such as Newtown Rugby Club and Karate.

iv) Other use by the community of the school building

- See above

v) Other links between the school and the community

- Dementia Friends
- Links with Plas Cae Crwn
- Local library visits
- Local charities
- Newtown and Llanllwchaiarn Church
- Local football and rugby clubs

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

Should the proposals be implemented, Treowen C.P. School would close and Ysgol Calon y Dderwen would be extended to include the current Treowen C.P. School site, therefore the current Ysgol Calon y Dderwen site would continue to be available.

Eventually, the intention is that the school would move to a new building located on the site of Ysgol Calon y Dderwen, Park Street, Newtown, SY16 1EG. It is likely that the new building would have enhanced facilities compared with the current buildings, including community facilities, which could be utilised for the same activities and services currently provided, therefore it is not anticipated that moving to the new site would have a negative impact.

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

Should the proposals be implemented, Treowen C.P. School would close and Ysgol Calon y Dderwen would be extended to include the current Treowen C.P. School site, therefore pupils would be able to continue to access English-medium provision at the same locations. There would be no impact on distance and travelling time.

Eventually, the intention is that the school would move to a new building located on the site of Ysgol Calon y Dderwen, Park Street, Newtown, SY16 1EG. The school is located on the same site currently and no additional distance or travelling time would be required.

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

Should the Council proceed with the statutory process and eventual implementation of the preferred option, support would be provided to pupils and their parents as part of the transition process, thereby ensuring full engagement with Ysgol Calon y Dderwen. The nature of this support will depend on the needs of the parents/pupils.

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

It is not anticipated that implementation of the proposals would impact on public transport provision or community safety.

Eventually, the intention is that the school would move to a new building located on the site of Ysgol Calon y Dderwen, Park Street, Newtown, SY16 1EG. As this site is a current school site, appropriate safe walking routes established for the school would remain.

4.2 Treowen C.P. School

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

The closest English-medium provider for pupils attending Treowen C.P. School in June 2023 was as follows:

School	% of Pupils	
Ysgol Calon y Dderwen	0.8%	
Treowen C.P. School	63.7%	
Maesyrhandir C.P. School	16.9%	
Penygloddfa C.P. School	9.7%	
St Mary's RC School	8.9%	

This suggests that 63.7% of pupils attending the school were attending their closest primary school, whilst 36.3% of pupils attending the school live closer to other primary schools.

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

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

- Sports Clubs
- Urdd clubs/competitions.
- Lunchtime clubs

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:

- Newtown Youth Theatre
- NYP dance group
- Breakfast Club.
- 3+ setting

iv) Other use by the community of the school building

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

- See above

v) Other links between the school and the community

- Strong links with Bethshan care home.
- Strong links with Library
- Regular community litter picking
- Strong links with Treowen Community Hall
- M.U.G.A. (Multi Use Games Area)

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

Should the proposals be implemented, Treowen C.P. School would close and Ysgol Calon y Dderwen would be extended to include the current Treowen C.P. School site, therefore the current Ysgol Calon y Dderwen site would continue to be available.

Eventually, the intention is that the school would move to a new building located on the site of Ysgol Calon y Dderwen, Park Street, Newtown, SY16 1EG. It is likely that the new building would have enhanced facilities compared with the current buildings, including community facilities, which could be utilised for the same activities and services currently provided.

However, it is acknowledged that a move to a new school site in the town centre would mean that there would no longer be a school located in Treowen, therefore potentially the community facilities provided by the school may no longer be available.

There is a community centre in Treowen directly opposite the school which could provide the services and facilities currently offered.

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

Should the proposals be implemented, Treowen C.P. School would close and Ysgol Calon y Dderwen would be extended to include the current Treowen C.P. School site, therefore pupils would be able to continue to access English-medium provision at the same locations. There would be no impact on distance and travelling time.

Eventually, the intention is that the school would move to a new building located on the site of Ysgol Calon y Dderwen, Park Street, Newtown, SY16 1EG. The site is located approximately 0.8 miles from Treowen C.P. School.

Following a move to the new building, there would be an impact on distance and travelling time for pupils currently attending Treowen C.P. School for whom Treowen is currently the closest school. An analysis of pupils attending Treowen C.P. School in June 2023 suggests that the furthest distance to the new school for pupils for whom Treowen C.P. School is currently the closest school would be 5.96 miles (currently furthest distance is 5.67 miles).

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

In respect of primary provision, the nearest alternative English-medium provision to Treowen C.P. School would be as follows:

School name	Distance from Treowen C.P. School	Approx. travel time
Ysgol Calon y Dderwen	0.8 miles	3 minutes
Maesyrhandir C.P. School	1.0 miles	3 minutes
Penygloddfa C.P. School	1.2 miles	4 minutes
St Mary's RC School	1.6 miles	5 minutes

The travel times above are the approximate travel times from Treowen C.P. School to the alternative schools, however the distance from individual pupils' homes to alternative schools would be different. Analysis has shown that the distances and travel times to alternative English-medium provision would not be in excess of 45 minutes for primary pupils.

Following the move to a new building in the town centre, home to school transport would be provided to eligible pupils in accordance with the home to school transport which is in operation at that time. It is currently projected that there would be no additional transports costs as the new building is located less than 1 mile from the existing Treowen school building.

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

Should the Council proceed with the statutory process and eventual implementation of the preferred option, support would be provided to pupils and their parents as part of the transition process, thereby ensuring full engagement with Ysgol Calon y Dderwen. The nature of this support will depend on the needs of the parents/pupils.

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

- Longer journey to new site.
- Many parents unable to travel that distance with younger children.
- Many families without car to travel.
- Huge concerns over busy roads to cross to new site from Treowen.

4.3 Issues raised during the consultation period

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

These comments 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:

- Comments about new housing developments

• Concerns that there will not be enough pupil places in the area to meet the demand of the new housing developments

- Travel implications

- Additional travel time/distance
- Increased traffic near the existing Ysgol Calon y Dderwen site

- Impact on the Treowen community

- General concern about the impact on the community
- The school is an integral part of the community
- The school acts as a central hub for the community

4.4 Conclusion

Should the proposals be implemented, Ysgol Calon y Dderwen would initially be extended to include the Treowen site. During this phase, it is expected that a similar range of activities to the activities currently provided would be available to pupils. It is also possible that an increased range of activities and opportunities could be offered to pupils, through the ability to share staff expertise and the ability to offer joint activities to a larger group of pupils. Both schools also benefit from links with the community. It is expected that these would continue during Phase 1. During Phase 1, pupils would continue to attend school at the two existing sites, so no additional travel would be required. It is anticipated that the proposal's impact on the community would be minimal during Phase 1.

Eventually, the intention is that all pupils would move to one new building located on the current site of Ysgol Calon y Dderwen. It is anticipated that the new building would have a range of community facilities, which would ensure that many of the activities which currently take place in the schools could continue, and could also provide the opportunity to offer new activities.

It is acknowledged, however that the move to one new building in the town centre would mean that there would be no school provision in the Treowen. This would mean that school activities would no longer take place on the Treowen estate, and could impact on links with the Treowen community. Activities that currently take place in the Treowen C.P. School building would need to find an alternative location. There is a community centre and a M.U.G.A. directly opposite the school which would continue to be available to community should there be no school in Treowen.

Some of the activities that currently take place at the school could be held in the community centre.

It is also acknowledged that phase 2 of the proposals would result in an increase in the distance to school for pupils for whom Treowen is currently their closest school. Whilst the additional distance would be minimal as the site would still be located within Newtown, it is acknowledged that Treowen is located up a hill, so it might be more difficult for parents without access to a car to access the site. Concern has also been raised about the walking route to the new school, and that pupils would have to cross a busy road.