



**POWYS COUNTY COUNCIL**

**CONSULTATION DOCUMENT**

**Proposal to close Llanbister Community Primary School  
from the 31<sup>st</sup> December 2016**

**Date: 11<sup>th</sup> February 2016 – 24<sup>th</sup> March 2016**

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As Llanbister Community Primary (C.P.) School is an English medium school and all other schools which may be affected by the proposal are also English medium schools, the consultation documentation is only available in English.

If a Welsh language copy is required, or if you require a copy of the document in a different format, please contact the School Modernisation Team on 01597 826265, or e-mail [school.modernisation@powys.gov.uk](mailto:school.modernisation@powys.gov.uk).

## 1. THE PROPOSAL

**Powys County Council (“the authority”) is proposing to close Llanbister C.P. School, Llanbister, Llandrindod Wells, Powys, LD1 6TN from the 31<sup>st</sup> December 2016, with Crossgates C.P. School, Crossgates, Llandrindod Wells, Powys, LD1 6RE to be named as the receiving school. Free home to school transport will be provided for qualifying<sup>1</sup> pupils.**

### 1.1 Background to the proposal

In November 2014, Powys County Council agreed a new Powys Schools Transformation Policy, which set out the authority’s vision and process for the transformation of primary and secondary schools in the county.

The Policy includes:

- A range of criteria to be used to determine which schools would be reviewed
- The establishment of a School Organisation Review Panel (SORP) to carry out reviews of schools
- The establishment of a School Review Process to be used to review schools

In December 2014, the SORP carried out an Initial Assessment of Schools in accordance with the School Review Process, during which data for all schools was considered. Schools were also ranked against the criteria outlined in the School Transformation Policy.

Llanbister C.P. School met the following criteria:

- Standards: The school is judged to be a School Causing Concern as classified by ERW<sup>2</sup>'s implementation of the National Model of School Improvement
- Pupil Numbers: The school has had fewer than 50 pupils on roll for the three previous years
- Capacity: The percentage of surplus places in the school is higher than 15%
- Building Condition: The overall building condition is categorised as category D or C based on the Welsh Government’s assessment of building condition
- Financial: The cost per pupil is more than 120% of the council’s average for the sector

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<sup>1</sup> Primary pupils are entitled to free home to school transport if they live more than 2 miles from the nearest school providing education in the language of their choice.

<sup>2</sup> ERW – Education through Regional Working – the regional education consortium of which Powys is a member.

As a result of this Initial Assessment of Schools, the SORP agreed to carry out a detailed review of Llanbister C.P. School.

Following the Initial Assessment of Schools carried out in December 2014, Llanbister CP School was inspected by Estyn in January 2015. Estyn's judgement was that Special Measures were required in relation to Llanbister CP School.

A number of meetings have taken place between the SORP and the Governing Body, Headteacher and Local Member for Llanbister C.P. School. In December 2015, the SORP determined that the draft recommendation in respect of Llanbister C.P. School was closure of the school, with Crossgates C.P. School to be named as the receiving school.

At a meeting held on the 26<sup>th</sup> January 2016, the authority's Cabinet received the SORP's draft recommendation in respect of Llanbister C.P. School and approved the commencement of consultation on closure of the school from the 31<sup>st</sup> December 2016.

## 1.2 Reason for the proposal

The authority is proposing to close Llanbister C.P. School for the following reasons:

- The school is currently in Special Measures
- The school has had fewer than 50 pupils on roll for the three previous years
- There are more than 15% surplus places at the school
- The funding per pupil is more than 120% of the council's average

## 1.3 Alternative options considered

A range of options were considered in line with the Schools Transformation Policy. These options, and the strengths and weaknesses of each, are outlined below.

### i) Status quo

Strengths	Weaknesses
No additional transport or travel required	Pupil numbers would continue to be below 50 in the short term
Maintains education provision in Llanbister	Cost per pupil would continue to be more than 120% of the Council's average for primary schools in the short term
	Potentially difficult to recruit a

<p>permanent headteacher</p> <p>Would not address the authority's concerns in relation to standards at the school</p> <p>No reduction in the Authority's overall surplus capacity in primary schools</p>
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**ii) Closure of Llanbister CP School and site**

<b>Strengths</b>	<b>Weaknesses</b>
Would address the issue of low pupil numbers	Additional travel for those pupils for whom Llanbister C.P. School is currently the closest school
Would reduce the Authority's overall surplus capacity in primary schools	Loss of education provision from Llanbister
Would address the issue around cost per pupil	
Permanent leadership arrangements currently in place in proposed receiving school	
Would address the authority's concerns in relation to standards at the school	

**iii) Closure of Llanbister CP School, but keep the site open as part of Crossgates CP School**

<b>Strengths</b>	<b>Weaknesses</b>
No additional transport or travel required	Pupil numbers on the Llanbister site would continue to be below 50 in the short term
Maintains education provision in Llanbister	No reduction in the Authority's overall surplus capacity in primary schools
Permanent leadership arrangements currently in place in alternative school	Under the current funding

Increased opportunities for networking and sharing good practice between staff	arrangements, current pupil numbers on the Llanbister site would not attract sufficient funding to maintain 2 classes, therefore the site would need to be subsidised by the other school or the authority in the short term
	Llanbister CP School would lose its own identity
	Implications for Crossgates CP School, eg:
	<ul style="list-style-type: none"> <li>- significant time requirement for the headteacher due to the fact that Llanbister CP School is currently in Special Measures</li> <li>- governing body would have to take responsibility for an additional building</li> </ul>

**iv) Federation of Llanbister CP School and another school**

<b>Strengths</b>	<b>Weaknesses</b>
No additional transport or travel required	Pupil numbers in Llanbister CP School would continue to be below 50 in the short term
Maintains education provision in Llanbister	No reduction in the Authority's overall surplus capacity in primary schools
Increased opportunities for networking and sharing good practice between staff	Cost per pupil would continue to be more than 120% of the Council's average for primary schools
Both schools would retain their own identity	

**v) Amalgamation of Llanbister CP School and another school to create a new school on two sites**

<b>Strengths</b>	<b>Weaknesses</b>
No additional transport or travel required	Pupil numbers on the Llanbister site would continue to be below 50 in the short term
Maintains education provision in Llanbister	No reduction in the Authority's overall surplus capacity in primary schools
Increased opportunities for networking and sharing good practice between staff	Under the current funding arrangements, current pupil numbers on the Llanbister site would not attract sufficient funding to maintain 2 classes, therefore the site would need to be subsidised by the other site. If the other site also had less than 50 pupils, this model would be unviable
	Both schools would lose their own identities

Having considered all of these options, and the strengths and weaknesses associated with each, the authority considers that closure of Llanbister C.P. School and site is the most suitable way forward.

#### **1.4 Advantages and disadvantages of the proposal**

As outlined above, the advantages and disadvantages of the proposal to close Llanbister C.P. School are listed below:

<b>Advantages</b>	<b>Disadvantages</b>
Would address the issue of low pupil numbers	Additional travel for those pupils for whom Llanbister C.P. School is currently the closest school
Would reduce the Authority's overall surplus capacity in primary schools	Loss of education provision from Llanbister
Would address the issue around cost per pupil	

Permanent leadership arrangements in place in proposed receiving school
Would address the authority's concerns in relation to standards at the school

**1.5 Risks associated with the proposal**

The following risks are associated with the proposal to close Llanbister C.P. School:

<b>Risk</b>	<b>Prob-ability</b>	<b>Impact</b>	<b>Response Strategy</b>
Parents choose for their children to attend schools other than Crossgates C.P. School	Medium	Low	The authority will support the right of parents to apply for a place for their child at any school, and will allocate places where they are available. Transport would only be provided to qualifying pupils where a school is the closest provision to a child's home.
Insufficient capacity at neighbouring schools to accommodate pupils from Llanbister C.P. School	Medium	High	There is currently sufficient capacity at Crossgates C.P. School to accommodate all pupils currently attending Llanbister C.P. School. Should Llanbister C.P. School close, the authority would continue to monitor the situation in relation to capacity at Crossgates C.P. School, and would identify options in order to extend the school's capacity if / when necessary.



## **2. IMPACT AND IMPLICATIONS OF THE PROPOSAL**

### **2.1 Impact of the proposal**

#### **2.1.1 Impact on the affected schools**

##### **i) Impact on the affected schools' ability to deliver the full curriculum in each Key Stage**

The number of pupils at Llanbister C.P. School is currently small, therefore the authority would not expect the impact on the affected schools' ability to deliver the full curriculum in each Key Stage to be significant. However, pupil numbers at the school are projected to increase in the next few years, which could potentially mean that the proposal would have a greater impact on the affected schools, in particular Crossgates C.P. School, in the future.

The authority is currently going through the statutory process in relation to closure of two other schools in the area local to Crossgates C.P. School, however Crossgates C.P. School is only the named receiving school for one of these other proposals. Should all three schools close, the impact on Crossgates C.P. School would be more significant. However the authority's view is that this would not mean that the school would be unable to deliver the full curriculum in each Key Stage.

##### **ii) Impact on outcomes at the affected schools**

The number of pupils at Llanbister C.P. School is currently small, therefore the authority would not expect the impact on outcomes at the affected schools to be significant. However, pupil numbers at the school are projected to increase in the next few years, which could potentially mean that the proposal would have a greater impact on the affected schools, in particular Crossgates C.P. School.

The authority is currently going through the statutory process in relation to closure of two other schools in the area local to Crossgates C.P. School, however Crossgates C.P. School is only the named receiving school for one of these other proposals. Should all three schools close, the impact on Crossgates C.P. School would be more significant. However the authority's view is that this would not have a significant impact on outcomes at the affected schools.

### **iii) Impact on provision at the affected schools**

Should the proposal be implemented, education would no longer be provided in Llanbister. Pupils would be able to access alternative provision at Crossgates C.P. School or other schools in the local area.

The number of pupils at Llanbister C.P. School is currently small, therefore the authority would not expect the impact on provision at the affected schools to be significant. However, pupil numbers at the school are projected to increase in the next few years, which could potentially mean that the proposal would have a greater impact on the affected schools, in particular Crossgates C.P. School.

The authority is currently going through the statutory process in relation to closure of two other schools in the area local to Crossgates C.P. School, however Crossgates C.P. School is only the named receiving school for one of these other proposals. Should all three schools close, the impact on Crossgates C.P. School would be more significant.

### **iv) Impact on leadership and management at the affected schools**

The number of pupils at Llanbister C.P. School is currently small, therefore the authority would not expect the impact on leadership and management at the affected schools to be significant. However, pupil numbers at the school are projected to increase in the next few years, which may mean that the proposal would have a greater impact on the affected schools, in particular Crossgates C.P. School.

The authority is currently going through the statutory process in relation to closure of two other schools in the area local to Crossgates C.P. School, however Crossgates C.P. School is only the named receiving school for one of these other proposals. Should all three schools close, the impact on Crossgates C.P. School would be more significant. Should a large number of pupils from schools in the local area transfer to Crossgates C.P. School, the leadership and management of Crossgates C.P. School could initially face challenges during this period of transition. However, it is not anticipated that this would have a negative impact on leadership and management at Crossgates C.P. School in the longer term.

#### **2.1.2 Impact on staff**

If a decision is made to proceed with the closure of Llanbister C.P. School, a staff redundancy process would be necessary. This would be conducted in line with the School's Redundancy Policies for teaching and support staff.

### **2.1.3 Impact Assessments**

#### **i) Equality Impact Assessment**

An Equality Impact Assessment has been carried out on the proposal to close Llanbister C.P. School. This assessment is provided in Appendix A.

The assessment found that the proposal would impact on a small number of pupils that belong to the protected characteristic groups. However, the authority is confident that Crossgates C.P. School and any other school pupils might access can meet the needs of all pupils currently attending Llanbister C.P. School.

In terms of any pupils from low income families, free home to school transport would be provided to the alternative provision for qualifying pupils. This would ensure that the proposal would not have an adverse impact on pupils from lower income families. However, the authority does accept that might be more difficult for pupils from lower income families for whom Llanbister C.P. School is currently their closest school to access extra-curricular activities offered after school at Crossgates C.P. School or any alternative school due to their reliance on home to school transport.

#### **ii) Community Impact Assessment**

A Community Impact Assessment has been carried out in respect of the proposal to close Llanbister C.P. School. This assessment is provided in Appendix B.

The authority acknowledges that the closure of any school will have a detrimental impact on the community. However, the village of Llanbister has a community hall located on the site of the school. The current proposal in relation to Llanbister C.P. School does not propose any changes to the hall, therefore this facility would continue to be available to the community.

A range of extra-curricular activities are available to pupils at both Llanbister C.P. School and at Crossgates C.P. School. Should Llanbister C.P. School close, it would be more difficult for pupils to access activities held after school due to their reliance on home to school transport. However, from the information received from Crossgates C.P. School, the majority of extra-curricular activities take place during the school day.

Closure of Llanbister C.P. School would lead to an increase in travel for those pupils for whom this is currently the closest school, particularly given that Llanbister C.P. School already serves a very large catchment area.

## 2.2 Other implications

### i) Financial implications

An assessment of the potential financial savings from the closure of Llanbister C.P. School has been carried out.

The estimated savings following closure of the school are provided below, based on the school's budget for 2015/16. The assessment does not include any possible redundancy costs.

<b>Area of Funding</b>	<b>Full year Saving</b>
<b>Total Delegated Budget not transferring with the pupils to their alternative school</b>	<b>73,305</b>
<b>Additional Projected Savings</b>	
Savings re Headteacher's Post (L12 – UPS3)	15,580
Projected Reduction in Canteen Subsidy	10,000
<b>Total Additional Savings</b>	<b>25,580</b>
<b>Total Estimated Savings</b>	<b>98,885</b>
Less Estimated Additional Transport Costs	(30,400)
<b>Net Estimated Savings</b>	<b>68,485</b>

Any savings to the authority realised as a result of the closure of Llanbister C.P. School will be deployed in line with the Schools Service Medium Term Financial Plan to support other schools' delegated budgets and to support the authority's 21<sup>st</sup> Century Schools programme through prudential borrowing.

### ii) Land, buildings and resources

No capital funding is required in order to achieve the proposal. It is not currently anticipated that any building works would be necessary to ensure that the pupils currently attending Llanbister C.P. School could be accommodated at Crossgates C.P. School or any other school

which might be affected by this proposal. However, the authority would continue to monitor the position in relation to the capacity of Crossgates C.P. School, and would investigate options in order to increase the school's capacity if / when necessary.

The land and buildings currently occupied by Llanbister C.P. School are owned by the authority. If the school were to close, the authority would follow the agreed asset management disposal process in relation to the land and buildings. Any capital receipts received would be reinvested back into the authority's capital programme.

### **iii) Transport and travel**

In the event of the closure of Llanbister C.P. School, qualifying pupils currently attending the school would receive transport to Crossgates C.P. School if they live two miles or more from the school. It should be noted that this arrangement would only apply to those pupils where Llanbister C.P. School is their nearest or allocated provision. If on closure of Llanbister C.P. School, another Powys school was the closest provision to their home address, pupils would receive transport to that school if they lived more than two miles from the school.

For new pupils from the area of the closed school who would be attending alternative provision, entitlement to free transport would be in accordance with the Council's policy at the time. The current policy is that pupils are eligible for free transport if they meet each of the following criteria:

- They are of primary school age, in accordance with Powys' admissions policy
- They attend their nearest or allocated school, or the school designated by the Council
- They live further away from the school than the statutory walking distance of two miles

It should be noted:

- Distance is measured by the shortest walking route between home and school (from the nearest council maintained road to the property, to the nearest school entrance onto the school site).
- Where contract or public passenger vehicles are used, it is not always possible to arrange the routes of vehicles to pass close to the home of all pupils. Therefore, parents may be required to make their own arrangements for their children to get to and from the nearest 'pick-up' point of the vehicle. Every effort is made to keep this distance to a minimum and it should not exceed 1 mile.

The actual transport arrangements would be known as soon as a contractor was appointed. Parents will be advised accordingly in relation to pick-up points, times etc.

In the event of closure of Llanbister C.P. School, it is unlikely that there would be suitable walking routes to the alternative schools available for pupils currently attending the school.

#### **iv) Admissions**

Admissions for both Llanbister C.P. School and Crossgates C.P. School are administered by the authority.

In the event of closure of Llanbister C.P. School, parents of pupils currently attending the school would be allocated places at Crossgates C.P. School, or they would need to apply for a place in another chosen school in accordance with the authority's admissions process, which is as follows:

- i) Parents to complete an application form, which will be provided by the authority
- ii) Admissions form to be returned to the authority
- iii) Authority to inform parents whether admission to the chosen school has been granted.

For pupils wishing to transfer to schools located in other authorities, parents would need to follow the same procedure, and would need to apply via their home authority.

The authority's Admissions Team can be contacted by e-mailing [admissionsandtransport@powys.gov.uk](mailto:admissionsandtransport@powys.gov.uk) or by phoning (01597) 826477.

### **3. DETAILS OF AFFECTED SCHOOLS**

The School Organisation Code states that information must be provided during a consultation about any schools affected by the proposal – these include any schools to which it might reasonably be considered that pupils may wish to transfer.

Should Llanbister C.P. School close, there are four alternative schools which would be the closest school for pupils that currently attend Llanbister C.P. School. These are:

- Crossgates C.P. School, Crossgates, Llandrindod Wells, Powys, LD1 6RE
- Llanfihangel Rhydithon C.P. School, Dolau, Llandrindod Wells, Powys, LD1 5TW
- Ladywell Green Nursery and Infants School, Park Lane, Newtown, Powys, SY16 1EG
- Hafren C.P. Junior School, Park Lane, Newtown, Powys, SY16 1EG
- Newcastle Church of England Primary School, Church Road, Newcastle, Shropshire, SY7 8QL

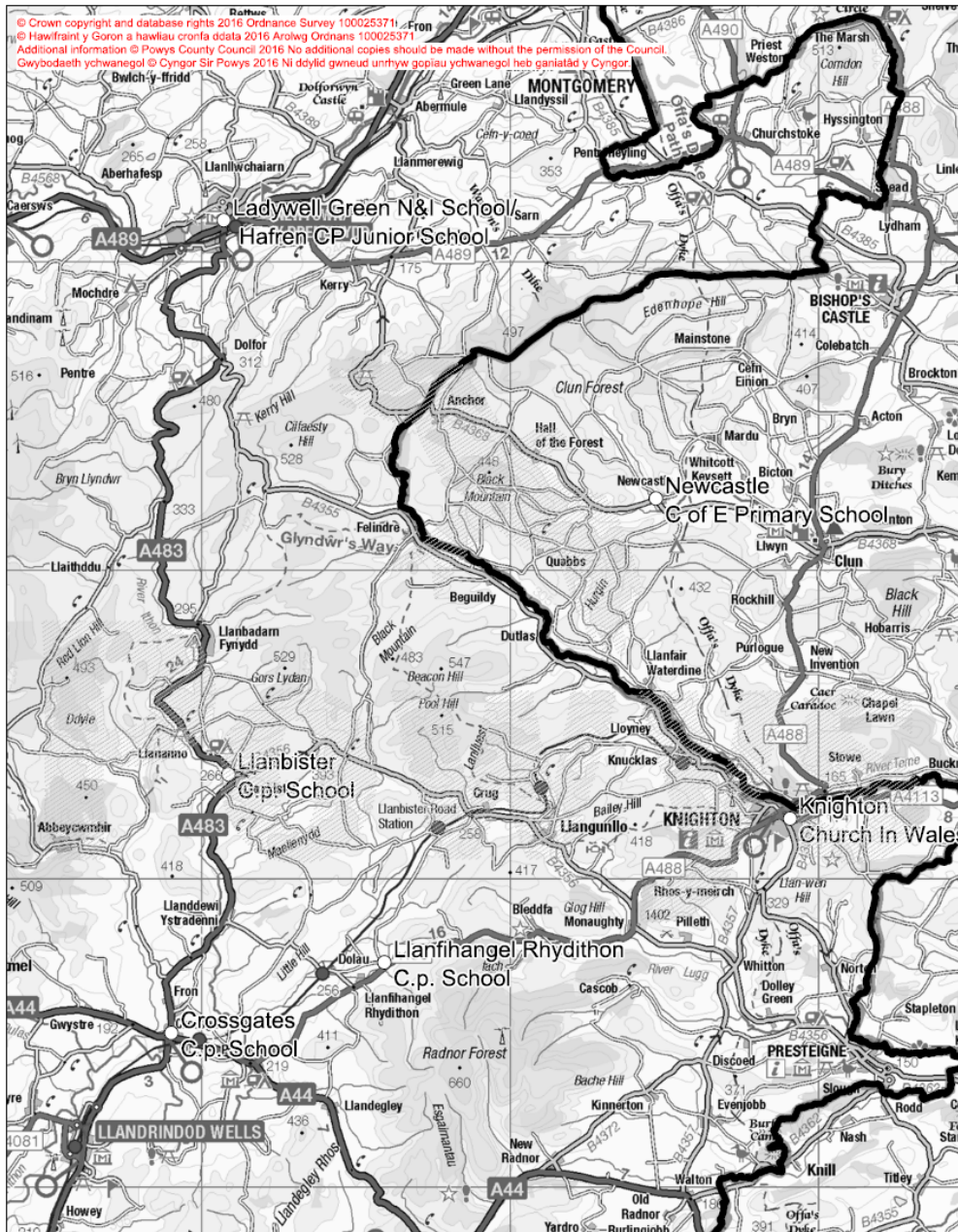
The Council is also carrying out consultation in relation to closure of Llanfihangel Rhydithon C.P. School. Should this school close, there is one additional school which would be the closest for pupils that currently attend Llanbister C.P. School. This is:

- Knighton Church in Wales Controlled School, Knighton, Powys, LD7 1HP

Information about these six schools, as well as Llanbister C.P. School, Llanbister, Llandrindod Wells, Powys, LD1 6TN are provided below.

#### **3.1 Location map of the affected schools**

The following map shows the location of Llanbister C.P. School and the other schools which may be affected by this proposal:



The distance from Llanbister C.P. School by road to the other schools is as follows:

- Crossgates C.P. School – 6.75 miles
- Llanfihangel Rhydithon C.P. School – 7.21 miles
- Ladywell Green N & I School / Hafren C.P. Junior School – 13.21 miles
- Newcastle C. of E. School – 14.60 miles
- Knighton C. in W. School – 12.83 miles



### 3.2 General school information

School	School Type	Language Category	Admission Number	Capacity (R – Yr 6)	Nursery Places	Age Range
<b>Llanbister C.P. School</b>	Community Primary	English Medium	6	45	6	4 – 11
<b>Crossgates C.P. School</b>	Community Primary	English medium	30	210	28	4 – 11
<b>Llanfihangel Rhydithon C.P. School</b>	Community Primary	English Medium	5	36	5	4 – 11
<b>Ladywell Green Nursery &amp; Infant School</b>	Community Primary	English Medium	48	146	45	4 – 7
<b>Hafren C.P. Junior School</b>	Community Primary	English Medium	52	210	0	7 – 11
<b>Newcastle C. of E. School</b>	Voluntary Controlled C. of E.	English Medium	8	56	0	4 – 11
<b>Knighton C. in W. School</b>	Voluntary Controlled C. in W.	English Medium	35	249	35	4 – 11

The above capacity figures are based on the current assessed use of the school buildings. The capacities at Llanbister C.P. School, Crossgates C.P. School and Llanfihangel Rhydithon C.P. School have additional areas that have been used as teaching spaces in the past, and if demand increased could be used again.

### 3.3 Pupil numbers

#### i) Current and historical pupil numbers

Based on PLASC information, the total number of pupils (R – Yr 6) in each of the schools over the last 5 years is as follows:

	January 2015	January 2014	January 2013	January 2012	January 2011
<b>Llanbister C.P. School</b>	32	35	34	40	43
<b>Crossgates C.P. School</b>	142	120	126	138	143
<b>Llanfihangel Rhydithon</b>	29	34	34	38	34

<b>C.P. School</b>					
<b>Ladywell Green Nursery &amp; Infant School</b>	122	134	141	124	103
<b>Hafren C.P. Junior School</b>	142	148	135	143	154
<b>Newcastle C. of E. School</b>	27	36	33	35	35
<b>Knighton C. in W. School</b>	203	194	186	197	194

## ii) Projected pupil numbers

The current projected pupil numbers (R – Yr 6) for each of the schools is as follows

<b>School</b>	<b>Jan. 2016<sup>3</sup></b>	<b>Jan. 2017</b>	<b>Jan. 2018</b>	<b>Jan. 2019</b>	<b>Jan. 2020</b>	<b>Jan. 2021<sup>4</sup></b>
<b>Llanbister C.P. School</b>	25	31	35	42	54	54
<b>Crossgates C.P. School</b>	140	144	140	145	147	145
<b>Llanfihangel Rhydithon C.P. School</b>	28	28	34	34	34	34
<b>Ladywell Green Nursery &amp; Infant School</b>	109	100	105	105	105	105
<b>Hafren C.P. Junior School</b>	158	160	160	158	144	137
<b>Newcastle C. of E. School</b>	28	23	24	22	21	N/A
<b>Knighton C. in W. School</b>	198	204	215	220	225	230

## 3.4 School building condition

<sup>3</sup> Actual pupil numbers taken from Teacher Centre on the 29<sup>th</sup> January 2016, however these are not verified PLASC figures

<sup>4</sup> Provisional projection based on the number of year 6 pupils that would be leaving the school in 2020.

The Welsh Government's 21<sup>st</sup> Century Schools Survey identified that the quality of accommodation at each of the affected schools is as follows<sup>5</sup>:

	<b>Condition</b>	<b>Suitability</b>	<b>Sustainability</b>
<b>Llanbister C.P. School</b>	C	B	C
<b>Crossgates C.P. School</b>	B	A	B
<b>Llanfihangel Rhydithon C.P. School</b>	C	B	B
<b>Ladywell Green Nursery &amp; Infant School</b>	C	B/C	C
<b>Hafren C.P. Junior School</b>	C	B	C
<b>Newcastle C. of E. School<sup>6</sup></b>	N/A	N/A	N/A
<b>Knighton C. in W. School</b>	B	B	C

### 3.5 Quality of the current provision

#### i) Estyn

Details of the most recent inspection for Llanbister C.P. School, Llanfihangel Rhydithon C.P. School, Ladywell Green N. & I. School, Hafren C.P. Junior School and Knighton C. in W. School are provided in the following table:

<b>School</b>	<b>Date of Inspection</b>	<b>School's Current Performance</b>	<b>Prospects for Improvement</b>	<b>Follow up activity</b>
<b>Llanbister C.P. School</b>	January 2015	Adequate	Unsatisfactory	Special Measures
<b>Llan-fihangel Rhydithon C.P. School</b>	May 2012	Adequate	Adequate	Estyn monitoring Estyn

<sup>5</sup> The categories used in the Welsh Government's 21<sup>st</sup> Century Schools Survey are defined as follows:

Category A	Good
Category B	Satisfactory
Category C	Poor
Category D	Bad

<sup>6</sup> Newcastle C. of E. School is located in England therefore was not included in the Welsh Government's 21<sup>st</sup> Century Schools Survey. Shropshire Council do not hold comparable information.

				monitoring visit July 2013 – The school was judged to have made good progress, and was removed from the list of schools requiring Estyn monitoring
<b>Ladywell Green N. &amp; I. School</b>	February 2011	Adequate	Adequate	Estyn monitoring  Estyn monitoring visit May 2012 – The school was judged to have made good progress and was removed from the list of schools requiring Estyn monitoring
<b>Hafren C.P. Junior School</b>	November 2015	Adequate	Adequate	Estyn monitoring
<b>Knighton C. in W. School</b>	June 2014	Adequate	Adequate	Estyn monitoring

Crossgates C.P. School was last inspected before 2011, under the previous Estyn inspection arrangements. The grades awarded for each of the key questions are provided in the following table:

**Crossgates C.P. School**  
**Date of Inspection: June 2010**

KQ 1: How well do learners achieve?	2
KQ 2: How effective are teaching, learning and assessment?	2
KQ 3: How well do learners' experiences meet the needs and interests of the learners and the wider community?	1
KQ 4: How well are learners cared for, guided and supported?	2
KQ 5: How effective are leadership and strategic management?	2
KQ 6: How well do leaders and managers evaluate and improve quality and standards?	2
KQ 7: How efficient are leaders and managers in using resources?	1

Newcastle C.of E. School is located in England, and is therefore inspected by Ofsted. The outcome of the school's most recent inspection is provided below:

<b>Newcastle C. of E. School</b>		
<b>Date of Inspection: March 2014</b>		
	<b>Judgement</b>	<b>Grade</b>
Overall effectiveness	Good	2
Achievement of pupils	Good	2
Quality of teaching	Good	2
Behaviour and safety of pupils	Good	2
Leadership and Management	Good	2

## ii) **National School Categorisation System**

The National School Categorisation system gives a clear and fair picture of how well a school is performing compared with other schools across Wales and helps to identify the schools that need the most help, support and guidance to improve.

The system has been developed collectively between regional education consortia and Welsh Government. Its primary function is to identify, across Wales, the schools that need the most support. The colour category of support allocated to a school will trigger a bespoke, tailored support programme.

The system is based on three steps. It is not purely data-driven and takes into account the quality of leadership, teaching and learning in schools.

- **Step one – Standards group:** A range of information is used to make a judgement about the school's standards, resulting in a standards group
- **Step two – Improvement capacity:** An evaluation of the school's capacity to improve further, taking account of the evidence about the standards and the quality of leadership, teaching and learning, resulting in an improvement capacity

- **Step three – Support category:** Bringing the judgement on the standards group and improvement capacity together to decide on the school’s support category, colour coded either green, yellow, amber or red, with the schools in the green category needing the least support and those in the red category needing the most intensive support.

The affected schools were categorised as follows during 2015/16:

<b>School</b>	<b>Standards Group</b>	<b>Improvement Capacity</b>	<b>Support Category</b>
Llanbister C.P. School	3	D	Red
Crossgates C.P. School	2	B	Yellow
Llanfihangel Rhydithon C.P. School	2	B	Yellow
Ladywell Green N. & I. School	1	A	Green
Hafren C.P. Junior School	2	C	Amber
Newcastle C. of E. School <sup>7</sup>	N/A	N/A	N/A
Knighton C. in W. School	2	C	Amber

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<sup>7</sup> Newcastle C. of E. School is located in England therefore is not included in the Welsh Government’s National School Categorisation System

## **4. CONSULTATION DETAILS**

### **4.1 Who will we consult with?**

The authority will consult with all those required in accordance with the School Organisation Code 2013, which includes the following:

- The Governing Bodies of Llanbister C.P. School, Crossgates C.P. School, Llanfihangel Rhydithon C.P. School, Ladywell Green N. & I. School, Hafren C.P. Junior School, Newcastle C. of E. School, Knighton C. in W. School
- Parents, carers, guardians and staff of Llanbister C.P. School, Crossgates C.P. School, Llanfihangel Rhydithon C.P. School, Ladywell Green N. & I. School, Hafren C.P. Junior School, Newcastle C. of E. School, Knighton C. in W. School
- Pupils of Llanbister C.P. School, Crossgates C.P. School, Llanfihangel Rhydithon C.P. School, Ladywell Green N. & I. School, Hafren C.P. Junior School, Newcastle C. of E. School, Knighton C. in W. School
- The Church in Wales and Roman Catholic Diocesan Authorities
- The Welsh Minister for Education & Skills
- Shropshire County Council
- Local County Councillors
- Town and Community Councils in the local area
- The AM for Brecknock & Radnor and regional AMs for the area
- The MP for Brecknock & Radnor
- Estyn
- Teaching and staff trade unions
- ERW
- The Police & Crime Commissioner
- The Regional Transport Consortium
- Nursery providers in the local area
- The Powys Children and Young People's Partnership

### **4.2 The consultation period**

The consultation period for the current proposal to close Llanbister C.P. School from the 31<sup>st</sup> December 2016 will commence on the 11<sup>th</sup> February 2016 and will end on the 24<sup>th</sup> March 2016.

### **4.3 The statutory process**

Consultation on this proposal will follow the guidelines set out by the Welsh Government in the School Organisation Code (2013). The process is summarised below:

#### **4.3.1 Consultation**

Consultation will start on the 11<sup>th</sup> February 2016 and will end on the 24<sup>th</sup> March 2016. Feedback from the consultation will be collated and summarised, and it is anticipated that a report will be presented to the authority's Cabinet during the summer term 2016. The authority's Cabinet will consider the report

and the feedback received during the consultation period, and will decide whether to proceed with the proposal, to make changes to the proposal or to not proceed with the proposal. If the Cabinet decides not to proceed, that will be the end of this proposal.

#### **4.3.2 Statutory notice**

If the Cabinet decides to proceed, a statutory notice will be published, which will give a period of 28 days for people to submit written objections.

If there are objections, the authority will publish an objection report providing a summary of the objections and the authority's response to them before the end of 7 days beginning with the day of the local authority's determination. Only written objections submitted during the statutory notice period will be considered in this report. Comments submitted as part of the consultation period will need to be re-submitted in writing during the statutory notice period if they are to be considered as objections.

A further report will be presented to the authority's Cabinet, which they will consider alongside the objection report, in order to decide whether or not to approve the proposal.

#### **4.3.3 Implementation**

If the Cabinet approves the proposal, it will be implemented in accordance with the date given in the statutory notice or any subsequently modified date.

### **4.4 How to respond to the consultation**

A consultation questionnaire is attached to this document, and is also available on the authority's internet site at <http://www.powys.gov.uk/en/schools-students/plans-for-powys-schools/>. Alternatively, you can respond in writing.

Completed questionnaires and other written responses should be sent to the following address:

*School Modernisation Team, Powys County Council, County Hall, Llandrindod Wells, LD1 5LG*

*E-mail: [school.modernisation@powys.gov.uk](mailto:school.modernisation@powys.gov.uk)*

Responses must be received by the 24<sup>th</sup> March 2016.

If you have any further questions about this proposal, you can contact the School Modernisation Team using the above contact details, or on (01597) 826265.



## Appendix A – Equality Impact Assessment

### Powys County Council



### Equality Impact Assessment (EqIA) – Decision Assessment reporting template

This EqIA reporting template is designed to assist in the analysis of gathered data and evidence, to determine the equality impact of a proposal to change existing practices of a Council service. Once complete, the template should be made fully accessible to the public e.g. inclusion with publicly available Cabinet reports and/or publication on the Powys County Council website. For confidential matters, this should be made available once a decision has been taken.

**N.B. Please contact the Council's Organisational Development Officer (Equalities) early on in the process if you require advice to conduct an assessment.**

<b>Proposal</b>	To close Llanbister CP School from the 31 <sup>st</sup> December 2016 with Crossgates CP School to be named as the receiving school	<b>Lead Person undertaking the assessment</b>	Sarah Astley
<b>Service Area</b>	Schools Service	<b>Relevant Head of Service who has agreed this assessment</b>	Ian Roberts Head of Schools
<b>Date of Assessment</b>	5 <sup>th</sup> January 2016 Updated 29 <sup>th</sup> January 2016		
<p>The Equality Act 2010, requires that public sector organisations in the exercise of their functions, pay due regard to the following 'general duty':</p> <p><b>(a) Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;</b></p> <p><b>(b) Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;</b></p> <p><b>(c) Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.</b></p> <p><i>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.</i></p> <p>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.</p>			
<b>1. AIM or PURPOSE</b>			
Briefly describe the aim or purpose of the change	This consultation is about whether Powys County Council should commence the statutory process for the following: - Closure of Llanbister CP School from the 31 <sup>st</sup> December 2016. Crossgates CP School to be named as the receiving		

proposal being assessed.	school.	
<b>2. OBJECTIVES</b>		
Please state the current business objectives of the change proposal.	<p>The authority is commencing the statutory process to close Llanbister CP School because:</p> <ul style="list-style-type: none"> <li>- The school is currently in Special Measures</li> <li>- The school has had fewer than 50 pupils on roll for the three previous years</li> <li>- There are more than 15% surplus places at the school</li> <li>- The funding per pupil is more than 120% of the council's average</li> </ul>	
<b>3. BENEFITS and OUTCOMES</b>		
i) What are the intended benefits or outcomes from the change proposal?	<p>The benefits of the proposal are:</p> <ul style="list-style-type: none"> <li>- More efficient use of resources</li> <li>- Reduction in surplus places</li> <li>- Improvement in quality of education for pupils</li> </ul>	
<b>4. CORPORATE RELEVANCE</b>		
How does this change proposal relate to the Powys Change Plan and/or Powys One Plan?	<p>The proposal supports Powys County Council's vision for education, which is outlined within the One Powys Plan for 2014-17. 'Transforming Learning and Skills' is one of the priorities within this plan, and within this priority, the Plan states that <i>'We need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'</i></p>	
<b>5. DATA USED</b>		
<b>5.1. What data has been used to conduct this assessment?</b>  <b>Tick/shade boxes as appropriate.</b>	Profiling of service users, providing a breakdown of who uses the service by the protected characteristics.	✓
	Service user satisfaction rates, broken down by the protected characteristics.	
	Qualitative data (analysed against the protected characteristics) which provides evidence about current services users experience accessing the service.	
	Qualitative data gathered from those that are not currently using the service.	
	Complaints monitoring against the protected characteristics	
	Wider research reports and findings.	
	Relevant service based Equality Impact Assessment	
<b>5.2. Are there any gaps in the data?</b>	Yes <input type="checkbox"/> ✓	No <input type="checkbox"/>

	<p>Please state the gaps: Qualitative data is not currently provided</p> <p>How will the gaps be addressed going forward?</p> <p>Qualitative data will be gathered during the consultation process, and the EqIA will be updated following the end of the consultation period to reflect the qualitative information received.</p>	
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## 6. DATA ANALYSIS

### **6.1 Quantitative**

**Summarise the key quantitative data analysis results, providing key headline statistics.**

Include data that relates to existing provision and also data relating to proposal. E.g. statistics generated from a consultation questionnaire.

**Key questions:**

- i)** Are certain groups currently underrepresented in service user figures? Will a change affect this?
- ii)** How do satisfaction levels compare across the protected characteristic groups? How will a change affect this?

Information on pupils who attend Llanbister CP School can be obtained via the Pupil Level Annual School Census 2015 (PLASC), which shows the profile of pupils according to a range of criteria, including age, free school meals, gender, special educational needs, ethnicity, use of Welsh and disabilities. In relation to the protected characteristic groups, the profile of pupils at the school is provided below:

**Llanbister CP School**

- 36 pupils in total, aged between 3 and 11. 28 pupils are aged between 5 and 11.
- Gender: Of the pupils attending the school, 58% are boys and 42% are girls.
- Free school meals: 6% of pupils are eligible for free school meals.
- SEN: No pupils in the school have Statements of Special Educational Needs. 17% have special needs but do not have a statement.
- Disabilities: 17% of pupils have additional learning needs.
- English as an Additional Language: There are no EAL pupils at the school.
- Welsh Language: No pupils come from homes where Welsh is spoken.
- Race/ethnicity: PLASC only provides information about the ethnic group of pupils aged 5 and over.
  - The ethnic group of pupils aged 5 and over at the school is as follows:
    - White British – 100%

This information shows that the proportion of pupils in the school that belong to the protected characteristic groups is very small. 17% of pupils have additional learning needs and are in a protected characteristic group for disability, and a small percentage of pupils are eligible for Free School Meals. No

	pupils come from homes where Welsh is spoken.	
<p><b>6.2 Qualitative</b>  <b>Summarise the key qualitative data analysis, providing key themes or patterns.</b>          Include data that relates to existing provision and also data relating to proposal. E.g. protected characteristics focus group on the proposal.</p> <p><b>Key questions:</b></p> <ul style="list-style-type: none"> <li>i) Do certain groups have a different service user experience? How will a change affect this?</li> <li>ii) Have any areas for improvement been communicated by particular groups? Will a change have an impact upon these views?</li> <li>iii) What are the reasons behind some groups not using the service? How will a change affect this position?</li> <li>iv) What has consultation on your proposals revealed about impact on the protected characteristics?</li> </ul>	<p>Consultation on the closure of Llanbister CP School will be carried out in accordance with the requirements of the School Organisation Code (2013), and will include a meeting with pupils. This will provide qualitative data in respect of the proposal, and the impact on pupils that belong to the protected characteristic groups.</p> <p>Further detail will be added to the EqIA following the conclusion of the consultation period and consideration of the responses received.</p>	
<b>7. EqIA RESULT</b>		
Based on an analysis of the available qualitative and quantitative data, please	<b>The proposal does not present any adverse impact on equality.</b> [Proceed to question 10]	
	<b>The proposal presents some adverse impact on equality.</b>	✓

tick/shade the appropriate box opposite to provide the EqIA assessment result.	[Proceed to question 8]	
	<b>The proposal presents significant impact on equality</b> [Proceed to question 8]	
<b>8. AREAS for IMPROVEMENT</b>		
<p><b>Please provide detail of weak or sensitive areas of the proposal identified by the assessment.</b></p> <p>i) Which protected characteristic groups are particularly affected?</p> <p>ii) Will people on low incomes be affected?</p> <p>iii) Will Welsh speakers be affected?</p>	<p>i) Based on the pupils that were registered at the school on the 2015 PLASC counting date, 17% of pupils are in a protected characteristic group due to having additional learning needs.</p> <p>ii) 6% of pupils are eligible for free schools meals. Should Llanbister CP School close, free home to school transport would be provided to all qualifying pupils currently attending the school, regardless of income. However, it is acknowledged that it may be more difficult for the parents of pupils from low income families, due to the additional travel required of parents in order to attend activities at the alternative school, or to collect pupils from after school activities.</p> <p>iii) Llanbister CP School is an English-medium school, therefore it is not anticipated that the proposal would have an adverse impact on Welsh speakers.</p>	
<b>9. EQUALITY IMPROVEMENT</b>		
<p><b>9.1 Having identified problematic aspects to the proposal, how will this now be addressed?</b></p> <p><i>i.e. Are you able to involve (in some capacity) people from protected characteristic groups, Welsh Speakers, people on low incomes, to assist you in this process?</i></p> <p>i) Can the impact be mitigated, and how will this be done?</p> <p>ii) Does the proposal require modification to reduce or</p>	<p>i) The authority is confident that the proposed receiving school and any other schools in the local area which pupils may prefer to transfer to would be able to meet the need of pupils currently attending Llanbister CP School who belong to the protected characteristic groups. Free home to school transport would be provided to qualifying pupils to the proposed receiving school or to their closest school.</p> <p>ii) At the current time, the proposal does not require modification to reduce or remove the impact, however this EqIA will be reviewed and updated following the formal consultation exercise.</p> <p>iii) At the current time, the proposal should not be considered for removal. However this EqIA will be reviewed and updated following the formal consultation exercise.</p>	

remove this impact? iii) Should the proposal be considered for removal, owing to the degree of impact it is likely to have?	
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<b>9.2 Will the management of the impact as outlined in 9.1, be included in the Service Improvement Plan?</b>	Yes <input type="checkbox"/>  Date added.....  Reference.....	No <input checked="" type="checkbox"/> If no, please explain why not: <b>Need was not identified at time of writing Service Strategy</b>
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<b>10. ONGOING MONITORING</b>		
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<b>How will the decision now be monitored on an ongoing basis to consider its impact over time?</b>		<b>Please tick/shade</b>
	Equality monitoring of uptake of the service within which the decision was made	
	Satisfaction monitoring of service users (broken down by protected characteristic)	
	Recording and analysing complaints/requests/compliments	
	Targeted periodic focus groups/service user interviews/feedback sessions	
	Other (please specify)	

<b>Monitoring arrangements</b>
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The Schools Transformation Programme Board is responsible for overseeing the strategic direction of the modernisation agenda: setting direction, implementing
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change, monitoring and reporting to the Cabinet of the Council.

Equality monitoring will form an integral part of the County Council's arrangements for any school reorganisation and will be undertaken where a significant or material change in provision is proposed.

The Head of Schools Service will be responsible for on-going monitoring.

### **Publication of results of the impact assessment**

The results of the impact assessment will be published on the Council's website

### **Equality Impact Assessment Action Plan**

Any actions identified as a result of this impact assessment will be taken forward for inclusion in the Schools Service Business Plan

## APPENDIX B COMMUNITY IMPACT ASSESSMENT

### 1. The affected communities

#### 1.1 Llanbister

Llanbister is a village located in mid Powys, on the A483 between Llandrindod Wells and Newtown. The village is located approximately 7 miles north of the village of Crossgates and 10 miles north of the town of Llandrindod Wells, and approximately 16 miles south of the town of Newtown. According to the 2011 Census, the Llanbister Community Council area had 382 residents<sup>8</sup>.

English is the main language spoken in the area, however according to the 2011 Census, 14.32% of the population of Llanbister have one or more skills in Welsh. 1.05% of the population belong to ethnic groups other than White.

The Welsh Index of Multiple Deprivation 2014 ranks areas known as Local Super Output Areas (LSOA) in terms of deprivation, where 1 is the most deprived and 1909 is the least deprived. The village of Llanbister is located within the Llangunllo LSOA, which is ranked as follows<sup>9</sup>:

Local Super Output Area (LSOA)	WIMD Rank 2014
Llangunllo	1296

Llanbister CP School is an English-medium Community Primary School, which serves a large rural area encompassing 4 parishes. The school has a co-located community hall.

#### 1.2 Crossgates

Crossgates is a village located in Mid Powys approximately 3 miles north of the town of Llandrindod Wells. It is situated at the point where the A483 and the A44 meet. According to the 2011 Census, there were 701 residents<sup>10</sup> in the area served by Llanbadarn Fawr Community Council, which includes the village of Crossgates.

English is the main language spoken in the area, however according to the 2011 Census, 17.08% of the population of the area served by Llanbadarn Fawr Community Council have one or more skills in Welsh. 0.29% of the population belong to ethnic groups other than White.

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<sup>8</sup> 2011 Census information for the Llanbister Community Council area, taken from <http://www.powys.gov.uk/en/statistics/view-statistics-about-your-area/detailed-census-information/>

<sup>9</sup> <https://stats.wales.gov.uk/Catalogue/Community-Safety-and-Social-Inclusion/Welsh-Index-of-Multiple-Deprivation/WIMD-2014>

<sup>10</sup> 2011 Census information for the Rhayader Community Council area, taken from <http://www.powys.gov.uk/en/statistics/view-statistics-about-your-area/detailed-census-information/>



Crossgates is located within the Local Super Output Area (LSOA) of Llanbadarn Fawr. The Welsh Index of Multiple Deprivation ranks the Llanbadarn Fawr LSOA as follows, where 1 is the most deprived LSOA and 1909 is the least deprived<sup>11</sup>:

Local Super Output Area (LSOA)	WIMD Rank 2014
Llanbadarn Fawr	1360

Crossgates CP School is an English-medium Community Primary School.

## 2. Community Impact Assessment

### 2.1 Impact on pupil travel

#### i) Llanbister CP School

The home addresses of the 36 children (N – Yr 6) that were attending Llanbister CP School at the last PLASC counting day in January 2015 were analysed by the council's Research and Information Unit. This analysis showed that Llanbister CP School was the closest school for 32 pupils, which is 88.9% of the pupils attending the school. The closest schools for all of the 36 pupils is summarised in the following table:

Closest School	Number of Pupils
Llanbister CP School	32
Llanfihangel Rhydithon CP School	4

Based on this analysis, the average one way journey to school per child for pupils attending Llanbister CP School in January 2015 was 3.76 miles.

If there were no school in Llanbister, the next closest school for the children that were attending Llanbister CP School in January 2015 would be as follows:

Closest School	Number of Pupils
Crossgates C.P. School	18
Llanfihangel Rhydithon CP School	9
Ladywell Green N & I School / Hafren Junior School, Newtown	8
Newcastle CE Primary School, Shropshire	1

<sup>11</sup> <https://statswales.wales.gov.uk/Catalogue/Community-Safety-and-Social-Inclusion/Welsh-Index-of-Multiple-Deprivation/WIMD-2014>

Based on this analysis, the average one way journey to school per child for the pupils that were attending Llanbister CP School in January 2015 to their nearest alternative school would be 7.58 miles.

Should there be no school in Llanbister, there would be an increase in travel for the 32 pupils for whom Llanbister CP School was their closest school. The maximum journey for a pupil to their closest alternative school would be 10.18 miles.

## **2.2 Extra-curricular activities provided by the schools**

### **i) Llanbister CP School**

The following clubs are provided by the school after school hours, depending on the season:

- i) Breakfast Club
- ii) Gardening Club
- iii) Netball Club
- iv) Football Club

The following extra-curricular activities are provided during the school day:

Hockey; Cross country; Orienteering; Athletics; Art project undertaken with local artist; Educational walk with the Country Landowners Association (School was chosen to take part due to its proximity to the moor)

### **ii) Crossgates CP School**

The following clubs are provided by the school after school hours:

- i) Crossgates Out of School Club
- ii) Breakfast Club

The following extra-curricular activities are provided during the school day:

Netball; Ball Skills; Green Club; Games Club; ICT Club

## **2.3 Community use of the school building**

### **i) Llanbister CP School**

The school accommodates the following community groups:

Use of school building and equipment by Cantal YFC and Llanbadarn Fynydd YFC

In addition, the school's facilities are used by the community regularly for the following activities:

Social and fundraising events held by the PTA; Community sports events;  
School yard is used for parking for funerals, concerts, meetings and parties

**ii) Crossgates CP School**

The school accommodates the following community groups:

Privately run Early Years centre based in mobile across the car park

In addition, the school's facilities are used by the community regularly for the following activities:

Regular events held by the school's PTA in the school buildings and on the grounds

**2.4 Other links with the community**

**i) Llanbister CP School**

The school has strong links with the community, which include the following:

Involvement with Llanbister Community Sports, which is held annually in May and Llanbadarn Fynydd Community Sports, which is held annually in June. This includes involvement with organising recreational activities on the field and participation in competitions held specifically for Llanbister CP School pupils.

**ii) Crossgates CP School**

The school has links with a number of organisations and individuals within the community, which include the following:

Vicar, Golden Age Club

**2.5 Support that could be offered by the receiving school to parents and pupils that currently attend Llanbister CP School**

A transition programme would be put in place to support pupils with their transition to Crossgates CP School.

## **2.6 Conclusion**

The authority acknowledges that the closure of any school will have a detrimental impact on the community. However, the village of Llanbister has a community hall located on the site of the school. The draft recommendation in relation to Llanbister CP School does not propose any changes to this hall, therefore this facility would continue to be available to the community.

A range of extra-curricular activities are available to pupils at both Llanbister CP School and at the proposed receiving school. Should Llanbister CP School close, it would be more difficult for pupils to access activities held after school due to their reliance on home to school transport. However, from the information received from Crossgates CP School, the majority of extra-curricular activities take place during the school day.

Closure of Llanbister CP School would lead to an increase in travel for those pupils for whom this is currently the closest school, particularly given that Llanbister CP School already serves a very large catchment area.

**APPENDIX C          RESPONSE FORM – LLANBISTER C.P. SCHOOL**

Please provide your comments in the space provided. You can use additional sheets if necessary.

- 1.      Please let us know your views on the proposal to close Llanbister C.P. School, including any alternatives to the proposal you think we should consider:

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2. Please indicate who you are (e.g. parent, member of staff, governor)

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3. Name (optional)

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4(a). Would you like to be informed of the publication of the consultation report?

Yes  No

4(b). If you answered 'Yes', please provide an e-mail address or postal address:

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Completed questionnaires should be sent to the following address, by the **24<sup>th</sup> March 2016**:

*School Modernisation Team, Powys County Council, County Hall, Llandrindod Wells, LD1 5LG*

*E-mail: [school.modernisation@powys.gov.uk](mailto:school.modernisation@powys.gov.uk)*