



**POWYS COUNTY COUNCIL**

**CONSULTATION DOCUMENT**

**Proposal to close Llanfihangel Rhydithon 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 Llanfihangel Rhydithon 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 Llanfihangel Rhydithon C.P. School, Dolau, Llandrindod Wells, Powys, LD1 5TW 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.

Llanfihangel Rhydithon CP School met the following criteria:

- 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

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

Meetings have subsequently taken place between the SORP and the Governing Body, Headteacher and Local Member for Llanfihangel Rhydithon C.P. School. In November 2015, the SORP determined that the draft recommendation in respect of Llanfihangel Rhydithon C.P. School was

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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.

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 Llanfihangel Rhydithon 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 Llanfihangel Rhydithon C.P. School for the following reasons:

- The school has had fewer than 50 pupils on roll for the three previous years and numbers are not projected to increase to above 50
- 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
Maintains provision in Dolau	Cost per pupil would continue to be more than 120% of the Council's average for primary schools
	Potentially difficult to recruit a permanent headteacher
	No reduction in the Authority's overall surplus capacity in primary schools

**i) Closure of Llanfihangel Rhydithon 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 Llanfihangel Rhydithon CP School is currently the closest school
Would reduce the Authority's overall surplus capacity in primary schools	Loss of education provision from Dolau
Would address the issue around cost per pupil	
Permanent leadership arrangements currently in place in proposed receiving school	

**ii) Closure of Llanfihangel Rhydithon 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 Dolau site would continue to be below 50
Maintains education provision in Dolau	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 arrangements, current pupil numbers on the Dolau site would not attract sufficient funding to maintain 2 classes, therefore the site would need to be subsidised by the other school
Increased opportunities for networking and sharing good practice between staff	Llanfihangel Rhydithon CP School would lose its own identity
	Implications for Crossgates CP School, eg: <ul style="list-style-type: none"> <li>- governing body would have to take responsibility for an additional building</li> </ul>

**iii) Federation of Llanfihangel Rhydithon CP School and another school**

<b>Strengths</b>	<b>Weaknesses</b>
No additional transport or travel required	Pupil numbers in Llanfihangel Rhydithon CP School would continue to be below 50
Maintains education provision in Dolau	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	

**iv) Amalgamation of Llanfihangel Rhydithon 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 Dolau site would continue to be below 50
Maintains education provision in Dolau	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 Dolau 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 Llanfihangel Rhydithon 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 Llanfihangel Rhydithon C.P. School are listed below.

Advantages	Disadvantages
Would address the issue of low pupil numbers	Additional travel for those pupils for whom Llanfihangel Rhydithon C.P. School is currently the closest school
Would reduce the Authority's overall surplus capacity in primary schools	Loss of provision from Dolau
Would address the issue around cost per pupil	
Permanent leadership arrangements currently in place in proposed receiving school	

#### 1.5 Risks associated with the proposal

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

Risk	Probability	Impact	Response Strategy
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	Medium	High	There is currently

neighbouring schools to accommodate pupils from Llanfihangel Rhydithon C.P. School

sufficient capacity at Crossgates C.P. School to accommodate all pupils currently attending Llanfihangel Rhydithon C.P. School. Should Llanfihangel Rhydithon 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 Llanfihangel Rhydithon C.P. School is 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.

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 Llanfihangel Rhydithon C.P. School is small, therefore the authority would not expect the impact on outcomes at the affected schools to be significant.

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 Dolau. 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 Llanfihangel Rhydithon C.P. School is small, therefore the authority would not expect the impact on provision at the affected schools to be significant.

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, 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 Llanfihangel Rhydithon C.P. School is small, therefore the authority would not expect the impact on leadership and management at the affected schools to be significant.

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 Llanfihangel Rhydithon 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 Llanfihangel Rhydithon 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 or any other school pupils might access can meet the needs of all pupils attending Llanfihangel Rhydithon C.P. School.

In terms of any pupils from low income families, free home to school transport will be provided to the alternative provision for qualifying pupils. This will ensure that the proposal does 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 Llanfihangel Rhydithon 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 Llanfihangel Rhydithon 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 Dolau has a community hall located on the site of the school. The draft recommendation in relation to Llanfihangel Rhydithon 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 Llanfihangel Rhydithon CP School and at the proposed receiving school. Should Llanfihangel Rhydithon 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 Llanfihangel Rhydithon CP School would lead to an increase in travel for those pupils that currently live closest to the school.

## **2.2 Other implications**

### **i) Financial implications**

An assessment of the potential financial savings from the closure of Llanfihangel Rhydithon 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>66,298</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>91,878</b>
Less Estimated Additional Transport Costs	(22,800)
<b>Net Estimated Savings</b>	<b>69,078</b>

Any savings to the authority realised as a result of the closure of Llanfihangel Rhydithon 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 Llanfihangel Rhydithon 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 Llanfihangel Rhydithon 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 Llanfihangel Rhydithon 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 Llanfihangel Rhydithon C.P. School is their nearest or allocated provision. If on closure of Llanfihangel Rhydithon 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 Llanfihangel Rhydithon 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 Llanfihangel Rhydithon C.P. School and Crossgates C.P. School are administered by the authority.

In the event of closure of Llanfihangel Rhydithon 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.

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

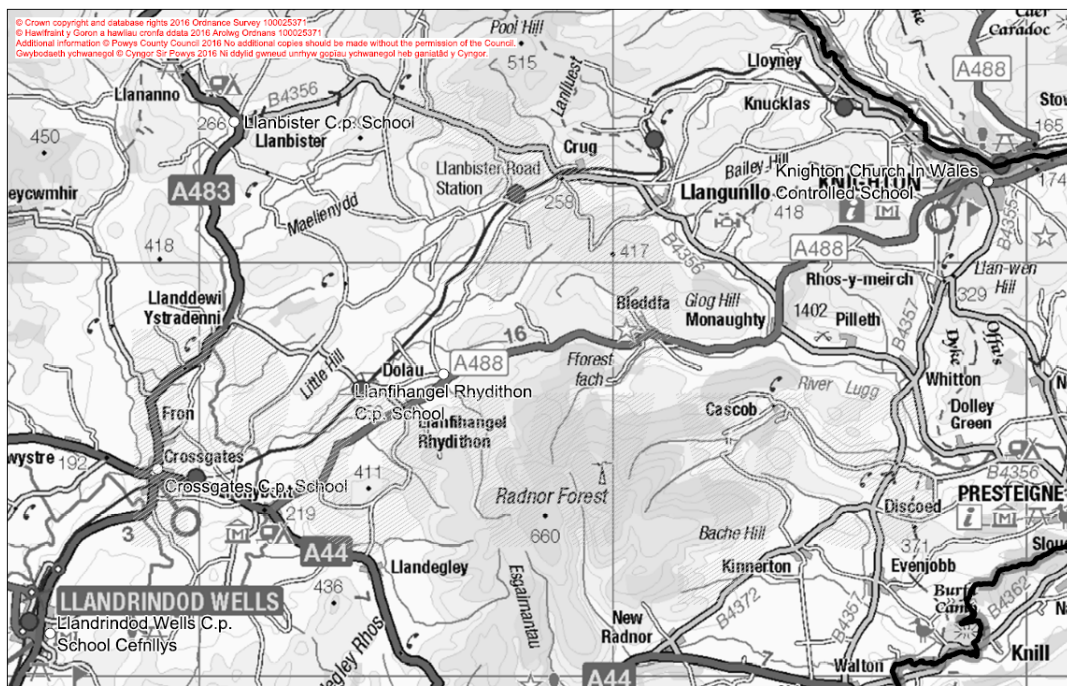
- Crossgates C.P. School, Crossgates, Llandrindod Wells, Powys, LD1 6RE
- Llandrindod Wells C.P. School Cefnlllys, Cefnlllys Lane, Llandrindod Wells, Powys, LD1 6AH
- Llanbister C.P. School, Llanbister, Llandrindod Wells, Powys, LD1 6TN
- Knighton Church in Wales Controlled School, Knighton, Powys, LD7 1HP

The Council is also carrying out consultation in relation to closure of Llanbister C.P. School. Should Llanfihangel Rhydithon C.P. School close, one of the other schools listed above would be the closest school for the pupils currently attending Llanfihangel Rhydithon C.P. School.

Information about these four schools, as well as Llanfihangel Rhydithon C.P. School, Dolau, Llandrindod Wells, Powys, LD1 5TW are provided below.

#### 3.1 Location map of the affected schools

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



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

Crossgates C.P. School – 5.33 miles  
 Llandrindod Wells C.P. School Cefnlllys – 8.63 miles  
 Llanbister C.P. School – 7.21 miles  
 Knighton C. in W. School – 10.49 miles

### 3.2 General school information

School	School Type	Language Category	Admission Number	Capacity (R – Yr 6)	Nursery Places	Age Range
<b>Llanfihangel Rhydithon C.P. School</b>	Community Primary	English Medium	5	36	5	4 – 11
<b>Crossgates C.P. School</b>	Community Primary	English medium	30	210	28	4 – 11
<b>Llandrindod Wells C.P. School Cefnlllys</b>	Community Primary	English Medium	37	258	37	4 – 11
<b>Llanbister C.P. School</b>	Community Primary	English Medium	6	45	6	4 – 11
<b>Knighton C. in W. School</b>	Voluntary Controlled C. in W. Primary	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 Llanfihangel Rhydithon C.P. School, Crossgates C.P. School and Llanbister 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>Llanfihangel Rhydithon C.P. School</b>	29	34	34	38	34
<b>Crossgates C.P. School</b>	142	120	126	138	143
<b>Llandrindod Wells C.P. School Cefnlllys</b>	218	219	223	201	220
<b>Llanbister C.P.School</b>	32	35	34	40	43
<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>2</sup></b>	<b>Jan. 2017</b>	<b>Jan. 2018</b>	<b>Jan. 2019</b>	<b>Jan. 2020</b>	<b>Jan. 2021<sup>3</sup></b>
<b>Llanfihangel Rhydithon C.P. School</b>	28	28	34	34	34	34
<b>Crossgates C.P. School</b>	140	144	140	145	147	145
<b>Llandrindod Wells C.P. School Cefnlllys</b>	249	245	246	239	237	245
<b>Llanbister C.P.School</b>	25	31	35	42	54	54
<b>Knighton C. in W. School</b>	198	204	215	220	225	230

<sup>2</sup> Actual pupil numbers taken from Teacher Centre on the 29<sup>th</sup> January 2016, however these are not verified PLASC figures

<sup>3</sup> Provisional projection based on the number of year 6 pupils that would be leaving the school in 2020.

### 3.4 School building condition

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>4</sup>:

	Condition	Suitability	Sustainability
<b>Llanfihangel Rhydithon C.P. School</b>	C	B	B
<b>Crossgates C.P. School</b>	B	A	B
<b>Llandrindod Wells C.P. School Cefnlllys</b>	C	B	C
<b>Llanbister C.P. School</b>	C	B	C
<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 Llanfihangel Rhydithon C.P. School, Llanbister C.P. School and Knighton C. in W. School are provided in the following table:

	Llanfihangel Rhydithon C.P. School	Llanbister C.P. School	Knighton C. in W. School
<b>Date of Inspection</b>	May 2012	January 2015	June 2014
<b>School's Current Performance</b>	Adequate	Adequate	Adequate

<sup>4</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

<b>Prospects for Improvement</b>	Adequate	Unsatisfactory	Adequate
<b>Follow up activity</b>	Estyn monitoring  Estyn monitoring visit July 2013 – The school was judged to have made good progress, and was removed from the list of schools requiring Estyn monitoring	Special Measures	Estyn monitoring

Crossgates C.P. School and Llandrindod Wells C.P. School Cefnlllys were 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:

	<b>Crossgates C.P. School</b>	<b>Llandrindod Wells C.P. School Cefnlllys</b>
Date of inspection:	June 2010	December 2009
KQ 1: How well do learners achieve?	2	1
KQ 2: How effective are teaching, learning and assessment?	2	1
KQ 3: How well do learners' experiences meet the needs and interests of the learners and the wider community?	1	2
KQ 4: How well are learners cared for, guided and supported?	2	1
KQ 5: How effective are leadership and strategic management?	2	1
KQ 6: How well do leaders and managers evaluate and improve quality and standards?	2	2
KQ 7: How efficient are leaders and managers in using resources?	1	1

## 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:

School	Standards Group	Improvement Capacity	Support Category
Llanfihangel Rhydithon C.P. School	2	B	Yellow
Crossgates C.P. School	2	B	Yellow
Llandrindod Wells C.P. School Cefnlllys	3	C	Amber
Llanbister C.P. School	3	D	Red
Knighton C. in W. School	2	C	Amber

## **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 Llanfihangel Rhydithon C.P. School, Crossgates C.P. School, Llandrindod Wells C.P. School Cefnlllys, Llanbister C.P. School and Knighton C. in W. School
- Parents, carers, guardians and staff of Llanfihangel Rhydithon C.P. School, Crossgates C.P. School, Llandrindod Wells C.P. School Cefnlllys, Llanbister C.P. School and Knighton C. in W. School
- Pupils of Llanfihangel Rhydithon C.P. School, Crossgates C.P. School, Llandrindod Wells C.P. School Cefnlllys, Llanbister C.P. School and Knighton C. in W. School
- The Church in Wales and Roman Catholic Diocesan Authorities
- The Welsh Minister for Education & Skills
- Town and Community Councils in the local area
- Local Powys County Councillors
- 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 Llanfihangel Rhydithon 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 either the spring or 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 Llanfihangel Rhydithon 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 Llanfihangel Rhydithon CP School from the 31 <sup>st</sup> December 2016. Crossgates CP School to be named as the		

proposal being assessed.	receiving school.	
<b>2. OBJECTIVES</b>		
Please state the current business objectives of the change proposal.	<p>The authority is considering commencing the statutory process to close Llanfihangel Rhydithon CP School because:</p> <ul style="list-style-type: none"> <li>- The school has had fewer than 50 pupils on roll for the three previous years and numbers are not projected to increase to above 50</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> </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>	<b>Yes</b> <input type="checkbox"/> <b>✓</b>  Please state the gaps: Qualitative data is not currently provided	<b>No</b> <input type="checkbox"/>



	<p>How will the gaps be addressed going forward?</p> <p>Qualitative data will be gathered during the formal consultation process and the EqIA will be updated to reflect the qualitative information received.</p>	
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## 6. DATA ANALYSIS

<p><b><u>6.1 Quantitative</u></b>  <b>Summarise the key quantitative data analysis results, providing key headline statistics.</b>          Include data that relates to existing provision and also data relating to proposal. E.g. statistics generated from a consultation questionnaire.</p> <p><b>Key questions:</b></p> <p>i) Are certain groups currently underrepresented in service user figures? Will a change affect this?</p> <p>ii) How do satisfaction levels compare across the protected characteristic groups? How will a change affect this?</p>	<p>Information on pupils who attend Llanfihangel Rhydithon 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:</p> <p><b><u>Llanfihangel Rhydithon CP School</u></b></p> <ul style="list-style-type: none"> <li>- 29 pupils in total, aged between 3 and 11. 26 pupils aged between 5 and 11.</li> <li>- Gender: Of the pupils attending the school, 45% are boys and 55% are girls.</li> <li>- Free school meals: No pupils are eligible for free school meals.</li> <li>- SEN: No pupils in the school have Statements of Special Educational Needs. 14% have special needs but do not have a statement.</li> <li>- Disabilities: 14% have additional learning needs.</li> <li>- English as an Additional Language: There are no EAL pupils at the school.</li> <li>- Welsh Language: 3% of pupils come from homes where some Welsh is spoken.</li> <li>- Race/ethnicity: PLASC only provides information about the ethnic groups of pupils aged 5 and over.             <ul style="list-style-type: none"> <li>- The ethnic group of pupils aged 5 and over at the school is as follows:                 <ul style="list-style-type: none"> <li>- White British – 100%</li> </ul> </li> </ul> </li> </ul> <p>This information shows that the proportion of pupils in the school that belong to the protected characteristic groups is small. 14% of pupils have additional learning needs and are in a protected characteristic group for disability. 3% of pupils come from a home where some Welsh is spoken.</p>
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## 6.2 Qualitative

### Summarise the key qualitative data analysis, providing key themes or patterns.

Include data that relates to existing provision and also data relating to proposal. E.g. protected characteristics focus group on the proposal.

#### Key questions:

- i) Do certain groups have a different service user experience? How will a change affect this?
- ii) Have any areas for improvement been communicated by particular groups? Will a change have an impact upon these views?
- iii) What are the reasons behind some groups not using the service? How will a change affect this position?
- iv) What has consultation on your proposals revealed about impact on the protected characteristics?

Formal consultation on the closure of Llanfihangel Rhydithon 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.

Further detail will be added to the EqIA following the conclusion of the consultation period and consideration of the responses received.

## 7. EqIA RESULT

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

The proposal does not present any adverse impact on equality.

[Proceed to question 10]

The proposal presents some adverse impact on equality.

✓

provide the EqIA assessment result.	[Proceed to question 8]	
	The proposal presents significant impact on equality [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, 14% of pupils are in a protected characteristic group due to having additional learning needs.</p> <p>ii) No pupils are eligible for free schools meals. Should Llanfihangel Rhydithon CP School close, free home to school transport would be provided to all qualifying 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) Although 3% of pupils come from a home where some Welsh is spoken, Llanfihangel Rhydithon 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>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 Llanfihangel Rhydithon 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>ii) Does the proposal require modification to reduce or remove this impact?</p> <p>iii) Should the proposal be considered for removal, owing to the degree of impact it is likely to have?</p>	<p>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>
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<p><b>9.2 Will the management of the impact as outlined in 9.1, be included in the Service Improvement Plan?</b></p>	<p><b>Yes</b> <input type="checkbox"/></p> <p>Date added.....</p> <p>Reference.....</p>	<p><b>No</b> <input checked="" type="checkbox"/></p> <p>If no, please explain why not: <b>Need was not identified at time of writing Service Strategy</b></p>
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**10. ONGOING MONITORING**

<p><b>How will the decision now be monitored on an ongoing basis to consider its impact over time?</b></p>		<p><b>Please tick/shade</b></p>
	<p>Equality monitoring of uptake of the service within which the decision was made</p>	
	<p>Satisfaction monitoring of service users (broken down by protected characteristic)</p>	
	<p>Recording and analysing complaints/requests/compliments</p>	
	<p>Targeted periodic focus groups/service user interviews/feedback sessions</p>	
	<p>Other (please specify)</p>	

**Monitoring arrangements**

The School Transformation Programme Board is responsible for overseeing the strategic direction of the modernisation agenda: setting direction, implementing

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 Llanfihangel Rhydithon

Llanfihangel Rhydithon is a community located in mid Powys, which includes the small village of Dolau, in which Llanfihangel Rhydithon CP School is located. Dolau is located approximately 5 miles from the village of Crossgates, and approximately 9 miles from the town of Llandrindod Wells. According to the 2011 Census, there are 228 residents in the area served by Llanfihangel Rhydithon Community Council<sup>5</sup>.

English is the main language spoken in the area, however according to the 2011 Census, 13.45% of the population have one or more skills in Welsh. 1.75% 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 Dolau is located within the Llangunllo LSOA, which is ranked as follows<sup>6</sup>:

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

Llanfihangel Rhydithon CP School is an English-medium Community Primary School. 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>7</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.

<sup>5</sup> 2011 Census information for the Llanfihangel Rhydithon Community Council area, taken from <http://www.powys.gov.uk/en/statistics/view-statistics-about-your-area/detailed-census-information/>

<sup>6</sup> <https://statswales.wales.gov.uk/Catalogue/Community-Safety-and-Social-Inclusion/Welsh-Index-of-Multiple-Deprivation/WIMD-2014>

<sup>7</sup> 2011 Census information for the Llanbadarn Fawr 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>8</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) Llanfihangel Rhydithon CP School

The home addresses of the 29 children that were attending Llanfihangel Rhydithon 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 Llanfihangel Rhydithon CP School was the closest school for 21 of the pupils attending the school, which is 72% of the pupils attending the school. The closest schools for all of the 29 pupils is summarised in the following table:

Closest School	Number of Pupils
Llanfihangel Rhydithon CP School	21
Crossgates CP School	7
Llandrindod CP School Cefnlllys	1

Based on this analysis, the average one way journey to school per child for pupils currently attending Llanfihangel Rhydithon CP School was 2.78 miles.

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

Closest School	Number of Pupils
Crossgates CP School	26
Llandrindod Wells CP School Cefnlllys	1
Llanbister CP School	1
Knighton C in W School	1

<sup>8</sup> <https://stats.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 Llanfihangel Rhydithon CP School in January 2015 to their nearest alternative school would be 4.49 miles.

Should there be no school at Dolau, there would be an increase in travel for the 21 pupils for whom Llanfihangel Rhydithon CP School was their closest school. However, there would be a reduction in travel for the remaining 8 pupils, should they transfer to their closest school. The maximum journey for a pupil to their closest alternative school would be 7.85 miles.

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

### **i) Llanfihangel Rhydithon CP School**

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

- i) Football
- ii) Eisteddfod Club
- iii) Friday Club (for Foundation Phase pupils – arts and crafts)
- iv) French Club
- v) Welsh Club
- vi) Tennis
- vii) Games club (chess, dominoes)
- viii) Gardening
- ix) Book club (reading)

The following extra-curricular activities are provided by the school:

Piano lessons; Brass lessons; Weekly welly walks / outdoor lessons for all pupils; Participation in swimming galas and other sports activities; Participation in the Llandrindod eisteddfod.

### **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) Llanfihangel Rhydithon CP School**

The school accommodates the following groups:

3+ setting; Parent and Toddler sessions; Youth club

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

YFC use the school grounds; Community centre use the school grounds; Community centre used the school playground as car parking; Youth centre use the school grounds

### **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) Llanfihangel Rhydithon CP School**

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

The Youth Club and the YFC; Dolau church – the vicar supports collective worship and Christian festivals in schools, and the school supports and promotes 'Messy Church' within the community; Dolau Chapel; Dolau Station, which is maintained by community volunteers; Links with a local business, which promotes pupils' entrepreneurial skills.

### **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

## **2.4 Support that could be offered by the receiving school to parents and pupils that currently attend Llanfihangel Rhydithon CP School**

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

## **2.5 Conclusion**

The authority acknowledges that the closure of any school will have a detrimental impact on the community. However, the village of Dolau has a community hall located on the site of the school. The draft recommendation in relation to Llanfihangel Rhydithon 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 Llanfihangel Rhydithon CP School and at the proposed receiving school. Should Llanfihangel Rhydithon 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 Llanfihangel Rhydithon CP School would lead to an increase in travel for those pupils that currently live closest to the school.



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)*